

Illinois Postal News Leader



N)V/ DEC 2020

Postmasters and



EDMUND CARLEY

POSTMASTER
LINCOLN, IL 62656

ANNOUNCES HIS CANDIDACY FOR UPMA PRESIDENT

City Letter Carrier (1999-2006)
Supervisor Customer Service (2006-2008)
Postmaster Level 20 (2008-Present)

National Vice President (3 Terms)
National Exec. Vice President (2019-Present)
Chairman National Legislative and PAC
President Illinois UPMA Chapter (2017-Present)

Member UPMA National Pay Talks Team
Co-Chair Article and Bylaw Committee
Chairman Postal Area Coordinator Committee

Member National Association Parliamentarians
ASBA from New England College of Business

**Dynamic
Fighting for all
UPMA Members**

**Driven
Leadership on issues**

**Dedicated
Vision for the
Future of UPMA**

I am announcing my intention to run for UPMA National President. I have been an active member of UPMA since its inception and was active in both prior associations since July 5, 2008 – the day I was promoted to Postmaster of the Lincoln Post Office (EAS 20) in Lincoln, IL, where I continue to serve. I began my postal career as a city letter carrier in 1998, graduated the Associate Supervisor Program in 2006 and served successfully as a delivery supervisor prior to becoming Postmaster.

First and foremost, I believe our members are our top priority, and, to that end, we need the best leaders in the right places throughout UPMA. It is imperative we work hard, fight the good fight, and ask the tough questions to achieve better pay and working conditions of all UPMA members. My track record and drive demonstrate my ability to make decisions with the best interests of UPMA at heart. The success of UPMA members is my passion. That, backed with a vast experience of making it happen, makes me the best choice to become your next leader. I ask for your vote to elect me to serve you as the 2021 UPMA National President.

Moving
UPMA
Forward

Illinois State Officers

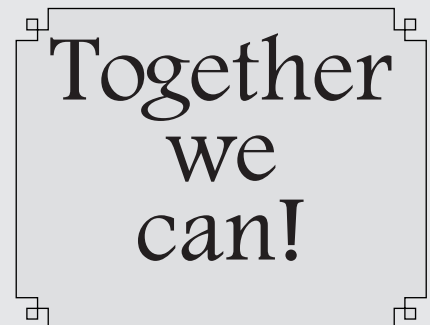
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UPMA is not a union. It is a professional association. It is an organization of people who hold proud titles. It does not discriminate by race, gender, or salary level. It is a vehicle, an avenue, a method and a tool that can and does help, assist,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



Edmund Carley~ Illinois Chapter President

President Edmund Nov 2020 Article

I could write endlessly about all these reports that are required now. I could write about how 2020 feels like one long peak season (and now peak season is here!). I could write about the uptick in corrective action in the field in response to POOMs being under additional pressure with District realignments apparently in the offing. I

could write about the recent extraordinary UPMA National Convention, where we heard directly from the PMG Louis DeJoy. Instead, I would like to reset Illinois UPMA and bring a sense of normalcy to our Chapter before the 2021 year brings more challenges. Illinois UPMA is in good shape, generally speaking. Our operating budget meets all goals, and both our operations reserve and the retirees' scholarship funds are healthy. Our membership efforts have meant that our Chapter is not experiencing the problems of some Chapters in other parts of the country. Not that we can take our eye off that particular indicator, we must sign up EAS postal employees as they need UPMA to guide, nurture, and protect them during their careers. Preparations are underway for our Chapter Convention on March 17-20, 2021, that promises to be a great event (registration on page 11. The National UPMA Legislative Summit in Washington, DC, February 21-24, and the 5th Annual UPMA National Convention in Sandusky, OH, August 14-19 are still being organized. Your Chapter Executive Board is fully engaged in providing the benefits that your dues entitle you to. The best advice I can give you is to plug into these events now and gain the rhythm of UPMA events; it helps to commune with other postal managers facing the same challenges that you are daily.

UPMA has saved me on several occasions from being completely lost in my career. One cannot overstate the importance of the giants of the past members on whose shoulders we stand. The current members who mentor, support, and guide each other every day are indeed an inspiration. The jobs we have are not the jobs we signed on for; that is undeniable; however, we can be more robust and healthier if we lean on each other, and UPMA is the vehicle for that community. Look at your schedules, include UPMA events as much as you can. Contact your friends and colleagues who are not active (or even members) and share the good that UPMA is doing for its members. I firmly believe that together we can improve the working conditions we face and help create great leaders for the USPS to take us to more significant successes in the future.

