Louisiana UPMA State Convention will be a knock out!

June 11th – 13th, 2020

Alexandria, LA

UPCOMING EVENTS

LA State Convention
Alexandria LA
Jun 11-13, 2020

4th Nat’l Convention
St. Louis, MO
Aug 1 - 7, 2020

Southern Officers Conf
Atlanta, GA
Oct 8-11, 2020

Wyndham Garden Alexandria Hotel / Convention Center
UPMA Email list
The Louisiana UPMA Chapter has a personal email list to disseminate information quickly to its members. If you would like to be included on this email list please send your personal email address to Karen Boudreaux at cajunpostmaster@Cox.net

The views expressed in this publication are the opinions of the writer and not necessarily the opinion or the position of the United Postmasters and Managers of America.

Fill out an 1187 and JOIN TODAY!
Retired? Fill out an 1187R
First, I would like to say that I appreciate the Postmasters, Managers and Supervisors that reported to work and continued keeping the employees safe and the mail delivered during this COVID-19 Virus. As leaders we have to put our own families and fears aside and continue ensuring that our communities, customers and employees are taken care of while we remain the calm during the storm. Repeating the same daily service talk, responding to the questions you can’t find an answer to, calming the panic when someone coughs during allergy season, managing the daily call-ins, continuing delivery and customer service while working to provide gloves, masks and sanitzer during a national shortage of supplies; I thank you for your service and your commitment to your oath of office.

We already know that during any virus that sanitizing, washing your hands, covering your cough and social distancing will stop the spread of germs. I understand the magnitude of this virus is much different than what we have dealt with recently but procedures for protecting yourself have not changed. The postal service is considered essential and the job we do is extremely vital, so each of us have to take this seriously and do our part to educate, protect our employees, service our customers and work toward flattening the curve.

On social media there are so many posts, memes, videos which touch your emotions concerning COVID-19. Some make you laugh, cry, worry, ponder and some have even been inspiring. I think my favorite so far was this one; Fear doesn’t keep you from getting sick but it does keep you from living life. Don’t be afraid; just Be Safe!

Louisiana UPMA is excited and very optimistic that this virus will be gone by June and our State Convention will continue as planned. If at any point we need to postpone, we will notify you with a mailout, email or in the Bayou Times. There is much to be addressed at the year’s State Convention.

Your Executive Board has proposed a needed Bylaw change and the National Office has proposed many changes to the National Bylaws. These are printed in our Bayou Times and in the National Leader as well. Read them; they are important. Due to the current National Bylaws these proposals can be submitted as late as June 1st, 2020, so some of the proposals will not be available to us at the State Convention. Any of the proposals that cannot be voted on at State will be voted on by the Louisiana voting members that are registered for the National Convention and attend the Business Session.

On the State level we have several Executive Board positions that will need to be filled; Secretary/ Treasurer, VP-Membership Chair, VP-Education Chair and Retiree President. If you have any questions or are interested in running for any of these positions you can contact me or nominate your self at State Convention.

On the National level we will be voting on National Secretary Treasure and 2 vice Presidents from the West. These are all 3-year term positions and are extremely important to the success of our organization.

I know this is a difficult time to commit to attending the State Convention but if possible I need you to try.
Life as we know it has ground to a halt. Just like that…within a one week period…our personal worlds have shrunk to the size of our home—and our office. I have cancelled a beach trip to Destin FL, a trip with my daughter and grandboys to Wash DC, and a cruise to Mexico—sounds like a lot, but it puts into perspective how spoiled we have become to the luxuries of travel.

So strange it is that I can’t even jump in the car and drive one hour to hug my daughter and grandboys. I’m still in the public everyday, and it’s not worth the risk to them. Thank goodness we still have the availability of technology. Face Time, Facebook, email, internet, telecons, TV, Radio, phones—SO many different ways to communicate with people and stay informed.

I personally have been writing many more cards and letters to elderly friends and family who are now literally shut-ins—and mailing candy and treats to the grandboys. Don’t forget about dropping an old-fashioned “line or two” to friends, family, and neighbors to let them know you’re thinking of them. I truly believe this virus will prove the necessity and relevancy of the US Postal Service!

PROPOSED LOUISIANA CHAPTER BYLAW CHANGE
(To be voted on at the Louisiana State Convention)

Current Language

Article XIII National Convention Roll Call Voting Procedure
When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter’s votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter convention in the year that the election will take place at the National convention.

Proposed Language

Article XIII National Convention Roll Call Voting Procedure
When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure for how the Chapter’s votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter convention in the year that the election will take place at the National convention. In the event that there are issues that are presented at the National Convention that were no considered at the Chapter Convention that require a roll call vote; A vote shall be taken by paper ballot of active members present at the National Convention. The results of that paper ballot shall govern how the Chapter’s votes will be cast at that National Convention by the Chapter President.
I have an information packed edition of the “Bayou Times” for you. There is information on the Louisiana State Convention and the National Convention. I know that things are uncertain now on how soon we will be able to start socializing and attending meetings but it’s time for you to make your plans to attend in June and August. I know we will all be ready for some time away from the office, learning some information that could be helpful to you in your office, and spending time with new and old friends.

We have mailed this issue to all Louisiana Postmasters; members and nonmembers. We hope you will see lots of information that you find helpful and interesting. You are also invited to attend the state convention in Alexandria to experience our UPMA chapter at work and play. I invite you to join a great group of managers by completing the Form 1187 on page 22 or you may sign up on unitedpma.org.

The Louisiana UPMA chapter officer information is on page 2. This group of people are a great resource for you. We are always ready to assist other Postmasters and Managers.

