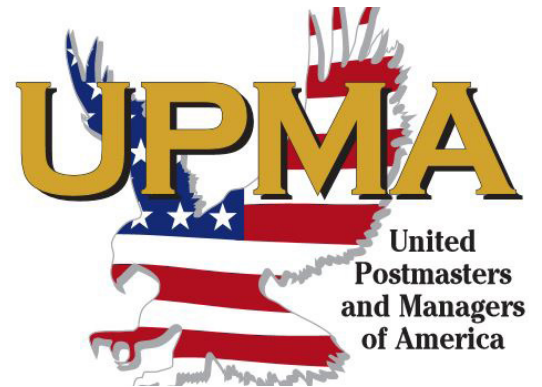


Illinois Postal News Leader



March 2019

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



*May your troubles be less
and your blessings be more
And nothing but happiness
come through your door*

Illinois State Officers

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

EXECUTIVE VP / MEMBERSHIP Meta Belford Wyoming IL (309) 369-2071 dabelford5@gmail.com

TREASURER Shelley Zellers Havana IL (217) 836-2675 shelzel2@yahoo.com

VP PAC Jerry Thixton Rochester IL (217) 836-6344 Thixton44@casscomm.com

VP EDUCATION Suzie Bedwell Rushville, IL (309) 255-4377 bedwell66@hotmail.com

VP LEGISLATIVE Marianne Miller Winnebago IL (815) 908-9565

EDITOR Cheryl Quaka LaSalle IL (815) 685-7181 ipn_editor@yahoo.com

SECRETARY Bev Freehill Tremont IL (309) 925-3974 freehillbr@hotmail.com

RETIREE PRESIDENT Barb Anderson (815) 499-5719 barb61046@yahoo.com

IMMEDIATE PAST PRESIDENT Patti Sadnick Utica IL (815) 303-2555 Psadnick@yahoo.com

Standing Committees

Articles & By Laws: **Pam Bardell** Dixon IL (815) 291-9726

Signature Credit Union Secretary: **Carol Sue Carnes** carnes2@frontiernet.net

State Convention: 2019 **Morrie Smith** (217) 473 0650 morriesmith60@gmail.com

Scholarship: **Mary Ford** (815) 252-4756 mkford08@yahoo.com

UPMA National Vice Presidents West

Greg Nors Hillsboro, TX (254) 582-3572 g-nors@msn.com

Norma Powell Groveland, CA (209) 962-7792 npowell55@sbcglobal.net

Rich Springer Clinton IA (563) 249-4242 moonlightingdj@mchsi.com

Brent Cofield Blair OK (580) 301-2606 okiebrentpm@yahoo.com

Ann Joos Hamburg, MN (952) 212-5669 akjoos@gmail.com

Stephanie Jett Piggott, AR (870) 598-2706 stephjett74@yahoo.com



Area Coordinators and National Board Advisors

Western Area 2 (HAWKEYE)

Coordinator: **Michelle Feldhacker** N.Sioux City SD (605) 660-1032 mcfeld@iw.net

Advisor: **Ann Joos** Hamburg, MN (952) 212-5669 akjoos@gmail.com

Great Lakes Area (LAKELAND, CHICAGO, CENTRAL ILLINOIS AND GATEWAY)

Coordinator: **Mindy Barnwell** Sheridan MI (989) 763-0185 4hornetfans@gmail.com

Advisor: **Stephanie Jett** Piggott, AR (870) 598-2706 stephjett74@yahoo.com

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

UPMA Has Your Best Interest at Heart

United Postmasters and Managers of America (UPMA) has the best interests of its members at the center of everything the organization does. The same is not true of most others you will come in contact with during your employment with the US Postal Service.

Your employees do not have your best interest at heart. Do not put yourself into a situation where complaints from your employees can jeopardize your career. Most employees are good, decent, hardworking people, but under pressure everyone acts in their own best interest. Complaints and/or grievances from employees are, more and more, leading to adverse action against postal managers in Illinois. In fact, some employee groups are becoming increasingly aware that if they complain about the right thing, in the right way, it is almost guaranteed that a postmaster will be removed from their office, at least temporarily. District policies are such that there is no presumption of innocence or an understanding ear for managers who are in these types of situations. More and more, there is no benefit of the doubt given by District personnel to front line managers.

UPMA members are trained to treat everyone evenly, with dignity and respect, and to provide due process in any conflict resolution situation. This should also be the norm for all managers. However, all too often, postmasters, managers, and supervisors are berated and bullied on telecoms, in meetings, or on telephone conversations. They are not given the tools to do their jobs yet are held accountable to unattainable goals; goals based on faulty data, by analysts that refuse to see the reality of the day-to-day operations the variance programs do not cover. This is unfair and unreasonable.

UPMA has worked very hard to get Districts and the Great Lakes Area to recognize this deficiency. We have been met with staunch refusals to do the right thing. UPMA has persevered and eventually won compliance, but it has been frustrating trying to get the Postal Service to do the right thing, even when it is in its own best interest.

Some of us have excellent bosses, however, even the best ones aren't allowed to work in your best interest. Post Office Operations Managers are under intense pressure and often do not have the time or resources to manage effectively. Therefore, they manage from a position of fear and intimidation; writing corrective action instead of mentoring, berating instead of encouraging. All EAS corrective action now must pass a "gatekeeper" at the Area law department. This causes UPMA members to be out of their offices for months or years and jeopardizes their due process rights. Again, the system does not have your best interest at heart.

UPMA exists to assist, mentor, and guide all its members with respect to their employment at the USPS. Every day, UPMA fights to improve working conditions, pay and benefits to protect the careers of postmasters, supervisors and managers. UPMA has your best interest at heart, however, we need your help. You are your best first line of defense. Remember – together we can.

UPMA members **HAVE NEVER** been fired for...

