

THE BAYOU TIMES

LOUISIANA CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA

VOLUME 8 NUMBER 2

MAR/APR 2023

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UPCOMING EVENTS

LA State Convention

Natchitoches, LA
June 15-17, 2023

National Convention

Denver, CO
August 26-31, 2023

Southern Officers Conf

Myrtle Beach, SC
October 5-8, 2023

Louisiana UPMA Members Storm Capital Hill



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



www.unitedpma.org

Fill out an 1187
and
JOIN TODAY!

Retired?
Fill out an 1187R

The Bayou Times

LOUISIANA CHAPTER
USPS 601-760

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United Postmasters and Managers of America

706 Lake Dauterive Rd
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AND ADDITIONAL MAILING OFFICES

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Loreauville LA 70552-0515

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.

THE BAYOU TIMES

LOUISIANA CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA

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President - Tracy Johnson

COUNTDOWN TO STATE CONVENTION



Louisiana is starting our countdown to State Convention!!!!

“A Brighter Future Comes One Day at a Time”
Louisiana UPMA State Convention
Natchitoches, LA
June 15-17, 2023
Chateau Saint Denis Hotel

I am excited to announce that your Executive Board decided to get behind membership engagement by offering some exciting incentives.

Here are just a few that you need to take advantage of:

- All Active First Timers will receive a Full Registration Rebate for Louisiana's State Convention!! To be eligible for the rebate you must pre-register, attend all meetings and trainings on the 16th and 17th. At the conclusion of the convention, you will receive your registration fee back.
- The first 49 Members that register for the State Convention will receive a free ticket to ride the Cane River Queen Boat Cruise at the State Convention.
- Are you interested in running for a position on the Louisiana Executive Board? There will be several opportunities for you to get involved at State Convention. The available positions are; President (must be an Active Member and have served 2 years on the Executive Board to be eligible) Secretary / Treasurer, Membership Chairman and Legislative Chairman.
- The Louisiana Chapter is going to pay the registration fees and a \$500.00 stipend for 5 Active Members to attend the National Convention in Colorado. To be eligible you must be an Active Member, never attended a National Convention in the past and be one of the first to contact me requesting to go. Again, you must attend all meetings and trainings each day and at the conclusion of the Convention you will receive your

\$500.00.

- \$50.00 / \$50.00 Membership incentive!!! Any Member that signs up a new ACTIVE member will receive \$50.00 and the new member will also receive \$50.00. Keep in mind that the new member already gets one-year free membership!!! What a deal and an easy sell.
- The National UPMA Board is also giving a \$30 registration fee rebate to all current Active and Associate members of UPMA that attend Career Conferences and submit the necessary form with supporting documentation following the event. In addition, any new Associate Member, or new Active Member, that joins at the conference will also receive the \$30 rebate when we receive the necessary form and supporting documentation from them, as well.

UPMA is a growing organization, in numbers, in diversity, in knowledge, in visibility and in strength. Take advantage of these incentives, Louisiana UPMA Members, and get involved in creating a brighter future one day at a time!!!



Joe Tanet broke a femur while visiting family in TN and had to have surgery.

Laura Clark who has been ill.

Bobbie Nelson - death of her son, Dr. Kemp Nelson, died 3/25/2023



Editor - Karen Boudreaux



NUGGETS OF INTEREST

You have a newsletter in your hands that is packed with much important information. There is news of the Louisiana UPMA members, along with members from across the U.S, visit to capitol hill to promote our legislative agenda to our members of congress.

Membership incentives are being promoted by the state chapter and also by UPMA headquarters. Free membership, cash rebates and chapter padfolios are some of the things that are being offered. Here

is an opportunity for you, or someone you know, to reap the benefits of membership.

You will find all the information needed to register for the upcoming state and national conventions. Both will be held in great places to visit while you are attending conventions that will be packed with important training, information sharing and networking.

There are many forms available here also. A PS 1187 is the form

you will use to sign up as a new member of UPMA, which will earn you a free year of membership and a \$50 bonus. There are forms to submit names for the member of the year and for scholarships. Please consider nominating a member that you feel has worked and promoted the Louisiana Chapter of UPMA.

Candidate bios for upcoming elections and retiree news are a few more nuggets of interest.



MAY 1st

Deadline for "Member of the Year" nomination form and "Scholarship Applications"

NOTICE

Please send installation pictures, retirements and any other news about UPMA members to the Bayou Times Editor, at laupma2@gmail.com

UPMA MISSION STATEMENT

United Postmasters and Managers of America exists to support our membership through communication, education and representation.



VP/Education Chair - James Sayles



GREAT TEAM IN WASHINGTON DC

My fellow UPMA family, I must tell you I had such a great time at this year's Legislative summit in Washington DC. It was my first year and I had a great team with me. Special thank you to Mrs. Rosemary Lee and her ever so humble, admirable, great wealth of knowledge. Each step of the way I was guided in important measures that must be taken for our members. I had an opportunity to speak with various members of congress to achieve

better benefits for our organization (Active and Retired).

As always feel free to reach out to any UMPA member for questions or guidance you may be seeking. Being a newly domiciled Natchitochian (I think I just made that up, but I like the way it sounds), I am super pumped up about this year's Louisiana State Convention in my home city of Natchitoches. You've heard all about this great city of

lights, I am sure, it being the oldest and first city in the state of Louisiana, the movie Steel Magnolia, the meat pies, and wonderful downtown Front Street. Our team has such a wonderful set of events planned. Most importantly, we will be providing training. We will show you the tools available to you to develop and prosper within the United States Postal Service. I cannot wait to see you there!

