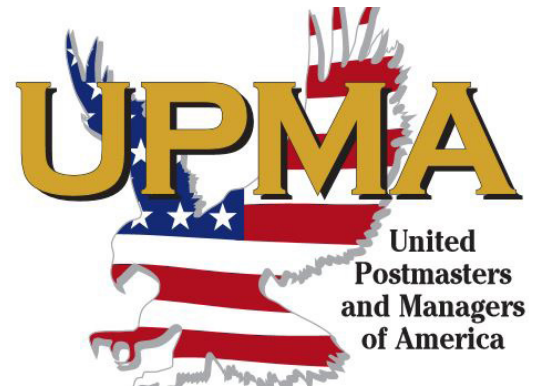


Illinois Postal News Leader



October 2024

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

National Convention 2024



Caribe Royale Resort Orlando, Florida

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Together
we can!

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 better Postal Managers.



Earl Husbands, President

UPMA Website- A Treasure Trove to Explore

Greetings UPMA Family!

As proud members of the United Postmasters and Managers of America (UPMA), we are part of a dynamic community dedicated to enhancing our professional lives and serving our communities with excellence. One of the most valuable resources at our fingertips is our very own UPMA website: www.unitedpma.org It's not just a digital hub; it's a treasure trove of knowledge, support, and opportunities that can help us all grow and succeed in our roles.

If you haven't yet explored our website, now is the perfect time to dive in! Set aside some time each week to browse through the available content and discover how it can benefit you. Whether you are a new member or have been with us for years, there's always something new to learn and explore. Our website is for members only and you will need to create a username and password to access all of the content. This only takes about 1 minute to do. We encourage you to actively engage with the content, share your feedback, and suggest topics that matter to you. Together, we can ensure that our website remains a vibrant resource that truly meets the needs of our community.

Why You Should Visit Our Website

Informative Articles: The UPMA website features a wide range of articles covering essential topics relevant to our work and the postal service. Whether you're looking for insights on organizational changes, best practices in leadership, or updates on postal policies, our articles are a fantastic way to stay informed. Engaging with this content can enhance your understanding and ability to navigate the challenges we face.

Training Videos: In today's fast-paced environment, continuous learning is essential. Our website hosts a variety of training videos designed to equip you with the skills you need to excel in your role. From leadership training to customer service techniques, these resources offer invaluable tools that you can apply directly in your day-to-day responsibilities. Make sure to take advantage of these offerings to enhance both your personal and professional development.

Updates and Announcements: Stay up to date with the latest news and announcements from UPMA. Our website provides timely updates on events, meetings, and important initiatives that affect all members. Being informed means being prepared, allowing you to engage more meaningfully in our community.

As we continue to navigate the evolving landscape of our profession, leveraging the resources available on the UPMA website will empower us all to thrive.

As we continue to navigate the evolving landscape of our profession, leveraging the resources available on the UPMA website will empower us all to thrive. Remember, the success of our organization hinges on each of us staying informed, engaged, and invested in our shared future.

Visit www.unitedpma.org today and start unlocking the potential that awaits you!

Thank you for being an integral part of our mission to support each other and elevate our profession.

Warm regards,

Earl Husbands
UPMA Illinois Chapter President
(708) 785-1253

The ultimate use of power is to empower others. ~ William Glasser



David Clark, Executive V.P.

Who Are *We*?

The National Convention has ended. It was another great time to see our brothers and sisters from across the nation. I want to say thank you to the Florida Chapter for selecting an amazing location to host the convention. If you have not attended any of the UPMA conventions, I encourage everyone to check your schedules for 2025. Our chapter convention will be in April in Oak Brook and the National Convention will be August 9-15, 2025, in Dallas, TX. I had to go there for a Postal meeting and the location is nice. Plenty of entertainment just down the street, and probably one of the best and most inexpensive steaks that I have ever had. Thanks, Jeff!

While at the convention, we went through our normal routines of meetings and training. A lot of information was provided by the PMG, DPMG, and CRDO. They answered questions from our members and took notes on problematic issues that they promised they would respond to. And of course, there were banquets and dinners with plenty of food, music, and dancing.

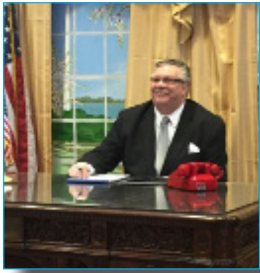
Our National President, Edmund Carley, gave his thanks and goodbye as his term will come to an end in December. UPMA made great strides under his leadership. Thank you, Edmund, for what you have done, and where you have brought us to.

We also had our National President-elect, Anthony “Tony” Leonardi sworn into office. I look forward to the achievements to be made under his leadership. Congratulations, Tony!

On Thursday of the convention, our chapter set another milestone in UPMA by being the first chapter to go live from a convention to our members via Zoom, to let you hear from some of the members there. We partnered with members from other states to bring you the convention live. I thought it was a total success. I hope those of you who tuned in enjoyed the presentation, and it encourages you to join us in the future.

On a membership note, our chapter has almost 1000 members. We are going to be one, if not the largest, chapter in UPMA. We have come a long way in the last three years. Continue talking to your peers about UPMA. Tell them what we are about and what we do. We are not just about representation. We want to help you grow in your career and provide you with the right knowledge to help you be better leaders. Don’t forget to display those nameplates proudly on your desk. Why? Because I am UPMA, and so are you!





Roger Roten, Retiree President

Encouragement Helps Everyone

Hello everyone!

It is good to be back home after the National UPMA Convention in Orlando, Florida. I enjoyed seeing so many retired members still involved in UPMA activities. I know everyone enjoys meeting up with old friends. And there is such a wealth of knowledge retirees can impart to current members.

The convention had vendors with information on several different topics. One of the biggest benefits of attending was the insurance and Medicare information. With the changes that are coming with the transition to PHSB, it was nice to have so much information available. Always remember, as USPS employees you are bringing encouragement to the world. Postmasters encourage clerks, carriers, mail handlers, truck drivers, and most importantly, our customers.

Every day you bring hope to the lonely. For some, you may be the only person they see today; for carriers, who may be slightly hurting that day. Maybe it's a physical injury, or maybe it is an issue of the heart or mind.