- Not having a report done that requires their password
- Timekeeping mistakes
- Not completing a certification
- Delaying or curtailing mail
- Being friendly at work
- Trusting those they work with/for
- Holding employees accountable
- Telling their boss an instruction is unreasonable or unsafe and requesting it in writing
- Using Personal Time correctly
- **Being a UPMA member**



Marianne Miller ~Illinois State VP

SUMMIT SUM IT

Members of the 116th U.S. Congress were sworn into office early January 2019. Members of UPMA hit The Hill prior to the close of their first month to speak with our Representatives and Senators regarding our concerns, our goals, and to impress upon them the need for their action. There are two Bills we currently support, H.R. 141 - Social Security Fairness Act, and H.R. 597 – MSPB Appeal Rights Act. You will find the UPMA Position Paper within this publication for your review, or you can find it on the UPMA National website at www.unitedpma.org.

I can only encourage you to contact your Representative to let them know your stance in support of the two Bills. We are a Republic with a government of the people, by the people, and for the people. And now people, the rest is up to you.

The Illinois Postal News Leader is printed 6 times a year by the Illinois Chapter of UPMA, 701 Broadway, Lincoln IL 62625-2367. Periodical postage paid at Lincoln, IL --Postmasters receive the Illinois Postal News Leader as part of their membership. Non- members subscription price is \$18 per year.
POSTMASTER: Please send address labels clipped from undeliverable copies, along with form 3579 to: Cheryl Quaka PoBox 1611 LaSalle IL 61301
Illinois Postal News Leader, PO Box 1611 LaSalle IL 61301

UPMA members **HAVE** been fired for...

- Sharing passwords
- Entering clock rings without proper documentation
- Falsifying a certification
- Not reporting delayed or curtailed mail
- Becoming too friendly at work
- Believing that those they work with/for have their best interest at heart
- Abusing employees
- Failing to follow an instruction
- Abusing Personal Time
- **Not having UPMA protection after being accused of doing one of the above**

If you think you are incapable in effecting change, I ask you to contemplate this quote:

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

— Margaret Mead

Looking forward, we already have our sights set for the 2020 Legislative Summit. It will be held February 24th and 25th. Mark your calendars now and plan to make the trip. Of course, prior to The Summit, we have our State Convention in Springfield, May 16th through the 18th, at the Crowne Plaza. If you have never attended a convention, or if you have not attended in a while, please join us for good times, good food, and good information, with great friends! As always, I look forward seeing old friends again and making new ones along the way.

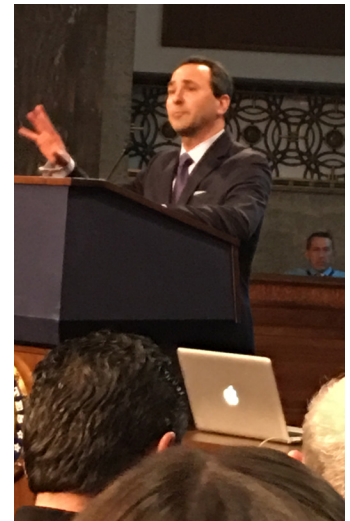
Respectfully,
Marianne Miller

PMG Megan Brennan

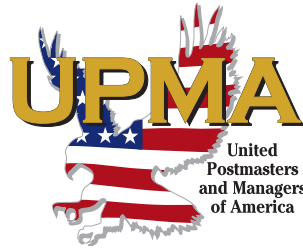


Washington DC 2019





Legislative Summit 2019



UPMA 2019 Legislative Position Paper

Understanding the Current Reality Regarding the U.S. Postal Service

Over the past 11 years, the economic downturn of 2008 and the ongoing diversion of more and more First-Class letter mail to electronic formats have had a dramatic effect on the Postal Service from an operations standpoint. The impact has been felt acutely in the prefunding obligation. In FY18, *the USPS was required to prefund \$6.7 billion in retiree benefits*. This obligation, unfairly placed on the USPS by Congress as part of the 2006 “Postal Accountability and Enhancement Act” (PAEA) has kept the USPS from being profitable.

The USPS is the only entity—public or private—required to fully prefund its retiree healthcare benefits. Since passage of the PAEA, this unique postal obligation has dramatically affected USPS operations and finances. This unfair obligation has threatened the sustainability of daily, universal mail service and directly affected the morale of USPS employees. It impinges on service to the millions of Americans who depend on a first-class postal service.

Administration Task Force on Postal Reform

President Donald Trump established an interagency task force to determine a sustainable path forward for the USPS. The task force reaffirmed the need for universal delivery (consistent, dependable delivery to every postal address in the United States)

and outlined a number of ideas and proposals for how the USPS can return to solid financial footing. The United Postmasters and Managers of America (UPMA) has worked with the USPS and the Trump Administration throughout this process to offer UPMA members’ perspectives on postal reform.

The administration’s attention and engagement are important, but bipartisan legislation is the only way to resolve all the outstanding issues facing the USPS.

Bipartisan Congressional Activity on Postal Reform

Bipartisan postal reform legislation was introduced in the House and the Senate during the 115th Congress (2017/2018). We are confident that similar legislation will be introduced in the current 116th Congress. As Congress considers legislative proposals for postal reform, UPMA supports:

- Reducing the harmful effects of the retiree health care prefunding requirement on postal solvency and operations;
- Allowing the Postal Service to undertake postal product and service innovation;
- Promoting postal pricing that more accurately reflects the true costs of mail acceptance, processing and delivery;
- Enhancing a universal, accessible and affordable governmental postal system; and
- Assuring relief from the current restrictive re-

three health liability by coordinating postal retiree Medicare benefits with the Federal Employees Health Benefits Program (FEHBP).

Other Legislative Priorities for UPMA in the 116th Congress Include:

- Determining an accurate calculation of the USPS' pension liability,
- Reforming the USPS governance structure to improve decision making,
- Modernizing and improving USPS business practices,
- Allowing the USPS to expand and develop mutually successful arrangements in delivering non-postal services to local governments and other federal agencies, as well as develop and implement innovative postal and non-postal products and services.
- Expanding MSPB appeal rights to all EAS-level employees, and
- Suspending further post office hour reductions and post office reclassifications.

