

ALABAMA LEADER

2019 National Membership Award Winner

2019 STAR Chapter Award

Volume 4, Issue 3 - Fall 2020

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ALABAMA EAS OF THE YEAR



When you lead a chapter through a pandemic, you deserve an award but Alabama President, Sherry Worrell has exceeded expectations during the challenges of 2020 and she is selected as the Alabama EAS of the Year for 2020. Her representation of Alabama UPMA members from District Labor/Management meetings to individual investigative interviews makes her appreciated by both the Board and Alabama members. Sherry is involved in projects from both the MPOO and District level. She teaches the Postmaster Essentials Class and the TACS class. She serves as Mentor to numerous UPMA members and she is a constant source of information for member's questions. This year has presented leadership challenges that no one could imagine, but Alabama had challenges from standing firm on UPMA issues that arose last year with the National Bylaw amendments. On both fronts, Sherry has

provided exceptional leadership. Jarrod Ward says in his nomination of Sherry, "If we are going to select an EAS of the Year that has worked tirelessly for the Alabama Chapter of UPMA, then Sherry Worrell is without question that person this year. She has stood firm to represent the Alabama Chapter in difficult situations. She has held this chapter together for the last year. She has been an exceptional leader that keeps us informed and always sets an example by doing more than she expects anyone else to do. She deserves this honor."

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EDITORIAL

Debra Alums

As you look through this issue, you will see a variety of happenings that don't seem to go together. We have graduation celebration, Thank You notes from the Scholarships, all of which would have been in an earlier issue. Then we have Veteran's celebration and the new Alabama UPMA Bylaws that would be current. There is no need to tell anyone that 2020 has not been a year of clear vision. Smoke from California fires, winds from hurricanes added to the pandemic has made this a year that we will not be sad to see pass. I understand that even the New Year's Ball will not be dropping this year. Trying to keep up with what is on and what is off is impossible because things change. As I remember, that was a brilliant statement by Mr. Balch at Summit, "Leave flexibility because things change".

Our National Convention was "cancelled, postponed, Board motion found to be out of order, called to order with only 3 people's knowledge, narrowed to 2 members allowed to speak per Chapter". Our Tri-State Cruise was cancelled, our State decided not to hold a convention due to meeting limits, health, and safety. ZOOM was approved by the National Board and approved for States that did not hold conventions. We held a ZOOM with 7 active participants. I know we are looking forward to a better 2021 - this too shall pass. I keep telling everyone that is disappointed about decisions that have been made Nationally this year, "It's not permanent, everything can change next year". I challenge you, to get involved and make the things happen!

RETIREE RAMBLINGS

Debra Alums

We often hear the phrase, "it's no respecter of people". What's not? Cancer, tragedy, disasters, accidents? The older I get, the more I turn into my grandmother. She knew someone that had died from everything. As a teenager, she told me about someone falling into a bed of snakes at the Lake, so now you know why I never learned to ski! Truth, reason, or anomaly, we use our experiences to guide us toward safe behaviors. We get burned; we don't touch the stove again. We are scared by some fact or fiction; we avoid those situations. If you watch scary movies, you probably don't go hide in the woods on stormy nights. Somewhere between those two extremes, we learn to look both ways before we cross the road, wash our hands before we eat and visit a doctor when we get sick. An ounce of prevention is worth a pound of cure, so I'm sure by now the safety precautions currently recommended are ingrained in everyone, whether they strictly practice them or not. Still, I say even with all precautions in place - COVID-19 is not a respecter of people.