Make it a habit to welcome back carriers every day. Engage them in general conversation and get a feel for their well-being. Pay attention to your clerks. Are they having a bad day? Has a customer taken their foul mood or frustrations out on them? Offer a word of encouragement and let them know you appreciate the job they are doing.

You can provide hope and comfort to all those around you, including your superiors. Yes, you can bring hope to them, through respecting deadlines and providing solutions. A superior can always use a solution to a problem. Help them to do their

jobs. Try to be early with projects, like yearly route inspections or with reports, or at least on time. If you are early or on time with reports, you get fewer emails or phone calls to answer, which leaves you more time to do your job more efficiently. Remember your clerk, carrier, or superior will be there for you also, to help with an issue or maybe just a kind word to brighten your day.

A special reminder to retirees - reach out to people you have mentored. Give them encouragement and advice that they will use to get through this peak season, which is coming soon. You remember how much that support meant to you in your office. Pass that on!

Have a safe day!

Roger Roten
Illinois Retiree President



Cindi Cotton, Treasurer

Statistics, Metrics, and Scores – *OH MY!*

You undoubtedly receive numerous emails daily that contain information about your office's scanning scores, street time, sick leave usage, etc. But how do you find that information without waiting for an email from the district? There are several tools you can use to look up information for your office or for one you are considering applying for.

eFlash – Access the eFlash program from the My Work

tab on the Blue Page under General Tools. You will need to log in with your ACE ID and password, but you don't need special access to view reports. The left menu bar contains many choices, but you can access most information using just the Monthly Reports link. Using the drop-down menus, you will select the Fiscal Year and USPS week. The weeks start at the beginning of the fiscal year, which is the first week of October.



Tenia Thompson, V.P. Education

UPMA Networking for Achieving NPA Goals

Happy October members,

As we have crossed the finish line of the 2024 fiscal year, let's look forward to stepping into the new fiscal year and making it successful. The new goals will be revealed soon, so let's stay abreast of the changes and work to achieve them. The National Performance Assessment Score (NPA) card, which is published monthly, is what we must focus on to continue to achieve the goals. Whether included in the NPA goals or not, we should always provide the best services to our customers.

We are brothers and sisters in UPMA, and the key to our individual and corporate success is networking. As members, there is always someone who can assist with any questions you may have. One thing I have learned since joining UPMA is that there are always opportunities to network or find someone who can answer your questions. Remember, there is no stupid question except for the one not asked.



Kizzie Austin, V.P. Legislative

Planning, Preparation, and Positive Attitude for Smooth Travels

Knowing the rules so you can slide through the TSA screening process as quickly as possible is key to start your travel journey. With a little preparation, you will be on your way before you know it.



First, you want to choose your shoes wisely. You must remove your shoes at the security checkpoint, so why not make it easy on yourself by simply wearing shoes you can easily slip off and on again? No one needs the hassle of untying and tying shoes. And don't forget to wear socks, no one wants athlete's foot ruining their vacation.

When you are packing a carry-on bag to go through the TSA screening, you need to make sure that you only pack liquids or gel in 3 to 4-ounce containers. There is a limit of four containers, and all containers need to be placed in a clear quart-sized bag. Remember to grab your favorite drink container, but also remember it must be empty until you pass through TSA screening.

Have your identification ready to hand over to the TSA agent. You will need either a passport or a REAL ID ready to present on May 7, 2025. If you do not have one, there is an interactive list available on the Illinois Secretary of State website. The website contains all the information as to what documents are needed to be eligible for a REAL ID so you are prepared when you arrive. Visit the website at REAL ID (ilsos.gov).

Lastly, embrace patience for a pleasant airport experience. Airport security can be an overwhelming process, but having patience is the key to a stress-free experience. Being attentive and patient not only helps you move through security more quickly, but also creates a more pleasant environment for everyone. Remember, a positive attitude and a willingness to cooperate can turn a routine security check into a smooth start to your journey.





Nikata Adams, Secretary

Colleague vs. Coworker - What's the Difference?

Hello there!

I'd like to talk about the distinctions between colleagues and coworkers. It is a topic many of us mix up, including myself. Essentially, both colleagues and coworkers are individuals you collaborate with at work. However, there's a subtle difference between the two. While all your colleagues are your coworkers, not all your coworkers are necessarily your colleagues.

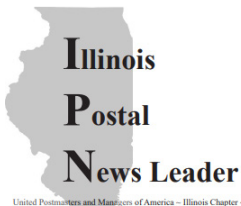
For example, at the UPMA conventions, the information and discussions often cater to those in customer service or plant-related roles like Postmasters, Supervisors, and Managers; all colleagues employed by the U.S. Postal Service. But what about those without these particular titles? I haven't worked in management roles for customer service or the plants. And, although I have not had that experience, the term colleague includes individuals like me, an HQ employee based in Chicago. A colleague can also be someone who does not work for the same organization, but performs similar work, or holds a similar title in a professional capacity.

A coworker is someone I work with more directly, such as a person within my department. Co-worker is a noun that describes a person whose job intersects with one's own work; people who engage in similar work or roles within an organization.

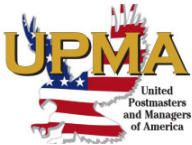
Still confused? Don't worry! Regardless of your position within the company, whether you're in customer service, management, or another department, UPMA warmly welcomes all employees. Attending these conventions has been a rewarding experience for me. Again, I don't hold a management role in customer service or the plant, however, I have a plethora of knowledge that I have gained that I can share with others. The opportunity to network, learn about the future of the Postal Service, and explore life after retirement has been truly valuable. I urge you, as my colleague, to consider attending these conventions so you too can benefit from the enlightening experiences they have to offer.



This past August the Illinois Postal News Leader was the recipient of two editor awards. A second place award for Best Title: From a Wild Ride to an Electrifying Experience, from the October/November 2023 issue. And a third place tie for Best Cover, from the October/November 2023 issue.