Supporting the Benefits Enjoyed by Active and Retired UPMA Members

UPMA is committed to protecting the health and annuity benefits that active and retired members have earned through their service to the Postal Service and to America. UPMA opposes any cuts proposed in President Trump's budget that may have a negative effect on these benefits.

Fair Treatment of Civil Service Retirement System (CSRS) Annuitants

Over three decades ago, two provisions were enacted that unfairly penalize CSRS annuitants: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

The WEP is a one-size-fits-all mechanism that reduces the Social Security benefits of workers who also participate in pension plans from employment not covered by Social Security, such as CSRS. The GPO reduces a CSRS retiree's Social Security spousal or survivor benefits by an amount equal to about two-thirds of the CSRS annuity. Rep. Rodney Davis (R-IL) has introduced H.R. 141, which would repeal the punitive WEP and GPO provisions.

Maintaining an Independent U.S. Postal Service

Rep. Stephen Lynch (D-MA) introduced H.Res. 33, with bipartisan support, on Jan. 9, 2019. The resolution states: "That it is the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and not subject to privatization." As of Jan. 16, the resolution had 45 co-sponsors. A similar resolution and companion Senate resolution were introduced in the 115th Congress; UPMA is confident that a companion Senate resolution will be introduced in the near future. UPMA supports H. Res. 33 and will look to do the same when a Senate resolution is introduced.

Ensuring Universal Service for All Communities

UPMA believes postal services are a critical necessity for all communities and small and large businesses, as well as citizens both inside and outside major population centers. As a result, UPMA supports preserving the Universal Service Obligation.

Continuing To Be the Delivery Partner of Choice for American Small Businesses

Small businesses in particular rely on their postal services to reach customers and maintain cost competitiveness. The USPS is a major supplier of cost-effective business solutions and makes it possible for small businesses to deliver goods, products and services to customers across the country and around the globe. UPMA supports the agency's efforts to strengthen and increase its market share in this phase of the business model it has adopted.

UPMA also would consider supporting any legislation that would allow greater pricing flexibility and encourage growth in the Postal Service. In the past few years, the Postal Service has proven it is able to meet the demands of the mailing public by reducing its workforce, reducing the number of processing and distribution facilities and continuing to achieve record service levels throughout the country.



United Postmasters and Managers of America
8 Herbert St.
Alexandria, VA 22305-2600
703-683-9027

January 2019

2019 UPMA Membership Contest

By Kathy Frame, National Membership chair

We did it! Membership Director Frank Augustosky and National Membership Committee members put their heads together and developed a membership contest we think you are going to love. There are going to be so many chances for you not only to help UPMA grow and be strong by signing new members, but to enjoy some lucrative rewards, as well.

All you have to do is take advantage of the list of "opportunities" in your state that Frank sends out each month. Then, go visit these new Managers and share with them what they are missing by not being members. When you get them to join, you will add your name at the bottom of the 1187 (for active members) or 1187-R (for retirees) as the person who influenced them to become a member.

Each time you do this, your name will be put in a drawing that will take place at our national convention in Connecticut. We are going to randomly pick five \$100 winners. Here is the sweet part: If you sign up at least five members, you could win all five times! So, my friends, go get 'em. Note: While we hope you will join us at Mohegan Sun, you need not be present to win.

But wait, there's more! We have decided to form teams this year based on time zones so membership telecons are more convenient. We also thought a little friendly competition could help your chapters grow even more. Within the six groups, we will pick a winning chapter from each group, based on points. See how this works in "Contest Rules" on the next page.

And the prize for the winner? The winning chapter in each group will receive \$1 for each member they have in their chapter at the end of the contest on July 1, 2019! So, if you have 700 members in your chapter, your chapter will receive \$700 for your efforts to do with whatever the chapter wants. The 2nd place chapter will receive 75 cents for each member in their chapter at the end of the contest.

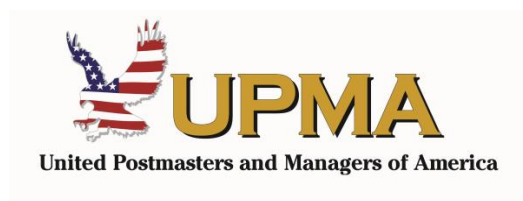
Hold on to your hats because this is not the end.

Because we have six contest groups, we thought it would be fun to have a winning group, too. Every chapter in whichever group has the most points at the end of the contest will receive 50 cents for each member in their respective chapter.

Finally, we decided there has to be a grand champion. So, a Special Achievement Award will be given to the chapter that earns the most points overall. Want to know what that prize will be? You'll have to come to the national convention in July to find out. That one is a surprise!

I wish all the chapters success so we can grow this great organization of ours. Frank, our membership team and President Dan Heins really hit the nail on the head with this contest! It's going to be a lot of fun; I'm excited to get started and share all your successes on the telecons.

If there is anything the membership team can do for you in any way, please feel free to reach out to any of us. I'm looking forward to seeing who will get that pot at the end of the rainbow.



UPMA 2019 Membership Contest

The UPMA Chapters have been divided into six groups based on time zone and chapter size.

The contest runs from January 1, 2019 thru June 30, 2019

The contest will consist of four components:

- 1) Individual – Each time a member signs a new member and is listed as the **Sponsor/Person influenced your decision to join UPMA** their name will be submitted in the drawing held at the national convention, the more you sign the more entries submitted. Five entries will be drawn at the convention, each entry drawn will receive \$100. You are eligible to win more than one time.
- 2) Within each of the six groups there is a competition between the chapters for the most points earned by signing new members.

To level the playing field since the UPMA chapters vary so much in size and new member opportunity the following rules apply on **how to score points**.

New Active members count as 1 point each. (an Active member is a Postmaster, Manager, Supervisor or PMR)

New Associate Members count as .25 point.

New Retiree or 1187R received for a newly retired member count as .25 point.