When the Phoenix Postmaster succumbed to COVID-19, it touched me. I have a friend that was once the Postmaster of Phoenix. I watched the news feed, the interviews with his daughters and the parade of LLV's that followed him to his resting place. By all accounts, Humberto 'Junior' Trujillo was a good man, but this killer took him. I saw the David Murr, news on the first 100,000 deaths. There are doctors, first responders, college professors, entertainers, ministers, and politicians. There was no demographic missing - not age or sex or race. Sure, some are more at risk, but everyone is at risk. There were the "have's" in the documentary and the visions of Hart Island where the homeless, "have not" victims are buried in a mass grave. COVID-19 cannot be bought off. Every life is valuable, and every loss is tragic. We must share this burden equally. In Genesis, the question is asked, "Am I my brother's keeper?" None of us would willingly spread a deadly virus. No one would choose to be Cain. The verdict is still out on exactly how the virus can be transmitted. Mask, gloves, social distancing, zinc, vitamin D and everything else we might do, does not guarantee our elimination from being infected. Perhaps more concerning is how a larger population might be carriers without experiencing symptoms and not feel the need to take measures to be "my brother's keeper". On that note, let's move on to the Golden Rule and "Do unto others as you would have them do unto you." It's time to think clearly about deeds and actions. It wouldn't hurt us to read about Cain and Abel, it's in Genesis 4 if you want to find it easily.

Presidential Pointers



**Sherry Worrell
President**

This year has been unlike any other. Many of us have faced many challenges in both our personal and professional lives. For most of us the toughest part has been the lack of interaction with others. This restriction has meant a change in the way we complete so many tasks. So it is not surprising that the Alabama chapter was effected.

As you know our Tri-State Cruise scheduled for April was cancelled by the cruise lines. The Alabama executive board met several times over the summer to discuss our options. After the National office offered the option of ZOOM meetings, we scheduled an abbreviated 1 (one) day state convention. At this convention, on state bylaws changes we only voted to correct grammatical and spelling errors. All other proposed bylaws were withdrawn by the submitter to allow more member input next year. This will allow members to review the Chapter By-laws and propose any changes at least 30 days before next year's convention to allow for printing of proposed changes in the Newsletter.

The fiscal year has ended. Be sure you have documented any mitigating factors so you are ready once we receive the final end of year numbers. Mitigating factors may include: cost of additional cleaning supplies, additional cleaning hours, Amazon hours, waiting time, etc. As always you should document any of these and other issues throughout the year.

The Alabama Chapter is considering training via Zoom. Some of the topics being considered are:

- PS150: Knowing what your office level is and what effect those numbers
- ZOT (Zone of Tolerance): What to do if you are in the ZOT
- eBuyPLus: How to pay an invoice such as water, power, gas bills
- Flash: How to read your Flash
- Labor: Investigative Interview and discipline process

If you have any suggestions or requests concerning training, let us know.

As we move forward during these trying times, we are looking at options to host 3-digit meetings while continuing to follow social distancing guidelines. If you are interested in hosting or attending a meeting in your area, let an officer know.

As we move closer to PEAK season, get with your Areas HRL (Human Resource Liaison) so you can get the staffing needed for your office. We have regular telecoms with the District HR department to ensure we are on top of staffing and can go into PEAK season with ample staffing. Remember all rural routes should have an RCA assigned, you should have enough ARCs to cover the number of routes you have on normal Amazon delivery days. For requests of PSEs, and CCAs, you must be able to show the position is earned or give a solid business case as to why you need to hire over your earned complement.

As many of you have heard, a VERA has been approved. At this time, details have not been shared. We do not know if this will be a targeted VERA or an across the board offer. We have been told that those eligible will receive a letter in December with more information including your estimated annuity payment. As more details become available, we will get them out to you.

2020 UPMA NATIONAL CONVENTION

**Here is the ZOOM login information for the
2020 UPMA National Convention
October 29 & 30, 2020**

GS

ID: 967 1555 4565

Password: 543461

Links: <https://psav.zoom.us/j/96715554565?pwd=amR0dEFoSERTZWFSdEkyU05MVTNTdz09>

Host: 144566

Dial By Your Location

+1 346 248 7799 (Houston)

+1 213 338 8477 (Los Angeles)

+1 646 876 9923 (New York)

+1 651 372 8299 (St. Paul)

+1 470 250 9358 (Atlanta)

