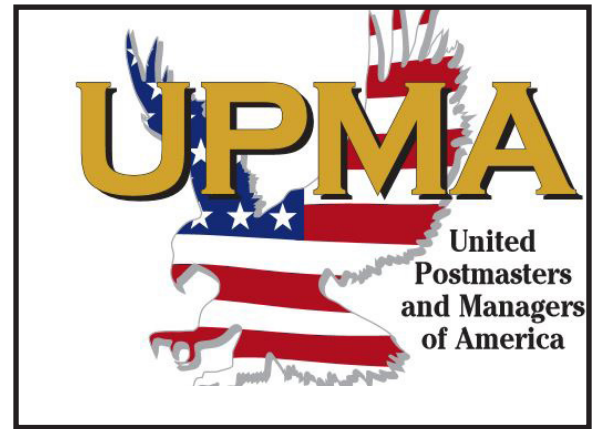


Illinois Postal News Leader



January / February 2025

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

EAGLES SOAR



OVER ILLINOIS

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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

The Importance of Postmasters Focusing on Their Core Responsibilities

In today's fast-paced world, the role of a postmaster is more important than ever before. Postmasters are the backbone of our postal service, ensuring that operations run smoothly and that customers receive the services they depend on. However, there has been a growing concern regarding postmasters spending time away from their post offices, particularly when it comes to delivering mail on the streets. This article explores why it is essential for postmasters to focus on their primary responsibilities within the confines of the post office rather than taking on delivery duties.

1. Core Functions of a Postmaster

Postmasters are responsible for overseeing the daily operations of their post offices, including managing postal staff, ensuring adequate training, handling customer inquiries, and maintaining compliance with postal regulations. Their presence in the office is vital for smooth operations and effective management. When postmasters step away from these fundamental tasks to deliver mail, it can lead to disruptions in service and may compromise the quality of customer interactions.

2. Maintaining Service Standards

Customer satisfaction is of supreme importance for any postal service that we offer. Postmasters play a key role in upholding service standards and ensuring that deliveries are made timely and efficiently. By being present in their offices, they can address any issues that may arise, offer solutions to staff challenges, and ensure that mail is processed correctly. If they are frequently on the streets delivering mail, they risk neglecting necessary operational oversight, leading to slower service and potential errors.

3. Team Leadership and Morale

Postmasters serve as leaders and motivators for their teams. Their guidance is key for maintaining staff morale and promoting a positive work environment. When physically present, postmasters can provide support, encourage collaboration, and promptly address employee concerns. If they are often absent on delivery routes, team cohesion may suffer, and employees might feel unsupported or disconnected from their leadership.

4. Strategic Planning and Community Engagement

Postmasters are responsible not only for daily operations, but also for strategic planning that contributes to the growth and improvement of postal services. By dedicating their time to office duties, they can focus on community engagement initiatives, such as hosting local events like the Grow Your Business Day. These activities can enhance the post office's reputation and build stronger relationships with the community, which is essential for long-term success.

5. Adapting to Change

The USPS is continuously evolving, with increasing demands for more reliable and innovative services for our customers. Postmasters need to stay updated on new processes, technology, and customer needs. Being present in their post offices allows them to implement new USPS initiatives and adapt to changes effectively. A postmaster who divides their attention between delivery and office management may struggle to keep pace with these changes, hindering the post office's ability to adapt and grow.

In conclusion, while mail delivery is undoubtedly an essential aspect of the postal service, it is of the utmost importance for postmasters to focus on their primary responsibilities within the post office. By doing so, they can ensure that operations run smoothly, maintain high service standards, lead their teams effectively, engage with our customers, and respond strategically to modern challenges. Ultimately, a postmaster's dedication to their core role benefits not only the postal service, but also the communities they serve, cultivating a more efficient and responsive postal system. If you are being forced to neglect your primary responsibilities as a Postmaster to go out and deliver mail, please reach out to your UPMA Chapter Member Representative for further guidance. Your UPMA Chapter Member Representative can be found in every copy of the Illinois Postal New Leader (IPN).

