Vt Chapter Executive Board / Political Contacts .

Editorial Randie Fontaine . . . . . . . . . . . . . . .

President Linda Kirkpatrick . . . . . . . . . . . . .

Executive Vice-President Michele Lingley ......

Vice-President Jane Draper . . . . . . . . . . . . .

Secretary/Treasurer Linda Brinkerhoff . . . . . . .

Postmaster-Retired Executive President Donald Rayta . .

Letter from Mary Nadeau .........................

2019 Vermont Chapter audit ......................

JOIN NOW! PS 1187 / PS 1187R (Retirees) . . . . .

2020 UPMA National Convention in St Louis MO Registration information ............

2020 Information and registration for Tours while in St Louis MO ......................

Dan Leonard candidate for Vice President East ..........................

Sherwin Taylor candidate for Vice President East ........................

Sean Accord candidate for Secretary / Treasurer
### 2019 OFFICERS & EXECUTIVE BOARD

**President***
Linda Kirkpatrick  
156 Farm View Ln  
Williston VT 05495  
O (802) 879-5257  
H (802) 734-8890  
lkiryvt@gmail.com

**Executive Vice-President**
Michele Lingley  
586 Quarry Road  
Putney, VT 05346  
O (802) 387-5555  
C (802) 289-1631  
postedonna@icloud.com

**Vice-President/Legislative/PAC***
Jane Draper  
50 Reen Dr  
Hyde Park VT 05655  
O (802) 635-7706  
H (802) 888-3577  
frekels@aol.com

**Secretary Treasurer**
Linda Brinkerhoff  
2758 South Wheelock Rd.  
Lyndonville VT 05851  
O (802) 626-5421  
H (802) 473-2695  
laughalot_6@yahoo.com

**Editor***
Randie Fontaine  
923 Main St  
Fairfax VT 05454  
O (802) 849-6960  
H (802) 393-1599  
randie.fontaine@gmail.com

### 2019 RETIREE OFFICERS

**President***
Don Rayta  
2193 Vt Rte 109  
Waterville VT 05492  
50dodge@pshift.com

**Executive Vice-President**
Norm Peters  
PO Box 104  
Jeffersonville VT 05464  
peters722@surfglobal.net

**Secretary/Treasurer**
Sylvia Euclair  
1 Charles Street  
Proctor VT 05765  
Seguar@aol.com

### Political Representatives

**US Senator**
Patrick Leahy  
87 State St Rm 338  
Montpelier VT 05602  
(802) 229-0569  
www.leahy.senate.gov

**US Senator**
Bernie Sanders  
1 Church St 3rd Fl  
Burlington VT 05401  
(802) 862-0697  
www.sanders.senate.gov

**US Congressman**
Peter Welch  
128 Lakeside Ave Ste 235  
Burlington VT 05401  
(802) 652-2450  
www.welch.house.gov
Check out our website!

Go to unitedupma.org...LOOK FOR LINKS for VT or NH.

Change of Address
Log on to unitedupms.org-membership service. Change the address using the code above your name on the UPMA Leader label. Just log-in and edit your information. Any problems I will help – just contact me!

PLEASE SUBMIT ARTICLES AND PHOTOS FOR THE NEXT ISSUE OF THE GREEN MOUNTAINEER BY June 10, 2020

NONE OF US ARE AS GOOD AS ALL OF US

Editor
Randie Fontaine

randie.fontaine@gmail.com

NH/VT CONVENTION HAS BEEN POSTPONED
*Information for VT Chapter meeting coming soon.*

NATIONAL CONVENTION
ST LOUIS MO
AUGUST 1-7 2020
We just returned from the 2020 UPMA Legislative Summit. I want to give you a few highlights. Sunday night we attended a meeting reviewing and discussing with the newly hired National Parliamentarian as to the proper process to submit changes to the National By-laws. There will be a transcript and more information posted on unitedpma.org if you are interested in reviewing the information discussed. Monday started general session with Megan Brennan and Ronald Stroman addressing the attendees. Key points from Megan, Thanked Dan Heins, President UPMA for his work with Headquarters to much needed changes to NPA.

State of business - Serious financial challenges but soluable. Will run out of cash flow by 2024 if no legislative changes. Service performance improvements to compete for business. 12% reduction in Safety FY19. Thank you Megan met with President of Fed Ex Ground last Friday in discussion to keep some of the volume they are speaking of pulling from USPS.

USPS delivers 40% of the worlds mail. Mail is still 95% of our volume and 67% of our revenue. Discussed some pilot programs for revenue generation being tried out in Florida - fingerprinting, Walmart deliveries, SSA. I don’t know exact specifics.

Challenge since 2007 to generate revenue to keep us an independent company providing universal service. Need to continue engagement in business connect. Monopoly in law only. We actually have competition in everything we do. 4 years it took for a report on the 10 year price structure review. Expected we won’t see anything acted upon until at least 2022.

Volume of mail will continue to decline. Will need to decrease equipment and repurpose space. Many initiatives require postal reform. There is no support from Capitol Hill for decrease in service. President’s task force did not recommend privatization.

continued on page 5
Discussed shortage in staffing. She did indicate that she would investigate into why HRSSC cannot be working on multiple applicants for background checks, etc. instead of waiting for the first candidate to decline position or be rejected for any other reason.

Question on PostPlan re-evaluating? Annual assessments are always completed but have not been acted upon. Any impact will be discussed with President Dan. (We did verify with Senator Leahy’s office that there legislation that makes it law that the hours and service standards are not changed. This legislation does have to be revisited every year. Currently in place until October 1, 2020.)

Update on fleet - approved an investment of purchasing 13,000 vehicles, both right and left hand drives. Continue to look at next generation vehicle. Next spring will make a decision on a vehicle but due to finances it will probably be 2022-2023 before we see any.