Be sure to check out the legislative information included. I have included a script for your conversation with your congressmen with the latest legislation we are supporting which will aid the USPS with all of the extra costs incurred throughout this pandemic. You still have time to get your Member of the Year nominations in and the Scholarship form. The deadline for both is May 1 so don’t wait too long and miss it.

You will find the one proposed change to the Louisiana Chapter Bylaws in this edition, which will be voted on at the state convention. There are 13 proposed Bylaw changes on the national level so I was not able to include them all in this issue. You can read them on the website unitedpma.org and they will also be included in the April edition of the Leader magazine, our national UPMA publication. We will be voting as a chapter on these proposed changes at the state convention for our national convention delegates to bring your votes to national convention. Below I have included my resignation letter as the national editor. I appreciate all the support the Louisiana chapter has always given me to afford such an honor.

January 30, 2020

Honorable Dan Heins
UPMA National President
8 Herbert St.
Alexandria, VA 22305

Dear President Dan:

I am regrettably turning in my resignation as National Editor. I have pondered and prayed on this decision but know in my heart that this is the right one for my family at this time. My daughter has been fighting cancer for the last year, but it has now rebounded and come back with a vengeance. She now has been diagnosed with stage four cancer and will be undergoing more radiation and chemo. I feel like I need to be available to her and her little daughter as much as possible now.

I do not want to push off my duties as national editor so feel that this is the best decision for my family and the organization at this time. I will be happy to assist and share any information I have with the newly appointed National Editor. Thank you for the confidence you have shown in me and the opportunities you have afforded me as National Editor. I will continue to work for and support UPMA always.

Sincerely,

Karen Boudreaux
Louisiana UPMA Editor
‘Thanks to all your help UPMA Members’ the House voted on February 5th, 2020, to end the U.S. Postal Service’s mandatory payments toward the health benefits for future retirees, advancing a measure that would eliminate a controversial requirement the agency has defaulted on for years.

The USPS Fairness Act (H.R. 2382) had more than 300 cosponsors, including more than five-dozen Republicans. Sen. Steve Daines, R-Mont., has also introduced a companion bill (S. 2965) in the Senate with Sen. Brian Schatz, D-Hawaii. The measure would eliminate the requirement going forward and forgive all payments on which USPS has defaulted.

After leaving the 2020 Legislative Summit in D.C. in February, we felt optimistic that just ‘maybe when the dust settles from the impeachment trial,’ that our reform bills would move forward. Even though our Congressional Delegates were not in D.C. at the time, we were just elated to meet with their Aides and Legislative Assistants to present our views on postal reform and they readily agreed reform was needed.

Well, it wasn’t a week later the dreadful news of the coronavirus hit the headlines and it has taken a toll on all of us mentally, physically and testing each of us spiritually.

Our UPMA National President Dan Heins stated that our Government Relations Team of Chris, Joel and Brian are working to get more focus on the bills that have been introduced. Fair Treatment of Civil Service Retirement System (CSRS) Annuittants/WEP/GPO (H.R. 141)- Rep. Rodney Davis (R-IL), Rep. Adam Schiff (D-CA), Rep. Garret Graves (R-LA), Rep. David Cicilline (D-RI); H.R. 4540 – Rep. Richard Neal (D-MA); H.R. 3934 – Rep. Kevin Brady (R-TX); and S. 521 – Sen. Sherrod Brown (D-OH) that would either eliminate or reform the laws regarding the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) that unjustly penalize Civil Service retirees. By eliminating these provisions, Congress could put more money into the hands of our current retirees and future Civil Service retirees. We are hoping that taking this approach, it will have the effect of getting more traction for these bills.

On March 6th, President Heins along with Joel Riethmiller had the opportunity to attend an event in the Capitol Visitors Center sponsored by the Lexington Institute entitled, "Capitol Hill Postal Reform Conference." This event addressed issues dealing with the need for Postal Reform and the fact that it needs to happen sooner rather than later.

Due to the fall off in mail across the country, revenue has plummeted resulting from the coronavirus. The United States Postal Service is in dire straits at this time which could possibly have irreparable consequences without intervention from Congress and the White House.

On Monday, March 23, House Oversight and Reform Committee Chair Carolyn Maloney (D-N.Y.) and Government Operations Subcommittee Chair Gerry Connolly (D-Va.) unveiled a coronavirus stimulus spending package “Take Responsibility for Workers and Families Act” that would give the Postal Service $25 billion over the next two years to withstand an expected loss in mail revenue stating that, “The Postal Service is in need of urgent help as a direct result of the coronavirus crisis. Based on a number of briefings and warnings this week about a critical fall-off in mail across the country, it has become clear that the Postal Service will not survive the summer without immediate help from Congress and the White House.”

On Friday, March 27, 2020 - USPS slated to receive $10B line of credit from Treasury. The Senate coronavirus emergency spending bill would allow the Postal Service to borrow another $10 billion from the Treasury Department.

That’s a significant departure from a bill House Democrats introduced Monday, (Take Responsibility for Workers and Families Act) to give USPS $25 billion to spend over the next two years. The House bill would have also wiped $11 billion in debt and the Postal Service to borrow another $15 billion. House Oversight and Reform Committee leaders have warned that USPS would run out of money to operate this summer if Congress fails to act.

The Senate spending bill would require the USPS to prioritize the delivery of medical supplies, and would allow the Postal Service to “establish temporary delivery points, in such form and manner as the Postal Service determines necessary, to protect employees of the Postal Service and individuals receiving deliveries from the Postal Service.”
Federal law considers the Postal Service an “essential service” when it comes to state or city shelter-in-place mandates or other social distancing requirements, but the bill could set further limits on postal employees contact with the public.

Post offices across the country Wednesday began taking passport applications by appointment only, as part of the Postal Service’s coronavirus social distancing strategy.