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



Nikata Adams, Secretary

Essential for Professional Growth

Will I see you in Oak Brook? Your attendance is crucial for growth. Conventions are essential gatherings for professionals and learners, providing a platform for networking and sharing ideas. They help individuals connect with others in their field, including leaders and newcomers.

These events offer educational opportunities through workshops and expert talks, which can be more engaging than traditional learning.

Participation enhances visibility for individuals and organizations, improving brand awareness and customer relations. In conclusion, attending conventions is essential for personal and professional growth, opening doors to opportunities in today's competitive landscape. Are you coming to the convention? I hope so. Your participation could unlock new growth possibilities toward your career goals. Don't miss it!



Roger Roten, Retiree President

Scholarship, Legislative, and Convention

Hello Everyone,

We are now accepting applications for the annual Illinois chapter UPMA scholarship award. Those interested in applying must complete the application form, which is in this issue, or available online at illinoisupma.org, and mail it with the required information. This scholarship is available to any child, stepchild, grandchild, or legal ward of any member or retired member of UPMA. This is an opportunity to cut the costs of your child's education. People have been donating all year to help support this program. Please take advantage of your membership to UPMA and participate. Fill out all the information fully on the application. *Please note: the registration deadline and submission standards have been changed. See application information in this publication and online.

I hope you plan to attend the legislative summit on March 16 - 18. The registration information is in this publication; just scan the QR code. Your attendance, action, and diligence have helped pass the Postal Reform Act and the WEP/GPO within the last three years; Title 39 is next.

The state convention will be held in Oakbrook from April 4 to 6. Many of the postal leadership will attend, and this is a great time to interact with them. They are available to discuss career opportunities and offer advice.

For Retirees at the state convention, I have found an indoor mini-golf course near the convention site. They have interesting mini-golf holes, food, and adult beverages to indulge in. It looks like a nice place to have fun! Please let me know if you would like to participate. I do not know the date and time because I have not yet received a convention schedule. I will keep you updated.

Take care,

Roger Roten
Illinois Retiree President



2025 UPMA Legislative Summit

March 16 - 19, 2025

Hyatt Regency Crystal City at Reagan National Airport,
Arlington, VA

The 2025 UPMA Legislative Summit will be held at the Hyatt Regency Crystal City at Reagan National Airport, March 16 – 18, 2025. Training sessions will be held on Monday March 17 beginning at 8:30 AM and are expected to conclude by 5:00 PM. Tuesday March 18 will be spent on Capitol Hill. Necessary materials for Capitol Hill Day will be provided Monday, March 17. Travel dates will be on Sunday March 16 and Wednesday March 18, 2025.

I attended last year, and it was phenomenal to see so many different people from all around the world come and participate. It was great meeting some of the state representatives that were present. Don't miss out on this great event.

Every member wishing to attend must register.



Hotel Reservations:

Contact the Hyatt Regency Crystal City at Reagan National Airport to book your hotel rooms at 703-418-1234. Mention you are attending the United Postmasters and Manager Meeting and use group code: G-PIK0. UPMA rates are available until February 21, 2025, or until the room block is sold out, whichever comes first.





Marsha R. Ethell Handley

PCC And UPMA- Partners In Support

Greetings,

Do you know what PCC stands for? PCC stands for Postal Customer Council. The Postal Customer Council® (PCC) program is a valuable resource for business mailers, large and small. Local PCCs serve as an open channel for USPS-to-business communication, providing information and best practices for achieving cost-effective and profitable mailings, education, training, solving local challenges, and offering leadership development. PCC members learn about the latest postal products and services through regular meetings, educational programs, mailer clinics, seminars, etc., to help them grow their businesses.

The PCC is a postal-sponsored organization. The mission of the PCC Program is to:

- Promote local cooperation and support and foster a close working relationship between the U.S. Postal Service and all businesses that use the mail to communicate and interact with customers.
 - Share information and facilitate the exchange of ideas about new and existing Postal Service products, programs, services, and procedures that affect all businesses that use the mail; and
 - Help PCC industry members and their organizations grow and develop professionally through focused educational programs.
- There are over 100 PCCs Nationwide, and as of June 1, 2023, the Lincoln Land PCC (Springfield) and the Heart of Illinois PCC (Peoria) merged to establish a new downstate Postal Customer Council: The Central Illinois Postal Customer Council.
- By combining the Peoria and Springfield areas, we will continue to foster a close working relationship between USPS and our mailers.
 - We will share information and exchange ideas about new and existing Postal Service products, services, programs, and procedures that affect business mailers.