Deputy PMG - Legislative discussion
February 2009 there was a bi-partisan bill from Chaffins that had momentum until he announced his retirement.

Elijah Cummings was championing a bill for postal reform which was ready to roll when he suddenly passed.

Now what? Ron Johnson’s term of Chair is expiring and new chairperson Carolyn has said she is very interested in USPS and is very committed to getting a bill passed.

Need to keep pushing if there is anything we can do to get a bi-partisan bill started it will get us ahead of the game for next January. To piggy back on that, confirmation came from the Senators office that if they don’t get something going by July there isn’t much hope to get anything passed this congress.

Long term - Medicare integration. 1st chunk to get bill out of committee. Bill passed in House and now in Senate to remove the requirement of the health care deposits. Will only change our budget sheet but will not change the cash flow as we have not paid the prefunding anyway. USPS must be innovative and work in the space of eCommerce. Some of the barriers are legislation. Need it to change to give us flexibility. Reaching out to other agencies. Example: being able to do personal identification for FBI, etc.

When a Postmaster mentioned from the floor that maybe if USPS raised the starting pay for we would be able to get staffing. His response was that the USPS is a self funded service that needs to balance. Choices need to be made when negotiating contracts. Need to fund salaries, benefits, retirements and health care (which are skyrocketing). Federal government laws require all federal agencies to fund health care and pensions. Salaries are contractual for employees but it is the USPS making the choice that the new hires is where we can save a little.

Tuesday evening there was a reception inviting other congressmen and women to come speak to us that are supporters of USPS. We heard from 3 members of the Weighs and Means Committee and a variety of others. The one quote that I wrote down that I liked was from Tony Cardenas, Southern CA “Career postal employees know how to hold our energy. We are all professionals.” Jane will speak more about legislation that we asked for support on and what our discussions were with the aides that we met with. The feedback that we did get from all three offices is that Vermonters love us and love to come to the post office.
The focus on the hiring process is taking the blame for what the genuine issue is. There are few candidates applying for our positions and when they do apply, it’s short lived once the details of employment unfold. With all the complaints out there, I would love to know exactly who has lost an ideal candidate to our hiring process? The reality of that situation is different than is being portrayed. So, let’s stop placing focus where it is non productive. We do not need to call a scapegoat; we need to find a solution to hiring into our entry level positions.

If we are going to succeed with hiring we need to first succeed with finding - attracting individuals to our company who are interested in a potential career. A postcard here and there, a sandwich board on the front lawn, or a job fair is a productive presentation to the public to solicit employees. The one on one communication that transpires from this helps with securing new employees. But it’s a momentary solicitation for employees and there is nothing momentary about needing new employees—that status is here to stay. What we need is not just management campaigning for new employees, we need a committed collaboration of craft and management to strengthen this effort.

Nothing is more discouraging to me than being approached and having someone say… ‘gee, I ran into a carrier at the grocery store the other day…they were telling me how exhausted they were—cannot find any replacements— they can’t have time off— no vacations—even working their day off—getting buried in parcels every day—the work is hard—and it’s been this way for years.’... Who is saying that? No one.

It’s an everyday struggle for management to draw new employees to this company. And it’s clear to me that we cannot do it alone with traditional advertising in a job market like there is today. If we are going to be successful at attracting new employees we need to cooperate and work together to get the word out in the process of finding new employees by becoming sales representatives of our own positions. And yes, I am in this conversation referring to the NRLCA. Management has long been the recipient of the sole responsibility of staffing compliment, and it is overdue that everyone in this company to be more active with this challenge.

We hear the District message every day regarding engagement, and as much as we encourage this with our weary work force, it’s easy to understand why it gets hard to fail the pompoms continually. The work force is tired. It is documented that this situation prevails in some locations more than others. But we have to encourage our employees and their union to support seeking the new generation with as much effort as management is applying.

I implore all of you to have this conversation with your employees if you have not. More than that, I would like to see the District extend a challenge to craft union representatives and members to collectively make an effort to get on board with finding employees.

I bear witness to a bit of evolution that is very telling. I’ve sat across the desk from a steward on several occasions and they pointedly asked me why I had not found replacement employees for their members; apprising me of their ability to ‘grieve’ the situation. Even after explaining how fruitless my efforts were I was read the riot act and informed of my fault. And as time progressed and nothing seemed to change, something did change.

In the office for a union visit for alternative reasons, but certainly not ones that had anything to do with me carrying mail multiple days a week, I’ve sat across from stewards and begged, ‘when are you going to do something to stop me from doing your job?’ This question was answered with a lot of sputtering, mumbling and avoidance. And now, ironically enough, I’m virtually out of stewards to ask this question to because…wait for it...

...they have evacuated their positions and accepted positions doing my job.

So now we don’t have the NRLCA hounding us anymore about the lack of sub-
stitutes, we don’t have them grieving us for doing their work every day, and we
don’t have them helping us to attract the next generation of their craft.

I think it’s time to challenge them to get on board with their future. What do you think?

Meanwhile, I daydream about what used to be and the day that it will someday return...

‘Good afternoon, Putney Post Office, this is Michele speaking, how can I help you?’
Welcome Spring! (I hope). After a rough Peak Season that started early, I personally am looking forward to warmer weather and easier times. I just returned from the UPMA Legislative Summit in Washington DC and while the cherry blossoms had not yet come out, a few trees were starting to bud. Although this was not my first visit to our nation’s Capital, it is the first time that I have attended the Legislative Summit. On the first day we had the opportunity to hear from PMG Megan Brennan. She reminded the 420 Postmasters in attendance that the USPS continues to be the most trusted private or personal company in America. She admonished those in attendance to take the message to our Congressmen to ACT NOW.