Please continue to reach out to our Congressional Leaders to ask for their support on postal reform. This coronavirus is global, it’s real and it’s uncertain. I don’t know what tomorrow holds but I do know who holds tomorrow. One thing I know for sure, God is in control. Take one day at a time. Someway, somehow, we will get through this. Think of the positives and not on the negatives.

Until next time, please stay safe and follow all precautionary measures.

On the next page you will find a script to call your congressman to request their support for needed legislation.
Dear Congressman/woman_________

I'm a _______________ in the United States Postal Service in CITY/Louisiana. Everyday I'm working on the frontline to make sure the postal service continues to maintain on-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 front-line postal workers like me.

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 corona virus outbreak. I urge your support for this critical piece of legislation.

Thank you for your consideration.
Louisiana UPMA Member of the Year

Nomination Form

NAME OF NOMINEE ________________________________________

CAREER DATA

EMPLOYMENT DATE ___________ OFFICE / RETIRED _______________

POSITION ___________________ LEVEL ___________

USPS DATA

ASSIGNMENTS AND DETAILS______________________________________

______________________________________________________________

______________________________________________________________

USPS AWARD / RECOGNITION______________________________________

______________________________________________________________

______________________________________________________________

UPMA DATA

UPMA OFFICER AND COMMITTEE POSITIONS __________________________

______________________________________________________________

______________________________________________________________

UPMA AWARDS / RECOGNITION____________________________________

______________________________________________________________

______________________________________________________________

COMMUNITY SERVICE____________________________________________

______________________________________________________________

______________________________________________________________

(ADDITIONAL PAGES MAY BE USED IF NECESSARY)

DEADLINE IS MAY 1, 2020

MAIL THIS FORM TO: Rosemary Lee
8502 Woodhill
Haughton, LA 71037
“Mission Essential”, that is what we as the Postal Service have been called these last couple of weeks. Not just Essential but “Mission Essential”. I love what that says and it not only describes what we are doing right now in these scary times, but what we do every day for our customers. It has always been our mission to bring our customers important mail and keep them connected to the things that are important to them and to those they love.

It is hard to understand what is happening to our world right now but we all know that difficulties always seem to bring us together. The Postal service always goes above and beyond in a crisis. We all have many stories about ways that we helped people during Katrina, and how that crisis changed all of our lives. Even though many businesses have closed the Postal Service remains open. We are important to the success and the well-being of our Country.

Last week I had to take my husband to Baton Rouge for a post op appointment. We had been staying close to home so we had not been out much. When we got to Baton Rouge there was very little traffic, no cars in the restaurant and hotel parking lots and very few people moving around. The one thing we did see was Postal Vehicles, it definitely made me smile and I know it does the same for others. It is the one thing people can count on to remain consistent and help them feel that everything will be ok.

I also think that there is no better time than now to send a letter. What an awesome way to encourage someone that must remain at home or has lost their job. Being able to hold a letter in their hands knowing that someone cared enough to take time to write them a note is priceless! In years past they always said of the military that the more mail the better the morale.

I just want to say how proud I am to be part of UPMA and the Postal Service. I know that those of you that are reading this right now take pride in your jobs and that you truly care about your customers. Those that are retired still care as well and continue to stay involved in your communities. Please take care of yourselves, your families and be safe!

I hope this difficult time will give you more time with your families and remind all of us of the things that are really important. Look for something good in each day, and help someone if you can.

Joshua 1:9 says “Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.” If there is anything I can do for you please don’t hesitate to let me know. God Bless!!

I pray all are doing well. We do need to pray to the one true God, who is the only one who can destroy this virus, immediately, by simply speaking to it. I believe 2 Chronicle 7:14 is a crucial warning for this day and time, “If my people, who are called by my name, would humble themselves and pray and seek my face and turn from their wicked ways, THEN I will hear from heaven, and I will forgive their sin and will HEAL their land.” Lord knows our land needs healing. Know this, God sent a plague to the Egyptians as they wanted nothing to do with Him and would not heed His word. While the plague taunted the Egyptians the people (God's people) that were in Goshen did not get the plaque. He is calling out to people to call upon His name to receive Him into their heart and pray to Him. Let us all get on our knees and pray!! I pray God protects us as He did the people of Goshen. Do it again, Lord!

My Pastor told us to speak over your families, Psalm 91: 10, "No harm will overtake you, no disaster will come near your tent." I say speak this over your family in its entirety until this plague is de-
Amy Bankston  
Supv, CS, Amite