Most meetings are educational in nature and held virtually; however, we will also schedule meetings that allow us to network and assist each other with our mailing needs and questions.

To become a member of The Central Illinois PCC, simply visit our website, www.thecipcc.com, and click register. There is NO FEE to join as a member; however, there are various sponsorship tiers with incentives. Please share this information with anyone who may be interested in gaining postal insight into USPS products, services, and innovations. We are encouraging participation throughout the central area.

We want to thank UPMA for supporting our PCC. They were one of our hole sponsors and participated in the Central Illinois PCC's 1st Annual Golf Outing, which was held at The Rail Golf Course in Springfield, IL, on October 11th, 2024.

We sincerely hope that you will support our postal customer council. Please let us know if you have any questions or concerns.

We hope you will consider joining us!

Marsha R. Ethell Handley
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Customer Relations Coordinator/Co-Administrator, The Central Illinois PCC
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Cindi Cotton, Treasurer

What Is Leadership And Why Is It Important?

Have you ever been in a situation where there was no leadership, perhaps as a child in school when the teacher was out of the room? What happened? It was chaos, right?

Peter Drucker, an Austrian-American management consultant, educator, and author whose writings contributed to modern business's philosophical and practical foundations, noted that only three things happen naturally in organizations: friction, confusion, and underperformance. Everything else requires leadership. This is one reason why leadership is essential.

Leadership is the ability to develop a vision that motivates others to move passionately toward a common goal. It is ultimately about creating a way for people to contribute to making something extraordinary happen. Leadership is more about **others** than yourself.

Take a minute and close your eyes to picture a leader. What comes to mind? You may have thought of someone you admire or someone who was a leader to you. Or you may have thought of a stereotypical leader - a male, older, maybe with some gray hair indicating wisdom. Just as fashion magazines give us a stereotypical view of beauty, we also may have a stereotypical view of leadership. But the truth is, anyone can be a leader. You don't even have to have a title to be a leader. Some other leadership misconceptions are that all managers are leaders, leaders have certain personality traits and are born to lead, and that you lead all people the same way.

Leaders vs. Managers

Leadership is the ability to influence a group toward the achievement of goals. It involves directing, influencing, and motivating others to perform. Management is the use of authority inherent in designated, formal rank to obtain compliance from organizational members. Leadership is a function of management, but not all managers are leaders. Management is planning and budgeting, organizing and staffing, problem-solving, and making complex systems and people run efficiently hour after hour, day after day. You do these things every day, and you are probably very good at them. Management is still needed and important, but it is not leadership.

When I was a Postmaster, the employees in one of my offices used to refer to me as "boss." This always rubbed me the wrong way. It wasn't done disrespectfully; I just didn't

like the term. I later realized the reason: boss has negative connotations. A boss drives employees, whereas a leader coaches employees. A boss depends on authority – do it or else. A leader relies on goodwill; employees do it because it helps them achieve the common goal. A boss inspires fear, whereas a leader generates enthusiasm. A boss says, "Go." A leader says, "Let's go!" There is more of a teamwork attitude. A boss commands and a leader asks and inquires. This is so important. As managers, we sometimes assume we know the problem or the solution. You may not find the best solution even if you know and have done the job. So, asking and inquiring is essential. Don't get me wrong, sometimes, you need to be a boss with some employees, but this should be the exception and not the norm.

Now, let's talk about the characteristics of leaders:

1. A leader must have followers. This makes sense. You're not a leader if no one is following.
2. There is a working relationship between the leader and the followers. There's that teamwork again.
3. There is a purpose to achieve a common goal.
4. A leader influences followers willingly, not through force.
5. Leadership is exercised in a given situation. It's a power relationship. Don't take advantage of that power.
6. It is a continuous process. There is no end to a leadership journey.
7. Leaders are committed to the success of every person on their team.