Illinois
Postal
News Leader







UPMA
United
Postmasters
and
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of America

Oct/Nov 2023

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

The Workhorses of USPS Delivery

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POSTAL RELATED PHOTOS COURTESY OF SMITHSONIAN POSTAL MUSEUM, AND US POSTAL HISTORIANS

(You can download a USPS calendar that will notate the USPS week on the right side of the My Work tab.) The dropdown will default to the current USPS week, but you will probably want to change it, as the data for the week won't be reconciled until the following week. You can choose to download the report in Word or Excel. This is a personal preference, and either will work. Select Finance from the reporting level dropdown to drill to the office you want to view, or you can choose Finance Number and then key in the Finance Number. Leave the report at Weekly Flash Report and click Submit. You can open the report from your download folder.

The header on the eFlash report will show the Report Week, the office and finance number, if the report is a final reconciled version, or if it is unreconciled and will change with more data input, and the date and time the report was run. The report is split into 3 sections: Current Week, Month to Date, and Year to Date. Each of these is also broken down into Actual, Plan, % to Plan, and % of SPLY (same period last year).

The descriptions down the left side show what data is being measured. The top portion shows data related to work hours, and the lower section is volume and workload. If the office has had any accidents, that information will show on the last line.

You can use this report to determine how the office is performing compared to the budget (plan) and also to ensure work hours have been reported correctly. For instance, if you don't have any vehicle hours allotted for your office, yet there are hours in VEH SVC HRS, you may have an employee who clocked to the wrong operation. You can also track custodial hours for a Post Office under TOTAL PLNT & EQUIP.

Managers will often pull this report to use during an interview and ask where you would make improvements. It is suggested you look at the flash before your interview for an office. Look for large variations (under or over). Are all the volumes down, but the work hours are up? Why is that? You can call the office before an interview and ask questions that will help you answer questions in an interview.

You can access additional eFlash training by selecting eFlash Documentation at the top of the home page, then

going to eFlash Documentation, then Training.

EDW (Enterprise Data Warehouse) – The EDW is also accessed from the My Work page under General Tools. You will need access to enter the EDW. There is a link on the login page with instructions for requesting access. The EDW contains raw data and reports. There is a lot of information in EDW, but it is somewhat difficult to navigate. There are numerous links on the EDW Home page linking you to training information and videos. <https://hq.fws.usps.gov/sites/FinanceSolutions/ADM/SitePages/Home.aspx>

When you enter the EDW, you will need to select a project, for instance, Accounting. You would then select Shared Reports, then drill to the report you are looking for. For instance, you can look up the 247/647 report for your office by going to: Accounting> Shared Reports> Postmaster> FPR Net Financial Differences (AIC 247/647). You would then customize the report with your dates and Finance location then Run Report. The report will open, and you can filter, export, or save it from the next screen.

If you are unsure of the path for a report, you can choose the project "Find It" and enter keywords that will search different reports. The results will not link to the report, but it will give you a path. Once you find and run the reports you want, you can save them in the My Reports folder for easier access next time. The EDW does require some practice and patience, so don't get discouraged.

Informed Visibility (IV) – Another place you can get information about offices is Informed Visibility. Access IV by typing IV.usps.gov into your browser address bar. IV offers a simple-to-use interface that is often just click and filter. Use the tabs across the top to select different areas then use drop-down menus or graphics to filter to your location. There are BlueTube videos available to assist with IV navigation. There is a link to these in the upper-right corner of the page.

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Marianne Miller, Editor

I'm Your Huckleberry

Howdy Fellow UPMA Members!

Recently, I watched the classic movie Tombstone, which is about Wyatt Earp, his brothers, and Doc Holliday taking on the outlaw gang The Cowboys. In the movie, Doc Holliday says, "I'm your huckleberry." So, just what does that phrase mean? According to "Old West" the phrase is synonymous with being the right person for the job; for having another person's back.

"In the 1800s, the phrase "I'm your huckleberry" was used to mean "I'm the one you want," or "I'm the right one for the job," or "I'm the right match." Essentially, it meant that one was up to the task at hand."

That is what the UPMA organization is for its members. And that is what each member is for each other. We exist to help people achieve their goals and aspirations through networking, training, and mentoring. We also have each other's backs when we are faced with discipline, or personal issues, such as the loss of a loved one. We are for building each other up, not tearing one another down.

The Illinois chapter has an executive board which believes in our mission statement. We truly believe that "Together we can!" is not just a statement, but a means to effecting change for the betterment of our members. We have a host of "Huckleberries," not just within Illinois, but nationally, who will help you when you reach out for assistance. Knowing whom to call is tantamount to being active within the organization. You don't know who you

don't know until you meet them.

Nationally we have a vast array of people with skills, talents, and knowledge who are experts in every aspect of the postal service. They would admit to having someone who helped them along the way, taught them, and helped them hone their skills. Now they want to help someone else achieve their goals. We all have skills and knowledge we can share with another person trying to learn something new. Teaching also helps us hone our skills and knowledge.

"I'm your huckleberry" was used to mean "I'm the one you want," or "I'm the right one for the job," or "I'm the right match." Essentially, it meant that one was up to the task at hand."

I appreciate when someone contacts me for advice or assistance. Being someone's huckleberry is a compliment. It says they respect you and trust you to assist them. Even when I do not hold all the answers, I do my best to find the answer or the person who does. After all, isn't that what a "Huckleberry" should do?

Should you find yourself needing assistance, please reach out to any of the board members. Consider us your huckleberry tree.

I wish you all a Happy Halloween and a blessed fall season.