James Craddock  
PM, Vinton

Michael Reyes  
Supv, CS, New Iberia

Douglas Evers  
Mgr, Dist Op, Shreveport

Taylor Jackson  
Supv, CS, Gretna

Tonious Carter  
Mgr, CS, Laf-Bertrand

Dianna Jenkins  
PM, Minden

Jayda Malveaux  
Op Ind Eng, N O P&D

Adrian Hudson  
PM, Haughton

Alisa Adams  
Mgr, CS, BOS-Plantation

Brock McKenna  
PM, Abbeville

Elizabeth Egana  
Supv, CS, KEN-N Kenner

Aldo Johnson Jr.  
Supv, CS, Westwego

Allen Smith  
Supv, Maintenance OP

Becky Hoyt  
PM, Holden

Dwayne Pressley  
Mgr, CS, NOR-Central

Mitzi Dunn  
PM, Houma

Rhonda Lacey  
PM, Paulina

Saleina Ellis  
PM, Golden Meadow

Tony Davis  
Mgr, Maint Ops, Shreveport

Donald Pichon  
PM, Bush

Kierra Oxley  
PM, Post Sulphur

James Edwards  
Supv, Dist Op, Shreveport

Aisha Williams  
Supv, Dist Op, Shreveport

Flordeliza Dawson  
Network Spec, Shreveport

Travis Whitehead  
PM, Hodge

Mariaya Landry  
PM, Delcambre

Trenell Andrews  
PM, St Rose

Ella Douglas  
Maint Egr Spec, Shreveport

Cashonna Moffett  
Mgr, CS, SHV-Southfield Sta

Louisiana UPMA congratulates the following promotions

strayed, Psalm 91, “Whoever dwells in the shelter of the Most High will rest in the shadow of the Almighty. I will say of the Lord, “He is my refuge and my fortress, my God, in whom I trust.” Surely he will save you from the fowler’s snare and from the deadly pestilence. He will cover you with his feathers, and under his wings you will find refuge; his faithfulness will be your shield and rampart. You will not fear the terror of night, nor the arrow that flies by day, nor the pestilence that stalks in the darkness, nor the plague that destroys at midday. A thousand may fall at your side, ten thousand at your right hand, but it will not come near you. You will only observe with your eyes and see the punishment of the wicked. If you say, “The Lord is my refuge,” and you make the Most High your dwelling, no harm will overtake you, no disaster will come near your tent. For he will command his angels concerning you to guard you in all your ways; they will lift you up in their hands, so that you will not strike your foot against a stone. You will tread on the lion and the cobra; you will trample the great lion and the serpent. “Because he loves me,” says the LORD, “I will rescue him; I will protect him, for he acknowledges my name. He will call on me, and I will answer him; I will be with him in trouble, I will deliver him and honor him. With long life I will satisfy him and show him my salvation.” We serve an awesome God, a jealous God. We have put many things before him and have seen his wrath. However he is a loving, compassionate, God of many chances. Let’s heed his word and return to our first love. “Be anxious for nothing, but in everything by prayer and supplication with thanksgiving, let your requests be made known to God; and the peace of God, which surpasses all understanding, will guard your hearts and minds through Christ Jesus”, Philippians 4:6-7. When a storm comes, the trees are swaying back and forth threatening to be pulled out of the ground, but what happens next is the roots start digging deeper into the ground, holding on so it won’t be pulled out of the ground. That is what God does with us. The storms come and we weaken by the blows we are getting and when we turn to God, cry out to Him, we receive his strength as He deepens our roots in Him. What a loving God. I am only a phone call away should you desire someone to agree with you in prayer, please call me at 985-856-7077. Know that you are never alone, though we may sometimes feel like it, God is a breath away. Let’s do what we need to do for now, for this too shall pass. Love and Blessings, Amen!
Please say please and thank you, to your co-workers and your customers. It’s been said before, that if you take care of your people, your people will take care of your business/customer. Times are stressful. What you communicate to others and how you do it as a leader can make or break your day, your happiness, your peace, and theirs.

We need better ways to influence customers to be safe and help us to be safe. This week a customer asked, “Why are you putting that shower curtain up...is it to keep people from leaning on the counter like I’m doing now.” “Well”, I say, “that’s exactly why I’m putting it up.” Another thing I’ve decided to do is ask customers to come into the retail area one at a time, because signs, floor tape, and asking them individually to maintain social distancing wasn’t working. What else should I do or can I do to try to be safe and help my customers be safe?

Do you know that LiteBlue has a lot of information about Covid19? It includes information on PPE, understanding symptoms, and best practices. Facebook shouldn’t be our go to for information because so much of it is inaccurate, misleading, or claiming information that isn’t even true.

I think that adding five certifications, or two safety talks per day doesn’t make a better work environment. It adds to an already stressful situation. The past few days have been surreal. As I heard one manager say, the current situation is unchartered territory. I understand the need to share important information, but I don’t understand why talks are being presented like it’s a reminder to stack empty equipment the right direction. These in depth pages long “talks” seem important enough that the time should be made to really review the information. Maybe there should be automated calls to employees to ask them if they have questions or concerns? The automated phone call I received to remind me that the USPS provided an essential service was made to every employee, and maybe that could also be part of the way we convey important information and offer employees a way to respond with their questions and concerns.

It seems like our focus is still the “numbers” according to the applicable productivity program. Our actions in the current situation could ultimately be life or death to someone. Maybe our focus can be public service and safety first? Maybe that was supposed to be our goals all along?

I would like to challenge every reader to try to think outside the box. Share your concerns with your UPMA leaders and your managers and co-workers. Offer suggestions or open a dialogue. I’m waiting to hear from you and what your observations or suggestions are. Let’s think outside the box and maybe we can influence a better way to do our jobs and be safe.
Louisiana UPMA Scholarship Application

Qualifications, Limitations, Requirements and Conditions
The applicant must be a graduating high school senior or college student with a grade point average of 2.5 or better having a minimum score of 17 ACT and must be the son, daughter, or grandchild of an active Louisiana UPMA Member to be eligible.

Applicant ________________________________ Date of Birth ________________________________

Address ________________________________

Name of High School ________________________________

Parents Name ________________________________

Address ________________________________

Sponsoring Member
Must be legal parent or grandparent of applicant

Scholarship Essay ________________________________

Please write a short essay to tell us about yourself and your family, as well as any other accomplishment you are proud of. Please include achievements such as:

- Honors and Awards
- Class Officer Positions
- Student Associations
- Athletic Achievements
- Musical or Drama Achievements
- College Prep Courses
- Community Service

Signature of Applicant ________________________________ Date ________________________________

PLEASE INCLUDE ACT SCORES AND REPORT CARD WITH YOUR APPLICATION
A REFERENCE LETTER FROM A TEACHER OR GUIDANCE COUNSELOR IS ALSO RECOMMENDED.