The formula to determine the **chapters new member points** is the total point value using the scale above divided by the chapter's total active members on the 1/2/2019 membership status report.

The chapter awards within each group will be:

1st Place receives \$1.00 per member in the total member column on the 07/01/2019 Membership Status Report

2nd Place receives \$.75 cents per member in the total member column on the 07/01/2019 Membership Status Report

- 3) Top performing UPMA Chapter Group determined by the highest point total of all chapters within each group **divided by the number of chapters** in the group.

UPMA Chapter Group Award:

Each chapter in the winning group will receive \$.50 cents per member as listed in the total member column on the 07/01/2019 Membership Status Report.

- 4) Grand Prize: Special UPMA Membership Achievement Award Trophy to the Chapter with the most earned points to be presented at the National Convention.

Any incentives outside of this contest offered by the chapters to new members or the persons credited for signing new members are solely the responsibility of the chapter.



Meta Belford ~ IL State VP Membership Chair

As you can see we have incentives for signing up new members at both the State and National level. I would really like to see Illinois be successful in our membership drive. Plus the more members you sign up the more money or “lincolns” I get to hand out. Make plans to come to State convention and bring one of the new members you have signed up along with you! See you there!

Introducing the Illinois UPMA Lincolns Program Membership Drive

Any UPMA member that signs up a new member from November 1st, 2018 until the Illinois State Convention May 16th, 2019 will receive:

5 Lincolns for a Postmaster/EAS who joins.

1 Lincoln for any associate members who join.

What is a Lincoln?

This



That's right sign up members and make real money, payable in Lincolns at State Convention!!!

IL UPMA Executive Vice President Meta Belford has leads on prospective new members and there will be some travel money available for people to drive around to non-member offices and try and recruit Postmasters. If you are interested in forming a team and taking a day to grow Illinois UPMA contact Meta!

All Lincolns will be payable with attendance at State Convention and payouts are capped at \$595.00 per annum.



Patti Sadnick~Illinois Past President

I am writing my article today with hopes that winter is just about over. It would seem to go on forever here in North Central Illinois. We made it through peak season by the skin of our teeth only to be greeted with January and February ice and snow that doesn't want to quit!! I have been without power several times at home and am still without internet and telephone (9 days so far), but that hopefully will be fixed later today. I do not want to spend too much time on negative things so...

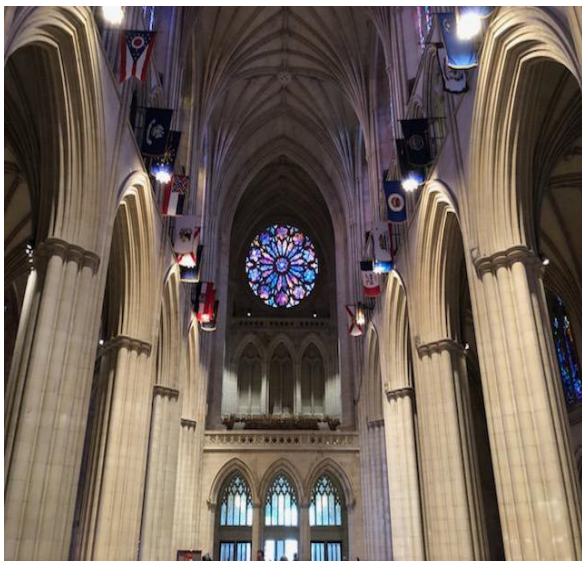
this too shall pass! I walked out of my house a few days ago after the ice storm that crippled us, only to see the sun shining on and through the ice on the trees. What a sight that was, reminding us that there is beauty in everything, we just have to take the time to look for it.

I went to Washington DC with my UPMA friends last month. As has been the case the last few years, we still have no legislation to help the Postal Service. There seems to be momentum in our favor but we shall see. One of the Representatives that spoke to us this year was Brenda Lawrence from Michigan. It was very interesting to hear that not only does she support us, she worked for the Postal Service for 30 years! Needless to say, she was a favorite for this group of Postmasters and Supervisors from all over the United States!

My granddaughter Morgan, Bev Freehill, and I went to the National Cathedral on Sunday. This is such a breathtaking place. Not only is the cathedral itself gorgeous but if you go to the 7th floor, you can see all around you for several miles. I have attached a few pictures of it, go there if you ever get the chance! That is where President George HW Bush's funeral was held in December.

I would like to ask everyone who reads this to please come to Springfield for our Illinois Chapter State Convention. Morrie Smith has been working tirelessly to plan a great time for everyone so don't miss it! This will be the first time in a long time that I have not been helping to plan a convention, I will just be able to enjoy time spent there with all of you, so sign up now!

Patti Sadnick





Shelley Zellers ~ IL State Treasurer

Greetings colleagues! I trust everyone is surviving the snowy, arctic weather Mother Nature has provided this year. It has been tough on our carriers and on our budgets. On the bright side, spring is only 4 weeks away. (Less than that when you receive this.)

I attended Legislative Summit last month in Washington, D.C. Thankfully, the weather was much milder there than it was in Illinois. We received a warm reception from the Congressmen and their staff. I really feel like they are ready to look at legislation to assist USPS. The majority of the staff is aware of our financial

situation and agreed that the prefunding of retiree health benefits is the primary burden that needs adjusting. Of course, we discussed several other issues, which I'm sure Edmund or Marianne will report in their articles.

I want to update those of you that receive a mileage reimbursement. The IRS has issued the 2019 mileages rates for business travel. The rate has increased to 58 cents per mile. Please adjust your vouchers to include the new mileage rate.

State Convention will be here before you know it. I have received 50 registrations to date. Our generous convention committee has agreed to extend the \$50 registration fee through March 31st. If you haven't registered, please send it in soon so they can get the plans wrapped up. Checks should be made out to Illinois UPMA. I look forward to seeing you all in Springfield, May 16-18.



