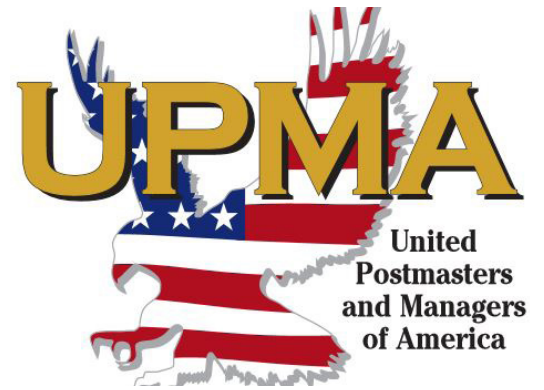




**Illinois
Postal
News Leader**



March 2018

United Postmasters and Managers of America ~ Illinois Chapter ~ est. November 1, 2016

WASHINGTON DC 2018



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“Let us do
together what
we cannot do
alone”

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UPMA is not a union. It is a professional association. It is an organization of people who hold proud titles. It does not discriminate by race, gender, or salary level. It is a vehicle, an avenue, a method and a tool that can and does help, assist, benefit, and encourage members to be a better Postal Managers.



Edmund Carley~ Illinois State President

I am very proud of our Illinois delegation that managed, despite the challenges of mail count, to get to go to Washington, DC this year for the Legislative Advocacy Summit. Under the leadership of our IL VP for Legislation, Marianne Miller, our message was taken to The Hill and was well received by all accounts. Marianne arranged all the visits and, with a few last minute changes, every Member of Congress and both Senators received the UPMA message. Well done to all that made the trip but also to those who couldn't, it is important to remember that we can still influence at home. Call your representatives today and keep calling until we get Postal Reform.

For whatever reason the Postal Service doesn't take us seriously when it comes to our consulting with them on working conditions, pay and benefits for UPMA members. I am not just talking about the ongoing pay talks. I find, at every level of the organization, the attitude is that although my concerns are warranted and reasonable, somehow, I should just accept that some things are just the way they are and stop fighting for what was right. I should just accept that two career clerks in every level 18 office is a pipe dream. The vague and discriminatory way the CCA cap is being allocated based on whim not complement, especially in the more rural areas is something I should just overlook. Postmasters having to endure multiple Investigative Interviews over a situation that aren't intended to discover anything, just to instill fear and intimidate is the price of doing business and I should ignore the practice. I must be crazy to think that Postmasters are being micro-managed to the point they are becoming afraid to make a decision. I am also told to believe that there are no District-wide mandates that require exempt employees to work for free in order to avoid paying overtime to special exempt employees.

Well, here's the thing; UPMA is not going to stop fighting for its members, UPMA realizes that the Service is in a tough spot financially but the Service has to realize that Postmasters are the solution to that problem, not the cause of it. So, what can you do to help us in helping you? First, become active; come to State Convention, come to 3 digit meetings, reach out to non-member offices and recruit them to join the organization. Support UPMA with your time and effort and UPMA will repay you by making sure that your working conditions don't continue to suffer. There are almost 200 Postmasters in Illinois who aren't members of UPMA; help us to recruit and activate these potential members and we will have a stronger more unified voice. Stand up for what is right in your own office. For example, if you are required to work outside of your Form 50 hours simply to avoid the payment of overtime to another employee stand your ground and don't do it. If your POOM is a bully, call them out and contact UPMA. If your office is deliberately being understaffed, contact UPMA and let us file a consultative issue log. I know it's hard, I know no one wants to rock the boat but it is harder for UPMA to challenge bad decisions made by Districts, Areas and Headquarters if Postmasters make it look like there are no problems. Exempt employees are being exploited because of their own good nature; be less good natured! Remember; Together We Can.

Edmund



Patti Sadnick~Past President

D C Legislative Trip

I just got back from spending a few days in Washington DC with my UPMA family visiting our Illinois Congressmen and Senators. I also took my 17 year old granddaughter, Morgan, along with me on her first trip to our nation's capital. In between the UPMA meetings, I took her to see some of the sights there, including Lincoln Memorial, WWII Memorial, Korean War Memorial, Arlington Cemetery, Tomb of the Unknown Soldier, National Gallery of Art, and DC Cupcakes in Georgetown. (Let's just say I was shot by the time I got home on Wednesday night) But to my surprise, when she got done, her favorite part was going to Capitol Hill, first for a tour, and then to the office of each of our legislators. My Congressman is Adam Kinzinger, whom we were able to meet and get a picture with. We spent all of Tuesday stressing how important it is to get HR 756 passed by April. You can help by contacting your legislators yourself by phone. We all need to work to get this done soon!

Patti Sadnick, Immediate Past President, Illinois UPMA



Janet Spanos~ II State VP

Please SAVE THE DATE for UPMA State Convention Thursday May 17th through Saturday May 19, 2018 in Peoria at the Embassy Suites. Registration is \$50 until April 15th. Satisfaction guaranteed or your money back! Oh wait.....if you register by April 15th you will AUTOMATICALLY get \$50 back in CASH when you attend! Your registration includes Thursday and Friday luncheon along with Thursday evenings banquet dinner. Come for great speakers, free food and camaraderie with fellow managers! Please plan to attend, we look forward to seeing you there!