Mail this form to: Vicky Johnson
P O Box 222
Harrisonburg, LA 71340

Two $500 scholarships will be awarded based on academic performance as well as high school and outside activities. Winners will be selected by the scholarship committee. Scholarship awards will be presented at the UPMA State Convention.

Deadline is May 1, 2020
Greetings fellow UPMA Members:

As we reach the end of another week let me begin by saying my prayer is that each and every one you to the extent possible is able to practice social distancing and you are able to do everything else that you need to do to protect yourself and your families from contracting the Coronavirus. As a country and as people in the world we are operating in territory that we have never operated in before. As I said on the last From the President’s Desk message, I wish there was something I could do to make this all go away, but we all know that is not possible. What I need you to remember is that I am always here to assist in whatever way I can if you run into issues in your offices, or your chapters, that you cannot get settled on a local, or area basis. We need to make sure we get issues settled as soon as possible and not let unneeded and undue stress be placed upon you in an already challenging and very difficult situation.

Over the course of the last week I have been able to participate in many, many telecoms as I am sure most of you that are currently serving as a Postmaster, Manager or Supervisor have been as well. I know that we have over time been promised that the number of telecoms would be reduced. However, under these EVER-changing times and unprecedented need to get communication to you and your employees we need to be tolerant of it for now. Make sure that you are sharing the information you receive as appropriate with the people that report to you.

While the number of service talks and other forms of communication you have been receiving may seem overwhelming, I know that it is absolutely vital that you are communicating with your employees and answering their questions. I hope and pray that you are receiving that same level of support from your managers. If you are not, please let me know and I will address that with the Area Vice Presidents. I know that all of them are doing the best they can to have the messaging shared and if it is not being shared, or support is not there at all levels of the organization, they are going to want to address that immediately. It is only by supporting one another that we can help each other get through this crisis and come out on the other side of this.

So, whether you are an active member, or a member of our UPMA Retired group I wish you all health, safety and the support you need to get through this very difficult situation. I am praying for all of you for the strength and energy you need now and into the future.

Thank you,
Dan Heins
National President

Mavis Connolly
Candidate for Louisiana Retired President

I am taking this opportunity to announce my candidacy for re-election as your Louisiana UPMA Retiree President for 2020-2022. I have been serving as your President for a number of years and according to our Retiree Bylaws I am able to serve another two (2) year term.

I have been an active member of NAPUS since 1986 when I was first appointed Postmaster and have served in many offices in the Organization. I am still active in UPMA and have attended all Conventions since our merger. Most recently I have served as National Retiree Rep Area 11 (TX & LA), while serving as LA UPMA Retiree President.

It has been my honor and pleasure to serve and represent the Retirees as your President.

Your continued support and vote is appreciated. Looking forward to seeing you at the State Convention in Alexandria!!!

Respectfully Submitted
Mavis Connolly
Betty L. Baker
Candidate for Louisiana Retired Vice President

I am officially announcing my candidacy for the position of Vice-President of the Louisiana Chapter of United Postmasters and Managers of America (UPMA) Retired 2020-2022.

I have been a longstanding member of NAPUS since my first OIC assignment when I joined in 1988. I have fully supported NAPUS and now UPMA on all levels, attending many District, State and National Conventions, many times teaching workshops to attendees.

In prior capacities (District Admin. Coordinator, Delta District; MSC Director HR; OIC, in level 20 office and finally retiring as Postmaster, Picayune, MS (level 20) in 1992), I encouraged and advised many employees on career paths and was instrumental in seeing many deserving and qualified candidates promoted along the way.

I see the position of Retiree Vice-President as an aide to the president in all his/her responsibilities and to be available to fill in if ever necessary.

Your support will be greatly appreciated.
Betty L. Baker

Chapter Member Rep - Benny Daigle

AM I UNDER INVESTIGATION?

As your Adverse Action Member Representative I am here to help you should the need arise. If you are called in for an Investigative Interview please contact me immediately. It doesn't mean you're about to lose your job. Investigative Interviews can be positive; often to air out differences or misunderstandings.

Cut out the box below and keep it in your office. If a Postal Inspector or OIG comes to your office and the questions are related directly to you ask the question 'AM I UNDER INVESTIGATION?' If they say yes, tell them you will not talk to them until your Postmaster Representative is present. You are to call me immediately.

If you have an EEO filed against you contact me immediately. If you think you have an EEO call me and we will discuss.

You can contact me @ 225-335-5111.

IF YOU RECEIVE A VISIT FROM THE INSPECTION SERVICE OR THE OIG

Statement to be read to Postal Inspectors or OIG:
I request to talk to my UPMA representative before answering any additional questions. If I am a suspect in a criminal matter, please so advise me. If so, I wish to contact my attorney.

Chapter Member Rep: Benny Daigle Phone: 225-335-5111

If I am under arrest, I request you to so advise me and inform me of the reason or reasons. I will not resist arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant I request to see it at this time.

I will cooperate with you fully, but I will not sign a waiver-of-rights form. I will not admit or deny any allegations, I will not make any written or oral statement unless my attorney and/or UPMA Representative are personally present and so advise me.
Louisiana UPMA State Convention will be a knock out!