If you don't have 2, 4, and 5, it's not leadership; it's just bullying.

How do you become a great leader?

There are three high-level steps of leadership development. First, you need to develop yourself into an authentic leader—one others want to follow. Then, you can progress to leading others. This involves developing your communication and relationship skills and mastering interpersonal excellence. After this, you are ready to lead the organization. You have the vision and strategy to lead change not only in processes but also in the very culture of the organization.

The first step in leadership development is self-management. If you can't lead yourself, how will you lead others? Some key items in self-management are:

- Coping with change. As we all know, the only thing that stays the same in the Postal Service is that something is always changing.
- Controlling emotions. Do you have that one person who knows how to push your buttons? You need to get control over that—not by making them change, but by changing your reactions.
- Being goal-oriented - If you don't know where you are going, any road will get you there.
- Be willing to take risks.
- Be positive. Believe in yourself and your abilities, and be hopeful, optimistic, and resilient. This can sometimes be the most challenging change. We are all our own worst critic. But you are an incredible, amazing person!

Resilience is hard. As a leader, you will be criticized. Sometimes, others criticize you because they cannot deal with your success. You don't always have to change to criticism, but you do need to be resilient. This is all part of self-awareness.

While on the road to becoming self-aware, you need to understand your communication style and improve upon it. You also have to control your behavior. Be positive – avoid rumors, gossip, and other negative behaviors. Nothing can ruin relationships faster than rumors and gossip. If you're unwilling to say these things *to me*, you will tell them *about me*.

Be open to others and new ideas. Even if you think it won't work, be willing to listen and possibly try. Be willing to try new things and take risks.

Employ tact, common courtesy, humor, patience, and emotional intelligence. Emotional Intelligence is the capacity to be aware of, control, and express your emotions, and to handle interpersonal relationships judiciously and empathetically. This is a whole course of study in itself.

Know your purpose, set goals, always do your best, and know and develop your personality traits. For instance, if you have trouble with confrontation, work on developing that if necessary for your position or the one you are pursuing.

Improve Relationships with Others

Because leadership is about others, we reach a higher leadership level by improving our skills and relationships. How do we do this?

- Be authentic. People see right through phony.
- Develop self-esteem and confidence.
- Be a team player. So much of leadership mirrors teamwork.
- Be visible in the workplace. Don't hide in your

office behind the computer.

- Don't complain. This doesn't mean you shouldn't bring up issues. It means don't be a chronic complainer: complaining just to complain.
- Take a personal interest in the needs of your employees.
- Refuse to let people push your buttons.
- Be someone who makes others feel good.
- Develop your communication skills.

You'll notice some of these overlap with the self-management which was discussed earlier.

Finally, accept other's differences. We are all individuals who learn and grow differently. You will need to use different levels and styles of leadership to successfully lead. Would you lead a 20-year veteran clerk the same way you would a new hire? Of course not.

What are the next steps to becoming a successful leader?

Take opportunities as they come. Say yes to that next assignment.

Wear your leadership role bravely – don't be intimidated; have brave new ideas and implement them. Failure is just finding a way that doesn't work.

Think long-term. You don't get anywhere overnight. Give and take criticism with grace. Don't look at criticism as negative or unfavorable. Look at it as advice and use it as motivation to improve.

Be accountable and ask for help when you need it. Sometimes, our pride stops us from asking for help. Remember, no one at any level of the organization got there by themselves.

Invest in your skills and be a lifelong learner. Invest in your skills, not just the newest postal program, but yourself. Have you done any leadership training? Have you done any recently? How are your public speaking skills? Not sure where to start? There are hundreds of results if you search for leadership courses in MyHR. There are also many YouTube videos and Podcasts on leadership. UPMA conventions are also an excellent resource for leadership training and application.

Jim Rohn, an American entrepreneur, author, and motivational speaker, has many YouTube videos on leadership. This quote of his sums up leadership perfectly. "The Challenge of Leadership is to be strong but not rude, kind but not weak, bold but not a bully, thoughtful but not lazy, humble but not timid, proud but not arrogant, and have humor without folly."