Bev Freehill~ UPMA Illinois State

UPMA adverse action advisement

Do you realize what a great benefit of being a UPMA member is to have a State president like Edmund? Sometimes you just need to bounce something confidentially off to another manager to get some advice. That's what happened to me this weekend. I was able to talk to Edmund on a Sunday no less and get sound advice for something that had been foremost on my mind. What could have turned into a mountain was reduced to a molehill! To me that is the best part of being

a UPMA member - to not only have great friends and great times together but to also have trustworthy confidants who can give solid direction. This was the first year in about 7 years I was not able to attend the Legislative convention in Washington DC. Just like many of you, I had a rural route counting. Still I knew we would find out from the members who were able to attend what our PMG had to say and also know that the IL branch would represent us well on Capital Hill. Don't ever take your membership for granted; make 2018 the year you choose to get involved!! Happy Spring!! I hope to see you at State convention!!

Jerry Thixton ~ IL State VP

Contact your Congressman



On February 12th, the 2019 Federal Budget submitted to Congress that if approved would contain more than \$155 Billion in cuts that would affect active and retired federal employees. Among the provisions contained in the budget:

- ~ Increase employee retirement contributions ~ Eliminate cost of living adjustments (COLA) for FERS and reduce COLA for CSRS ~ Abolish the FERS supplement Annuity for retirees prior to Social Security eligibility ~ Change the computation formula from high 3 years salary to high 5 years salary ~ Reduce the interest rate of earnings for the G fund in the TSP

The US Postal Service is the only entity - public or private - required to prefund its retiree health benefits. Our agency emerged from the recent recession seriously wounded by this prefunding obligation. The payment for this prefunding obligation in FY18 was \$6.7 Billion. Absent this annual multi billion dollar burden, the Postal Service would have realized operating surpluses.

For the reasons above, your organization, United Postmasters and Managers of America (UPMA) supports HR 756, the bipartisan "Postal Reform Act" and looks forward to supporting a Senate Version of the bill.

Please contact your congressional representative and let them know of your support of (House Resolution) H.R. 756. Consider attending state convention in Peoria in May and learn the latest update to this very important bill that affects all of us.

If you wish to contribute to PAC so we can continue to keep raising issues that are important to all of us, send your contributions to PO Box 1, Lincoln, IL 62656 or ask any state board member how you can sign up for ePAC withdrawn from your check.

ILLINOIS CHAPTER UPMA SCHOLARSHIP APPLICATION

FULL NAME _____
HOME ADDRESS _____
DATE OF BIRTH _____ HOME PHONE NUMBER _____
HIGH SCHOOL NAME AND ADDRESS _____
NAME OF PRINCIPAL _____ DATE OF GRADUATION _____
Number of Students in your class (High School) _____ YOUR RANK IN CLASS (High School) _____
GRADE POINT AVERAGE (High School) _____ Based on a 4.0 or 5.0 SCALE (Please circle)
ACT Score _____ and/or SAT Score _____
COLLEGE NAME, city & state (if attending now) _____
Full name, work location (city, zip code) and Relationship of your UPMA member sponsor _____

NAME OF 2 year or 4 year COLLEGE or VOCATIONAL COLLEGE YOU PLAN TO ATTEND _____

HAVE YOU APPLIED FOR ADMISSION? (requirement) _____
HAS YOUR APPLICATION BEEN APPROVED? (requirement) _____
DO YOU CURRENTLY WORK? _____ IF YES, FOR WHOM? _____
AVERAGE HOURS WORKED PER WEEK _____
DO YOU PLAN TO WORK WHILE ATTENDING COLLEGE? _____

1. THE FOLLOWING ITEMS MUST BE INCLUDED WITH THIS COMPLETED APPLICATION

- OFFICIAL HIGH SCHOOL TRANSCRIPT AND CURRENT COLLEGE TRANSCRIPT (if applicable)
- COPY OF ACT AND/OR SAT SCORE
- TWO CHARACTER REFERENCE LETTERS WRITTEN BY A NON-RELATIVE
- COPY OF LETTER OF ACCEPTANCE FROM THE COLLEGE OF CHOICE (not required if attending college) -A SUMMARY OF YOUR HIGH SCHOOL / COLLEGE COMMUNITY ACTIVITIES, AWARDS AND HOBBIES. List by name and year **Membership and other Participation** and approximate time commitment for each school, community and volunteer activities. *Example:* Yearbook Staff (10,11, college) 25 hrs. per month for 6 months / basketball (9,10,11,12, college) 40 hrs per month for 3 mos.
List by name and year **Leadership Positions and Offices** held, and approximate time commitment for each of school, community and volunteer activities. *Example:* Student Council Representative (9,10,11,12) 12 hrs. per month for 5 months / 4-H Leader (11,12, college) 5 hrs. per month for 4 months.
List by name and year the **Honors and/or Awards** you have received. *Example:* All Conference Basketball (11, college) / Boys/Girls State (11) / Jr. Rotarian (10).
List any **volunteer work positions** you have had. *Example:* Candy Striper (11,12, college) 20 hrs per month for 3 mos / Farm helper (11,12, college) 24 hrs. per month for 4 mos.
List any **paid work positions** you have had. *Example:* Grocery Store (11,12, college) 16 hrs per month for 2 mos / Café work (10,11,12, college) 20 hrs per month for 4 mos.
- YOUR RESPONSE TO THE QUESTION "WHAT ARE YOUR CAREER GOALS AND HOW WOULD THIS SCHOLARSHIP HELP YOU TO ATTAIN THEM?"

PLEASE NOTE:

APPLICANT MUST BE A CHILD, STEPCHILD, GRANDCHILD OR LEGAL WARD OF A MEMBER OR RETIRED MEMBER, OF ILLINOIS CHAPTER UPMA.