Edmund



Meta Belford ~ Executive Vice President

National Convention

I had the privilege of attending the National convention in St. Louis MO and hearing our 75th PMG speak to UPMA for the first time. He seemed nervous which made him human, who wouldn't be nervous speaking to employees of the organization you've been Postmaster General for for less than 6 months. I got the impression he doesn't use the postal service as much as the rest of us do. I think he needs to see how much we do use the company we all work for. I think we need to show and tell him how important the post office is to us and the rest of the US. I think we need to write him a letter using an envelope and stamp. If you live in a rural area let him know how important it is that your elderly aunt receives her medicine through the mail or tell him congratulations on what an important job he now has especially to us the postal workers. We're the ones who sell the stamps, move the packages or deliver the mail that is paying his and our salaries. You could tell him how important it is to your grandson several states away to receive a card in the mail. Tell him how important it is that we receive mail directly to our homes. His work address is 475 L'Enfant Plaza SW, Washington DC, 20260. Send him a card, letter or postcard just drop something in the mail to him! Let's show him all the postal employees in IL love their jobs and use the USPS.

Membership

I'd also like to remind you of the National Membership contest starting again July 1 and our State incentive is still going strong. Remember for every EAS employee you sign up you'll receive \$25.00 and for every Associate member you'll receive \$5.00, payable to you by attending the state convention next March. Recruit, recruit, recruit!



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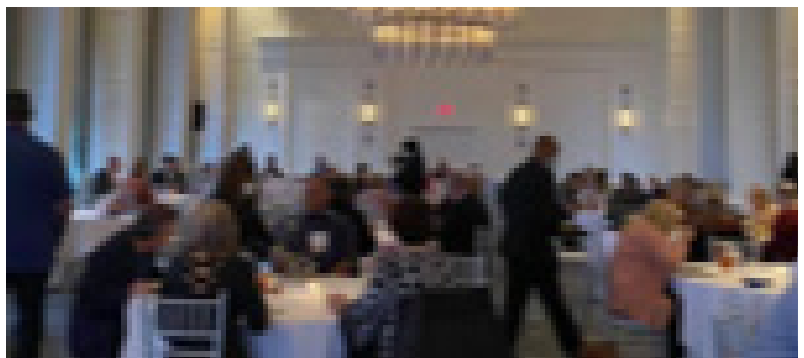


Shelley Zellers ~ IL State Treasurer

New masks are now everyday wear

I stopped at a local boutique last week to buy some new masks. I found one I liked there a few weeks ago, so I decided to purchase a few more. Never in my long life had I ever imagined I would be buying masks to wear to work or to any other public place every single day. This incredibly strange 'year of the pandemic' has deemed mask-wearing the norm. It doesn't appear to be changing soon, so I stocked up. Masks and social distancing have made it possible for USPS employees to work safely and avoid the terrible Covid-19 virus. They have also allowed many UPMA functions to be held. I was able to attend Southern Officer's Conference last month. Political mail processing was discussed by local District Managers, Secretary-Treasurer training was led by Jim Maher, and President Dan addressed those of us in attendance. The officers in the southern states did an outstanding job of hosting SOC this year! By now many of you know our Illinois UPMA President, Edmund Carley, has announced his intention of running for UPMA National President. Edmund has worked hard for Postmasters all over the United States. Now it's our turn to support him in this endeavor. Best wishes, Edmund!

I realize we are approaching our busiest season of the year. Despite the long hours and heavy workload, I encourage you to always make time for your family and friends. Lastly, I would like to wish you all a blessed holiday season!





Marianne Miller ~Illinois State VP

When Opportunity Knocks

Networking. Connecting. Informing. These are all responsibilities which I take seriously as an Illinois Chapter V.P. of UPMA. When I had an opportunity to speak with a candidate for the US House of Representatives, I took it. Whether she wins the race or not, she now has a bit more knowledge of what the Postal Service does, and what we need to remain viable into the future.

With each person that I speak with regarding the Postal Service's role in every community, and the need for postal reform, I am not just educating people but connecting with them and building a network of supporters. Be it your next door neighbor, a relative, or a Congressperson, it is very important that each of us shares the vital role that the US Postal Service plays in American society. As I stated to the candidate, "We (the Postal Service) run in the background of every community and are taken for granted. No one notices what we do every day, until the mail doesn't get delivered. Then they notice."

Let's be honest, anyone who does not work for the postal service thinks they know what we do, and is always willing to tell us what we should do to get the job done. In my experience, it isn't until I share with them some of the details of places we deliver to, and how we deliver, that make them more willing to listen. And for the staunch supporters of privatization, I recommend they check out prices at our private competitors for mailing a letter or parcel. As Postmaster General DeJoy mentioned in his interview with David M. Rubenstein, President of the Economic Club of Washington D.C., there is no private company that would be willing to take on what we do. This message came from a titan of the logistic industry. As I write this article, we are in the throes of an election season. When I saw an opportunity to speak with a candidate, I took it. The seeds were sown. It is my responsibility to water them and help them grow. I encourage each member to write a short note to their Representative and Senators. Remind them of who you are; their constituent. Remind them that what you do to earn a living is founded in our US Constitution. Remind them that the US Postal Service is a service to be provided to everyone across this great country, no matter their race, gender, creed, location, beliefs, income, etc. The US Postal Service has no bias. We deliver to every door, no matter who is behind it.

I wish everyone a very happy Thanksgiving. May you all stay safe and healthy as we continue to navigate the COVID19 pandemic.