DEDICATED TO THOSE WE HONOR

Our Service Members & VETERANS



*Ron Davis
Marines*



*Ricky Long
Navy*



*Garrett Long
son of Ricky Long*

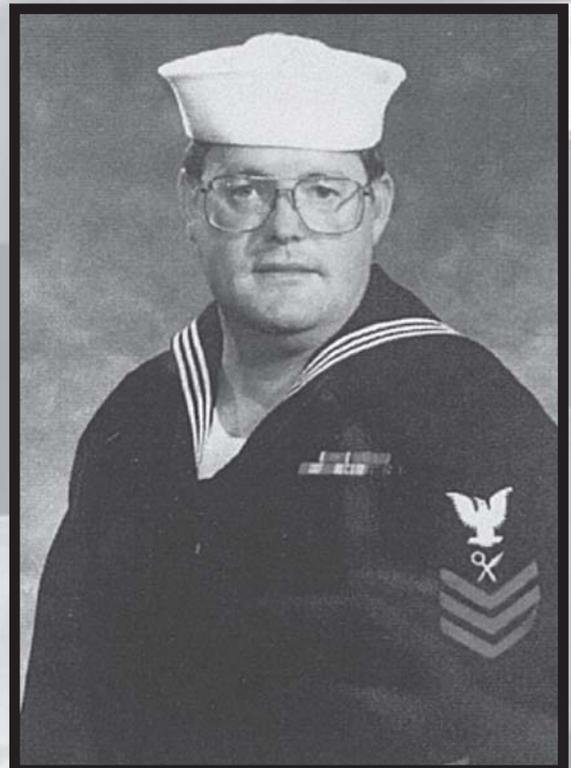
John Lyndon Weaver

John Lyndon Weaver was a Navy Veteran, Postmaster and Firefighter, his legacy has touched Marengo County and his memory is honored here by the Alabama Chapter of UPMA. John was a Vietnam Veteran, serving two tours as well as numerous deployments all over the world in Military Classified Intelligence. To quote John Rambo in First Blood, he "was killed in Vietnam and didn't know it". You will not find his name on The Wall because he suffered the effects of Agent Orange for almost 50 years before his death.

John was the Postmaster in Linden, Alabama. On October 19, 2007, a vehicle crashed into the Post office trapping John under the car. It ended his Post Office and Fireman career that day. He had served as Captain of the Linden Volunteer Fire Department.

A brick at the Marengo County Veterans Monument at the courthouse honors John. John passed away 10/25/2019. A Naval Military Honor Guard was present at his Celebration of Life on November 3, 2019. The last verse on the program is:

***"I have fought the good fight,
finished the race, kept the faith." - 2 Timothy 4:7***



HERE WE GO AGAIN!

Ron Davis, Area Coordinator

Here we go again, Post Plan is back! It has not been too long ago that we were dealing with the dreaded Post Plan. Well guess what, it's back. I'm afraid it's not going to be pretty. If you remember a while back when post plan ended or so some may have thought, actually then PMG Brennan, just agreed to suspend it for the remainder of her tenure. So, with that being said, the USPS can simply pick back up where they left off and here we go. Here we go, with community meetings again and more postmaster positions vanishing before our eyes. I'm not sure how many of you have been on telecoms with your MPOO's lately but I have noticed on several occasions the mention of moving routes out of RMPO to the APO offices. You have to understand that every office will be evaluated and there is a real possibility that some offices that went down in classification last time could lose even more. I would encourage each of you to ensure you are recording any and all mail volume that comes into your office daily, accurately. This could be the difference in an office being level 18 or a level 6 RMPO. When an office is evaluated every minute counts.

If you find yourself in a post plan situation please reach out and talk to someone and don't keep all your emotions bottled up. Your Alabama UPMA Board is available. It can be a very challenging time, so having someone to talk to will help relieve some of the stress. Don't take it personal and do not under any circumstance give out internal postal information about your office to your community. The meetings are no fun for your MPOO to conduct and they are even worse when the community starts quoting internal information. If I can be of any help to anyone please let me know.