Bev Freehill ~ IL State Secretary

Legislative Forum 2019

Once again, I was blessed with the opportunity to go with other Postmasters and Managers from throughout this great country in Washington DC for the UPMA legislative forum. I have done this for many years now so quite honestly I wasn't expecting much different results from years past.

The USPS still has the same issues that Congress can't seem to take the time or initiative to resolve. However, this year, we were addressed by 3 Representatives, and there seems to be a new togetherness with this new group of representatives. It was very promising. The group I went with on Capitol Hill was able to speak directly with two of the IL Representatives. Robin Kelly of District 2 and Darren LaHood of District 18. They both listened intently and asked questions. There seemed to be genuine caring.

During one of our presentations Representative Brenda Lawrence of Michigan spoke to us about her roots with the postal family as she worked for the USPS for thirty years before becoming a representative. She said we will not always agree, but we must agree to disagree – then come together to do what we need to do to be successful.

I know if you missed this great opportunity, there is always next year. However, don't miss out on coming to State convention in May in Springfield. There is a lot to be learned, and a lot of networking to be done.

I hope to see you soon!



Signature Credit Union

SIGNATURE FEDERAL CREDIT UNION

What a winter this has been so far! As of this date only 44 more days until Spring, but who's counting?

We do have a lot of promotions presently going on at the Credit Union which I'd like to share with all of our members.

1. **Advantage Certificate Promotion.** For a limited time members can earn 2.75% for 13 months on this certificate. The minimum balance to open is \$500. for "NEW" deposits only. As an example on a balance of \$50,000. you could earn an estimated \$1,512.55 in 13 months
2. **EZ Save Certificate Promotion.** Our new 12 month EZ Save Certificate, with just an initial deposit of \$50. at an attractive rate of 2.25 APY. Members can make additional deposits anytime by mailing a check, transferring funds from a local financial institution using Bank to Bank or Mobile App. or setting up payroll/retirement allotments. After 12 months members can transfer the balance to another CD, deposit in your savings or checking account or simply cash it in if needed.
3. **Bump It Up Certificate at 2.80% APY.** You will earn 0.25% APY higher than a standard 36-month share certificate AND you can "bump up" your rate ONE time during the life of your certificate if the Board of Directors elect to increase the rate. It will be your responsibility to contact the Credit Union and request the rate to be increased; we will not increase the rate automatically at any time during the term of the certificate.

For those of you with high-rate credit card balances, why not transfer them to our Signature FCU Visa card. The 0% balance transfer promotion ends on March 31, 2019. To take advantages of this great opportunity just call 800-336-0284 Ext 694.

Start teaching smart money habits early, Signature FCU wants members of all ages to understand how to manage money. What better way to start than to have their own Savings or Checking accounts? We now offer a Youth Savings (ages 0 to 17) with a guardian 18 years or older to be joint on the account, 10% APY higher than a standard savings account to encourage saving. No monthly fees or minimum balance requirements. Students can submit their cumulative end of the year report card for a promotional deposit for A's (up to \$20. per year).

The Youth Checking (ages 13-17) with a guardian 18 years or older to be joint on the account, a Visa debit card you can use anywhere Visa is accepted, 10% APY higher than a standard checking account to help funds grow faster and again no monthly fees or minimum balance requirements and access to over 30,000 FREE ATM's and 5,000+ shared branches. Managing your accounts has never been easier when you go to a CO-OP ATM or a Shared Branch. You can make a deposit, withdrawal, cash checks, print statements, transfer funds, make a loan payment, balance inquiry or get an official check. To complete transactions at a shared branch you will need the name of your Credit Union, your Member Account number and a valid government issued photo ID such as a Driver's License, Passport or Military ID.

To open a youth account visit: SignatureFCU.org/YouthAccounts or call 800-336-0284 Ext 505

To transfer funds electronically to your account, or pay your Signature FCU Visa or loan from another financial institution just call 800-336-0284 Ext 694.

Once you have requested Bank to Bank access and have been approved, you will see the Bank to Bank tab appear when you log into your account in the online branch. If you have not enrolled to use the online branch, visit SignatureFCU.org look to the upper right corner and click "Enroll" to register as an (cont)

online branch user.

If you want to add a new financial institution to your Bank to Bank profile, use the “Add Account” tab at the top of the Bank to Bank page.

Creating a new Bank to Bank transfer is simple. Use the drop down boxes to select where you want to transfer the funds to and from. Withdraw funds from your local bank and transfer directly to your account or pay your Visa or loan with the Credit Union. It’s easy and its free, apply today at the number above.

Carol Sue Carnes, Secretary, Signature FCU
4800 Illinois River Road –Brussels, IL 62013



Why Me for Western National VP?

I am committed to working with you to make our organization stronger and more sustainable for the future. A few of the reasons I would like to serve you and our organization are included below.

I became involved because I want to help make things better and work towards making the Postal Service a more viable service to our citizens and our employees. You cannot do that without getting involved and working with others towards a common goal. We each need to encourage our new employees to become a part of our organization so they can enjoy the benefits and help make us stronger.

I am currently a Level 56 Postmaster, serving as an OIC in Level 18 office with 6 rural routes and have over 18 years of experience within the United States Postal Service. I have served as a District Business Development Specialist, Level 17 Supervisor and Officer -in-Charge of Level 51, 53, 55, 11, 13, 16 and Level 18 offices. I currently serve as the Subject Matter Expert on eCustomer Care (eCC), Service Point Management System (SPMS) and the Employee Engagement Program (EEP) for our area.

I have been involved with the legislative part of a management organization since I joined and served on the National Legislative Committee. I have served as the Vice President and Secretary/Treasurer of our state organization and I currently serve as our state Executive Vice President and Co-chairperson for Legislative and PAC. I have built a strong relationship with our state and federal legislators over the years with my position as Mayor and would like to use that experience to strengthen our legislative program.