Marianne Miller
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UNITED STATES POSTAL SERVICE RETAIL QUICK TIP SHEET

Effective date 10/6/2024

FIRST-CLASS MAIL POSTAGE

USPS GROUND ADVANTAGE RETAIL

DOMESTIC SIZE & WEIGHT LIMITS

ADDITIONAL POSTAL RATES & FEES

Weight Not Over	LETTERS & CARDS max 1/4" thick	FLATS max 3/4" thick	Weight Not Over	PACKAGES max 70 LBS Zones 1	Minimum size for mail is 5" x 3 1/2" x 0.007". Maximum USPS weight is 70 lbs. for all mail. Maximum size is 108" in combined length and girth for Priority Mail. Maximum size 130" in combined length & girth for USPS Ground Advantage.	Non-Machinable Letter - additional postage required for such things as square envelopes or where contents cause envelope to be uneven. Dimensional Weight: packages where length x width x height > 1728" going to any zones.
1 oz	\$0.73	\$1.50	4 oz	\$5.40		Premium Forwarding Service (Save \$2.10 online)
2 oz	\$1.01	1.77	8 oz	6.10		Weekly Reshipment Fee
3 oz	\$1.29	2.04	12 oz	6.90		Domestic Certificate of Mailing (PS Form 3817)
3.5 oz	\$1.57	2.31	15.999 oz	8.40		Customs Clearance and Delivery Inbound Letter Post letters and flats All other qualifying inbound mail
4 oz	\$1.85	2.59	2 LB	9.35		Non-machinable Letter Surcharge
5 oz	\$2.13	2.87	3 LB	9.75		Package Intercept Fee
6 oz	\$2.41	3.15	4 LB	10.65		Keys or ID Devices - Reference Notice 123 for additional prices
7 oz	\$2.69	3.43	5 LB	11.30		MONEY ORDERS
8 oz	\$2.97	3.71	6 LB	11.75		\$0.01 to \$500
9 oz	\$3.25	4.01	7 LB	12.25		\$500.01 to \$1000
10 oz	\$3.53	4.31	8 LB	12.75		Inquiry Fee
11 oz	\$3.81	4.61	9 LB	13.20		Injury Fee
12 oz	\$4.09	4.91	10 LB	13.95		Int'l Money Orders
13 oz	\$4.37	5.21	11 LB	15.00		Int'l Money Order Inquiry Fee
For items heavier than 13 oz, use Priority Mail			12 LB	15.80		Media Mail and Library Rate
Postcards (max size (6" x 4 1/4"))						These pieces have special requirements that must be met and are subject to inspection after acceptance
EDDM-Std Flats accepted at Retail						Weight Not Over
Discount on Metered Letters						1 lbs

Regular Flat Rate Envelope	\$10.45	PRIORITY MAIL EXPRESS \$100 free insurance. Additional insurance available.	\$300.01 to \$400	\$6.85	\$100.01 to \$500	\$27.60	Weight Not Over	Media	4.43	\$	4.40
Padded Flat Rate Envelope	10.75		\$400.01 to \$500	8.25	\$500.01 to \$1000	27.60	2 lbs		5.38	\$	5.11
Legal Size Flat Rate Envelope	11.20	Rate up to 1/2 pound starting at	\$500.01 to \$600	11.00	Notice 123 for additional fees up to values of \$50,000		3 lbs		6.13	\$	5.82
Small Flat Rate Box	11.00	PME Flat Rate Env	Per each additional \$100 or fraction thereof	1.70	Reg Mail Restricted Delivery		Reference Notice 123 for additional prices. DMMI for restrictions				
Medium Flat Rate Box	19.30	PME Flat Rate Env	USPS Signature Services	7.70	Registered Mail COD		PRIORITY MAIL EXPRESS INT'L FLAT RATES				
Large Flat Rate Box	26.00	PME Flat Rate	Signature Confirmation provides confirmation of date and time of delivery. Signature is required to receive delivery. The recipient's delivery record is available electronically through usps.com.	1.70	First Time Adult Passport Book (16 and older)	\$130.00	Flat Rate Product	Canada			
Extra Large Flat Rate Box to APO/FPO/DPO	24.25	Env-Legal	Signature Confirmation Service	4.15	Minor Passport Book (under 16)	100.00	Flat Rate Envelope				
			Captures Date/Time	5.45	Execution Fee	36.00	Flat Rate Boxes	N/A			
			Post Office	4.55	Expedited Fee	60.00	Flat Rate Product	Canada			
			Online	3.70	LIVE ANIMAL TRANSPORTATION FEE		Flat Rate Envelope				
			Online	3.70	A Live Animal Transportation Fee of \$.20 per pound for day-old poultry is charged when mailed Priority Mail Express or Priority Mail to Zones 5-9.		Small Flat Rate Box				
			Post Office	12.25	RETURN RECEIPT		Medium Flat Rate Box				
			Online	11.40	Return Receipt provides evidence of delivery, including the recipient's signature and actual delivery address		Large Flat Rate Box				
			Post Office	9.35	PS Form 3811 at time of mailing	4.10	Flat Rate Product	Canada			
			Online	9.35	Electronic at time of mailing	2.62	Flat Rate Envelope				
			Post Office or Certified Mail	4.85	Signature Restricted Delivery		Small Flat Rate Box				
			Online	4.85	Return Receipt provides evidence of delivery, including the recipient's signature and actual delivery address		Medium Flat Rate Box				
			Post Office or Certified Mail	12.75	PS Form 3811 at time of mailing	4.10	Large Flat Rate Box				
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Cleveland Williams, V.P. PAC

PAC: Working for Our Future

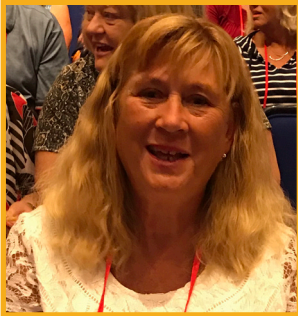
The National Convention in Orlando, Florida was an exciting opportunity to enhance my skills. The training opportunities and professional development were beneficial to my positions as the Postmaster of O’Fallon, IL, and the Legislative PAC chair for the great state of Illinois. The event provided postmasters and supervisors with opportunities to learn new ideas that could help them manage their facilities. It also was a great place to meet other postal employees and learn about the plans that have been set in place by the Postmaster General, Louis DeJoy.

The convention had many great speakers that I enjoyed, such as our own Edmund Carley, who kept the crowd on the edge of our seats with his sense of humor. We also had the opportunity to hear from Douglas Tulino, Deputy PMG and Chief Human Resource Officer of the USPS. He provided insight on mailing and shipping with USPS. Last, but not least, we had the privilege to watch a

very heart-felt presentation about Veterans Projects from “TUNNEL TO TOWERS.”

The convention offered many different informative training seminars. I attended Grievance Handling, Attendance Control and Contract Compliance, and Techniques for Dealing with Workplace Stressors for You and Your Employees. Last was my favorite session, TSP Early to Mid-Career, which was presented by Arvella Collins. She is always entertaining and knowledgeable.