CHANGE

Jackie Hughey-Miles

All of my career I have heard that change was coming, to be prepared for it and to accept it with an open mind. Things have changed and it has really not been a big deal. I guess the biggest change during my career was the arrival of DPS. I witnessed senior city carriers come close to mental breakdown when DPS was not allowed to be cased. A tremendous labor saving product that changed the process of our delivery caused a portion of our carriers stress, anger, and defiance. Some of those carriers went to great lengths to "steal" handfuls of DPS and smuggle it to their case, just for the satisfaction of casing it. Instead of embracing a change that saves time and labor, they fought it tooth and nail.

Now that change is again upon us. We are repeating memories of "Starvin' Marvin Runyon" and changes that he ushered in as our PMG. Our new PMG, Dejoy, is coming in like a lion and taking control immediately. His reduction of overtime is a swift stab to the heart (and soul) of the unions that control our mail processing. Of course, there is and will be retaliation, and it now takes an indefinite amount of time to move a parcel from one point to another. I am sure he knew that was going to happen, the question is, what does he plan to do about it? I can't wait. This is the most exciting thing that has happened in my career!

Who knew that all it took to make a delivery unit run smoother and more efficient was for a leader to stand up and say, "Trucks will run on time!". This statement is a huge savings to delivery hours all by itself. I don't think I am the only one that has felt for several years now, that I was instructed to do things that made NO SENSE, procedural or financially. I have had discussions with my peers with topics like "If we are broke, why are we spending money foolishly?", "Why do they want us to hold 14 carriers in the office, due to a late truck with one wire half full on it?", "Everything runs downhill, right? Why don't they fix the plant? Find the source of the problem and stop the bleed. Then the delivery units would use less hours."

It is so simple, right? But no one has bothered to do it until PMG Dejoy came along. I don't have a crystal ball and I don't know if he will lead us back to the respect and glory that we once had, but he is the best I have seen lately and I am giving him my support. Since he has taken the reins (such a short time ago) he has acquired a laundry list of issues to deal with externally as well as internally. He recently has been called to Capitol Hill for a hearing on mail delays. The USPS has been placed in an uncomfortable spot due to the controversy concerning mail-in ballots and it is bad timing for someone as new to the job of PMG as Mr. Dejoy. As if that is not enough to deal with, the USPS is under investigation by the Inspector General's office for financial concerns.

Our newest member of leadership needs our support and our prayers. I can't imagine what it must feel like to take a new job and on acceptance be hit with all sorts of political accusations and financial questions in addition to operational process problems and the biggest one of all, Union Contract problems.

Yes, he has my hopes, dreams and prayers!



Jackie Hughey-Miles
Exec VP



The Secretary's Report

Joyce Cavender, Postmaster Chunchula AL



Joyce Cavender
Secretary/Treasurer

It's been a stressful six months. COVID-19 has changed our work lives, we have been through every type of safety protocol - cleaning, gloves, social distancing, and masks - yet almost all of us know a co-worker, community member or family member that got infected. Virus cases have been unpredictable, but it's been a defining year for leadership. In crisis, we all grow, some step up to leadership and others become dependable followers. We had planned an exciting Convention cruise, the virus started to expand and our leaders made a good decision to wait until the cruise cancelled and get every penny back, rather than making a knee jerk decision and losing deposits. Safety was always the first priority for members, so if on the cruise date it wasn't safe then we would not have sailed regardless of

cost, but a smart leader considers everything and makes the best choice for their followers. That resulted in our Alabama UPMA finances being in great shape and maybe we will sail away some other day.

Since work life has been hectic but sheltered in place and quarantined at home (yes, we were exposed) was incredibly quite, Rick and I wanted to explore farm life. We wanted to try raising chickens. My Mom had a chicken coop and chicken house, so we bought 30 baby chicks and jumped right in. It was amazing how they go through changes; we were so excited when the rooster first started to crow. He sounded like he was gurgling water at first, but he grew into crowing like a rooster. It reminded us that in stressful times, you can still find something to crow about.