I would like to use my leadership experience to help our organization move forward to become stronger and build our membership. I want to make our legislative process more cohesive so we are all passing on the same message to our Congressmen across the Nation and we can get some comprehensive legislation passed that will help sustain the Postal Service and make our jobs more secure. Working together we can grow stronger, have a louder voice and make a difference for all our members and those who join in the future. That is why I am throwing my hat in the ring for National Vice President and I hope I can count on your support. Thank you!

Debbie Roach, Executive Vice President Co-Chairperson, Legislative and PAC

Missouri Chapter of the United Postmasters and Managers of America

droach@moupma.com

660-254-1833



Cheryl Quaka~ IL State Editor

Happy St. Patricks Day! May the luck of the Irish be with you!

In this issue you will find lots of information. Registrations for State and National Convention. Candadate info for individuals running for Western area VP. .

Ways to earn money by signing up new members. Pictures and articles about what happened in Washington DC. at our legislative event. Please think about getting involved if you are not already. UPMA has stipends for you to attend these events. We offered \$500 dollars for members to go to DC this last year and we had only 15 or so go from Illinois. If you are thinking of going to National convention

we will most likely have a stipend available. So plan early . Bring your family or find another Postmaster or member and plan a trip. Several of us are thinking of driving and hitting some sights on the way. So plan a trip that just happens to include National Convention. Believe me ,you will have a great time, meet many new people all over the Country and never miss another. Make sure you attend our State convention also. The job you save may be your own! Take Care!



Mohegan Sun Connecticut



3rd UPMA National Convention

July 27-Aug. 2, 2019

Official Registration Form

Registration also available at www.unitedpma.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 Your Mailing Address: _____

☐ OIC

☐ Associate City: _____ State: _____ ZIP+4: _____

☐ UPMA Retired

☐ Spouse Cell Phone: _____

☐ Guest E-mail: _____

**First-Timer/
UPMA Retired
First-Timer?**

☐ Yes ☐ No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	7/27/18- 12/31/18	1/1/19- 2/28/19	3/1/19- 6/15/19	After 6/15/19
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* (PM Retired Luncheon included)	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ Postmaster 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 member) register for the same price.

Grand Banquet: Aug. 1, 2019

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 22305-2600.**

Questions? Call 703-683-9027

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 1, 2018. 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 15, 2019.** 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 July 1, 2019, or all rooms in the block are sold, whichever comes first.

Mohegan Sun

1-866-708-1340
\$139—single/double/triple/quad

**Be sure to request the
UPMMA19 group rate.**

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by May 1, 2019; no refunds after that date. All refunds are subject to a \$25 handling fee.

Registrations are non-transferable.



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	



Morie Smith~ 2018 Convention Chair

“LET THE GOOD TIMES ROLL!”

Hello Everybody! Are you getting excited about the state convention in May yet? I know I am! I have been working hard trying to bring folks “back into the fold”, and the results are starting to show. There are more people registered now than at this time last year, which allows us some breathing room with the hotel contract. As such, President Carley has graciously permitted me to keep the current \$50 registration fee through March 31st. So if you haven’t sent in your check yet, do so soon! There will not be a reduction extension after that date, and beginning April 1st the registration cost will be a firm \$100.

I still need assistance contacting some past members, who I will list at the end of this article. If you are in contact with any of them, please share the convention information and encourage them to register while the price is still low. Remind them that there are a variety of events taking place, and they will be fed well!

Some of the plans have been fully finalized, and others are still pending. I can share that those who arrive on Wednesday evening can go bowling, and on Thursday evening there will be the “Abe ‘L’ympics” and karaoke. Friday will bring the “Red, White, & Blue” banquet, followed by the band “Elliot Sedgwick & the Moonshine Pioneers” (check them out on You Tube). Many of you will recall Greg Whitwood, the bassist with “The Associates”, who is a member of this new ensemble. And he may be joined with another blast from the past, so keep your eyes opened!

Representatives from all the state postal districts have already committed to attending the session on Friday morning, so the active postal managers will have an opportunity to interact with them. The officers of the retiree board have offered to cover the cost for shuttle service on Thursday, when the retirees tour different Lincoln sites. They also volunteered to cover the cost of dinner that evening for the retirees on the tour (dinner is on your own that day), which is planned at Motorhead’s, an establishment featuring Route 66 memorabilia. I am also working on plans for a short tour sometime Friday, but we are competing with a number of grade school field trips, so that may change somewhat. I will keep you posted!

If you are planning to attend a retiree tour, please be prepared to give a donation to the tour site (usually around \$5.00), and also to tip the shuttle driver. All your other costs are covered by the retiree board, so you won’t need much cash. But still bring plenty along, so you can bid on some of the baskets that will be offered at the convention, and in the raffles for different functions (PAC, Scholarship, etc.)

I am looking forward to seeing you there. And bring along one of these people too, will you?

Rick Bassi	Crystal Lappe	Pat McMahan	Marla Rossi
Mary Beckmeier	Kay Lieb	Annette Manthei	Diana Smith
Doug Haage	Frank & Kris Hosticka	Mike Moore	Dianna Searby
Renee Lorengo	Roger Martin	Ken Steury	Zerex Veal
Butch Hackett	Kirk Graul	Shawn Bennett	Sandy Rausch

Happy Spring!



UPMA



United Postmasters and Managers of America

2019 ILLINOIS CHAPTER STATE CONVENTION

CROWNE PLAZA 3000 S DIRKSEN SPRINGFIELD IL 62703

THURSDAY MAY 16TH – SATURDAY MAY 18TH

NAME _____

OFFICE _____ **ZIP CODE** _____

Postmaster _____ **OIC** _____ **Retiree** _____

Associate Member _____ **Auxiliary Member** _____

Registration will be \$50.00 through 1/31/19. From 2/1/19-3/31/19 the fee is \$75.00. All registrations dated 4/1/19 until the convention begins will be \$100.00. The registration fee covers Thursday Luncheon, Friday Luncheon, Friday Evening Banquet, and Saturday Brunch. All registration forms received by 3/31/19 will qualify the individual for a free UPMA shirt, which should be worn to session on Friday, May 17th.