God Bless~
Marianne Miller
UPMA VP, IL Chapter





Cheryl Quaka~ IL State Editor

I was able to be at UPMA National Convention in St Louis, MO. It was a much different convention than usual. Our seats were 6 feet apart so we could remain socially distant and everyone had masks. I want to thank Meta and Roger for getting me down there. I broke my leg Labor day weekend and was hesitant to drive myself. Congratulations to Jim Dunlap from Colorado and Jim Maher from Missouri who were elected as National Vice Presidents from the West and Susan Rice from Alabama, who was elected as National Secretary-

Treasurer. We adopted a bylaw change with UPMA, now electing one vice president each year from four geographical areas instead of two from the east and the West as we did this year. Illinois is in the North Area with Iowa, Indiana, Kansas, Kentucky, Michigan, Minnesota, Missouri, Ohio, North Dakota, Nebraska, South Dakota, and Wisconsin. Mari Beth Kirkland from Ohio announced her Candidacy for election during the 2021 Chapter Conventions. Our very own Edmund Carley also announced for National President.

During the convention, other proposed changes to the UPMA Articles of Incorporation and the UPMA National Bylaws were voted on. The following changes were adopted: Articles of Incorporation changes #1, #2, #3, and #5; UPMA National Bylaws changes #1, #3, #4, #5, #6, #7, #8, #9, #10, #11, and #14. The remaining proposed bylaw changes did not have sufficient votes to be adopted: changes #12, #13, #15, #16, #19, #21, and #22. Articles change #2, and the submitters withdrew bylaw changes #2, #17, #18, and #20 before consideration at the convention. All the changes are still posted on the national website unitedpma.org if you want to look at them. The updated Articles of Incorporation and the National Bylaws will be published in a UPMA Leader's upcoming issue and posted on our website. Please note that any proposed changes for consideration next year need to be submitted to the National Office by February 1, 2021.

Postmaster General Louis DeJoy addressed the convention and was very candid and forthcoming with the many challenges he and the service faced since his swearing-in. He promised a staunch defense of 6-day universal service, and all changes that will be made will sustain the USPS for years to come. He appeared frustrated by some of the enormity of the job but excited for the challenge. Time will tell how well we all do. We took care of business at this extraordinary convention; but I cannot wait for a "more normal" one in Ohio next year.

Stay safe





Cindi Cotton ~ VP Education

Leadership

Not all managers are leaders, and not all leaders are managers. Just being in charge doesn't automatically make you a leader. Manager of Labor Relations Shayne Hensley spoke on this topic at the Southern Officers Conference in Atlanta, Georgia.

Leaders must lead. It's not simple, but it is that easy. If it were simple, everyone would be doing it. So, how do you become a good leader?

You must realize that as a leader, you are no better than anyone else. Once you lose sight of that, it's over. Proclaiming your superiority and ruling with an iron fist because you're the boss will cause your team will work to comply, but not to excellence.

You must have a vision to share a vision. As the old saying goes, look before you leap. Where are you going? Where is your team going? If you don't know, you'll never get there. Have goals for yourself and your team and share them.

Know your role. As a postal manager, you likely have been promoted through the craft ranks. You may have been the best clerk or carrier in your unit; however, you are no longer in that position. You are the leader, and you need to let the other people do the work. Sometimes it is easier to just do it yourself. In doing so, you prevent your team from learning and growing.

Along those same lines, know the roles of your team. Don't let others give you their work. Give them what they need and let them succeed. Listen to those you lead. They may not know what they need, but if you listen closely you can figure it out. There was a great article published in the Harvard Business Review titled Who's Got the Monkey, which is about making sure your employees keep their work.

"Ask your team for their thoughts and input"

Know your role and your team members' roles and never get them reversed. Give them credit and take the responsibility. As you grow your team, they will produce excellent results. Make sure you give them the praise and credit. Nothing will stifle an employee more than you taking credit for their work. Being human, everything will not always work out perfectly. Don't play the blame game. When a project or team member fails, as the leader, you take the responsibility for the failure. What could you have done better to help them succeed? If you lose faith in your team, they will lose faith in themselves.

Always use failures as a tool to learn to grow and succeed. The steps to leadership may all be the same, but the style of leaders can vary greatly. You need to figure out your leadership style. You will use all leadership styles, but there will be one that you naturally lean towards. If you use Coercion to lead this means you demand immediate attention. Think of a drill sergeant. I say it, you do it. While some situations will require this type of leadership, this should NOT be your primary leadership style. If this is the way you lead, you will be perceived as a bully. As an Authoritative leader, you tell your team, come with me; we can do this together. You find it easy to share your vision, and because of this, people naturally want to follow you.

An Effective leader understands people. You care about people outside of their work. You know what they need and what makes them tick. Once you get this down, people will do things for you and you won't even have to ask.

The Democratic leader gives their team a voice. Although they will make the final decisions, they never fail to ask their team for their thoughts and input.