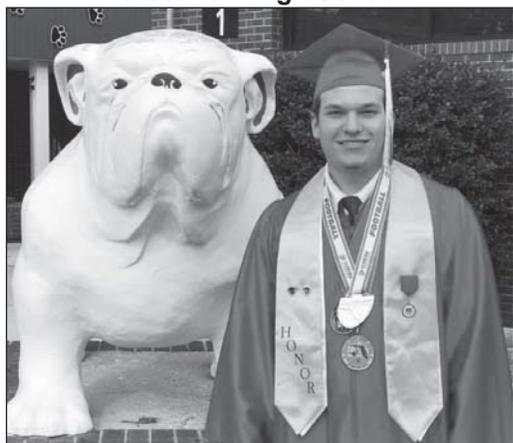
There are some Alabama UPMA decisions that make me that proud also. The Board has had numerous conversations and several meetings in an effort to make the best decision about a Chapter convention and attending a limited National Convention. We believe that every life matters and we would not subject our members to making a decision between their health and UPMA. We wanted our members voices to be heard, so we surveyed members attending last years convention. The majority said that health was more important than voting or meetings. Nothing is more important than the members we represent. Healthy lives matter to our Board Members and the people they are representing. So, the next time we get together, we will have happy faces and healthy smiles.

Please take time to wash your hands, wear your mask and help us all to be safe.



CONGRATULATIONS SENIORS!

Trey Kolmetz
Crestview High School



Trey plans on joining the West Virginia National Guard and attending West Virginia University, majoring in Business

Thank You!



MS. Brown,

I received my UPMA scholarship award today, and I would like to thank you for the opportunity. This money will be very beneficial as I start at Auburn in the fall. Thank you again.

Grayson Shoemaker

Thanks to each of you for considering & selecting me for this scholarship. My family & I appreciate it tremendously. I will be using the money to further my education @ Coastal Alabama Community College.

Thank you again
Lane Coley

Dear Mrs. Brown,

I'm writing back to you to thank you for the scholarship. My education wouldn't be possible without generosity shown to me, and it's also a point of pride to receive the same scholarship as my mom.

From
Drew MacFarlane
DREW MacFarlane

my mom
DID
in 1985



Let's Get Trained

Jerrod Ward, Vice President

The Postal Service is All About You

Postal employees strive every day to complete work tasks and balance their own personal life. The USPS provides unlimited resources for every employee free of charge.

<https://blue.usps.gov/hr/hrssc-info/site-map/welcome.htm>

This link will take you directly to information you as a manager can provide your employees with answers and information on numerous topics such as:

**Jerrod Ward
Vice President**

- HR QUESTIONS
- UNION DUES
- INSURANCE
- LEAVE SHARING AND EXCHANGE
- EMPLOYEE VERIFICATION
- UNIFORM PROGRAM
- EMPLOYEE AND DEPENDENT DEATHS
- TAXES
- RESET PINS AND PASSWORDS
- FMLA
- EOPF
- NAME CHANGE AND PERSONAL INFORMATION

The HRSSC site map will save you time searching for items on a regular basis. I know that each of you have dealt with COVID on some level at the postal service and even some at home. These times are challenging and require decisions to be made by the management of each office they have not had to make previously. Just remember to always reach out to your MPOO for instructions on any issue you are not familiar with. All documentation concerning employees with COVID effected employees is to be sent to the occupational health nurse and include:

- NAME
- EIN
- CONTACT INFORMATION
- POSITION
- FACILITY
- LAST DAY WORKED
- DATE MANAGEMENT WAS NOTIFIED
- BRIEF STATEMENT ON SYMPTOMS, RESULTS OF TEST, IF THEY HAVE TRAVELED OUTSIDE THE US AND IF SO WHERE

EAP services are available to all employees and are completely confidential. These services are also free of charge. All employees that are feeling over whelmed or you could just need to talk with someone should consider this program. Remember the postal service is there for you but you have to take advantage of the resources that are provided.