PAST APPLICANTS/RECIPIENTS MAY APPLY

ALL INFORMATION SUBMITTED BECOMES PROPERTY OF THE SCHOLARSHIP COMMITTEE AND WILL BE HELD IN STRICT CONFIDENCE

APPLICATION MUST BE POSTMARKED BY April 1st

THE NUMBER OF \$1,000.00 SCHOLARSHIPS AWARDED WILL BE DETERMINED BY THE SCHOLARSHIP COMMITTEE

SEND COMPLETE APPLICATION AND ALL ADDITIONAL INFORMATION TO: IL Chapter UPMA Scholarship Committee

c/o Steve Hall, 8906 Burton Rd, Wonder Lake IL 60097-8202

If you need clarification on any point, contact Steve at the above address, or by telephone 815-575-2255,

or email to schall8906@comcast.net



Scholarship News

Announcing the 2018 Illinois Chapter UPMA Scholarship Award(s):

The Illinois Chapter UPMA Scholarship Fund, Inc., will be awarding a total of \$5000, to the winning applicant(s) at our 2nd IL UPMA State Convention in Peoria IL, May, 2018. We encourage all members to take advantage of this wonderful opportunity to provide some financial assistance to prospective students. Scholarship applicants

must be a child, stepchild, grandchild, or legal ward of a member in good standing of Illinois Chapter UPMA or Illinois Chapter UPMA, Retired. Applications for Scholarship Awards must be submitted and Postmarked by April 1.

The Scholarship Committee will review and evaluate all applications and will announce the number of winners, the amounts of the awards, and the names of the winners at the convention. Eligibility factors considered for the award will include (but are not limited to) the following: Official High School Transcript and Current College Transcript (if applicable); Copy of ACT and/or SAT score; two character reference letters written by non-relatives. Please visit our UPMA website (illinoisnapus.org) to download the application in its entirety. If you have any questions, please e-mail Steve Hall at schall8906@comcast.net, or call/text 815-575-2255.

This is a wonderful fund to help with the ever skyrocketing expenses of continuing education, and you can help keep it going. Please consider donating to this fund directly or perhaps in memory of a loved one. Donations may be made out and sent to:

IL UPMA Scholarship Fund, Inc.
8906 Burton Rd
Wonder Lake IL 60097-8202.

Barb Anderson~ Retiree President

THE 3 R's

Remember the basics

Reading, Riting, Rithmetic

The three R's for UMPA are Recruitment, Retention and Representation

I hope you are recruiting new members and giving them a reason to continue to participate in our organization.

We went to Washington to represent you to our congressmen. On Monday, the Postmaster General, Megan Brennan, spoke to us about policy and the urgent need to pass HR 756. We have no cash and our line of credit is exhausted. I'm sure you know about buildings in need of repair and vehicles in poor condition. We would have liked to have more members attend, but many had rural count.

In the afternoon we went to the Capital Visitors Center to meet with the Senators and aides. Senator Meadows is the touch point for getting support. He said this is a bi-partisan bill which is a rarity in this congress.

On Tuesday we stormed the hill. Marianne set up appointments and e-mailed a presentation to share with representatives. The budget bill targets our pensions and health benefits. When I attempted to get a Metro pass, I was approached by someone who offered to help me get a senior pass. This was not available the last time I went to DC. If you are 65 or over the metro pass which costs two dollars gives you discounted fares even in peak time. You just tap it over the gate and away you go.

Tuesday afternoon our congresswoman Cherie Bustos met with Pam Bardell, Dixon; Marianne Miller, Winnebago and myself. Edmund Carley and his daughter we able to join us at 30 Ivy Street. The congresswoman came to us. While others had to meet with their representatives ours came to us. It really is a good idea to meet with your representative in your home district and build a relationship. I am going to have lunch with her at a fund raiser in Fulton on Saturday.

As a retiree, I am able to attend functions and have no restrictions on lobbying our congress.

I hope you are planning to attend the State Convention in E. Peoria. As a retiree you can vote on the location of our next state convention. I hope to see all of you there.

Barbara Anderson,
Retiree president.



Carol Sue Carnes ~ Credit Union

SIGNATURE FEDERAL CREDIT UNION

With Spring just around the corner you might be thinking of remodeling your kitchen or bath or perhaps you have dental or medical expenses to pay off or even need a vacation. (After all the UPMA National Convention is coming up July 21-27 in Reno, NV) The place to call is your Signature Federal Credit Union who can create a loan to fit your needs. The new “Anything Loan” is what you can use, and for a limited time at a .25% discount. Standard rate is 6.25% APR, you can borrow up to \$25,000. at terms up to 84 months.

We also offer low mortgage rates. Why not call 800-336-0284 to get pre-approval for one of these loans. Our rates are competitive and low closing costs. Conventional mortgages with terms of 10, 15, 20 and 30 years and up to 97% maximum financing on the purchase of a single-family dwelling if you are the primary resident. To make things easier for you, we even have a title company that can come to your home to finalize the mortgage documents.

Or check out our special Home Equity Line of Credit Promotion. Pay only 1.90% the first 9 months of the loan term when you apply and qualify. After the 9 months it will revert to the standard rate ranging from 4.25 to 5%. The Credit Union will pay up to \$1,000. in closing costs (usually \$0 to \$500) plus a processing fee for \$150. will be paid by the member.

Besides calling you can visit our easy online application at bit.ly/signaturefcu-apply-now

This being Tax Season this may be of interest to you. As a Signature FCU member you can save up to \$15.00 on TurboTax – the #1 best selling tax software. With TurboTax you’ll get your taxes done right and your biggest possible refund.