We were able to meet with the aides for Senator Bernie Sanders, the aide for Senator Patrick Leahy, and Congressman Peter Welch and his aide. During the visits, VT Legislative Vice President Jane Draper presented them with the information regarding the current bills before Congress. At this time, all three are supporting bills that will enable the USPS to move forward toward solvency. Jane was able to impress upon them the urgency and the need for them to ACT NOW.

David Williams, USPS COO, addressed the UPMA Executive Board meeting held before the Legislative Summit. After reporting the progress made with service scores up and accident rates down, he requested that every Postmaster, Manager and Supervisor ensure that overtime being used is justified and to make sure that the money we spend is warranted. It is up to every Postmaster, Manager and Supervisor to ACT NOW to control the costs in their offices.

PMG Megan Brennan reminded all those present at the Summit that the USPS continues the annual assessment of Post Plan Level 18s, but has not acted on the results. I would like to personally thank our VT Chapter President Linda Kirkpatrick for the time and effort she expended travelling to all corners of the state to conduct the 3-digit meetings. She provided UPMA members the opportunity to look up the Form 150 for their offices and helped explain how the numbers are populated in each column. If you have not done so already, NOW is the time to verify that the numbers on the Form 150 are accurate.

See you soon
Linda E Brinkerhoff

Hello my fellow retirees! OK, now I sound like all those politicians this time of year. Actually, that is because I just got back from the Legislative Summit in the heart of this great nation, Washington DC. I would like to thank Retiree President Don Rayta for asking me to represent all of you at the summit. I also want to thank the active Executive Board for giving me the chance to once again walk the hill and the hallways. It has been a few years since I have done that, and it felt good representing all of you.

It was a busy time. Sunday the only thing going on, I attended the Retiree Meeting which lasted about an hour. It was a time to address the Retiree President with questions, comments or suggestions. The meeting was well attended. They were mostly discussing health benefits and what you need to do. After that, I attended the New England Council meeting for another hour. We heard from many active members running for offices with their bios. Again, nice to see so many from the New England states attend.

Monday also was a full day. We had speakers, which Postmaster General Megan Brennan is a fabulous speaker. I think I could really sit and listen to her all day. There was a lot of information that was put out. One thing that I got from the morning session is that if things don’t turn around soon, the Postal Service will be out of money by 2024 (cash by 2022). Being an election year, we will have to wait and see if anything gets done. We may have to wait until the new congress is seated to see what Washington will look like. Change or more of the same, time will tell.

Tuesday we hit the road (Metro) running as we were scheduled to meet our respective representatives, Senator Bernie Sanders in the morning, Senator Patrick Leahy first up in the afternoon and end with Congressman Peter Welch. Of course we did not see Bernie nor did we get to see Leahy personally but Peter did sit down with us and had a great conversation. We met with their respective Legislative Aides and also had great conversation. One of the areas that Legislative/PAC Vice President Jane Draper and I hit on was the problem that is happening in our back yard (Montpelier). I am talking about those retirees who retired under CSRS.

See you soon
Norm Peters

peters722@surfglobal.net
UPMA and NARFE member Mary Nadeau has been working diligently trying to get a bill passed so that CSRS retirees would be exempt from paying taxes on their retirement just as SSA retirees are. We had high hopes as the bill went to committee but then we got the bad news that there just wasn’t enough votes to get it passed out of committee. Governor Phil Scott would not sign the bill if it reached his desk as he is stating it would be too costly to the state. Jane and I asked that our respective representatives reach out to their respective Vermont offices and see if they can get more information. Since it is a local issue, they can’t push or put pressure on state government. They did promise to look into it. I would suggest that all CSRS retirees personally write to their respective representatives and to also send a letter to Governor Scott requesting he take another look into this bill. We feel it is only fair to do away with taxing CSRS annuitants. I am asking that you do not just sit back and wait for someone else to do it, please write those letters. Time will tell if it will do any good.

After our meeting in Sanders’s office, we had a private tour of the Capitol by one of his aides. Then we got to ride the Senator’s train that they use to go from office to the Senate Chambers to conduct business or to vote. It is amazing who you see or what faces you recognize from watching the news. Came across many that I knew by name and watch them respond to television crews questions that are just about a daily thing. We were offered the chance to go up into the Senate’s gallery and watch the workings of the Senate. Not much was happening, as they were in the middle of voting on something when we got there. We were fortunately able to see Senator Leahy vote by showing thumbs down (no vote). I still do not know what they were voting one.

To end the day, we had the opportunity to go into the Library of Congress for a couple of hours to socialize with those Congressman and Senators who were invited to attend and speak to us. Again it was well attended, not sure if it was the free food or not but to me it was interesting to sit and listen to those that did show up, address us. Ours were also invited but unfortunately, none of them could make it. It was a great ending to a great day.

Wednesday, was again up bright and early to catch the shuttle to the airport so that we could make it home. Didn’t have much time to wait for the plane and it was a very smooth flight in. The only drawback was going from 60 degree weather back to snow and in the 30’s. Oh well, spring will be here before we know it.

I would like to end with paying tribute to a wonderful lady. As most of you know by now, Retired Postmaster Victoria (Vicky) Dubois has passed away. Vicky was the Postmaster of North Ferrisburgh from 2000 to October 2008. Vicky used to go visit offices in the 054 area conducting inspections. That is where I had the opportunity to get to really know her. Vicky was for the longest time Secretary/Treasurer for the retirees. She always did a great job. No matter how much she hurt or wasn’t feeling well, you could count on seeing Vicky and her husband Moe at luncheons, meetings or State Conventions. Vicky always had a hug for everyone. She will be greatly missed and my heartfelt condolence goes out to Moe for losing a GREAT LADY.

Norman Peters
Retirees Executive Vice President
Good afternoon!