A Pacesetter leader drives their team to succeed. Think of a personal trainer encouraging you to get in one more mile or 10 more pushups. This is another style that should not be a go-to, but may be needed in some situations. Using this as your primary style can exhaust your team.

The Coaching style will help you develop people. A coach leads by giving opportunities. If you use the coaching style, you will let your team do what they need to, then give them feedback. Ensure you use both positive and negative feedback. Only focusing on the positive will inhibit growth and all negative feedback will quickly squash the most enthusiastic team members. When you need to give negative feedback use the sandwich method. Sandwich the negative between two positives.

Sounds simple, right? But how do you accomplish all of this? Where do you get the tools you need to lead others?

There are many resources available to leaders. Let's start with education. You can take courses at a local community college, or access HERO for development opportunities. We all take our required courses in HERO, but there is a myriad of courses available that you can take to help develop yourself. Focus not only on leadership courses but the courses that your team members need to do their jobs. How can you help them if you don't know what they are supposed to be doing?

As part of this self-development, you can also become a Subject Matter Expert in something. Your manager or the area and district offices are always looking for individuals to assist. Becoming an expert in something will help you develop as a leader.

Networking is also a great way to get assistance. Use the expertise and knowledge of others in similar positions. This can be challenging if you are the only EAS employee in your office. UPMA offers numerous events that can help you network. State and National conventions and 3-digit meetings are great places to meet others that know what you are going through and how to help. And if you are already a great manager and leader, these give you a chance to give back and develop future leaders. Your experience will also give you the tools you need to lead the workforce. There is no substitute for experience. You can learn the mechanics of open-heart surgery from a book or a web site, but you will not know how to do it until you actually do it. Also, learning from your mistakes ensures you will rarely make them again.

You can also learn to lead from those you lead. Don't let your pride set in and get the mindset that you have to know everything. The people you lead have a lot of knowledge. Use it.

One of the best places to get the tools to lead is from within. Be the best employee you can be. Whether you are currently in a management position or not, remember, bad employees, make bad leaders. It is very hard to be a good manager if you are a bad employee. Do you arrive on time every day? If you are constantly late, there is a good chance your employees are going to be late too. Have the highest level of integrity. No one wants to follow someone they can't trust.

Even if you are the best leader, there will still be things that can crush your leadership. Whisperings, rumors, gossip, murmuring, or mumbling from your team can all put a strain on your leadership. You need to be aware of these things and communicate with your people. Bad things happen when we don't communicate. Is there a rumor that your facility is going to close? Don't just ignore it. Address it with facts.

Personal conflicts and bad attitudes can also negatively affect your team. Personal communication with employees can help these things. Don't just know the job. Know your people. You can't just say you care; you have to show you care. Some people are not the easiest to get along with, but you have to love people. This is a decision. It isn't always easy, but it is worth it.

Busybodies can be terrible for a team. That person that is always stirring up things or keeping others from doing their work. The easiest way to stop this is to give them work.

The simplest way to crush your leadership effectiveness is your own doing. It is neglect. You cannot neglect your team. They are doing good, I will just leave them alone may be good for certain times and projects, but in the long term, a neglected team will fail. Just as your car will stop working if you fail to maintain it, so will your team.

When you get to the point that you just don't know what to do, reach out to a mentor or work friend, someone who knows what you are going through. Make sure you leave work at work and take breaks. Being burnt out will keep you from being an effective leader. Make sure you have a life outside of work. Family and friends give you the lift you need to continue to be effective at work.

And finally, remember, your team did not pick you; you picked them. You chose to accept this position. You will change people's lives and their families. You owe it to them to be the best you can be. When you have retired, the ultimate test to success in your career won't be how much money you've made, or the position you aspired to, but how many people you touched on your journey. Where is your team going?

Socially Distanced at National Convention 2020





UPMA



United Postmasters and Managers of America

2021 ILLINOIS CHAPTER STATE CONVENTION

CROWNE PLAZA 2875 N MILWAUKEE AVE NORTHBROOK IL

THURSDAY MARCH 17TH – SATURDAY MARCH 20TH

NAME _____

OFFICE _____ **ZIP CODE** _____

Personal Cell Phone _____ **Please check one:**

- | | |
|--|---|
| <input type="checkbox"/> Postmaster | <input type="checkbox"/> Auxiliary Member |
| <input type="checkbox"/> Supervisor | <input type="checkbox"/> Retired UPMA Member |
| <input type="checkbox"/> Manager | <input type="checkbox"/> Associate Member |

\$50 before December 31st, 2020; \$100 after

Please check if you are a First Timer ()

Lowest Registration will be refunded to First Timers upon attendance at Convention.

Your registration fee covers Thursday Lunch, Friday Lunch & Banquet.

Send your registration forms and fees to: Shelley Zellers, 12646 SR 78, Havana IL 62644.

King, 2 Queens or Junior Suites will be \$129.00 per night. Room rate will be guaranteed until March 5th, 2021. Reservations requested beyond the cutoff date are subject to availability. Crowne Plaza 2875 N Milwaukee Ave Northbrook IL 60062

Telephone: (847) 298-2525 reservations@bayshospitality.com or
www.crowneplaza.com/northbrookchi.com Group Code: UPM



Morrie Smith ~ Retiree President elect

Are You Ready for 2021???