<https://usps.ndbh.com/EAP>
1.800.327.4968

From Retiree President, David Seal



David Seal
Air Force 1957-1961

Retiree President, David Seal reported at the Board meeting that the Retirees were playing it safe and waiting out the pandemic at home. He said the current officers had agreed to remain in place for 2021. The Scholarship project was the only business transacted this year. David attended the Board Meeting and ZOOM Convention in Montgomery.

Retiree, Susie Seal reported that Retiree home value should definitely increase in 2020 because there had been plenty of time to work on the upgrade projects while staying safe. Retiree Bill Taylor used the ZOOM feature to attend the convention, but due to some problems we were not able to see or hear Bill. ZOOM is a new technology, and everyone is currently working through its use. The convention location was selected due to the excellent internet linked to Maxwell in Montgomery, however 3 of the ZOOM attendees experienced cutoffs and 1 member was never able to log in. Hopefully, next year will be safe for meetings.

Common Characteristics in Uncommon Characters

Debra Alums

Loquacious and Tenacious

It is not uncommon for there to be differences of opinion in an organization that represents almost 24,000 members that vary in age, demographics, location, position in life and career, and personal interest. When there are limited opportunities for strong advocates from different points of view to actually sit down in an informal, neutral, respectful discussion, then the loquacious and tenacious will communicate with like minded members to solidify their base. It is much easier to communicate with those that are promoting the same idea, than it is to subject yourself to a discussion that you expect to challenge your point of view. A formidable debate can be exhausting. Many times, coming to that place is more like a confrontation than a communication and the outcome is not often projected to be positive.

Personally, I think that clear values are an asset in our personal lives, our professional lives, and our reputations. Evaluation of positions should always be open to additional information and viewed with an open mind but within the parameters of value questions, like; is this legal, moral, ethical and does it promoted a cause that is of benefit? I was recently advised of an activity that I promoted, personally thinking it met those guidelines, that a loquacious, tenacious member with a different opinion took issue with. Because of my convictions, I decided to reach out to have that uncomfortable conversation. It took about a week to get the discussion scheduled and I admit that I did not expect any "meeting of the minds". Do not get your hopes up that the end of this comes with a course of Kumbaya, but let me share my "take aways".

- When you can be strong enough to own your position and back up your decision with facts, you can be respected for that on either side.
- If you can be patient enough to listen to the other point of view with an open mind, question respectfully points that you disagree with and even agree to disagree on those without middle ground, you can learn something new.
- If you can broaden the conversation to other issues that both parties might see a benefit from, then your thoughts may not be identical, but the conversation might bring you new ideas.
- If you come away still invested in your position, then you have confidence that it really is a "hill you intend to die on"; if you change your mind, you have benefitted from being strong enough to accept new information and recalculate your view.
- The actual dialog makes the issues "out there" for thought, discussion, questioning value, possible middle ground and most importantly the realization that while the definition of "success" and the "paths" leading there may be different, can you at least agree that "out there" somewhere you are both seeking what you believe is a positive outcome.
- In the acknowledgment that the minority should always be heard (and the members of the minority may change from time to time), the decision for change is only one term of officers away.
"If you don't like Leadership, then step up to Lead"
- It sounds like I have reinforced my opinion that an open debate on all decisions actually benefits all sides.

This was a positive interaction for me. I think both parties will still be loquacious and tenacious if there is any other collaboration ... Y'all will be the first to know.

Hiring and Complement

All hiring and complement issues must go through the HRL for your MPOO Area. We have daily and weekly meetings in an attempt to keep complement up to date and hiring on track. Requisitions are closed after 60 days and additional job offers will not be sent out. Those applicants who already have offers will stay in process but must complete required tasks quickly or risk being rejected.

Be sure your WebCoins data is accurate. If you have employees on the rolls that are no longer working, follow the process to get them removed.

The goal is to have 100 % RCA coverage to routes, so get with your HRL to be sure you have an open requisition and the proper number of vacancies listed.

Get with Delivery Ops to get your authorized number of ARCs to cover Amazon on Sunday and holidays. Get with your local HRL to verify you have an open requisition and the proper number of vacancies listed.