I wanted to report some good news from Washington, DC. Today Congressman Joe Neguse (Ne-Goose), a Democrat from Colorado, has introduced the Protect Our Post Offices Act in the House. This bill would provide the postal service with emergency supplemental appropriations of $25 billion. Unlike the $10 billion in borrowing authority that was included in the CARES Act last week, this money would not need to be paid back.

There is still much work to be done, but I am working closely with our legislative team to make sure this bill is included in the Phase IV legislation we talked about last night on our telecom. I would encourage all of you to reach out to your Representative and encourage them to support Rep. Neguse’s Protect Our Post Offices Act. You can find email information for your Representative at: https://www.house.gov/representatives/find-your-representative. There is a sample email text below along with the bill itself.

In the meantime, it is very important that you continue to send updates on PPE shortages and any other operational issues related to the coronavirus to your state chapter president. We are making sure all of your needs are being communicated to the appropriate House and Senate staff as they work to develop the Phase IV legislation.

Thanks,

Dan

Daniel M. Heins
National President
United Postmasters and Managers of America
8 Herbert Street
Alexandria, VA 22305
Office: 703-683-9027
Cell: 507-438-2676
Dear Congressman/woman_________

I’m a ______________in the United States Postal Service in CITY/STATE. Everyday I’m working on the frontline to make sure the postal service continues to maintain one-time and consistent deliveries for customers who are quarantining and rely on mail for essential supplies like food and medicine.

Therefore, I’m urging you to support Rep. Joe Neguse’s (D-CO) Protect Our Post Offices Act which will provide much needed support for the postal service and all frontline postal workers like myself.

Rep. Neguse’s legislation will ensure that the postal service remains viable even with the rapidly decreasing mail volume. It will also provide access to critical personal protective equipment to protect postal workers from the coronavirus outbreak. I urge your support for this critical piece of legislation.

Thank you for your consideration.

H. R. 6425

Making emergency appropriations for the United States Postal Service due to the coronavirus pandemic, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES
March 31, 2020
Mr. Neguse introduced the following bill; which was referred to the Committee on Appropriations, and in addition to the Committee on the Budget, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL
Making emergency appropriations for the United States Postal Service due to the coronavirus pandemic, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.
This Act may be cited as the “Protect Our Post Offices Act”.

SEC. 2. APPROPRIATION TO POSTAL SERVICE FUND FOR CORONAVIRUS PANDEMIC.
The following sums are hereby appropriated, out of any money in the Treasury not otherwise appropriated, for the fiscal year ending September 30, 2020, and for other purposes, namely:

United States Postal Service.—

Payment To The Postal Service Fund.—For payment to the Postal Service Fund established under section 2003 of title 39, United States Code, for revenue forgone due to the coronavirus pandemic, $25,000,000,000, to remain available until September 30, 2022: Provided, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985 and shall be available only if the President subsequently so designates such amount and transmits such designation to the Congress.
People who know me well recognize that sometimes I am not as tactful as I could be. I should have chosen my words more carefully, and in the future I will keep that in mind.

My apologies to anyone who was offended by my remarks.

Minutes from retirees fall meeting.

Vermont Chapter UPMA Retired, Annual Meeting American Legion, Norwich, VT Sunday, September 29, 2019

The meeting was called to order by President Don Rayta at 11:30 am. Members present were Don Rayta, Demo Sofronas, Norman Peters, Aroline Putnam, Christiane Lanctot, Mary Nadeau, Sandy Curtis and Sylvia Eugair.

Guests present were Theresa Rayta, John Lanctot and Sharon Grandbois. We missed the presence of Vicky and Moe Dubois. Everyone expressed their concern for Vicky and hope her health improves soon. Demo sold 50/50 tickets to raise money for the cost of the hall which is $20/hour. He raised $38 with $18 going to Sylvia, the winner. She donated it back to the chapter. After a salute to the flag a wonderful pot luck meal was enjoyed by all.

The business meeting convened at 1:30. Mary Nadeau spoke to us about a bill H.911 passed by the Vermont legislature which says if your Social Security retirement benefit is less than $45,000 you do not have to pay Vermont state income tax. If it is between $45,000 and $55,000 it is prorated and couples can make $70,000. Civil Service Retirement System recipients are not included. In Vermont. There are only two retirement systems not included in social security. They are CSRS and Railroad. There is a movement to petition the state for relief for CSRS recipients. The legislature reconvenes in January. Mary passed out info about this and a petition to collect signatures to get the legislature to pass an amendment to H.911 to include CSRS.

Announcements: Linda Carter is running for national treasurer for the retirees. James Dillard is running for national Vice President of the Retirees. Recently deceased members are Larry Mitchell and Kenneth Yates. Don and Theresa Rayta attended Ken’s wake representing the Vermont UPMA Retirees.

Sylvia gave the secretaries report. Demo made a motion to accept with Norm giving a second. Motion passed. Sylvia gave the treasurers report. Norm made a motion to accept, Demo gave a second and the motion passed.

Old Business: President Don said he had asked for reports from the active president, editor and treasurer but had no response as yet. We have not gotten a Green Mountainer which was supposed to come out in August. It was reported that the editor, Randie Fontaine had to get a new computer so it was delayed. We are still trying to get some kind of rule about our funding from the actives. There is no national by-law governing this. Every state does it their own way. Presently our dues go to national. National actives keep 50%, national retirees get 25% and the other 25% goes to the state active chapters. We receive our funds from them. Discussion of the varied funding we have received from the actives for our officers attending national ensued. It is not a consistent amount. We feel that the retiree president should receive the same funding as active officers do because he/she is member of the executive board.

New business: President Don turned the meeting over Vice President Norm so he could make a motion. The motion was to give Sylvia $300 to help with her cost at the 2019 national convention at Mohegan Sun. Mary seconded the motion. The motion passed. Sylvia thanked the members for their generosity.