It was mid-October when I wrote this article, and I realized that in a short five months we will be having our next Illinois UPMA State Convention. Times passes quickly doesn't it?!

As a retiree group, we have some business to prepare before the convention starts. First, we will be electing a new President and a new Vice President. If you are interested in pursuing either of these positions, please notify me ahead of time so I can add the information to our agenda. Second, we still have some work to be done with our by-laws. I have attached a copy of our current by-laws which became effective on 7/11/20 for your review. If you recall, there were two proposed amendments presented at the July convention, but the one concerning Article IV-Election of Officers, Section 2 was postponed, so that we could re-visit the proposal at the next convention when more members would be present. However, when we met in July, there was also discussion about officer term limits, and concerning the mileage reimbursement rate. If you are interested in proposing changes to those articles, you need to send your revisions to the attention of Vice President Mary Yates by President's Day, 2/15/21 latest. Then they will be placed onto the agenda and offered up for discussion and vote at the State Convention in March 2021.

I wish you all a blessed holiday season, and that each of you remain healthy and safe. God Bless!

Morrie

BYLAWS OF THE ILLINOIS CHAPTER UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED (EFFECTIVE 7/11/20)

Preamble

The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA) Retired, shall be to promote, assist and instruct retired Postmasters and Managers in all areas of personal and related items of interest or concern and to work cooperatively in the advancement of national UPMA Retired aims and goals.

Article I – Name

This organization shall be known as the Illinois Chapter of United Postmasters and Managers of America (UPMA) Retired.

Article II – Membership

Any person as designated by the UPMA Retired Bylaws to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article III – Meetings

The Annual Convention of this Chapter shall be held in conjunction with the UPMA Illinois Chapter Annual Convention. Special meetings may be called by the President, and shall be called on the request by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this Chapter. The Chapter Secretary shall give notice of meetings to members of the Executive Board at least ten (10) days prior to the date specified for such meetings. In any convention

of this Chapter, all members who are present and registered for the convention shall constitute a quorum.

Article IV – Election of Officers

Section 1: The elected Chapter officers shall be a President, an Executive Vice President, one Vice President, and a Secretary/Treasurer.

Section 2: The President, Executive Vice-President, one Vice President and Secretary/Treasurer shall be elected at the annual Chapter Convention to serve a term of 2 years. An elected officer may not serve a consecutive term in the same office. The term of office shall commence on November 1 and will end on October 31.

Section 3: The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their name is placed in nomination. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

Article V – President

The President shall preside at all meetings of the Chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this Chapter and in general perform such duties as may pertain to the office. The President shall receive such compensation for their services as the Executive Board may provide. The President shall be elected to one two-year term in odd numbered years.

Article VI – Executive Vice President

The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position may be a separately elected position. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as President. The remaining term of the vacant position of the Executive Vice President shall be filled by the elected Vice President. In addition, the Executive Vice President will serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization and ensure that the Chapter always has a strong membership.

The Executive Vice President shall be elected to one two-year term in even-numbered years. The Executive Vice President will also assist the State Convention Chairperson arranging events/programs for the retirees at the annual convention.

Article VII – Vice President

One Vice President is elected by the Chapter. The Vice President will serve as the Bylaws Chair. It will be their duty to receive, evaluate, and recommend for official action all proposals for amendment of the Bylaws. If a vacancy should occur in the office of Vice President, the President with the consent of the executive board shall appoint a replacement to fill the unexpired term. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice President. The Vice President shall be elected to one two-year term in odd numbered years. The Vice President will chair the Scholarship Committee. In the event that a relative of the Vice President is an applicant for a scholarship, the Vice President will be recused, and the Immediate Past President will chair the Scholarship Committee.

Article VIII – Secretary/Treasurer

Section 1: The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide.

Section 2: The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit

and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and perform other duties incident to the office of Secretary/Treasurer.

Section 3: The Secretary/Treasurer shall be bonded as required and approved by the Executive Board and shall receive such compensation for their services as the Active Executive Board may provide. This coincides with Article X.

Section 4: The Secretary/Treasurer shall be elected to one two-year term in even-numbered years. If a vacancy should occur in the office of Secretary/Treasurer, the President with the consent of the executive board shall appoint a replacement to fill the unexpired term. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Secretary/Treasurer.

Article IX – Executive Board

Section 1: The officers of this Chapter shall be a President, the Immediate Past President, Executive Vice President, one Vice President, and a Secretary/Treasurer. The Immediate Past President shall serve a term of 2 years beginning on the first day a newly elected President assumes office. These officers shall constitute the Executive Board and the governing body of the Chapter. With the exception of the Executive Vice President, all Executive Board members will serve on the Scholarship Committee. Should the family member of an Executive Board member be an applicant for a scholarship, the board member will be recused.