In addition to the TurboTax discount, members have saved nearly \$2 billion with exclusive offers from Sprint, ADT, TruStage and cash back shopping with Love to Shop. The more you take advantage of this, the more you save.

Start saving today at LoveMyCreditUnion.org

Are you using the alerts from Signature, powered by VISA, to help you reduce fraud and monitor your spending anytime, anywhere? With near real-time alerts, you can receive updates on your Visa debit or credit card activity through text messages and email. And this unique service is available FREE for Signature Visa cardholders. It’s easy to enroll your Visa card. Just go to www.signaturefcu.org/Protect-My-Card click on “Enroll in Text Alerts”, enter your Visa card number and account information, accept both pages of terms, enter your phone number, then text the code phrase provided to verify enrollment. If you have any questions about setting this up, call 800-336-0284.

Until next time, Carol Sue Carnes
Secretary, Signature FCU
Brussels, IL 62013





Meta Belford ~ Illinois State VP

Postmaster Proud

For members who are postmasters or just curious about the term ‘postmaster’...

When I became a postmaster I was asked if the correct term was ‘postmistress’ since I was female. I wasn’t sure until one day when I came across the following statement from an unknown source: “The official title of the person duly appointed by the postmaster general to oversee the operations of a post office is “postmaster,” whether male or female. The origin of the term comes from the requirement of having mastered certain skills, and gender never entered into it.”

I liked that clarification because it made me feel like someone thought I had all the skills it took to run an office – “to master the mail” – and I was proud of my job. I took great pride in doing my job to the best of my ability and I still do. Generally, I am proud to be a postmaster, but do I still believe I have all the skills it takes to “master the mail” and run an office now 13 years later?

The answer is, most assuredly, yes I do have the skills and knowledge it takes to run my office. A large part of this is because I belong to UPMA – a great organization designed to help members like me gain the information and skills needed to do our jobs right. UPMA offers training at least twice a year in large forums, Training Conference and State Convention, and at other small gatherings throughout the year. The two large forums always have several sessions in topics that are useful to every level office and relevant to all members, not just postmasters.

State Convention is coming up, May 16-19, 2018, If you haven’t done so already, sign up to attend. This is an opportunity to hone your knowledge and skills while networking with postal leaders and executives. If you learn just one new thing while you are there, then it is worth the registration fee. In addition, you will meet friends and acquaintances going through the same experience as you. Networking is a valuable resource that will help you when you’re not perfectly clear on a program or operation and need to call someone for help. You will find people who need your knowledge and skills as well.

Reach out to someone in a neighboring office and bring them with you to the Illinois State Convention at the Embassy Suites in East Peoria; bring them whether they are a member or not! Remember your first convention? I do, I came away with a lot of enthusiasm and interest in UPMA and hopefully they would too! Of course don’t forget it’s always fun to see old friends and meet new ones and to learn something new.

I am the ‘postmaster’ of my office because I still have the ability to master the operations of my office, and I am proud to be a part of UPMA.

See you in May!

Shelley Zellers~ Illinois State Treasurer

PMG REMARKS/COMMENTS AT LEGISLATIVE SUMMIT:

There was a tremendous amount of information crammed into the two- day Legislative Summit, and I am sure the data and details will be reported by National and Chapter Officers in the UPMA Leader and Chapter papers. These are a few of the comments made by PMG Megan Brennan that I made note of:

- The USPS is operating with a flawed business model mandated by Congress.
- If Legislation does not change, the USPS will run out of cash.
- We cannot “perform” ourselves out of debt.
- We cannot “reduce-service” ourselves out of debt.
- If we don’t get comprehensive postal reform and the Postal Service goes away, then what?



Cheryl Quaka ~ Illinois UPMA State Editor

Got Questions? UPMA Has Answers

Do you feel engaged in your job? Did you go from being excited and challenged at work, to walking in the door with a sense of dread? Are you understaffed and overworked? Are you mentally exhausted? Do you work only for the paycheck, calculating your retirement date over and over again?

I think more and more people will answer yes to one or all of these questions.

As your state Editor, here is some feedback I have received.

Are you the Postmaster who was always full of energy and took care of business successfully for years? But things happen; you were understaffed, you have an employee who causes drama in the office daily, someone gets injured and you are forced to borrow help every day. Circumstances beyond your control have you carrying the mail, working 10 or more hours a day and then getting screamed at on a telecon about it.