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

Room rate will be guaranteed until April 26, 2019. Reservations requested beyond the cutoff date are subject to availability.

Crowne Plaza Springfield

3000 South Dirksen Parkway, Springfield | Illinois | 62703 | United States | 1-217-5297777



Barb Anderson ~ Illinois State Retiree

Retirees volunteer

As we all worked for the Postal Service, we are service oriented. I hope you are enjoying your retirement and giving back to your Community. There are many ways you can contribute, i.e. volunteering at a Hospital, Library, Senior Center, Mentor at a school, Tax Aide consultant, Hospice, and I am sure you can think of other ways.

I have just completed 6 years as a director on the Lake Carroll Board and was elected to the County Board. I also worked for the Internal Service and after retirement from the Postal Service I volunteered as a Tax Aide consultant.

You can make a difference.

We have our State Convention coming up in May. Why don't you consult our chairman, Morrie, (morrie-smith60@gmail.com) and ask how can you help? I certainly hope you plan to attend. There are elections for President of the Actives and also the Retirees.

We had the Legislative Summit in January. We were well received and presented position papers. The bills are HR 141 and H.Res 33. HR 141 is the elimination of WEP and GPO. The details are in the Illinois Postal News Letter.

We never know what the next day may bring, so give while you can.

Barbara Anderson

President, UPMA Retired



Greeting Illinois UPMA Members.

My name is Padric Fisher and I am running for UPMA National Vice President. I am currently the Secretary-Treasurer for the Oregon Chapter and the Postmaster of Jefferson Oregon. I have seen a lot of changes over my 25 years with the Service.

Along with that I have also seen a lot of changes with our organization. I see us at a crossroads. A crossroads of where we were and where we are going. I would like to be a part of that change. I bring to the organization a passion. A passion for the people that are in the trenches every day. A passion for making sure those people are taken care of. A passion to see a vibrant and active UPMA into the future. I have worked at many different office levels, from being a level 15 ASP graduate to a level 22 OIC. I feel this experience gives me great perspective of what Managers have to work through every day. I feel that experience positions me to represent you on the Executive Board. Those who know me know I am a person of great integrity. I am always willing to listen to the other side of the issue to find the common ground and to look for the best solution. Visit me at @pf4upmaVP on Facebook.

Thank you for your consideration.

M

Michelle Feldhacker VP Western Area 2
<mcfeld@iw.net>

HPP.. have you heard this term before? Hoshin Performance Plan... Or what was terms at the 5Ps a few years ago. If you go to the Western Area page, and on the right hand side- there is a link for HPP. Each District is list at the top. If you click on your district, it will drill down into the individual MPOOs for the district. On the far right, it will rank the MPOO areas within all of Western Area. If you click on your MPOO link at the top- it will drill down to those offices within the MPOO area. This will then rank all the offices on the far right. Blue is great... IF you want to see what the score is for a particular item--- hover over it, and the data shows.

RED is not good, and these are the items you need to work on. Drill in and find what is going on. Right now, in my office, I'm showing a very poor score in Employee Availability... I have an employee that is out of the office due to medical.. She did complete FMLA paperwork and it covered by FMLA... My office is a timecard office- and I need to enter additional codes in TACS when entering this person's timecard. Those were not done- so according to TACS, this employee is just on SL- and it isn't FMLA coded. So- I need to do payroll adjustments and get this information corrected. How many of you have this going on in your own small office? In RWHT- you have to code absences as FMLA also for rural carriers... have you done that? FMLA will not count against your employee availability... AND you might ask- "why would this affect me?" NPA calculates your employee availability... and this indicator is calculated by the MPOO. So-everyone wants to make sure their office is contributing to this number... Since this is calculated by MPOO, an individual office isn't penalized for having an employee out without FMLA protection. BUT, if everyone has 1 employee that they do not code properly- not only affects your NPA, but every else's in the MPOO area. So- you need to do what is right.

HPP – I have been told many times, that if you are successful with these indicators, you will do well with your own NPA. Many indicators are rated at the District level. This makes those scores a team effort that needs everyone's help to improve those numbers. Often I hear people say that they cannot control what the plant does or the service they are receiving. BUT, how much are you working with the plant to correct the issues? It isn't only the mail that you receive... it is also the mail you send to the plant. How are you preparing that mail? Is there something that can be done differently? Are you separating parcels correctly- to reduce the handling of them? Everyone contributes to service... Do you know how your mail should be prepared? Did you know that all certified letter mail needs to be in the outgoing raw letter hamper- to get a hit on the canceling machine? Did you know that this mail is tested for EXFC service and those scores affect us?? Mail that comes out of collection boxes are also tested.. (1st mile) and sampling of mail at the delivery point also affects the scores. (last mile) So, you can see just a little bit of how you as a Manager or Postmaster outside of the plant can affect service scores.

Therefore, understand where your numbers are coming from on your NPA scorecard. Understand how to pull your NPA scorecard to be able to look at it. Understand HPP, which is on the Western Area page. Look at the red blocks under your office- and how can you change that data? What can you do to manage your hours, total expenses, or revenue? All of these numbers impact your NPA as a Manager- no matter what level of EAS you are.

Edmund for NVVP (West) 2019-2022

I would like to announce my intention to run for UPMA National Vice President (West). I joined both NAPUS and The League of Postmasters on July 5th, 2008. That was the day I became Postmaster, EAS 20, of Lincoln Illinois. I have served two terms as your National Vice President and I have been appointed your National Legislative and Political Action Committee Chairman since 2015. I was honored to serve on the National Pay Talks Team last year and to attend Headquarters meetings to standardize the budgeting methodology for level 20 and 21 offices. I am also currently the Illinois UPMA Chapter President, also I have always served as a Chapter Member Representative.