June 11th – 13th, 2020
Alexandria, LA

Hotel: Wyndham Garden Alexandria Hotel / Convention Center
Address: 2301 N. MacArthur Dr
Phone number: 318-269-5413
Room rate: $75.00 Room Block Code: 061020LAP

Tentative Agenda:

**Thursday, June 11th**
1pm Executive Board Meeting
5pm Hospitality Opens / Bake Off Contest / Bingo

**Friday, June 12th**
7:30am Registration Opens
7:45am Door Prizes
8:00am Call to Order

*Guest Speakers:*
National UPMA VP- Padric Fisher

9:30am Training
11:30am Memorial Service
12:00pm Retirees Luncheon – Hosted by the Retirees “All Welcome”
1:30pm Retiree Meeting
1:30pm District Panel
4:00pm Committee Meetings
4-6pm Hospitality
6pm Dinner, Charity Auction

**Saturday, June 13th**
7:30am Registration Opens
7:45am Door Prizes
8:30am Time & Place
8:45am Business Session
11:45am Vendors
12pm Grand Banquet / Member of the Year / Scholarship Recipients / Swearing in of the 2020 Executive Board

Please remember that this is a tentative schedule and is subject to change.
You must be registered to attend meetings and events.

Don’t forget to bring door prizes and bingo prizes.

Registration Deadline, June 1st
Mail Registration to: Donna Rabalais, PO Box 1, Natalbany, LA 70451
Make Check / Money Order payable to LA UPMA
NAME: __________________________________________________

Position / Office / Zip Code: ________________________________

Active Member _____ Retiree _____ Guest Name____________________________

Banquet Ticket Only _____________ Retiree Luncheon Ticket Only _____________

First Timer _____ Yes or ______ No

Full Registration Fees includes all activities for Convention:
$50 Active Members, Retiree & Guest before June 1st
$65 after June 1st
$20 Retiree Luncheon Ticket Only
$25 Banquet Ticket Only

“Life's not about how hard of a hit you can give...it's about how many you can take, and still keep moving forward” ...Rocky Balboa

PERRY'S POSSE

Our Motto
QUITTING IS NOT AN OPTION

Our Mascot
F.R.O.G. (Fully Rely On God)

Our Belief
If God wakes you with a pulse, then you have a purpose!

The Auction this year will donate all proceeds to Perry's Posse Incorporated. Perry's Posse is a public 501c3 nonprofit organization. They give emotional, spiritual and financial assistance to active cancer patients going through treatment. Please bring items to donate to the auction and plenty of CASH!!!!
LEGISLATIVE SUMMIT
WASHINGTON DC

UPMA Nat’l President Dan Heins
PMG Magen Brennan

LA UPMA officers in attendance
at Legislative Summit

Officers hard at work during lunch
**LA UPMA Convention**

**Hospitality Dessert Competition**

$25.00 Cash Prize awarded to the winner during Hospitality on Thursday night!!!

Registration is not required but would be appreciated.

Rules:

# 1 – Desserts cannot be store or bakery bought.

# 2 – Contestants must present your dessert at the Competition Table in the Hospitality Room by 5:00 pm on Wednesday night.

# 3 – Judging will start promptly at 5:00PM. Tracy Johnson will award the Cash Prize to the Winner in the Hospitality Room before the desserts are released for all to enjoy.

Please mail **Hospitality Dessert Competition Entry Form** to:

Donna Rabalais
PO Box 1
Natalbany, LA 70451

Scheduled for: Thursday June 11, 2020 @ 5:00 pm

Contestant Name: ________________________________

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**Judging Categories:**

- Overall Taste
- Texture
- Presentation
- Originality
- Skill Level (if recipe is presented)
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: __________________________

Cell Phone: __________________________ E-mail: __________________________ Active First-Timer? □ Yes □ No
UPMA Retired First-Timer? □ Yes □ No

Convention Registration (only one person per form):
Please circle the appropriate fee: 1/1/20- 2/28/20 3/1/20- 6/15/20 6/15/20

Postmaster/Manager/Supervisor/Assoc/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 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) register for the same price.

Grand Banquet: Aug. 6, 2020

Payment Information
Convention Fee: $________________________

Additional tickets for UPMA Retired Luncheon @ $25 each $________________________

Total Payment: $________________________

☐ Check payable to UPMA
☐ Visa/MasterCard

Card number: __________________________
Card security code: __________________________ Expiration date: __________________________

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
We Won! We Won, and I think a good time was had by all. Louisiana UPMA’s chapter won a national contest for the state signing up more members for ePAC. Thank you all that signed up. ePAC is automatic giving to PAC by either payroll deduction or bi-weekly through the Credit Union. We were invited to a private reception hosted by President Dan Heins. The medallion members were also present.

We were honored to sit in on a question and answer session between Republican Denver Riggleman who is the United States House of Representative for Virginia’s Commonwealth of Virginia 5th Congressional district. He is a former Air Force officer and National Security Agency contractor. He and his family also own and work a craft distillery which is named Silverback Distillery. As of this writing, April 1st, the Covid 19 virus is in full force across our country. The distillery has started making whiskey hand sanitizer that meets the Centers of Disease Control guidelines. They are donating the sanitizer to hospitals, first responders and volunteer groups. Thumbs up for them!

The other guest was Democrat Jamie Raskin. He is the United States Representative for Maryland’s 8th Congressional district. He graduated from Harvard College and Harvard Law School. He was a professor of Constitutional law at American University Washington College of Law for more than 25 years. He also authored several best-selling books about law.

They both are working very hard for the Postal Service and we appreciate their support.

President Dan asked the questions and they responded. It was a very fun and enjoyable experience with lots of funny moments.

Stay safe and I hope to see you in Alexandria.