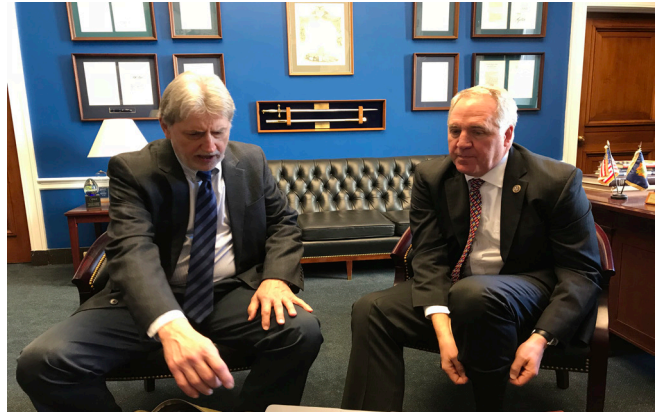
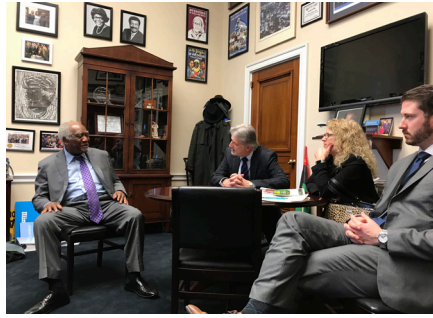
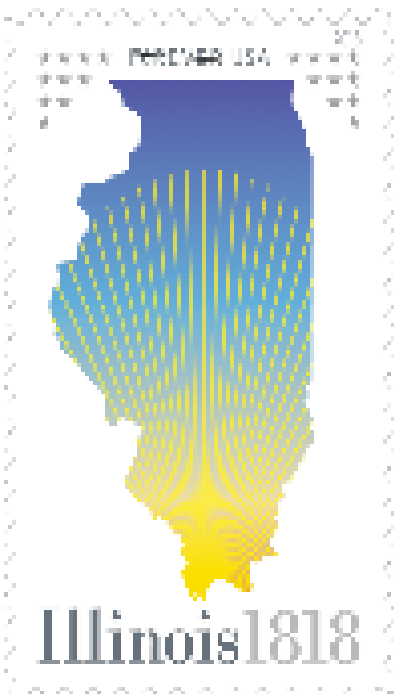
Are you the Postmaster who has things under control and do everything you can to make your NPA, but no matter how hard you work, you can't get above a cell 3? Maybe there are things you are not getting credit for in CSV such as corporate goals negatively affecting your score, you don't agree with your function four audit, or maybe a route adjustment didn't work out the way it should have.

Are you the Postmaster in office that has historically been a problem office? You went in thinking you could make a difference. You had the best of intentions but the office is like the Titanic – you are going full speed ahead with iceberg's everywhere. Your boss is screaming at you. The union steward files so many grievances you can't get anything else done. You are on so many telecons, your ear hurts from holding the phone up to it. Eventually you know you will hit an iceberg.

If any of these situation sound like you, you should reach out to someone in UPMA. If you haven't already joined, now may be the right time. As a member of UPMA, you stand with members who care to make a difference. You network with fellow members and get ideas that you might not have thought about. If you hit an iceberg, UPMA can be your life jacket. You become part of the change that needs to happen. Sign up new members. Become active in UPMA activities. Get involved with Legislation. Let your voice be heard!



Illinois UPMA Chapter visits Washinton DC



Edmund Carley ~ Western Area National VP

I feel more optimistic, after this trip to our Nation's Capital, than ever in the 12 years I have attended previously. Members of Congress were the most receptive to the idea of passing Postal Reform Legislation, even willing to co-sign and bring pressure to bear on their colleagues to get a floor vote as soon as possible. HR 756 is not a perfect bill but we were told repeatedly that it must pass before May 1st to have any chance of becoming law in time before the next election cycle starts this fall and we would have to wait for the next Congress. UPMA members did some great work in Washington, DC; The Deputy Postmaster General, and USPS Chief Government Relations Officer, Ron Stroman said it best when he praised UPMA activists from the podium on Monday February 26th, 2018. We are the best advocates on The Hill that the Postal Service has, it was our direct influence last year that produced HR 756 being passed out of committee and it will be our pressure that gets it passed now. Others will assist but never doubt that UPMA is the driving force for meaningful Postal Reform, Postmasters always have been, it is now on Congress to do the rest.

One of the problems with HR 756 is that while it addresses the Medicare integration, it has no mechanism by which to pay for it. There were rumors of a Senate Bill that may fill that gap but as of today, nothing has been forthcoming. It is important that the Senate also passes a Postal Reform bill or commit to considering 756 when passed by the House. If Senators pass a companion Bill then it and HR 756 will go to a conference committee and any product of that body will have to be reconsidered by both chambers before going to the President for a signature. So, we are a long way from Postal Legislation but now at least we have momentum and a time frame. We must keep the pressure on as much as possible. Call your representatives today; tell them to support HR756 and keep calling them until something gets done.

The Postal Regulatory Commission also announced its preliminary findings after the 10 year review of the Postal Service's pricing system established by the PAEA Act of 2016. It appears that the consensus is that, even with Congressional action, the business model of the USPS is not capable of sustaining the Service long term. Along with the passage of a Postal Reform Act it may be necessary for some real regulatory system changes. Right now there are no independent members on the Board of Governors; the PRC has little or no regulatory power over the Service and the Service can't implement the changes it needs to without the governance model being repaired and/or drastically changed. Having said all that, I am optimistic we will prevail soon and if we don't, rest assured we will still stay engaged. UPMA will reevaluate the needs of its members and interact with Congress in a way that betters the working conditions, pay and benefits of Postmasters, Supervisors and Managers. We will figure this out and we will prevail, I am confident in the power of our message and the passion of our messengers; together we can.

Edmund A Carley
National UPMA Vice President
Government Relations and PAC
Postmaster Lincoln IL 62656



***2018 Southern Officers Conference
October 4-7, 2018***

NAME _____ Title _____

Address _____ State ___ Zip _____

Email _____ State Representing _____

February 20, 2018-May 31, 2018--\$100.00
June 1, 2018-September 1, 2018--\$125.00
After September 1, 2018 and on site--\$150.00

Omni Houston Hotel Westside

13210 Katy Freeway
Houston, TX 77079
281-558-8338

Room rates: \$119. (Includes 2 complimentary breakfasts)

Return registration form and fee to:

ROSA GONZALES
2843 PRIVATE ROAD 3778
WILLS POINT, TX 75169

Look for updates on facebook pages: SOC 2018, Texas Chapter or UPMA, Texas
Chapter or Website: Texasupma.com