Greetings UPMA family,

We are just weeks away from the 2025 UPMA Illinois Chapter Convention, which will be held April 4th-6th at the Chicago-Oak Brook Double Tree by Hilton Hotel in Oak Brook, IL! All members of the UPMA Illinois Chapter should try to attend this convention for the following reasons.

1. The chapter convention allows members to gather and connect with fellow members from different areas of the state. This networking leads to shared experiences and knowledge exchange, building a sense of solidarity and support within UPMA.
2. The convention will offer workshops and educational training sessions to enhance each member's skills and knowledge on various relevant topics. Attending these sessions will empower members with valuable information and tools to improve their working conditions.
3. The convention will include discussions and debates on important UPMA matters, giving all members

a chance to actively participate in shaping the future direction of UPMA. This year, we will elect a new Illinois Chapter President, Executive Vice-President, and Vice-President at Large for the Illinois Executive Board. All active and registered Illinois UPMA members who attend are eligible to run and vote on these positions and vote on other UPMA National positions, articles, and by-law changes.

4. All active and retired registered Illinois UPMA members are eligible to nominate and vote on the time and place of the Illinois chapter convention in 2027.
5. Many Area and District USPS leaders will attend the convention, which will be the perfect opportunity and setting to engage in meaningful conversations, voice your opinions and concerns, and collectively work towards achieving our common goals to improve our work conditions.

All attendees must register for the convention, which can be done online at the Illinois UPMA Chapter website

at illinoisupma.org. You must also book your hotel room at the Oak Brook-Chicago Double Tree by Hilton, located at 1909 Spring Road, Oak Brook, IL 60523. The hotel's phone number is (630) 472-6000. Please book under the code "UPMA" to take advantage of the discounted room rate of \$144 per night.

Meals included with registration are lunch on Friday, and both lunch and the dinner banquet on Saturday. Breakfast will be available in the Hospitality Room on Friday and Saturday mornings. We have entertainment scheduled for Friday evening and the banquet on Saturday night. A hospitality room will also be available on Thursday, Friday, and Saturday evenings after the entertainment. This will give everyone an additional chance to network with one another, spend time with old friends, and hopefully make many new ones. The convention will be casual business attire for all business sessions, the banquet is dress attire. Thank you and I hope to see you in Oak Brook!

Earl Husbands
UPMA Illinois Chapter President

First and foremost, I would like to welcome Tony Leonardi as our new National President of United Postmasters and Managers of America (UPMA). He previously served in this role when we were established in 2016. Tony is passionate about the organization and even more passionate about the people within it. I know he will serve us well and work diligently to ensure we have proper representation in all areas of postal business. I wish him God's blessings as he begins his tenure and look forward to the next three years under his leadership.

I also extend my congratulations to Jim Dunlap, Executive Director, who assumes the position from Dan Heins. Dan did a fabulous job as the Executive Director, and I genuinely wish him well in his retirement. Jim has many years of experience and an earnest desire to

assist members in all aspects of the organization. He is an invaluable asset to the leadership team!

Earl Husbands, our Chapter President, has taken on the newly established role of Membership Director. His drive and passion for recruiting and retaining members are outstanding! Earl works industriously and gives 150 percent to his chapter and the organization. The national board has acquired an incredibly talented man to head the position.

A hearty welcome and congratulations to Mari Beth Kirkland! She has accepted the position of Executive Assistant. Her attention to detail is like no other. She is meticulous in her endeavors, and always ready, willing, and able to assist others. And if you get a little lost in your day, she will help "U-Turn" around and get

moving in the right direction. Don Knoth, the masterful editor of the MO Chapter newsletter, is now our National Editor. He brings over 10 years of Editorial experience to the organization and has helped fellow editors from around the country hone their skills and improve their communications with their chapters. I look forward to what he has in store for us!

Congratulations to one and all! Each of you bring an extraordinary skill set to the National forum. I wish you all only the best in your new roles.

I hope to see you in D.C.! If not, then in April at the Chapter Convention in Oak Brook.