Section 2: It shall be the duty of the Executive Board to carry out the orders of the Chapter as expressed in the convention, it shall have direct control of all business of the Chapter and its affairs, it shall be the power of the Executive Board to authorize necessary expenditures; to audit all accounts; approve the expenses of the officers and in general perform all the functions ordinarily attached to such committee. The Executive Board shall have full control of the affairs of the Organization between conventions.

Section 3: The Executive Board shall have the power to remove any of its members for good and sufficient reason by two-thirds (2/3) vote of the board when in session.

Article X - Bonds

The Secretary/Treasurer will be required to be bonded in the amount deemed sufficient by the Executive Board, said bond to be executed by a surety company approved by the Executive Board and the premium on such bond shall be paid by the Active Chapter of the membership.

Article XI– Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XII – Parliamentary Procedure

Robert's Rules of Order Newly Revised shall govern the deliberations of the proceedings at any session of a UPMA Retired Chapter Convention or other meeting of this Organization, except that where any provisions of these By-laws are inconsistent or in conflict with Robert's Rules of Order Newly Revised, then these By-laws shall prevail.

Article XIII – Amendments

All proposed amendment(s) must be submitted in writing to the UPMA Retired Chapter President at least thirty (30) days prior to the opening of the annual Chapter convention. These By-laws may be amended at any convention of the UPMA Retired Chapter by a two-thirds (2/3) vote of the delegates present and voting. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.

Article XIV – Publication

These By-laws shall be printed in the Illinois Postal News Leader or on the IL UPMA website. After the initial printing, any approved changes will be printed and updated in the above mentioned

publication.

Article XV – Control of Funds

Section 1: All expenses incurred by officers or members necessary to fulfill their duties and obligations for the benefit of the organization, shall be approved by the President and paid by the Secretary/Treasurer from available funds.

Section 2: The Retired President will be included in all expenses of the Active Executive Board.

Section 3: Two days lodging and mileage at 75% of the rate paid by the USPS shall be paid for attending the State Convention to the Retiree Secretary/Treasurer, Immediate Past President, the Executive Vice President, and the Vice President.

Section 4: The lowest registration fee established by the UPMA National Board for the Annual National Convention will be paid for attending the Annual National Convention to the Illinois UPMA Retiree Secretary/Treasurer, the Executive Vice President, the Vice President, and the Immediate Past President.

At this time, I would like to announce my intention to run for the North Area Vice President. I was a member of the LEAGUE/NAPUS, since I became a Postmaster in 2002. I joined NAPUS on my second day, as a titled Postmaster. I attended my first Legislative Conference, the second week, after my first appointment.

I began my Postal career with the USPS, as a PTF Clerk. I served in that position for almost 12 years, before starting my management career. I was appointed as a Level 11 Postmaster, and have served in Levels 13-21's. Currently, I am a Level 20 Postmaster, in Middlefield Ohio. Throughout my career, with the USPS, I have served on several details. I facilitate for Headquarters', the Area, and districts, for programs such as, Postmaster Essentials, USPS Supervisor, and FST.

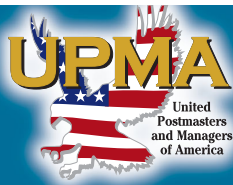
I have always been very involved in the Ohio Chapter. I have served as Legislative Chair, in Vice President Positions, and the State President. I served several terms in these positions. I am a very active Adverse Action Counselor. Most recently, I have served two terms as the Eastern Area Postal Coordinator for UPMA. In this position, I have been able to assist the states in diplomatically resolving issues. I have served on National Committees as well. I have been very involved with correcting Postmaster Levels. Recently, districts have been using SWCS data to reduce Supervisor Positions. I have been very involved in identifying, and correcting bad data, in the systems, to save these earned positions.

I believe I would be a good strong voice for our membership, at the National Level. I would love to serve in this position, and become part of the glue, that holds this great organization together. I have the experience, and passion to serve in this position. I am very dedicated to our membership, and our Organization. UPMA members are my top priority. I demonstrate commitment, and dedication every day. I am very good with problem resolution, diplomatic communication, organization, and I am very engaging. I am extremely fair, and I listen to all sides.

I look forward to assisting, with moving UPMA forward in a good, positive, productive direction. I would ask for, and appreciate your support, to be elected as a North Area Vice President, in 2021.

Respectfully,

Mari Beth Kirkland
Postmaster Middlefield Ohio



Kalahari Resort Sandusky, Ohio



5th UPMA National Convention

Aug. 14-20, 2021

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:

- ☐ Postmaster/OIC
☐ Supervisor
☐ Manager
☐ EAS Professional
☐ Associate
☐ UPMA Retired
☐ Spouse
☐ Guest

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4: _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

☐ Yes ☐ No

UPMA Retired First-Timer?