Flying ___ Driving ___

If you need Transportation From Hobby or George Bush International Airport, please
complete the information below:

Airline and flight number _____

Data and time of arrival _____

Date and time of departure _____

Checks to be made out to TX UPMA

Postmasters HAVE NEVER been fired for...	<i>Postmasters HAVE been fired for...</i>
Having carriers out past 1700 or 1800 etc.	<i>Falsifying clock rings to hide the fact of having carriers out past 1700 or 1800 etc.</i>
Having Packages with an AAU and no ADE	<i>Falsifying scans to hide the fact of having Packages with an AAU and no ADE</i>
Not completing a certification	<i>Falsifying a certification</i>
Delaying or curtailing mail	<i>Not reporting delayed or curtailed mail</i>
Having employees use more hours than they have workload to justify those hours	<i>Artificially inflating mail volume reporting</i>
Having employees use more hours than they have workload to justify those hours	<i>Abusing employees about using more hours than they have workload to justify those hours</i>
Telling their boss that an instruction is unreasonable or unsafe and requesting it in writing	<i>Failing to follow an instruction</i>
Using Personal Time correctly	<i>Abusing Personal Time</i>
Being a UPMA member	<i>Not having UPMA protection after being accused of doing one of the above</i>



2018 ILLINOIS CHAPTER STATE CONVENTION
EMBASSY SUITES & CONFERENCE CENTER
THURSDAY MAY 17TH – SATURDAY MAY 19TH

NAME _____
OFFICE _____ ZIP CODE _____
Postmaster _____ OIC _____ Retiree _____
Associate Member _____ Auxiliary Member _____

Registration will be \$50.00 for everyone until April 15th. When you attend convention, your registration fee will be refunded to you in cash. So register early and take advantage of this great deal! (Spouse and guests are excluded from the free registration offer, sorry!)
Your registration fee covers Thursday Luncheon, Thursday evening Banquet & Friday Luncheon .

To receive your money back, please have registration including payment postmarked by April 15th and attend the convention. NO EXCEPTIONS AND NO REFUNDS!
Send your registration forms and fees to: Shelley Zellers, 12646 SR 78, Havana IL 62644
Rooms will be \$93.00 per night Single or Double/ \$103.00 Triple / \$113.00 Quad
This price includes free breakfast buffet for all registered guests plus Managers Reception each night from 5:30-7:30. Room rate will be guaranteed until April 15, 2018. Reservations requested beyond the cutoff date are subject to availability.
Embassy Suites & Conference Center, 100 Conference Center Drive, East Peoria IL
Telephone: 1-309-694-0200 or www.embassysuiteseastpeoria.com Group Code: POS

Marianne Miller ~Illinois State VP

STRENGTH IN NUMBERS

If ever I saw the adage “Strength in Numbers” in action, it was at this past February’s trip to visit our Congressmen. Although we did not have a large contingency of participants, we all worked together to make an impact for our membership and for our careers.

As in the past, we visited all our Representatives offices; meeting with staff members, and with Representatives themselves. This year seemed to be a key year for spurring their interest in our financial situation and the future of the Postal Service. The potential reduction of our benefits in the proposed Presidential budget garnered attention as well. For members who have never made the trek to D.C. let me paint a picture for you. Normally we set off in teams of two to four people with a list of scheduled appointments to make throughout the day. One person is the main spokesperson, and the remaining team members speak regarding the issues to clarify, verify, specify, and support the main spokesperson. In the past I have personally witnessed staff member dutifully taking notes and asking perfunctory questions, and politely sending us on our way. This year I witnessed a change...for the better.

This year, our team members were invited to attend appointments with Representatives that were not included on their schedules if time was available. And they did! We showed up in numbers that illustrated to the staffers that we are serious about our cause! Instead of our usual teams of two to four people, we had ten to thirteen people at some visits. I saw the look on staffers faces as people came through the door in small groups, greeted members that were waiting for the appointed time, and when asked who we were with we announced...”With them.” The initial look of astonishment and then contemplation as to where we would all meet was a delight for me. Our numbers made a difference. The staffers listened more intently, and asked more pointed questions.

Our visits made an impact, but the work is not over! I need each and every member to continually be in contact with their Congressman and Senators to make sure HR 756 is moved along its path to the floor. The bill has substantial backing, but it needs our support to keep moving forward. The members of Congress work for US! And it is up to us to tell them our thoughts and views. Otherwise, we have only ourselves to blame for their inaction.

As I look to next year’s visit to the Hill, my goal is to have teams of no less than six people. I hear on a regular basis comparisons of UPMA to the unions, and their ability to get what their members want. It became apparent to me quite clearly this trip. It is because they have Strength In Numbers. If we want something, we have to illustrate that we REALLY want it. And the only way to do that, is to Show Up! I hope I can count on you to be in attendance in Washington DC on January 28 & 29, 2019. Your support does make a difference!

God Bless~

Marianne Miller

IL V.P.