Blessings ~
Marianne Miller

2025 UPMA Scholarship

We are now accepting applications for the annual Illinois Chapter UPMA Scholarship Award. Those interested in applying must complete the application form, which is in this issue or available at illinoisupma.org and mail with required information to:

Illinois Chapter UPMA Scholarship Committee
C/O Shelley Zellers
12646 SR 78
Havana, IL 62644

Scholarship rules:

- Applicant must be a child, stepchild, grandchild, or legal ward of a member or retired member of Illinois UPMA.
(Past applicants and/or 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, 2025.

****DEADLINE EXTENDED: PRIORITY MAIL POSTMARK By 3/10/25**

(eMail Tracking No. to Shelley)

OR

EMAIL BY 3/10/25 TO: SHELZEL2@YAHOO.COM

Include Subject Line: Scholarship Application 2025

ILLINOIS CHAPTER UPMA SCHOLARSHIP APPLICATION

Full Name _____

Home Address _____

Date of Birth _____ Phone _____

High School Name/Address _____

Name of Principal _____ Graduation Date _____

Number of Students in your class (HS/College) _____ Class Rank (HS/College) _____

Grade Point Average (HS/College) _____ 4.0 Scale/ 5.0 scale (circle)

ACT Score _____ SAT Score _____

College Name, City & State (currently attending) _____

UPMA Sponsor Name/Relationship/Work Address _____

Name of Institution or Vocational College you plan to attend _____

Have you applied for admission? _____ Application accepted? _____

Do you currently work? _____ 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 scores

-Two character reference letters written by a non-relative

-Copy of letter of acceptance from the college of choice (if not in college)

-Summary of your high school/college community activities, awards, hobbies

*List by name & year and include approximate time commitment for each school, community, and volunteer activities:

***Membership and other participation**-example: Yearbook staff (10, 11, college)

25 hrs/month for 6 months. Basketball (9, 10, 11, college) 40 hrs/month for 5 months.

***Leadership positions/offices held**-example: Student Council (9, 10, 11, 12) 12 hrs/month for 5 months.

4-H Leader (11, 12) 5 hrs/month for 4 months.

***Honors/Awards**-example: All conference basketball (11, 12). Jr. Rotarian (10).

***Volunteer work**-example: Candy striper (11, 12) 20 hrs/month for 3 months.

***Paid work positions**-example: Grocery store (10, 11) 16 hrs/month for 2 months.

-What are your career goals? How would this scholarship help you attain them?



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?** **Y** **N**

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 |

Registration Fee: \$25 until December 31st, 2024

\$35 from January 1st 2025 - March 1st 2025

\$50 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.

Resolution for Continuation of Illinois UPMA Chapter Dues Special Assessment

Be it resolved that the Illinois Chapter of the United Postmasters and Managers of America will continue to assess one dollar (\$1) per pay period to all active members of the Illinois Chapter to fund stipends for Illinois UPMA members to assist in expenses associated with attending UPMA events. This special assessment shall begin with Pay Period 22 FY 2024, Pay Day October 25th, 2024, and expire with Pay Period 21 FY 2025.

This fund is kept separate from the general fund and reviewed every fiscal year.

Stipends are awarded to any UPMA member for verifiable expenses incurred by attending UPMA events to include, but not limited to:

- IL UPMA Chapter Convention
- UPMA Legislative Summit
- UPMA National Convention

The amount of the stipend will depend on the value of the fund and the number of stipends given. The Illinois Chapter Executive Board will control the amount of the stipends and direct the Chapter Treasurer to disperse the funds via an expense voucher.

Verifiable expenses include:

- Airfare
- Hotel expenses at the event host hotel
- Event Registration at the lowest rate
- Gas receipts (not mileage)

To qualify for the stipend, the UPMA member must be registered for the event, attend all general sessions, participate in any mandatory meetings, and attend at least one training class that may be given at the event.

This fund was used to fund (at least in part) the following:

- IL UPMA members to go to the 2024 UPMA National Convention in Florida
- IL UPMA members to go to the 2024 Legislative Summit
- IL UPMA members to go to the 2024 IL Chapter Convention

Note: Per UPMA National By-Laws Article I Section 7, this resolution must be approved by a vote of the Chapter members at the Chapter convention and submitted to the National Executive Board for approval. Such requests must include the reason for the special assessment and the duration of the assessment.