Election of officers: the slate of officers was President: Don Rayta, Executive Vice President: Norm Peters, 2nd Vice President: Aroline Putnam, Secretary/Treasurer Sylvia Eugair. Demo made a motion that the secretary/treasurer cast one ballot to accept the slate of officers. Mary seconded the motion. The motion passed. One ballot was cast by Sylvia.

We will decide time and place for our 2020 annual meeting at the state convention April 30 - May 3, 2020 in Concord NH. We all agreed we liked the pot luck and having a room all to ourselves so we could conduct business and discussions openly. We will all see if there is a similar place in other parts of the state in case we want to hold our meeting in a different area to try attracting more members to attend.

Mary made a motion for the chapter to pay $60 for the rental of the hall, Aroline seconded it and the motion passed.

Sandy made a motion to adjourn. Aroline gave a second. Motion passed. Meeting adjourned at 2:45. Everyone helped clean up.

Respectfully submitted
Sylvia Eugair
Secretary/Treasurer
Please RSVP
Don
Despite an intensive campaign to obtain equal rights for Vermont’s low-income Civil Service Retirement System annuitants, it appears that H.695 will not be enacted into law. The proposed legislation sought to extend to them the same exemption from the Vermont income tax as was granted last year to low-income Social Security beneficiaries having incomes of $45,000 or less for individuals and $60,000 or less for married couples under H.911. However, in the eyes of the state, not all Vermonters are deserving of equal treatment.

Federal employees hired between 1920 and December 31, 1986, were involuntarily taken out of the Social Security System and placed in a government-sponsored pension plan, CSRS (Civil Service Retirement System), as a condition of employment. (Those hired later under FERS are automatically included under the provisions of H.911 because their annuities have a Social Security component.)

The excuse offered by the Joint Fiscal Office and Governor Scott was that including low-income CSRS annuitants would be “too costly” for the state. Yet, suggestions to exempt all 18-26 year-olds and military pensions (without means tests) and the income of nurses who move to Vermont and work here at 100% of their income tax the first year, 75% the second and 50% the third are being floated for consideration. According to the Vermont Joint Fiscal Office, there are currently 40,000 low-income Social Security beneficiaries who benefit from the tax break extended to them but only 2,600 CSRS annuitants whose annual incomes are within the same limits stated above. Yet, including the latter would “break the bank,” even as the number of CSRS annuitants declines each year as people pass away, so Vermont will not see a future tsunami of these government retirees.

Those most likely affected are retired female postmasters who worked in what were formerly called third- and fourth-class offices as well as the PTF clerks who staffed them. Many of these women entered the federal workforce after raising their families, these postal positions being among the few employment opportunities available in their rural communities. Because their annuities are based on a formula that includes the number of years worked and the high three years of salary, their pensions are modest. In addition, any who qualify for a Social Security benefit would see it offset by 2/3 of their government annuity under the WEP (Windfall Elimination Provision).

The state’s position is heartless because it strikes at the welfare of some of the most vulnerable of Vermont’s retirees. It’s also insulting because people receiving a Social Security benefit are treated differently from those who chose government service for their careers.

I want to thank all of you who joined in the effort to secure passage of H.695 by making phone calls, writing letters, sending emails, signing and/or circulating petitions and addressing groups. Thank you, Vermont UPMA, for sending a letter endorsing the proposed legislation to the House Ways and Means Committee. It’s clear that together we fought the good fight and left no stone unturned in our quest for justice and equality. Unfortunately, state officials were unsympathetic.
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<td>2,500.00</td>
</tr>
<tr>
<td>2019 VT/NH State Convention Refunds</td>
<td>0.00</td>
<td>28.00</td>
<td>0.00</td>
</tr>
<tr>
<td>2019 VT/NH State Convention Retiree Luncheon Refund</td>
<td>175.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>2019 VT/NH State Convention Travel Vouchers</td>
<td>1,194.00</td>
<td>854.95</td>
<td>1,000.00</td>
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<tr>
<td>2019 National Convention Expense Vouchers</td>
<td>4,956.64</td>
<td>5,990.65</td>
<td>5,000.00</td>
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<tr>
<td>2020 Leadership Conference</td>
<td>2,321.09</td>
<td>1,307.20</td>
<td>5,000.00</td>
</tr>
<tr>
<td>2020 National Convention Registration ($180 x 5 attendees)</td>
<td>875.00</td>
<td>900.00</td>
<td>900.00</td>
</tr>
<tr>
<td>Bank fees</td>
<td>261.00</td>
<td>37.90</td>
<td>0.00</td>
</tr>
<tr>
<td>Bond (3 yrs 5/1/17-5/20/20)-Brown&amp;Brown Insurance Agency (2)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Bulk Mail Permit Fee</td>
<td>235.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Career Development, membership meetings, NEC, NNE Council</td>
<td>1,698.19</td>
<td>2,735.08</td>
<td>2,500.00</td>
</tr>
<tr>
<td>Green Mountain Postmaster/The Green Mountaineer</td>
<td>0.00</td>
<td>1,213.34</td>
<td>1,200.00</td>
</tr>
<tr>
<td>Green Mountain Postmaster:Permit Deposit Account for GMP</td>
<td>235.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>TOTAL Green Mountain Postmaster</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Retiree Donation/Reimbursement Membership</td>
<td>500.00</td>
<td>500.00</td>
<td>500.00</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>144.89</td>
<td>1,137.30</td>
<td>150.00</td>
</tr>
<tr>
<td>UPMA PAC Contributions collected</td>
<td>0.00</td>
<td>355.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Printing Fees</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Scholarship Payout</td>
<td>500.00</td>
<td>1,208.00</td>
<td>500.00</td>
</tr>
<tr>
<td>State Of VT</td>
<td>0.00</td>
<td>20.00</td>
<td>20.00</td>
</tr>
<tr>
<td>USPS P O Box Rental Fees</td>
<td>133.00</td>
<td>0.00</td>
<td>64.00</td>
</tr>
<tr>
<td>USPS Postage</td>
<td>167.70</td>
<td>56.07</td>
<td>90.00</td>
</tr>
<tr>
<td>Transfer Funds to Convention Fund</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Miscellaneous- shirt and parking, door prizes</td>
<td>50.00</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>15,321.50</td>
<td>19,092.46</td>
<td>19,474.00</td>
</tr>
<tr>
<td>OVERALL TOTAL</td>
<td>2,000.00</td>
<td>946.88</td>
<td>156.00</td>
</tr>
</tbody>
</table>