For CCAs and PSEs, your earned complement will be reviewed. If the position is outside of your earned complement but is needed, you will need to make a business case to your HRL and MPOO so they can make the request.

When you receive the contact information for your candidate, contact them immediately. Document the call and leave a message if they do not answer. Give them time to respond and then make a second attempt. Refer them to a LiveScan location for fingerprints if possible. Make every attempt to return the FastTrack checklist within 3 days indicating whether the applicant is accepting the position, declining, or failed to respond. Make sure you have them complete fingerprints, Drug screen (which has been temporarily suspended), and background check timely. As we know, the process takes time but we can move swiftly if we take actions in a timely manner.

Helpful Hints

Two of the main factors in determining the Level of an office are:

Working volume
Revenue

Be sure you are recording your volume accurately.

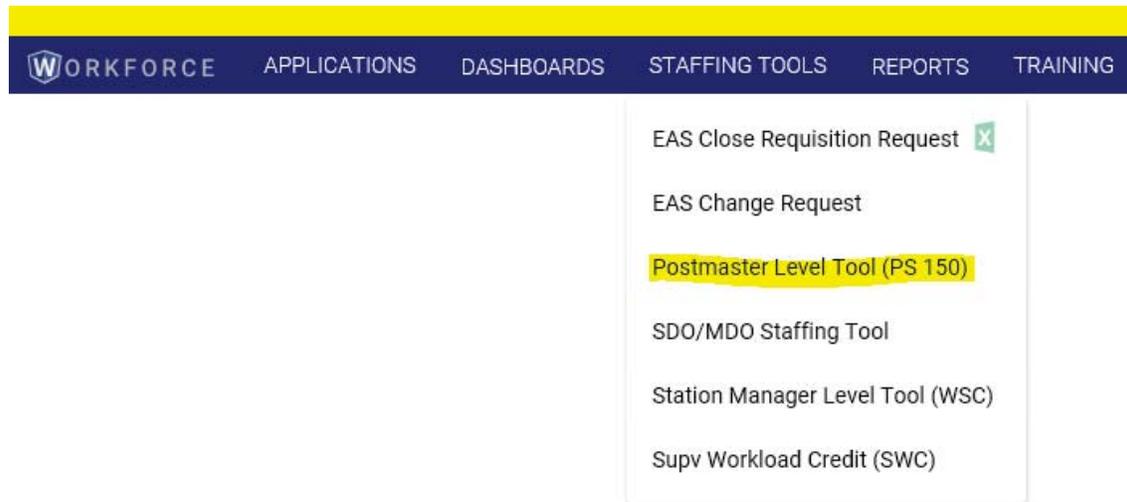
Continually work to generate revenue.

Be sure to pull the PS150 for your unit and check your data

Go to Workforce website:

Under Staffing Tools

<https://workforce.usps.gov/static/Ps150>



If you are in the ZOT, you must print the Ps150, sign and date bop. You must then send a copy to your MPOO and HR. **This must be complete for 2 years resulting in 3 Ps150s, start of first year, end of first, and end of second year.**

Many Uses of a Calendar

As we move into Fy21, I suggest you have a calendar to record pertinent information.

This calendar can be used to record impact items to your budget:

- Late truck
- Amazon (early or late trucks)
- Additional cleaning supplies or hours
- Employee availability issues (resulting in OT)

A calendar can also be used to record your hours, especially if you are working additional hours. This can serve as documentation if needed down the road.

A calendar can be used to record complement issues:

- Date eJPR submitted
- Date position posted
- Candidate contacted dates and results
- FastTrack Checklist submission
- Onboard and Orientation dates

A calendar is good for tracking new employee data:

- Orientation and all training including OJT
- Employee activities each day (to document progress)
- Evaluation - Form 1750 (30, 60, and 80 days)

A calendar can be used to track quarterly meetings with employees:

- One on One conversations
- CARE conversations
- Attendance reviews

The main theme is documentation. Find a process that works for you. Keep your data up to date. None of us can remember everything, so get a calendar and **DOCUMENT**.