☐ Yes ☐ No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/15/20- 2/28/21	3/1/21- 6/15/21	After 6/15/21
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$195	\$245	\$270
Daily registration is available at \$65/day until June 15; \$75/day after that date. Check all that apply:			
<input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/> Mon <input type="checkbox"/> Wed <input type="checkbox"/> Thurs			
First-Timer*—Active and Retired	\$95	\$95	\$95
UPMA Retired or Guest† (UPMA Retired Luncheon included)	\$171.25	\$208.75	\$227.50
Auxiliary/Spouse/ Postmaster Guest (Does NOT include UPMA Retired Luncheon)	\$142.50	\$180	198.75

Children (17 and under) \$80; includes child's meal at the Grand Banquet.

*First-timers must pay their registration fee in advance using this form; online registration not available. After attending the convention, they must submit a form to the National Office to be reimbursed.

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

Grand Banquet: Aug. 19, 2021

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.

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 15, 2020. 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 July 8, 2021.** 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 8, 2021, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Kalahari Resorts & Conventions

1-877-525-2427

\$164—single/double/triple/quadruple

Be sure to request the UPMA 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 June 1, 2021; no refunds after that date. All refunds are subject to a \$30 handling fee.

Registrations are non-transferable.

**Questions?
Call 703-683-9027**

I had the privilege of attending the National convention in St. Louis MO and hearing of the 75th PMG special to UPMA for first time. He seemed nervous which made him human, who wouldn't be nervous speaking to employees of the

Mary Ford ~ Scholarship

It's that time of year again... We are now accepting applications for the annual Illinois Chapter UPMA Scholarship Award. If interested, please print a copy of the Scholarship Application, or the Application can also be printed from this issue of the IPN on our website illinoisupma.org then complete and submit. 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

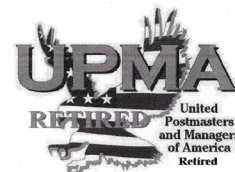
ALL INFORMATION SUBMITTED BECOMES PROPERTY OF THE SCHOLARSHIP COMMITTEE AND WILL BE HELD IN STRICT CONFIDENCE

APPLICATION MUST BE POSTMARKED BY MARCH 1, 2021

THE NUMBER OF SCHOLARSHIPS and AMOUNTS AWARDED WILL BE DETERMINED BY THE SCHOLARSHIP COMMITTEE.

SEND COMPLETE APPLICATION AND ALL ADDITIONAL INFORMATION TO:
ILLINOIS CHAPTER UPMA SCHOLARSHIP COMMITTEE

C/O Mary Yates
2 Lake Ct
Catlin IL 61817



October 15, 2020

Mary Ford
Illinois UPMA Retirees
5709 Cedar Trl W
Prince George VA 23875

Dear Mary,

Thank you for Illinois UPMA Retirees contribution of \$100.00 (One Hundred Dollars) to the United Postmasters and Managers of America Scholarship Foundation Inc. (UPMA Scholarship Foundation). Your contribution will go directly toward providing scholarships to qualified students who are the children or grandchildren of an Active or Retired Postmaster or Manager who is a member of the "United Postmasters and Managers of America".

Your charitable gift to our 501c3 non-profit organization is tax deductible. The IRS requires that you retain this letter as a written acknowledgement of your donation.

On behalf of the UPMA Scholarship Foundation, we thank you for your support. By believing in the great potential of our youth, and by offering a hand to help with their educational goals, together we will improve both their lives and our own.

No goods or services were received in exchange for these contributions.

With warmest regards,

Charles R. Peters
UPMA Retired National Treasurer
290 Castle St
Monticello KY 42633

ILLINOIS CHAPTER UPMA SCHOLARSHIP APPLICATION

FULL NAME _____
Date of Birth _____
HOME ADDRESS _____
e-mail _____ HOME/CELL 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 (HighSchool) _____
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?

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 mos / 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 Stripper (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.

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

APPLICATION MUST BE POSTMARKED BY MARCH 1, 2021

THE NUMBER OF SCHOLARSHIPS and AMOUNTS AWARDED WILL BE DETERMINED BY THE SCHOLARSHIP COMMITTEE

SEND COMPLETED APPLICATION AND ALL ADDITIONAL INFORMATION TO: IL Chapter UPMA Scholarship Committee c/o Mary Yates 2 Lake Ct, Catlin IL 61817

If you need clarification on any point, contact Mary at the above address, telephone: 815-383-3507 or email: xwench1@hotmail.com

SIGNATURE

DATE





Pam Bardell ~Illinois State VP

WOW! 2020 has been a year we will not forget! I hope this article finds you in good health.

For those of you who do not know me, allow me to give you some background information on myself. I have been involved in UPMA and its predecessor NAPUS for many years. I previously served as Vice-President, President, and have been very involved in many events. This past July, I was elected as a Vice-President again, and my primary duties, other than supporting fellow members, is raising funds for our Political Action Committee (PAC). I have always donated to PAC by both donating while attending an event, and directly having funds deposited through ePAC.

Larry Wieneke, retired Postmaster, was in charge of PAC for many years, and I always learned a lot from him. I always thought that would be a fun job! Well, I am going to try to continue to make it fun while trying to impress upon you the seriousness of how important it is to donate to PAC. The funds you donate are used to get a seat at the table to discuss our needs with our congressmen. I have been attending the Legislative Summit in Washington D.C. for about 13 years, and have engaged with our representatives personally.