1) 2019 hotel and travel vouchers not included with amount
2) Due for renewal 8/21/2021
3) 2019- $500 actually paid our- transferred money from checking to scholarship fund
Welcome New Members!!
Fill this out if you are a Postmaster, Officer-in-Charge, Associate Member or Postmaster Relief

Form 1187
Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues
Fill Out Form On-line, Print it out, and Return to
UPMA National Office at the Address Below for Processing

Section A: All New Members Complete

<table>
<thead>
<tr>
<th>USPS Employee Identification Number (EIN)</th>
<th>Social Security Number</th>
<th>Date of Birth</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Male □</td>
</tr>
<tr>
<td>Name (PRINT Last Name, First, M.I.)</td>
<td>Contact Telephone</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Home Address (Street and Number/Box)</td>
<td>City</td>
<td>State</td>
<td>ZIP+4</td>
</tr>
<tr>
<td>Personal E-mail Address</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section B (Check One): □ Postmaster □ Manager/Supervisor □ Associate □ PMR

<table>
<thead>
<tr>
<th>Position</th>
<th>PG/City/State/ZIP</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Post Office/Work Telephone Number</th>
<th>Pay Schedule Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Post Office/Post Payroll Office Finance Number</th>
<th>Designation Code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section C: For Use by the Employee Organization

Mail completed form to: United Postmasters and Managers of America (UPMA)
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

<table>
<thead>
<tr>
<th>Signature of Employee</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section E

☐ Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

☐ Career Awareness Conference ☐ USPS Provided Training ☐ Other

Revised 12/2017 INT

UPMA NATIONAL OFFICE FOR PROCESSING
# FORM 1187-R

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

Please complete and mail to:

UPMA National Office
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse

<table>
<thead>
<tr>
<th>Social Security Number</th>
<th>CSA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Name of Retired Employee (PRINT Last Name, First, Middle) | Date of Birth

<table>
<thead>
<tr>
<th>Street and Number/PO Box</th>
<th>City</th>
<th>State</th>
<th>ZIP+4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Month/Year Retired | Home or Cell Number | Gender | Chapter

|                |                  |       |       |
|                |                  | Male  |       |

Email Address | Sponsored by:

Note: If not receiving an annuity contact National Office for information on membership.

## SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the United Postmasters and Managers of America (UPMA) as the amount of dues for which I am obligated, and to pay the deducted sum to UPMA. This authorization shall apply to any and all dues changes certified by UPMA. This authorization shall be valid until UPMA receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between UPMA and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

<table>
<thead>
<tr>
<th>Signature</th>
<th>Date:</th>
</tr>
</thead>
</table>

Postmasters Retired monthly dues withholding is currently **$5.00.**

Revised 03-17
4th UPMA National Convention
Aug. 1-7, 2020
Official Registration Form
Registration also available at www.unitedpma.org

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

First Name: ___________________________ Last Name: ___________________________

Title: □ Postmaster/OIC □ Supervisor □ Manager □ EAS Professional
□ Associate □ UPMA Retired □ Spouse □ Guest

First Name (for your badge): ______________________________________________________

Post Office You Represent: City: ___________________________ State: _________________

Your Mailing Address: _____________________________________________________________

City: ___________________________ State: _________________ ZIP+4: ____________

Active First-Timer? □ Yes □ No

UPMA Retired First-Timer? □ Yes □ No

Cell Phone: ___________________________

E-mail: ________________________________________________________________

Convention Registration (only one person per form):
Please circle the appropriate fee:

<table>
<thead>
<tr>
<th>Date</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/20</td>
<td>220</td>
</tr>
<tr>
<td>2/28/20</td>
<td>245</td>
</tr>
<tr>
<td>3/1/20</td>
<td>270</td>
</tr>
<tr>
<td>6/15/20</td>
<td></td>
</tr>
<tr>
<td>6/15/20</td>
<td></td>
</tr>
</tbody>
</table>

Postmaster/Manager/Supervisor/Associate/OIC/EAS Professional: $220 $245 $270

Daily registration is available at $65/day until June 15; $75/day after that date using this form; online registration not available. You also can register on-site. Check all that apply:

□ Sat □ Sun □ Mon □ Wed □ Thurs

First-Timer*—Active and Retired: $95 $95 $95

UPMA Retired or Guest†: $190 $208.75 $227.50

(UPMA Retired Luncheon included)

Auxiliary/Spouse/Postmaster Guest: $165.00 $183.75 $202.50

(Does NOT include UPMA Retired Luncheon)

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

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

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

Grand Banquet: Aug. 6, 2020

Payment Information
Convention Fee: ___________________________

□ Additional tickets for UPMA Retired Luncheon @ $25 each: ___________________________

Check payable to UPMA Visa/MasterCard

Card number: ___________________________

Card security code: ___________________________ Expiration date: ___________________________

Total Payment: $_________________________

Signature: ___________________________

Mail with full payment to UPMA National Convention Registration, 8 Herbert St., Alexandria, VA 22305-2600.

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 1, 2019. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. To make a reservation, you must make a deposit to the hotel in the amount of your first night’s lodging; this deposit is non-refundable after July 8, 2020. All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 8, 2020, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Marriott St. Louis Grand
1-877-303-0104
$119—single/double/triple/quad

Be sure to request the UPMA group rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2020; no refunds after that date. All refunds are subject to a $30 handling fee.