---

THANK YOU FOR RETURNING THIS FORM WITH YOUR PAC CONTRIBUTION

Date: _____/_____/_____

I’ll do my share! Enclosed is (check one): $10 $20 $50 $100 $200 Other: $________

Name: ________________________________________________________________

(Please PRINT name and UPMA Member ID Number on the above line)

Clip this remittance Form and mail your Donation today to: Kim Zeringue 100 St. Nicholas St. Luling, LA 70070

Home Address: _________________________________________________________

City, State, Zip Code: ___________________________________________________

My Contribution is by (check one): ☐ Check (made out to UPMA PAC) ☐ Money Order
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>
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<tbody>
<tr>
<td></td>
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<td>Male ☐</td>
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<tr>
<th>Name (PRINT Last Name, First, MI)</th>
<th>Contact Telephone</th>
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<thead>
<tr>
<th>Home Address (Street and Number/Box)</th>
<th>City</th>
<th>State</th>
<th>ZIP+4</th>
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<th>Personal E-mail Address</th>
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Section B (Check One): ☐ Postmaster ☐ Manager/Supervisor ☐ Associate ☐ PMR

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<thead>
<tr>
<th>Position</th>
<th>PO/City/State/ZIP</th>
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<tr>
<th>Post Office/Work Telephone Number</th>
<th>Pay Schedule Level</th>
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<tr>
<th>Post Office/Home Payroll Office Finance Number</th>
<th>Designation Code</th>
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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 unitedpmma.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>
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<th>Signature of Employee</th>
<th>Date</th>
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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
As I begin to write this article, I am struggling with what to write. Our lives seem to be either on hold/slow motion or in turmoil as we deal with the Corona Virus Pandemic. I pray that all of you and your families are doing well. Remember to do “social distancing”, you are not only protecting yourself but others around you.

We will get through this and hope that we appreciate being able to do things we are unable to do at this time such as: visiting (in person); hugging; going to movies, restaurants, casinos, grocery shopping without heading to the toilet paper aisle & cleaning aisle’s and finding them bare. I am still trying to figure out the relationship between a RESPIRATORY virus and TOILET PAPER??

The challenges that we are facing go on & on, but praying by the time you read this article we will be looking back at these dark days and moving on with a NORMAL life.

On to other business: our UPMA Louisiana State Convention is scheduled to be held in Alexandria on June 11th-13th. We are planning on fun things to occupy your time. Retiree activities will be on Friday, June 12th. Memorial Service, Retiree Luncheon and Retiree Meeting. Hoping you attend the entire Convention, but if you cannot, please make every effort to attend on Friday.

Theme for our Retiree Luncheon is honoring Undefeated National Champion LSU Tigers. Wear your PURPLE & GOLD!!!!! Planning an interesting activity for our meeting. Ya’ll come!!!!

Your Executive Board is keeping up with news/updates from National President Dan Heins in regards to the Corona Virus and the effect it will have on our planned activities/meetings/conventions. The National Convention is still a GO in St. Louis, MO August 1st-7th. We will keep you posted as we hear more information.

Prayers for all of our members who are dealing with personal and family illnesses.

Keep Karen & Ken Boudreaux, daughter Katie and family in your prayers as Katie is battling Cancer!!

(UPDATE from Karen: Katie is undergoing chemo and immunotherapy weekly for stage 4 cancer. It started as stage 3 breast cancer over a year ago and it’s now stage 4 spread to her bones and lungs. She went through radiation over a month ago for a pain in the hip, which is now better. She has now started radiation for a pain in the upper back which is the cancer in her spine. We thank you for your continued prayers.)

The updated Louisiana UPMA Bylaws are on pages 24-25
BYLAWS OF THE LOUISIANA CHAPTER of the
UNITED POSTMASTERS AND MANAGERS OF AMERICA
(6/14/2019)

Preamble
The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; to improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name
This organization shall be known as the LOUISIANA Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose
The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

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

Article IV – Meetings
The annual convention of the organization shall be held during the second full week of June and in the city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.

Special meetings may be called by the president, and shall be called on the written request by a majority of the executive committee or on written demand of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

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

Roberts Rules of Order shall govern the deliberations of this chapter.

Article V – Election of Officers
The officers of this chapter shall be a president, a secretary/treasurer, the immediate past president (who shall serve for a term of one year beginning on November 1 of the year a newly elected president shall assume office), the president of the UPMA retired, who together with the 4 vice presidents, shall constitute the executive committee, and the governing body of the chapter. Requirements to run for an executive board position are that you must be a member for at least 1 calendar year. Requirement to run for UPMA President is that you must be a member and have served on the Executive Board for 2 years.

The President shall be elected at the annual convention to serve a term of 2 years. The Presidential Officer shall be limited to 2 consecutive terms. The Vice President / Political Action Committee Chair and the Vice President / Education Chair shall be elected in even years at the annual convention to serve a term of 2 years. The Vice President / Legislative Chair and the Vice President / Membership Chair / Service Rep shall be elected in odd years at the annual convention to serve a term of 2 years. The Vice President Officers shall have no term limits. The Secretary / Treasurer shall be elected at the annual convention to serve a term of 1 year. The Secretary / Treasurer Officer shall have no term limits. The term of office shall commence on November 1st and end on October 31st.

The new executive committee shall hold an organizational meeting within 90 days after November 1st each year.

Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast. With the exception of the position of President, which shall be limited to active EAS members who are members in good standing of the organization, Retired postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Article VI – President
The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The president shall receive such compensation for their services as the executive committee may provide.

In the event of a vacancy in the presidential position, the vacancy shall be filled by the executive committee.

Article VII – Executive Vice President
The Louisiana Chapter has chosen not to have an Executive Vice President as a position on the board.

**Article VIII – At Large Vice Presidents**

The At Large Vice Presidents will be responsible for the following duties:

1. The Vice President / Education Chair will work with the President in aligning training that is deemed necessary and appropriate for the membership.
2. The Vice President / Legislative Chair will handle legislative activity within the chapter.
3. The Vice President / Political Action Committee (PAC) Chair will handle any PAC activities within the chapter.
4. The Vice President / Membership Chair / Service Rep will promote membership for the organization, and ensure that the chapter always has a strong membership. It will also be their duty to promote and educate members on the benefits available to them due to membership.