Many people are unaware of the history of PAC, so I thought I would share some information with you. Using Wikipedia as a source of information, the following is a historical synopsis of PAC:

(PAC) Political Action Committee. A popular term for a political committee organized for the purpose of raising and spending money to elect and defeat candidates. PAC can give \$5000 to a candidate committee per election, (primary, general, or social).

PAC has been around since 1943 when Congress prohibited unions from giving directly to a candidate. Congress of Industrial Organizations formed the first PAC to raise money for the re-election of Franklin D. Roosevelt. PAC money came from voluntary contribution from union members.

If you are interested in learning more about PAC and Legislative action, reach out to me or any board member to help you understand the purpose of PAC. If you would like to go to Washington D.C. to visit the Hill and meet some very important legislative members that are fighting for the USPS, please let me know. You are invited to travel with fellow Illinois members. If you are interested in ePAC giving, please let me know. It is an easy way to give.

Again, stay in good health and May God Bless You and God Bless UPMA!

Respectfully,
Pam Bardell
UPMA VP, IL Chapter



Signature Credit Union

Well fall has definitely arrived! Farmers are busy harvesting their crops, trees on the bluffs in this area are turning beautiful colors and a FB Post informs me Christmas is just 73 days away. Even amid the COVID-19 pandemic the months have really flown by.

Are you in the market for a bigger, smaller, faster, or more fuel efficient vehicle? If you are looking to purchase a NEW vehicle the Signature Federal Credit Union is matching auto dealer rates as low as 1% APR on your purchase.

The rate including discount cannot be lower than 1%. Members may also qualify for a discount of 0.25% off their approved rate if they add two of the following products: GAP Insurance, Debt Protection, and/or Auto Warranty.

GAP INSURANCE: After an accident or incident, insurance companies occasionally refuse to pay the balance of an auto loan if the vehicle is valued for a lesser amount. That is where GAP insurance steps in and takes care of the difference.

DEBT PROTECTION: A voluntary loan payment protection product designed to help you get relief from loan payments if a protected life event unexpectedly happens to you.

AUTO WARRANTY: Save thousands of dollars on unexpected auto repairs when you bundle an auto warranty with your Signature FCU vehicle loan.

To apply for this loan contact our Financial Services department at 800-336-0284 ext 697 or financialservices@signaturefcu.org

NO FEES ON ANY OF OUR 6 VISA CARDS

No annual fee, no balance transfer fees, no cash advance fees and no foreign transaction fees, all the time.

We offer STUDENT, CLASSIC, GOLD, PLATINUM, SIGNATURE and BUSINESS VISA CARDS. Apply for your choice today by visiting SignatureFCU.org/Visa

Have you registered your credit and debit card with the MYCARDRULES app?

If not, now is the time to register your SFCU Visa credit or debit card to receive notifications for purchases, freeze/unfreeze your card in the event it is lost or stolen, and you can even set International card preferences for travel.

Other benefits of the MyCardRules app:

Set up locations for where you normally use your card, and when you're traveling stateside and internationally.

Set up control preferences for certain locations, merchants or transaction types, as well as spending limits on your cards.

Set up alert preferences based on all transactions, preferred transactions, or none at all.

View recent transactions on your cards once you have set up this app.

In closing let us remember Veterans Day, November 11. A time to remember those who have served our country in the military and to give thanks for all those willing to die while serving our country. Also take time on Thanksgiving Day to thank the good Lord for all He has given us, family and friends, food, clothing, shelter and much, much more.

God's Blessings to all, Carol Sue Carnes, Secretary, Signature FCU
4800 Illinois River Road - Brussels, IL 62013



UPMA Auxillary Membership Form

Name _____

Email Address _____

Mailing Address _____

City, State _____

Phone _____ Local Chapter _____

UPMA Family member _____

Active _____ Retired _____

Primary member name _____

B.R.A.T. age 6-21 _____

Additional members _____

Dues are 10.00 for primary member 5.00 each additional member

Send completed form and payment to UPMA AUXILLARY
PO BOX 64
LUMBER BRIDGE , NC 28357

Illinois State Auxillary president Virginia Chalifoux



Chapter Member Representatives

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

Ruthie Beal
(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
Mary Ford
5707 Cedar Trail West
Prince George , VA 815 252 4756

**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:

ILLINOIS UPMA
PO BOX 1 LINCOLN IL 62626

Fill out an 1187
and
JOIN TODAY!

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

## Article Due Dates

Jan 7th, 2021  
April 1st, 2021  
May 15th, 2021  
June 15th, 2021  
Aug 25th, 2021  
Oct 25th, 2021



## Upcoming Events

Legislative Summit  
Washington DC  
February 21st-24th, 2021  
2021 Chapter Convention  
Northbrook, IL  
March 17th-20th, 2021  
5th Annual UPMA  
National Convention  
Sandusky, OH  
August 14th - 19th, 2021