Orlando had a lot to offer for our “off” day, such as amusement parks, outlet malls, and eateries that are all family-friendly. I enjoyed the UPMA 2024 National Convention! In my opinion, it was a great experience, and I’m looking forward to the 2025 National Convention in Dallas, Texas.



Pamela Bardell, Retiree and Chapter Member Representative

PSHB RESOURCES AVAILABLE

National Convention Updates for Retirees

I attended the national convention held in Orlando, Florida. The convention started with a Sock Hop Dance Saturday night. It was a terrific event, and I enjoyed socializing and visiting with my UPMA friends.

The retiree business session was on Sunday afternoon, and Retiree President Charley Peters did an excellent job leading the meetings and informing us about the new Postal Service Health Benefits (PSHB). He and Karla Kirby, USPS Executive Manager, reviewed all the changes, highlighting Medicare benefits as of January 1, 2025. They provided us with several means to access

further information regarding the changes:

Text: PSHBP to 3369 for updates on the PSHB Program

Text: BENEFITS to 39369 for updates on benefits information

Text: RETIREE to 39369 for annuitant-related updates

Text: SEMINAR to 39369 for a schedule of PSHB information seminars

Additional Resources:

<https://www.keepingposted.org>

www.opm.gov

Active employees can find additional information at:

www.myhr.usps.gov at www.lightblue.usps.gov

PSHB Navigator:
Help Line 833-712-PSHB (7742) FAX-202-268-3337
TTP Accessibility 1-800-877-8339
Please remember Open Season begins November 11th, 2024.

The general session on Monday was very uplifting with Postmaster General Louis Dejoy, Douglas Tulino, Deputy PMG and Chief Human Resources Officer, and Dr. Joshua Colin, Chief Retail and Delivery Officer and Executive Vice President. They highlighted all the accomplishments of the past few years and the plans for continued success in the 10-year plan.

Big Thanks to the retiree committee who hosted breakfast for all the retirees every morning. We also had a wonderful lunch for the retirees on Monday and a Retiree Luncheon on Wednesday. There are definite rewards to being retired!

People have asked me why I am still involved in UPMA and attend conventions. I have many reasons, one of which is attending a National Convention for renewed friendships, and another is mentorship of younger members.

As a retiree, I have had a greater opportunity to represent Managers and Postmasters who need representation and guidance. If you ever need assistance, UPMA is here to help, guide, and mentor its members.

Remember - Together We Can!

Happily Retired,
Pam Bardell
Postmaster Retired Freeport, IL



Christine Heyden, Associate Member

Third Times a Charm

I have now attended my third National Convention. I want to thank the Florida team for a wonderful convention. There are always takeaways each time I attend a convention. Sometimes it is obvious and immediate. And I see other things as I reflect days or weeks afterward.

As I attended one of the training sessions, my heart just sank while a Postmaster was telling us what was happening in her office. Many of us were shocked as she explained everything, from being assaulted at work, to not having anyone to turn to for support. At the end of that training, everyone came together and gave her advice, or gave her their contact information, so she has

people she can call in a time of need. I cannot imagine the trauma, or the feeling of being alone, which that Postmaster has gone through. She now has fellow UPMA members to call upon for moral support and contacts to assist her in resolving issues.

I liked how the training was scheduled on multiple days and at different times. So if there were a few training courses you wanted to attend, you had a few options on the day and time. I also liked the variety of courses available. There was something of interest for everyone.

Christine Heyden, PTF
Davis, IL

“Tell me and I forget, teach me and I may remember, involve me and I learn.”
— Benjamin Franklin

Support the

Postal Employees' Relief Fund

PERF



The United States Postal Service comprises over 630,000 employees. The agency is a critical part of the nation's infrastructure and supports our democracy by delivering election ballots to and from customers. And when natural disasters strike, postal employees are welcome sights, delivering vital supplies and mail.

But who takes care of Postal Service employees who also are victims of natural disasters? Fellow postal employees!

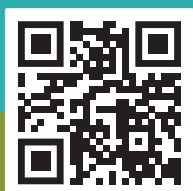
The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or left uninhabitable as a result of a natural disaster, displacing postal employees and their families for an extended period of time.

The fund provides small relief grants to help qualifying victims of such circumstances reestablish residences and help replenish basic necessities in the aftermath of a devastating loss.

PERF receives the majority of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC). PERF also receives group and individual contributions by check or money order sent directly to the fund, as well as by credit card via the fund's website.

PERF stands ready to provide assistance to those impacted by natural disasters. Please make a contribution to help your fellow postal family members.

For more information, go to
www.postalrelief.com
202-408-1869
perf10268@aol.com



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.



We need your Support

H.R. 82 deals with the Repeal of WEP/GPO

As the UPMA Illinois Chapter President, I am asking for your support in a very important matter affecting many of our retired UPMA members across the country. I am asking for you to support the Windfall Elimination Provision (WEP) and government Pension Offset (GPO) reform. The bill is called H.R. 82: the Social Security Fairness Act. Supporting WEP and GPO reform is vital for ensuring fairness in retirement benefits for millions of public sector workers. These provisions disproportionately not only affects postal workers, but also affects teachers, police officers, and other employees who have dedicated their lives to public service, often leaving them with significantly reduced Social Security benefits despite their contributions. Many of these individuals rely on Social Security benefits to provide financial stability in retirement after years of hard work. The WEP and GPO penalize them for having earned pensions from federal, state, and local government jobs, which is fundamentally unfair and undermines the value of their public service.

Reforming these provisions would improve the quality of life for retirees, allowing them to maintain their dignity and independence. Supporting our congressmen and women in advocating for WEP/GPO reform sends a strong message that we value the contributions of public servants and believe in a fairer system that supports all workers in their retirement years. By promoting this cause, we can help create a more equitable social safety net for those who have dedicated their lives to serving our communities.