ALABAMA UPMA BYLAWS

NOTE: The only Bylaw amendment approved for 2020 was the correction or clarification one. The Board felt that any other changes need to be approved by a vote representative of a normal state convention, therefore the other proposals were withdrawn by the Makers for this year. Below are the new Alabama Bylaws.

Preamble

The purpose 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 State 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 Alabama 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 of 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 at the time and place as set by the annual convention one year or city 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 request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the paid-up membership of this chapter.

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

Article V - Election of Officers

The officers of this chapter shall be a president, an executive vice president, a secretary/treasurer, a vice president, and they shall constitute the officers and executive committee of the chapter.

The president and executive vice president shall be elected at the annual convention in odd numbered years to serve a term of two years. The vice president and secretary-treasurer shall be elected at the annual convention in even numbered years to serve a term of two year. The terms of office shall commence on July 1st and will end on June 30th. The officers shall be limited to two (2) consecutive terms in office.

The new executive committee shall hold an organizational meeting within 60 days of July 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. Except for the positions of President and Executive Vice President, which shall be limited to active EAS members, retired postmasters, retired EAS employees and Postmaster Reliefs who are members in good standing in the organization shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and no other 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.

Article VII - Executive Vice President

The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be a separately elected position and must be an active member. Should the office of the president be vacated, the executive vice president will serve the remaining term. The remaining term of the vacant position of the executive vice president shall be filled by the executive committee. In addition, the executive vice president shall serve as the Membership Chair and Legislative/Political Action Committee (PAC) chair for the chapter. It shall be their duty to promote membership for the organization and insure that the chapter always has a strong membership. It will also be their duty to handle legislative and PAC activities within the chapter. The executive vice president shall receive such compensation for their services as the executive committee may provide.

Article VIII - Vice President

The Vice President shall serve as the Education/Convention Chair for the Alabama Chapter. It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership. In addition, the vice president shall work with the President to coordinate the annual chapter convention. In the event of a vacancy in the vice-presidential position, the vacancy shall be filled by the executive committee.

Bylaws Continued

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 XIV 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 vacancy shall be filled by the executive committee.

Article X - Editor

An editor may be appointed by the Chapter President with the approval of the executive committee. Upon appointment, the editor shall serve as a non-voting member of the Executive Committee. It shall be the editor's duty to publish the official newspaper of the Alabama Chapter of UPMA. The editor shall receive such compensation for their services as the executive committee may provide.

Article XI - Chapter Member Representation Committee Chair

A Chapter Member Representation (CMR) Committee Chair shall be appointed by the Chapter President with the approval of the Executive Committee. It shall be their responsibility to coordinate all CMR activities in the Alabama Chapter of UPMA and to serve as a non-voting member the Executive Committee of the Chapter. The CMR shall receive such compensation for their services as the executive committee may provide.

Article XII - Executive Committee

The Executive Committee of this chapter shall be a president, executive vice president, the vice president, a secretary-treasurer, the Chapter Member Representative Chair, the Editor, and the immediate past president who shall serve beginning July 1st for 1 year, and the president of Alabama Chapter UPMA Retired. This 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 XIII - 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 XIV - 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.

Article XV - 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 the executive committee and the premium on such bond shall be paid by the chapter.

Article XVI - 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 XVII - Official Publication

There may be established an official publication of this Chapter, to be published at least 4 times per year. The publication will be distributed to the membership and others. The official publication will be named - ALABAMA LEADER. In addition, the Chapter may maintain a website 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 XVIII - Amendments

All proposed amendment(s) must be submitted in writing to the Chapter president at least thirty (30) 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.

1/31/2017

6/11/2017

3/16/2019

10/10/2020

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2020 National Convention

St. Louis, MO.....October 29-30, 2020
(limited on-line meeting)

Summitt

Washington, D.C.....February 21-23, 2021

Please check Facebook, Alabama UPMA & The National UPMA website for training and meeting updates and the National Leader for additional information

Clip & Save Your Officers' Names & Contact Info

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