In the event of a vacancy in the vice presidential position, the vacancy shall be filled by the executive committee.

**Article IX – Secretary-Treasurer**

The secretary-treasurer shall combine the office of secretary and treasurer, and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XV hereof and shall receive such compensation for their services as the executive committee may provide. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the executive committee shall fill the vacancy.

**Article X – Editor**

The executive committee shall appoint an editor, at which time they become a voting member of the committee. It shall be the editor’s duty to publish the official newspaper of the Louisiana Chapter of UPMA. The editor may receive such compensation for their services as the executive committee may provide.

**Article XI – Executive Committee**

The officers of this chapter shall be a President, 4 at large Vice Presidents, a Secretary-Treasurer, the immediate past President (who shall serve a term of one year beginning on November 1st of the year a newly elected president assumes office), the President of UPMA Retired, Editor, Chapter Member Rep and the Parliamentarian and shall constitute the executive committee and the governing body of the chapter.

It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention; it shall have direct control of all business of the chapter and its affairs; it shall be the power of the executive committee to authorize necessary expenditures; to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee.

The executive committee shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the committee when in session.

**Article XII – Sergeant-At-Arms**

At the opening of each convention the president may appoint a master sergeant-at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

**Article XIII – National Convention Roll Call Voting Procedure**

When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure for how the Chapter’s votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter convention in the year that the election will take place at the National convention.

**Article XIV - Bonds**

The chapter shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved by the executive committee and the premium on such bond shall be paid by the chapter.

**Article XV – Dues**

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

**Article XVI – Official Publication**

There may be established an official publication of this Chapter, to be published 5 times per year. The publication will be distributed to the membership and others. The official publication will be named “The Bayou Times”. In addition, the Chapter may maintain a website or social media sites for the dissemination of information. The executive committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

**Article XVII – Amendments**

All proposed amendment(s) must be submitted in writing to the Chapter president at least sixty (60) days prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.
After consultation with many UP-MA leaders across the country whom I respect and admire, I have decided to announce my candidacy for National Vice President for the West.

As your National Secretary Treasurer for the last three years, and a National Vice President before that, it’s been my honor to help move our organization forward in many ways. I’ve served as Executive Board advisor to the editor and as advisor to multiple USPS Areas. Most recently, as the Board advisor to the Southern Area, I served temporarily as the Postal Area Coordinator. Wearing both hats for the Southern Area and representing our members from both positions provided me a unique opportunity to understand these roles. Having served with committees conducting numerous audits of the organization’s finances, I pledge to you that I will keep our finances in order and that I will answer promptly any questions raised about specific issues.

Our financial health is better than ever. Under the current board’s leadership, our Reserve Accounts have increased by almost $3 million since the end of 2016. I have consistently advocated avoiding expenditures that do not lend value to our membership, and I will continue to do so.

My thorough understanding of our finances combined with my experience on our national leadership team gives me an advantage: I’ll “hit the ground running” as your next National Secretary-Treasurer. I won’t need any “learning curve” to do this job. I will, however, need your support and your vote. Together, we will make UP-MA stronger than it has ever been.
It is my honor, in fact my privilege to announce my candidacy for National Vice President of the West for the 2020 campaign.

I have served as a state Vice President for the Colorado Chapter until my selection for Labor Relations Manager in May of 2019. I also served as the primary Colorado Chapter Member Representative in that tenure, representing many of the Managers and Postmasters who were being pursued with ELM 650 corrective action, successfully overturning every action in those represented cases.

My Postal career, the cornerstone of my 38 years of Federal Service, consists of time spent as a Mail-handler and Clerk, followed by 26 years as Supervisor Transportation Operations, Supervisor Distribution Operations, Supervisor Customer Service Operations, Manager Distribution Operations, OIC assignments in level 18 and 20 Post Offices, Station manager positions at 20, 21, 22 and finally Postmaster level 24 Ft Collins Colorado. I then tuned my attention to fighting the battle from the inside out, addressing the battle of Disciplinary Action from the headwaters rather than waiting for it to be a raging river of rapids to navigate, currently serving as the Colorado Wyoming District Manager of Labor Relations.

I am Lean Six Sigma Greenbelt Certified, and Black Belt Candidate, completing the Control phase of my qualification project. A graduate of the Management for Field Leadership course, as well as a certified Training Facilitator. I am currently working on the Field Effectiveness Project as a representative for UPMA along with several other Postmasters from varying levels and served on the fielding and development teams for eRMS and TACS.

Our Success as an Organization will come from setting our sights on the future with a united front, striving for excellence as a team of like and similar minded Leaders humble enough to hear, strong enough to fight, wise enough to choose, and dedicated enough to follow through with our combined needs to be the United Postmasters and Managers of America as the backbone of the United States Postal Service for the future that our customers count on us to provide.

With great honor and humble pride to serve I ask for your vote.

Sincerely,
Jim Dunlap
Colorado Chapter UPMA
The deadline for the next issue is June 18, 2020. Please have your articles and pictures in to the editor on time.

**Benefits of joining UPMA as a Postmaster, Manager, Supervisor or EAS Professional**

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- All national UPMA leaders and chapter presidents are current USPS employees.
- National Officers serve one term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- A national website—unitedpma.org—offering the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publications that contain information important to you in your current position and will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- As a UPMA member you have access to the network of Adverse Action Member reps, should the need arise. As an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action you are eligible for the Legal Defense Plan.
- You gain a network of Postmasters, Managers, Supervisors and other EAS Professionals who can assist you in your day-to-day duties and mentor you for future opportunities.