Legislative Representative

NEW NUMBER FOR NUGGET HOTEL IN RENO: from Gerri Swarm

The Nugget Hotel in Reno has a new telephone number for making reservations to attend the National Convention. Here is the new information:

Nugget Casino Resort

800/648-1177

GROUP CODE: GUPMA18



2nd UPMA National Convention

July 21-27, 2018

Official Registration Form

Registration also available at www.upma.org

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title: _____ First Name (for your badge): _____

Postmaster
 Supervisor Post Office You Represent City: _____ State: _____
 Manager
 OIC Your Mailing Address: _____
 Associate City: _____ State: _____ ZIP+4: _____
 UPMA Retired
 Spouse Cell Phone: _____
 Guest E-mail: _____

First-Timer/
UPMA First and
First-Timer?
 Yes No

Convention Registration (only once per person)

Please circle the appropriate fee:

	8/10/17- 12/31/17	1/1/18- 2/28/18	3/1/18- 6/30/18	After 6/30/18
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* (UPMA Retired Luncheon included)	\$167.50	\$192.50	\$206	\$223.75
Auxiliary/Spouse/ UPMA member Guest (Does NOT include UPMA Retired Luncheon)	\$142.50	\$161.25	\$180	198.75

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

*UPMA Retired member may have one guest (not an active UPMA member) register for the same price.

Grand Banquet: July 26, 2018

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA Retired
Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA
 Visa/MasterCard
 Card number: _____
 Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)
 Signature: _____

Mail with full payment to UPMA National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2900.

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 1, 2017. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after May 1, 2018. All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until June 1, 2018, or all rooms in the block are sold, whichever comes first.

Nugget Casino Resort
1-800-843-2427
\$90—single/double/triple/quad

Be sure to request the UPMA convention rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by April 1, 2018, for 75 percent refund; and by May 1, 2018, for 50 percent refund. No refunds after June 1, 2018. These dates will be strictly adhered to; excep-

Reno, Nevada



ELECT
RICHARD HUI
 UPMA NATIONAL PRESIDENT

After strong encouragement and support from many postmasters and managers, I would like to announce my candidacy for National President, UPMA, 2019. I look forward to continuing the work to the successful implementation of our new organization, **United Postmasters and Managers of America**. I believe that my enthusiasm, experience, and demonstrated ability in representing postmasters and managers with dignity and confidence will be of great service to this great organization.

PROVEN LEADERSHIP FOR A NEW ORGANIZATION

- Transparency
- Honesty
- Dependability
- Collaboration

Career

Postal Carrier; Fitchburg, MA 1988
 Supervisor; Fitchburg, MA 1995
 Postmaster; Winchendon EAS 18 2000-2005
 OIC Gardner EAS 21- 2001
 OIC Maynard EAS 20-2002
 OIC Wayland EAS 20- 2004
 Postmaster Webster EAS 21 -2005
 Acting MDO Shrewsbury P&DC EAS 22- 2006
 Service Improvement Team-Massachusetts District 2007-2008
 Postmaster Leominster 2009-Present

Association

2002-2004 NAPUS local chapter president 014-017 area
 2004 – 2008 NAPUS Massachusetts Chapter President
 2009-2010 NAPUS Massachusetts Chapter Postmaster Representative, 014-017
 Rules Chairman, 2015 NAPUS National Convention; Mobile, Alabama
 Rules Chairman, 2016 NAPUS National Convention; New Orleans, Louisiana
 2012- 2013 National Vice President; Area 2 – CT/MA/RI
 2014 Diversity Chairman, NAPUS
 2014 - 2016 Postmaster Rep Committee Member, NAPUS
 2015-2016 NAPUS Area 2 Vice President – CT/RI/DE/DC/ME/MD/MA/MI/NH/NJ/NY/PA/VT
 2017 Adverse Action Member Representative – NJ/ME/MA/RI/NH/VT/CT
 2017 UPMA National Vice President, East Area
 2017 UPMA Learning and Development Committee Chair

Special Achievement

Manager of the year, Level 20-21 2006 Massachusetts District
 Postmaster of the year, 2008 NAPUS
 Employer of the year 2015 ESGR Department of Defense

Education

1980 Bachelor of Science (Economics) Northeastern University

Personal and Community

I have been married to my wife, Susan Valois, a retired school teacher, for 35 years. We have two sons, Christopher, a Licensed Banker, and Dustin, who is in the United States Navy.



Greenwood Memorial Swim Club; Team President
 Greenwood Memorial Pool Trustee
 USA Swimming National Referee
 Coach Gardner Youth Soccer
 Coach Gardner Little League
 Eucharistic Minister; Holy Rosary Parish Gardner
 Member Gardner Lion's Club

• • • • • rghui@msn.com - 978.549.3360 • • • • •



Dan Heins ~ candidate for National UPMA

Greetings my fellow UPMA Members:

Soon you will have the opportunity to attend your chapter convention and be part of UPMA history. You will have the opportunity to cast a vote to help determine who the first elected National President of UPMA will be. In addition, you will also have the chance to vote for up to two National Vice Presidents and the chapter officer positions that are up for election this year.

Our UPMA By-laws are specific on how the voting will take. At each of our chapter conventions each active member registered for the convention will receive a ballot. Then the votes will be tallied and based on the percentage cast for each candidate that is how your chapter's electoral votes will be cast at the National Convention in Reno in July. To use round numbers: if there are 30 people at the convention and 20 vote for one candidate and 10 vote for the other, your votes would be divided 66.6% for candidate one and 33.4% for candidate two. So, if your chapter has 21 electoral votes, candidate one will receive 14 votes and candidate two will receive 7 votes. As a result, every vote is very important.

As a candidate for National President, I would like to request that you cast your vote for me. I feel I have the knowledge and experience to serve you as your national president. Over the years I have held numerous positions at both the chapter/state and national levels both in UPMA and in the League and NAPUS before the merger last year.