Registrations are non-transferable.

Questions?
Call 703-683-9027
Discover Saint Louis is offering a number of tours for the 2020 UPMA National Convention. All tours are on Tuesday, Aug. 4, and depart from the Marriott St. Louis Grand; tours run from 1 to 5 p.m. Prices include a Discover Saint Louis guide, motorcoach, gratuities for guide and driver and all reservations and arrangements.

**Discover St. Louis City**

**$59 per person**

Enjoy a guided tour of the downtown area and the St. Louis Riverfront. Begin with a stop in Soulard for lunch on your own. Next, visit the iconic Gateway Arch.

Enjoy either a tram ride to the top or the movie, "Monument to a Dream." Also, enjoy the newly remodeled, state-of-the-art Arch Museum. Featuring six themed exhibit areas, this innovative and interactive museum celebrates America’s pioneering spirit.

Round out the day with a visit and tour at the Cathedral Basilica, whose interior is covered with 83,000 square feet of mosaics, one of the largest such collections in the world. (The Cathedral will not be available if there is a funeral or wedding.)

**St. Louis Aquarium and Ferris Wheel**

**$76 per person**

You will visit St. Louis' newest attraction—the St. Louis Aquarium at Union Station. First, enjoy lunch on your own at Union Station at one of the many dining options.

Next, visit the aquarium where you can interact with 13,000-plus sea animals as you explore a freshwater river and the shallow waters of a salt marsh—all the way into the deep, dark abyss of the open ocean.

After visiting the aquarium, head over to the colossal Ferris Wheel for a spectacular view of downtown and the surrounding St. Louis cityscape.
**Historic Homes of St. Louis**  
**$59 per person**  
St. Louis is home to many amazing residences that tell the history of this river city that bustled with commerce and political electricity. The first stop is lunch on your own in the downtown area.

The first house tour is the Eugene Field House & St. Louis Toy Museum. Designated a National Historic Landmark in 2007, it's listed on the National Register of Historic Places and has been named a City of St. Louis Landmark.

The boyhood home of Eugene Field, the “Children’s Poet” and known as the father of the personal newspaper column, will give you a feel for life in St. Louis in the mid-1800s. Field’s father represented Dred Scott in the landmark slavery trial.

The second house is the Campbell House Museum. After a monumental, five-year, $3 million restoration, the museum now stands as one of the most accurately restored 19th-century buildings in America, reflecting the high-Victorian opulence of the 1880s.

Built in 1851, the Campbell House was the first house in the elegant Lucas Place neighborhood and home of renowned fur trader and entrepreneur Robert Campbell and his family from 1854 until 1938. The home weaves the story of the Irish elite and their Irish domestic servants and how their lives intertwined—an American version of “Downton Abbey!”

The museum contains hundreds of original Campbell possessions, including furniture, paintings, clothing, letters, carriages and a unique set of interior photographs taken in the mid-1880s.

**Ragtime and Blues**  
**$59 per person**  
First stop is lunch on your own at Sugarfire Smokehouse. Next, you will visit the new National Blues Museum. This museum is dedicated to exploring the musical history and impact of the blues music genre.

Next, experience the Scott Joplin House where you will hear a player piano pound out one of Joplin’s ragtime tune. Then walk through the boarding house in which he lived during the 1904 World’s Fair.

**Gardens Galore**  
**$49 per person**  
Enjoy the latest addition to the St. Louis garden scene with the urban Citygarden. Opened in July 2009, this two-city block is decorated with modern art that creates an oasis among downtown’s tall buildings and busy streets.

The next stop is Forest Park—St. Louis’ 1,293-acre public park in the heart of the city at the Jewel Box. The interior warmth lends to the tropical plants that live inside year-round.

The highlight of the tour will be the Missouri Botanical Garden, home to the world’s first climatron building and at the forefront of plant holdings and biological research. Lunch on your own at Sassafras Café in the Botanical Garden.
Anheuser-Busch Brewery
$49 per person

Arrive at the Anheuser-Busch Brewery, with time for lunch on your own at the Biergarten. Next, enjoy a Day Fresh tour that highlights the journey of a beer from seed to sip.

Guests will start the tour with a visit to the Clydesdale paddock and stables, then go to the Beechwood Brewhouse and the BEVO packaging facility. All guests 21 and over will get multiple samples on tour and take home a day-fresh bottle of beer.

Taste of St. Louis
$59 per person

Enjoy a "nibble and nosh" tour of St. Louis, sampling some of its original foods. Begin with a pretzel stick at Gus' Pretzels. Family-owned and operated, Gus' has been hand-making pretzels daily in St. Louis since 1920.

Next, venture over to The Hill, St. Louis’ famed Italian neighborhood. You’ll sample one of St. Louis’ most unique culinary treats— toasted ravioli. At Favazza's Restaurant on the Hill, each guest will get three toasted ravioli, an Italian salad and a choice of water, tea or soda. You’ll also stop by the Missouri Baking Company for a small goodie bag with a sample of some of their best-selling cookies.

No visit to St. Louis is complete without a visit to the iconic Ted Drewes. This one-of-a-kind custard stand along Historic Route 66 never has been sold or franchised. On the tour, you will have a choice of a small hot-fudge sundae or mini-chip concrete.

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**2020 UPMA National Convention Tours Registration Form**

All tours are on Tuesday, Aug. 4, and depart from the Marriott St. Louis Grand; tours run from 1 to 5 p.m.