In Illinois, we currently have 12 of our 17 Congressional leaders that have signed on to WEP and GPO reform. Below is a list of everyone that has signed on as well as a list of those who have not. You can download the list using the button below the table. I am asking that you call those who are supporting WEP and GPO reform and thank them for supporting H.R. 82. If your congressional leader is not yet supporting WEP and GPO reform, I ask that you give their office a call and ask why not and let them know that you are asking for their support. We need WEP and GPO reform because it is the right thing to do! And a united front demonstrates our commitment and power to enact this change. Together we Can!

Sincerely,

Earl Husbands
 UPMA Illinois Chapter President
 (708) 785-1253

DISTRICT	CONGRESSIONAL LEADER	YES / NO	CONTACT PERSON	PHONE NUMBER	EMAIL ADDRESS
1	JONATHAN JACKSON	YES	SHONNA JACKSON	773-779-2400	SHONNA.JACKSON@MAIL.HOUSE.GOV
2	ROBIN KELLY	YES	JAZMIN ALVAREZ	773-321-2001	JAZMIN.ALVAREZ@MAIL.HOUSE.GOV
3	DELIA RAMIREZ	YES	NATALY MIRANDA	773-414-4085	NATALY.MIRANDA@MAIL.HOUSE.GOV
4	JESUS "CHUY" GARCIA	NO	DAVID GARCIA	773-342-0774	DAVID.GARCIA@MAIL.HOUSE.GOV
5	MIKE QUIGLEY	YES	TAYLOR ORTIZ	773-267-5926	TAYLOR.ORTIZ@MAIL.HOUSE.GOV
6	SEAN CASTEN	YES	STEFF PEREZ	630-520-9450	STEFF.PEREZ@MAIL.HOUSE.GOV
7	DANNY K. DAVIS	YES	MARQUETTA SMITH	773-533-7520	MARQUETTA.SMITH@MAIL.HOUSE.GOV
8	RAJA KRISHNAMOORTHY	YES	ANDREW PAYETTE	847-413-1959	ANDREW.PAYETTE@MAIL.HOUSE.GOV
9	JAN SCHAKOWSKY	YES	LESLIE COMBS	773-506-7100	LESLIE.COMB@MAIL.HOUSE.GOV
10	BRAD SCHNEIDER	NO	ADRIAN ARELLANO	847-383-4870	ADRIAN.ARELLANO@MAIL.HOUSE.GOV
11	BILL FOSTER	YES	CHRISTOPHER PEACHER	630-585-7672	CHRISTOPHER.PEACHER@MAIL.HOUSE.GOV
12	MIKE BOST	NO	RACHEL KAISER	618-622-0766	RACHEL.KAISER@MAIL.HOUSE.GOV
13	NICHOLE BUDZINSKI	YES	BLAKE MEYER	217-851-3118	BLAKE.MEYER@MAIL.HOUSE.GOV
14	LAUREN UNDERWOOD	YES	REBECCA HOOPER	630-549-2190	REBECCA.HOOPER@MAIL.HOUSE.GOV
15	MARY MILLER	NO	JESSIE PENTECOST	217-703-6100	JESSIE.PENTECOST@MAIL.HOUSE.GOV
16	DARIN LaHOOD	NO	JOE ROBERTS	309-671-7027	JOE.ROBERTS@MAIL.HOUSE.GOV
17	ERIC SORENSEN	YES	DEREK JONES	309-786-3406	DEREK.JONES@MAIL.HOUSE.GOV



UPMA



United Postmasters and Managers of America

2025 ILLINOIS CHAPTER STATE CONVENTION

Chicago - Oak Brook Double Tree

Friday April 4th - Sunday April 6th

NAME _____

OFFICE _____ **ZIP CODE** _____

PERSONAL PHONE _____ **FIRST TIMER** _____

Please check one:

_____ **Postmaster**

_____ **Auxiliary Member**

_____ **Supervisor**

_____ **Retired UPMA Member**

_____ **Manager**

_____ **Associate Member**

Registration Fee: \$50 until December 31st, 2024

\$75 from January 1st 2025 - March 1st 2025

\$100 registration at the door after March 1st 2025

Register online at www.illinoisupma.org

**Or send check or money order to
UPMA Treasurer, 1509 Hamilton Street, Pekin, IL 61544-3737**

**Book hotel at Chicago – Oak Brook Double Tree by Hilton
1909 Spring Road – Oak Brook, IL 60523 (630) 472-6000**

Be sure to ask for the UPMA rate of \$144.00 per night



UPMA



United Postmasters and Managers of America

The **ILLINOIS CHAPTER** proudly presents:

Central Area Officers Summit (CAOS)

September 26 - 28, 2025

Double Tree by Hilton Chicago – Oak Brook

1909 Spring Rd, Oak Brook, IL 60523

FIRST NAME: _____ **LAST NAME:** _____

YOUR UPMA CHAPTER: _____

MAILING ADDRESS: _____

EMAIL ADDRESS: _____ **PHONE NUMBER:** _____

Registration Information

Fee: \$100 before July 31, 2025 \$150 after July 31, 2025

Online registration will be available at illinoisupma.org after 2024 CAOS in Canton, OH

Checks or money orders can be sent to: UPMA Illinois, 1509 Hamilton, Pekin, IL 61554

Hotel Information

Double Tree by Hilton Chicago – Oak Brook

1909 Spring Rd, Oak Brook, IL 60523

(630) 472-6000

Room Rate is \$149.00 per night Code: UPMA

Friday 9/26/25 and Sunday 9/28/25 are travel days. All official CAOS business will take place on Saturday 9/27/25 beginning at 9:00 AM. Saturday lunch, dinner and evening entertainment is included in the registration fees.



A Special Announcement from President Earl

Greetings UPMA Family,

First and foremost, I want to express my sincere appreciation to each of you for the support and encouragement you have shown me throughout my campaign for the position of UPMA Central Area Vice President. Your belief in my vision and your commitment to our shared goals have been nothing short of inspiring. We have discussed ideas, shared our hopes for the future of UPMA, and united over our common mission to serve our members and communities better.

Today, however, I must announce that I am officially ending my campaign for the UPMA Central Area Vice President position. This decision has not come lightly, as I truly believe in the importance of this role and the impact it has on our organization.