I work as hard as I can at everything I do within this great organization; it has been an honor to serve you up to this point and I hope you will allow me to do so again. I believe that our members come first, and, to that end, we need the best leaders in the right places on the National Executive Board. It is imperative that we work hard, fight the good fight and ask the tough questions to better the pay and working conditions of all UPMA members. I pride myself on making decisions with the best interests of UPMA at heart. I feel that my passion, drive and experience makes me the best candidate to be elected to the UPMA National Executive Board, please support me as I ask for your vote to be your next UPMA National Vice President (West).



EDMUND CARLEY
POSTMASTER
LINCOLN, IL 62656

**ANNOUNCES HIS
CANDIDACY FOR
UPMA NATIONAL
VICE PRESIDENT
(WEST)
2019-2022**

City Letter Carrier 1998-2006
Supervisor Customer Service 2006-2008
Postmaster Level 20 2008-present
ASP Graduate
ELD Participant
Certified Facilitative Instructor
Certified ASP Trainer
Certified Route Inspection Team Leader
Trainer for DOIS, BME, Leadership

NAPUS Member since 2008
League Member since 2008

NAPUS National Vice President 2014-2016
UPMA National Vice President 2016-2018
National Legislative and PAC Chairman 2015-Present
Illinois UPMA Chapter President 2017-Present

Member 2018 UPMA National Pay Talks Team
USPS HQ Kaizen on 20/21 budget methodology

Dynamic - Fighting for UPMA Members
Driven - Leadership on issues
Dedicated - Vision for the future of UPMA

Proven Leadership for UPMA

**Wendy Trautman
announces run for
National Vice
President West**



I'm Wendy Trautman, Postmaster Powell, WY and I am excited to announce my candidacy for National Vice President West, UPMA 2019. As a 20 year USPS employee, I began my career as a clerk/carrier in 1999. Three years later, I was promoted to my first Postmaster position in Ralston, WY. Since that promotion, I have served as OIC/Postmaster in offices up to EAS 20. I am currently the (Level 20) Postmaster of Powell, Wyoming. I have also been detailed as a MPOO (Level 23).

My organizational background includes serving as state President and representing Postmasters at the District level. I am currently serving as the UPMA Western 1 Area Coordinator. These experiences have prepared me to be an active, contributing, knowledgeable National Board member. I have the time and dedication to serve. As a Veteran, I understand commitment and responsibility that comes with service, so I am not entering this race without careful consideration of the duties.

Tenacity and curiosity are two of my strong traits. I like to flip the coin over to see what's on the other side. Once I have made an informed decision, I see it through. As UPMA grows, I believe my curiosity for what the organization can do to better serve members will be a positive approach. My ability to stand for what is best for members will allow me to be transparent with my decisions. These are my pledges to you as I ask for your support in the National Vice President West position. Please contact me with interest or questions, this is a learning experience and we will grow together through the process.

Thank you all, for all that you do...for your families, for UPMA and for the United States Postal Service!

Legislative Summit 2019

A lobbyist is defined as a person who takes part in an organized attempt to influence legislators.

Yearly, hundreds of UPMA members go to Washington D.C. to lobby for Postal reform. This usually occurs in January or February. The weather ranges from bitter cold to pleasantly brisk.

“Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.”

Every year we go to visit with our representatives to plead our case for postal reform. Every year we have high expectations for something...anything to happen. The slow wheels of the political arena grind on as do we. We walk those marbled halls year after year in hopes that this year will be the year that our representatives stand together as one nonpartisan entity. That they, together, understand the urgency to solidify the United States Postal Service.

One of the definitions of insanity is doing the same thing over and over again expecting a different result.

One of the obstacles that we face as lobbyists for postal reform is that there is no perceived problem by the people of the United States. Every day the mail is delivered. Our representatives know our financial situation...however their phones are not ringing constantly from their constituents wanting to know where their mail is. So, you see, our representatives don't have a constant reminder, so postal reform is put on their “to do” list...instead of their “let's get er' done” list.

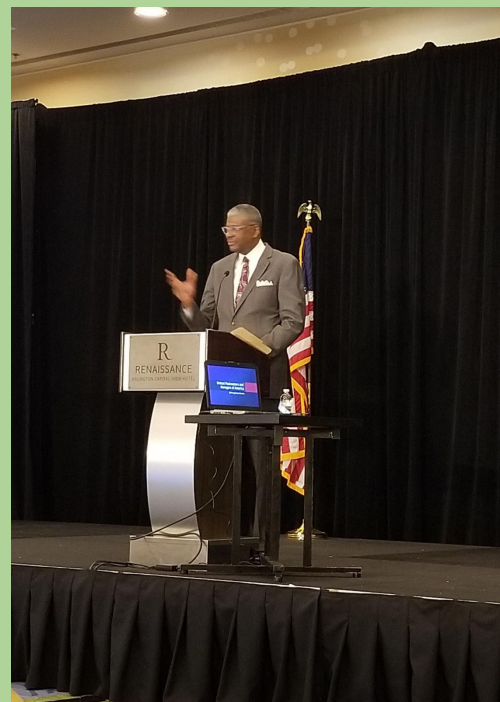
Perseverance is persistence in doing something despite difficulty or delay in achieving success.

UPMA members will continue to walk those marbled halls in hopes of a better, more sustainable Postal Service. We do this out of dedication, determination and the belief that this is the “good fight” which must be fought...and will eventually be won.

I urge each of you, to pick up the phone, write a letter or send an email to your representatives. Let them know how important the United States Postal Service is to you.

Wendy Trautman
UPMA Area Coordinator-Western 1
UPMA President-Wyoming

Deputy PMG
Ronald
Stroman



Fill out an 1187
and
JOIN TODAY!

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

## Article Due Dates

March 18, 2019  
June 1st , 2019  
Aug 9th, 2019  
Oct 1st , 2019



## Upcoming Events

State Convention  
Springfield, IL  
May 16-18th 2019

National Convention  
Mohegan Sun  
Connecticut  
July 27- Aug 2, 2019

Legislative Summit  
Washington DC  
Feb 24-25th 2020