- **Discover St. Louis City**
  - $59 per person
  - X ___ = __________

- **St. Louis Aquarium and Ferris Wheel**
  - $76 per person
  - X ___ = __________

- **Historic Homes of St. Louis**
  - $59 per person
  - X ___ = __________

- **Ragtime and Blues**
  - $59 per person
  - X ___ = __________

- **Gardens Galore**
  - $49 per person
  - X ___ = __________

- **Anheuser-Busch Brewery**
  - $49 per person
  - X ___ = __________

- **Taste of St. Louis**
  - $59 per person
  - X ___ = __________

Name: ____________________________

Date: _______________ Phone: ____________________________

Email: ____________________________

All tours are based on a minimum of 30 persons; if the minimum is not met, the tour may be canceled. Tours are limited to a maximum of 52 guests. If paying by check, submit this form with payment—payable to Discover Saint Louis—and mail to the address below. If paying by credit or debit card, contact us at 314-522-6367 or email us at maggie@discover-stlouis.com. We will send you an invoice from which you can pay directly through our credit card processor. **Do not send credit card information on this form!**

Discover Saint Louis
5902 Columbia Ave., St. Louis, MO 63139
314-522-6367
Discover-StLouis.com
Candidate for Vice President of the East  
Dan Leonard

With support from my New York Chapter and family, I am declaring for UPMA Vice President of the East. I believe it is important to get members involved in every level of UPMA. Without the involvement of new members our organization becomes stale and less attractive to potential members. UPMA needs a presence from local to national, protecting and promoting our members rights and benefits. We should proudly wear the UPMA logo and create the conversations about what UPMA offers.

New Board members bring fresh ideas and free thinkers to analyze programs to replicate successes and eliminate waste. Attention to transparent fiscal responsibility assures that we make decisions for the betterment of our members and organization. I commit to be a candidate that will diligently work toward analyzing every decision, with the interest of the membership.

I am an EAS 20 Postmaster in Bath, NY with almost 33 years of experience. As a City Carrier for 13 years, I served as local NALC Secretary Treasurer, Vice President and President. I know the challenges Managers face.

I am a Veteran, an Eagle Scout, former Scout Commissioner, Scoutmaster and Master Mason. I understand commitment, responsibility, dependability and honor. These are characteristics that I believe are important in a UPMA Board member. I encourage your input because we cannot lead without listening to our members.

I'm in my 4th term as the New York President. With the transition Board for NY, I helped draft our Bylaws and Fiscal Policy. We merged the two organizations smoothly to create a united NY Chapter.

Our current leaders have made great strides in our benefits. I am asking for your vote to continue that work. I don't think what you bring to the table is nearly as important as the accomplishments you leave. I will work to help unite us by listening to our members in order to present a strong image. UPMA must be recognized as the premier Management Organization in order to encourage membership, inspire members to step up to leadership roles and to successfully negotiate.
Still a Fresh Coat of Energy and Passion!

Sherwin Taylor for Vice President East

I’m back! A year later, more experienced in both my Postal career and UPMA, I’m asking for your vote and support as candidate for Vice President of the East. The past year provided me opportunities for details as a Retail Specialist for the TN District, which has broadened my postal knowledge and prepared me to better assist UPMA members with RCE shops, revenue generation and response to customer surveys. I have a passion for educating members and I think I can bring new ideas to the avenues that we use for UPMA training.

I am familiar with what this generation looks for in an organization. I have the energy to work membership with passion. The majority of my career lies ahead so, I must be committed to finding ways to increase membership to secure UPMA’s future. To be successful, I believe we need to be more than “fire insurance” for members. Under a new Postmaster General’s leadership, we must prepare our members for successfully navigating through change. I want to be part of the UPMA partnership that drives that success.

Last year, I campaigned as a “new voice” because my membership has only been UPMA. I do not focus on the past, instead I plan for the future. I traveled to several states and met amazing members that shared their interest, encouraged my campaign and became my friends. I do not count last year as a loss. I am grateful for the opportunity that broadened my UPMA horizon. I sincerely believe that the experience has developed me into a potential Board member that can better serve our membership.

I pledge to be your voice, to share my passion for UPMA, to listen to your ideas and to always remember that I serve you. Please feel free to contact me about my campaign. I welcome your input. Once again, I ask for the opportunity to work for you!

Sherwin Taylor
(432) 426-6951
Jclaybriarpatch@yahoocom
Dear Members,
I hope by now you have seen my announcement for Secretary/Treasurer in Gold, shared by your President or you have joined my campaign Facebook page at https://www.facebook.com/groups/200909401009672/?ref=share. For the last year and a half, I have focused on my postal career, but I have remained involved as the West Virginia State President as well as the Chapter Member Representative. My passion for this organization has never wavered but some decisions made over the past few years have caused me concern for the future. We have some work to do on our Bylaws and election procedures. A professional parliamentarian has been retained to guide us on the proper procedures at this convention on both our Bylaws and Robert’s Rules of Order. The membership has the right to make changes that better meet their needs, we simply must understand the legal, proper way to make those changes. Sometimes listening to the Parliamentarian is like trying to explain a Zero Bundle investigation to your Mother! But we will get through this together, that’s why I’m back asking for your support. If I simply attend a Board meeting, I cannot bring information, speak on or debate issues. To do that, I need a seat at the table.
I believe UPMA should be a member driven organization. We need to properly move forward from the past and invest our time and energy where it belongs… on challenges that impact our members. In seeking your support, I pledge to meet the parliamentary and legal requirement to open financial records and open voting records. Membership dues finance UPMA. This is your organization and if you see fit to elect me as Secretary/Treasurer I promise to work for YOU. There was not one day in my two years as UPMA Co-President that I did not understand that I serve at your pleasure and I was grateful for that opportunity. I am available to answer any questions you might have on any subject from chapter by-laws to our financial standing. Please reach out by phone, email or Facebook. I need your vote and support to take care of the unfinished business so we can get down to the REAL business of serving UPMA members.

Sincerely,
G. Sean Acord
304-646-7879 (cell)
Gregory.s.acord@hotmail.com