The reason for my departure from this campaign is an unexpected but exciting opportunity that has emerged. I am honored to accept the position of UPMA National Membership Director effective January 1, 2025. This new role presents a chance for me to contribute at a national level, focusing on strengthening our membership and ensuring that every voice within UPMA is heard and valued.

Transitioning to this position reflects my commitment to serving you all while expanding our reach and influence. I am excited about the opportunities ahead, the opportunities to build new and innovative strategies that will enhance our membership experience and engagement across all levels of UPMA.

While I may not be vying for the Central Area Vice President role, please know that my passion for our mission remains unwavering. I pledge to work tirelessly in my new capacity, promoting growth, collaboration, and representation for all members. Together, we will create a more vibrant and inclusive UPMA.

I invite you all to join me on this journey. Let us continue to support one another and work towards the advancement of our great organization. Thank you once again for your trust, encouragement, and support. I am proud to be part of our incredible UPMA family, and I look forward to what we will achieve together in the future.

Thank you,

Earl Husbands
UPMA National Membership Director



PMG Louis DeJoy addresses the UPMA members



IL Sergeant at Arms Team: Christine, Pam, and National Chairman Roger



IL Star Chapter Winners: Marianne, Christine, Pam, Roger, Susan, and Jaime



Retiree Pres. Charley Peters accepts UPMA Calendar award from National Publisher Karen Young



President Elect Tony Leonardi takes the Oath of Office as his daughter holds the Bible, and his wife and mother witness the event.

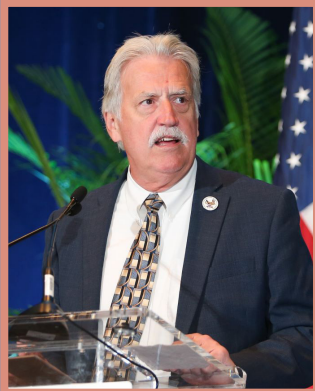




Cheryl Quaka, Postmaster Retired



Douglas Tulino, Deputy PMG and Chief Human Resources Officer



Legislative Team- Padric, Joel, and Chris
Not pictured - Brian





Dr. Joshua Colin, Chief Retail and Delivery Officer and Exec. V.P.



Color Guard provided by retired and active military members - all UPMA members.





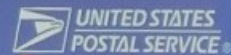
What's on the horizon...

Fiscal Year 25
Presidential Election
Peak Drive 25

Performance to Base Push
Demonstrated Performance Base Cards
Leadership Support: Supervisor script training

Sensitive Commercial Information - Do Not Disclose

18



GPS Audit

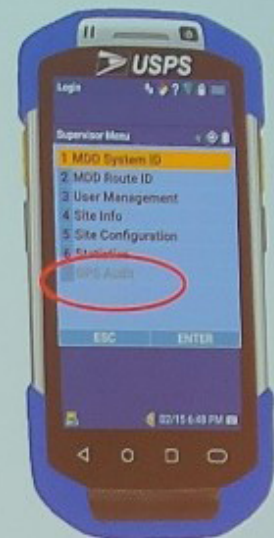
The GPS audit process allows the supervisor to audit and update those address locations that were established by the Census and package scans incorrectly.

MDD-TR

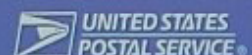
Supervisor role
AMS delivery address list
Satellite GPS
Record accurate location

Benefits

Improved NDI accuracy
Improved sampling alerts
Improved mis-delivery alerts



Sensitive Commercial Information - Do Not Disclose



UP



MA



WE ARE FAMILY



Postmaster Training Days

- Process started in the Central Area
- All Postmasters encouraged to attend
- Attendance is on the clock
- Planned in conjunction with UPMA State Meetings
- Training is in person
- UPMA and USPS Subject Matter Experts facilitated



Success Story

Illinois Training Day had over 100 attendees!



Photo spread content provided by Lynn Wilson, Jerry Nassen, and Marianne Miller



President Edmund Carley gives his farewell speech to the membership.



****CARES & CONCERNS****

Please keep the following people in your thoughts and prayers as they journey on without their loved ones.



Sister of Patti Sadnick, Postmaster Retired Utica, IL:

Judy L. Jacobson, age 82, of New Bedford, died Sunday, August 25, 2024 at Northwestern Memorial Hospital in Chicago.

Judy was born on June 30, 1942 in Princeton, IL, the daughter of LeRoy and Virginia (May) Snodgrass. Judy was a member of the New Bedford Christian Church for 67 years (1957-2024). She held many positions over the years including deacon, deaconess, trustee, vice chairman, and youth leader. She was also part of the CWF (Christian women's fellowship). Judy organized and served countless meals from the fellowship hall kitchen. She was married to David at the church on June 30th, 1960 (also her 18th birthday).

Judy's postal career spanned 35 years. She began as postal clerk at New Bedford in 1972 and she became postmaster there in 1974. She then moved her career to Tampico as postmaster in 1976, where she stayed until she retired in 2007. She was awarded the Illinois postmaster of the year award in 1996. She was involved in the Ronald Reagan celebration with special postal cancellations including a stamp she designed. Judy along with her husband David volunteered for several years as tour guides in the Reagan birthplace museum.

Condolences may be sent to Patti and family at: 23562 3200 East Street, Lamoille, IL 61330-9214

Vera Mills, retired Postmaster of Christopher IL Post Office passed away Friday, Oct. 18, 2024. Her obituary can be found on the Pyle Funeral Home website. Some of you may know her as the aunt of Alecia Clark Hovey. Alecia, you have our sympathy. Your Aunt Vera was one of a kind and we all enjoyed being around her.

Rest in peace, Vera.

Phyllis Fisher
Postmaster Retired





Earl Husbands

Earl is the Chapter President. His term is from 2022 – 2025



2024 - 2025 Illinois Chapter Executive Board



Roger Rothen

Roger is the Chapter Retiree President. His term is from 2023 - 2025



Tenia Thompson

Tenia is a Chapter Vice-President assigned as the Chair of the Education Committee. Her term is from 2023 - 2025



Kizzie Austin

Kizzie is a Chapter Vice-President assigned as the Chair of the Legislative Committee. Her term is from 2024 - 2027



Cleveland Williams

Cleveland is a Chapter Vice-President assigned as the Chair of Political Action Committee (PAC). His term is from 2023 - 2026



Marianne Miller

Marianne is the Chapter Editor. Her term is from 2024 - 2027



Nikata Adams

Nikata is the Chapter Secretary. Her term is from 2023 - 2026



Cindi Cotton

Cindi is the Chapter Treasurer. Her term is from 2023 - 2026



David Clark

David is the Chapter Executive Vice President. His term is from 2022 - 2025

Together We Can!!