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.

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.

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





2024 - 2025 Illinois Chapter Executive Board



Earl Husbands

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



David Clark

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



Cindi Cotton

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



Nikata Adams

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



Marianne Miller

Marianne is the Chapter Editor. 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



Kizzie Austin

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



Tenia Thompson

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



Roger Roten

Roger is the Chapter Retiree President. His term is from 2023 - 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 teniathompsonuuma@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 mywayornot_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!



Carol Sue Carnes, Signature FCU ~Emeritus~

SIGNATURE FCU - A Sweetheart of a Deal

How time flies, it seems like we just celebrated Christmas, and now it's already February. I hope all of the credit union members read my column in the December issue. One paragraph pertained to keeping the credit union up to date on your current address. Effective January 1, 2025, the SFCU is no longer absorbing the \$5.00 fee charged by the USPS. It is no longer feasible for the credit union to pay this fee in this rising rate environment. If you have moved, please update your address immediately to avoid this charge. Just fill out the online form at SignatureFCU.org/Address/Change.

Now is the time to make sure Signature FCU also has your correct cell phone number and email on file. We need this information so you may receive Visa alerts, or approve or deny flagged charges. If the charge was authorized by you, all is well; otherwise, we will freeze the card. Just go to SignatureFCU.org/UpdateForm.

Be a 2025 Scholarship applicant. Apply for our essay-based scholarship for the chance to be one of three winners awarded \$1,000/each. This year's essay topic is: What is Your Biggest Strength and How Will You Utilize it in Your Career? You have until midnight on June 20th for the credit union to receive your entry to be considered. To view all the requirements and submit your 250–500-word (typed and double-spaced) essay, visit [SignatureFCU/Scholarships](https://SignatureFCU.org/Scholarships).

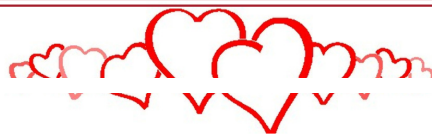
Our EZ Save Certificate can be opened with a \$50 minimum deposit. It has a 12-month term, and you can make additional deposits anytime by mailing a check, setting up a payroll/retirement allotment, Online Branch

or Mobile App transfer, or even transferring funds from your local financial institution. The current rate is 4.40% APY and the limit to deposit is \$25,000. After 12 months, you have the opportunity to transfer the balance to another Share Certificate. Only one EZ Save Certificate per account. All your deposits are federally insured up to \$250,000, by the NCUA. For more information about Signature EZ Save or to open a certificate, please contact one of our qualified representatives at (800)336-0284.

2025 Election of Officials. Three (3) positions on the Board of Directors and one (1) on the Credit Committee will need to be filled in August 2025. Each term is three years. Any member in good standing may run for these positions. Nomination applications to run in the 2025 election can be found on our website at: SignatureFCU.org/ElectionofOfficials. Completed applications must be returned by March 1, 2025, and can be mailed or emailed to our Nominating Committee. Mailing Address: Nominating Committee, Signature FCU, P. O. Box 148, Alexandria, VA 22313-0148 or email to: cumail@signaturefcu.org. Election results will be announced at the Credit Union 2025 Annual Meeting in Dallas, TX.

In closing, let me add Happy Valentine's Day and Happy St. Patrick's Day.

Until later,
Carol Sue Carnes, Secretary Emeritus, SFCU
4800 Illinois River Rd, Brussels, IL 62013



****CARES & CONCERNS****

I was notified that Bob Jones suffered a heart incident in January. He is on the mend and going through therapy. Please keep him in your prayers for a full and speedy recovery. Cards and well wishes may be sent to: 2714 County Rd 1200N, Homer, IL 61849.



JOIN TODAY!

Fill Out Form 1187



*Free 1 Year Membership
Offer for EAS Employees*

Know A Retiree?
Pass Them Form 1187R
To Stay Engaged!

Article Due Dates

Mar 22, 2025

April 22, 2025

June 22, 2025

Please remember that **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