Currently, I am serving on the National Executive Board as one of the Vice Presidents representing the western part of country. I am also now serving as Executive Vice President for the Minnesota Chapter. Prior to my current term as National Vice President, I served three years as National Secretary-Treasurer – for two years in NAPUS and then the third year I was a UPMA co-Secretary-Treasurer with Stephanie Jett. That experience has given me the knowledge of the finances and workings of our national organization to prepare me to step in on November 1, 2018, as your president

As an organization, it is my belief we need to focus on our membership, both current members and future members. We need to make sure that each and every person that is a member feels that they are getting value out of their membership. We need to focus on getting individuals involved and that each time you attend a meeting, or event sponsored by UPMA you feel that you have gained some knowledge that will help you in your position with the Postal Service, or in your personal life.

We also need to remain active legislatively and we need to continue our excellent representation program. If someone receives some type of discipline, or believes a meeting with their MPOO, or manager may lead to discipline, they need to know they have a team of fellow members that are willing to go with them and represent them. You cannot and must not go into such a meeting by yourself, you need to have another set of eyes and ears there working with you and for you.

If you are able to attend your chapter's convention I am sure you will be given information that is helpful to you. Also, there will be the chance to talk with fellow members who are most likely facing the same challenges you are on a daily basis. By working together we can and will make a difference for all of our members, I am confident of that.

In closing, I leave you with this quote from Shannon Adler, "One of the most important things you can do on this earth is to let people know they are not alone."



United Postmasters and Managers of America

Illinois UPMA Hall of Fame Nomination Form

In order to nominate a person for the IL UPMA Hall of Fame, please complete the following:

- This 3-page nomination form. Please be sure to complete all six (6) sections.
- THREE (3) references, other than the nominator, **who can be contacted** regarding the nominee if the selection committee requires more information or validation of the nomination.

****You may submit no more than two (2) letters of recommendation; however, recommendation letters are not required. No more than two (2) letters will be considered.**

We recommend that all materials be submitted together. **All nomination materials are due at the address or e-mail address listed below no later than **Saturday March 31st, 2018 at 6:00PM**** It is the responsibility of the nominator to ensure that all materials are submitted by this deadline.

Please return all nomination materials

By mail

The Honorable John Sertich
PO Box 273
Belleville IL 62222
618-830-6535

Or e-mail

jmsert@hotmail.com

◆ Section One:

Name of Nominee: _____
 Title/Office: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone Number: _____ E-mail: _____

◆ Section Two:

FIELD/AREA OF EXCELLENCE (please check one or more):

- Postal Career Leadership Service to UPMA Members

Briefly describe the field/area(s) of excellence:

Nominee's
Title/Office: _____

◆ **Section Three:**

SPECIAL AWARDS (include name and date awarded, if known):

◆ **Section Four:** Please answer the questions below in **no more than 500 words**, unless otherwise stated.

1. In no more than 350 words, provide the committee with a brief biographical sketch of the nominee, including any notable ties to IL UPMA and/or the United States Postal Service

2. Describe how the nominee has made lasting contributions to their field(s) of endeavor (may attach documents)

3. Describe how the nominee's accomplishments or contributions have elevated the status of the members of IL UPMA and/or The United States Postal Service

4. List and describe **two (2)** of the nominee's most outstanding accomplishments

5. Describe how the nominee inspires others by their example

Nominee's
Title/Office: _____

◆ **Section Five:**

Please provide the following information for yourself.

Nominator's Name
(you): _____

Address: _____ City: _____ State: _____ Zip: _____

Phone
Number: _____ Email: _____

◆ **Section Six:**

Please provide the following information for the three (3) individuals **who have agreed to be references** for the nominee, should the selection committee require further information or clarification of the nominee's qualifications.

Reference One (1)

Name	
Address	
Phone	
Email	
Relationship to Nominee	

Reference Two (2)

Name	
Address	
Phone	
Email	
Relationship to Nominee	

Reference Three (3)

Name	
Address	
Phone	
Email	
Relationship to Nominee	



Illinois UPMA Member Reps

John Sertich
Belleville IL62220
(618) 830-6535
jmsert@hotmail.com

Ruthie Beal
(618) 435 3222
(618) 218-5608
ruthie.beal@gmail.com

Edmund Carley
Lincoln IL 62656
(217) 899-9256
edmund.a.carley@att.net

Morrie Smith
(217) 473 0650
morriesmith60@gmail.com

Pam Bardell
Dixon IL
(815) 291 9726
napuspres@yahoo.com

SCHOLARSHIP DONATION FORM

Make a tax deductible contribution today.

Name _____

Address _____

Donation Amount \$ _____

(OPTIONAL)
IN MEMORY OF

Please include name and address of family so I can send them notification of the memorial donation.

IN HONOR OF _____

Please include address _____

Mail completed scholarship form to:

Illinois UPMA Scholarship Fund
Steve Hall
8906 Burton Rd.
Wonder Lake IL 60097-2255

UPMA PAC FOR POSTAL MANAGERS MEMBERSHIP CONTRIBUTION

I'll do my share. Enclosed is:

\$10 \$25 \$50 \$100
Other _____ Cash Check

Name _____

Address _____

Please return this with your contribution to:

JERRY THIXTON
PO BOX 1 LINCOLN IL 62626

Fill out an 1187
and
JOIN TODAY!

~~~~~  
Retired?  
Fill out an 1187R



Article  
Due Dates

May 25th 2018  
Aug 3rd 2018  
Oct 5th ,2018  
Nov 7th 2018

Upcoming Events

State Convention  
Peoria, IL  
May 16th -19th

National Convention  
Reno, NV  
July 21st - 27th

Legislative Summitt  
Washinton DC  
Jan 28-28 2019

Southern Officers conference  
Oct 4-7 2018  
Houston, TX