Illinois Chapter Member Representatives



Earl Husbands

Earl is the Illinois Chapter President, and the escalation point in the event you are unable to reach your assigned Chapter Member Representative. He can be reached at (708) 785-1253 or by email at earlhusbands@gmail.com



Cleveland Williams

Cleveland represents members who work in the 600, 601, 602, 603, 611 ZIP Codes. He can be reached at (618) 310-4199 or by email at comanche618@hotmail.com



Tenia Thompson

Tenia represents members who work in the 604 ZIP Code. She can be reached at (630) 885-7956 or by email at teniathompsonupma@gmail.com



David Clark

David represents members who work in the 605, 613 ZIP Codes. He can be reached at (219) 951-1547 or by email at mywayvornot_6@hotmail.com



Dr. Veronica Johnson

Dr. Johnson represents members who work in the 606, 607, 608 ZIP Codes. She can be reached at (872) 243-5762 or by email at veronica_johnson2@yahoo.com



Cindi Cotton

Cindi represents members who work in the 609, 610, 618, 619 ZIP Codes. She can be reached at (309) 363-2609 or by email at upmailtreasurer@gmail.com



Kizzie Austin

Kizzie represents members who work in the 612, 614, 623, 626 ZIP Codes. She can be reached at (618) 789-6050 or by email at upmakizzie1@gmail.com



Marianne Miller

Marianne represents members who work in the 615, 616, 617, 625, 627 ZIP Codes. She can be reached at (815) 908-9565 or by email at upma1@aol.com



Pam Bardell

Pam represents members who work in the 620, 622, 624, 628, 629 ZIP Codes. She can be reached at (815) 291-9726 or by email at pamela.bardell1981@gmail.com

We're here for you!



We have all been affected by major illnesses in one way or another. Be it ourselves, a loved one, a friend, or a co-worker, we know someone who has endured a heart attack, stroke, cancer, or some other debilitating illness within our lifetime. Perhaps you and your co-workers have been asked to donate leave for a fellow postal employee going through a tough time who has used all their medical leave but is still sick. And worse, facing mounting financial pressure because regardless of what that person is going through, there are still bills that must be paid.

That's when the Federal Employee Benefits program provided through Globe Life/Family Heritage can make a world of difference. This supplemental insurance program not only offers cash benefits in case of illness, but also includes a RETURN OF PREMIUM to the policyholder. Meaning, every dollar you paid for coverage is refunded if no claims are filed against the policy.

How's that for a win-win? You get paid if you get sick, and if you don't.

Remember, your major medical insurance pays the doctors and the hospitals, but a supplement, sometimes known as gap insurance, gives you cash flow in times of crisis – a cancer diagnosis, a heart attack, accidental injury, or hospitalization.

And lest you think “Oh, I'm healthy and will never need something like this” consider these facts:

- The American Cancer Society predicted more than 2 million NEW cases of cancer would be diagnosed in 2024 – the highest number ever.

- The American Journal of Medicine said that 42.4% of newly diagnosed cancer patients deplete their entire life's saved assets within 2 years following diagnosis because “deductibles and copayments for treatment, supportive care and non-medical or indirect costs (e.g., travel, caregiver time and lost productivity) may be financially devastating even with health care coverage.” On average, they remained in debt for 3 years after that.

- Every 40 seconds an individual in America has a heart attack or a stroke - with cardiovascular disease being the leading cause of death in the USA. The American Heart Association found that Cardiac patients face out-of-pocket healthcare expenses four times higher than healthy people.

- 60% of bankruptcies in the United States are due to medical-related debt.

There are a lot of insurance providers of critical illness supplemental plans but very few with a guaranteed return of premium plan. Of note though, not all return of premium plans are created equal. Some include only lump sum payouts while others, like the Globe Life/Family Heritage plan, do NOT cap benefits on the major categories like radiation and chemotherapy, hospitalization, patient/family transportation, and surgery. Other programs make you pay an extra fee to have the return of premium feature. Not Globe Life.

With advances in medicine, people are surviving serious illnesses longer than before. The high cost of battling a health challenge can be harder on people than the disease itself. Supplemental plans alleviate that added stress and serve as a valuable safety net when job-provided insurance falls short - which it does at an alarmingly high rate.

Concerning the life insurance plans provided by the post office, many people do not understand that once you retire/leave the post office, that BIG life insurance payout you THOUGHT you had from your years of service, is not worth as much as it once was. But, if no one tells you that in advance, by the time you figure it out, it's too late for you to replace it with a free-standing cost-effective policy because you are much older, and life insurance is generally tied to the policyholder's age at the time of enrollment.

The bottom line is that the more informed you and your coworkers are about insurance options, the better off you will be - and the healthier you will be financially in the long run.

I am available to provide further detailed information regarding the programs on an individual or group basis. If you are interested in learning more, feel free to reach out to me at Robin@FHLFedBenefits.agency. I look forward to being of service to you and your family.

Robin Monsky
Federal Employee Benefits Provider/Field Director
*Globe Life/Family Heritage Co.





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Article Due Dates

Nov 5, 2024

Dec 5, 2024

Jan 10, 2025

Feb 10, 2025

Mar 25, 2025

*All members are welcome
to submit articles.*

All content is subject to the
approval of the Editor and
State President. Submit to:

IPN_Editor@Yahoo.com

Upcoming Events

Legislative Summit

Hyatt Regency Crystal City,
Arlington, VA

March 17 - 19, 2025

IL Chapter Convention

Double Tree by Hilton, Oak Brook, IL
April 4 - 6, 2025

9th Annual UPMA National Convention

Sheraton Dallas, Dallas, TX
August 9 - 15, 2025

Central Area Officers Symposium

Double Tree By Hilton, Oak Brook, IL
September 26 - 28, 2025