We should all thank these members when we talk to them for using their personal time and funds to represent all of us. President Tracy Johnson, Vicky Johnson, James Sayles and Retiree President Rosemary Lee and her husband, Warren.

Legislative Summit Washington DC



Thank you to these members for providing photos from the Leadership Summit



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 _____

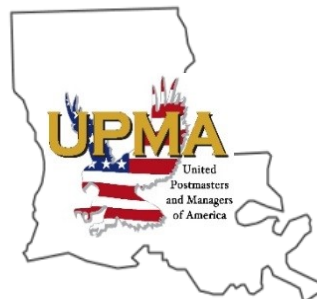
UPMA AWARDS/RECOGNITION _____

COMMUNITY SERVICE _____

(ADDITIONAL PAGES MAY BE USED IF NECESSARY)

DEADLINE IS MAY 1, 2023

MAIL THIS FORM TO: Mavis Connolly
301 Lippi Blvd
Lafayette, LA 70508



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 _____

Phone Numbers _____ **Alternate Number** _____

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, why you will be a good candidate for this scholarship, as well as accomplishment you are proud of and how UPMA has played a part in your life. 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 RECOMMENDATION LETTER FROM A TEACHER OR GUIDANCE COUNSELOR IS ALSO ENCOURAGED.

**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, 2023



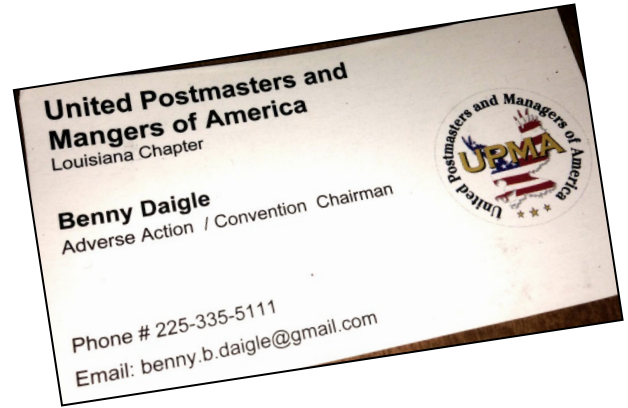
Chapter Member Rep - Benny Daigle

INVESTIGATIVE INTERVIEWS

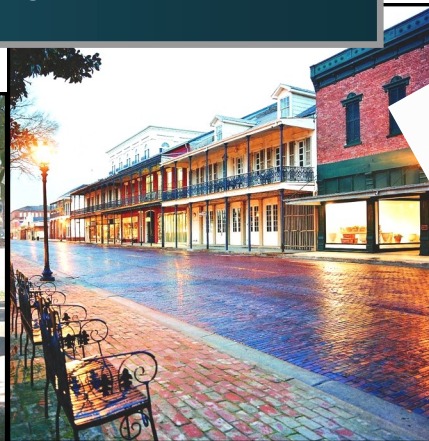


As your Adverse Action Member Representative I am here to help you should the need arise. If you are called in for an Investigative Interview please contact me immediately. It doesn't mean you're about to lose your job. Investigative Interviews can be positive; often to air out differences or misunderstandings.

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 Member Rep is present. Call me immediately.



Join us for the upcoming State Convention in Natchitoches. We have several fun activities scheduled in addition to the other important portions of the convention. You will enjoy a reception at the Louisiana Sports Hall of Fame. The first 49 that register for the convention will have a fun ride on the Cane River Queen on the Cane River. Friday night you will be entertained to zydeco music by La Cour Trio.





“A Brighter Future Comes One Day at a Time”
Louisiana UPMA State Convention
Natchitoches, LA



June 15-17, 2023

Chateau Saint Denis Hotel

751 Second Street

Natchitoches, LA 71457

Phone# - 318-951-4105

www.ChateauSaintsDenis.com

Room Rate \$113.00 (includes breakfast)

Code - LA UPMA 2023



Tentative Schedule of Events

Thursday 15TH

2 PM Executive Board Meeting

4 PM Hospitality

5 PM Reception at LA Sports Hall of Fame

7:30 PM Cane River Queen Boat Cruise

(Cruise is for the first 49 people registered)

Friday 16TH

8 AM Business Session

Tammy Powell, UPMA National VP

District Panel

12 PM Luncheon (hosted by retirees)

1:30 PM Training

3 PM By-laws

6 PM Dinner

8 Pm Entertainment - LaCour Trio

Saturday 17th

8 AM Memorial Service

9 AM Business Session

12 PM Grand Banquet



All Active First Timers will receive a Full Registration Rebate!!

To be eligible for the rebate you must attend all meetings and trainings on the 16th and 17th.

In order to prepare for meals, there will be NO onsite registration.

You must register prior to the deadline that is firmly set for June 8th.

Registration Fee: \$50.00 - Mail Registrations and payments made out to LA UPMA to:

Donnette Elliott at PO Box 757, Ball, LA 71405

Name: _____

Position / Office / Zip Code: _____

Active Member _____

Associate Member _____

Luncheon only \$30 _____

Retiree Member _____

Guest _____

Frist Timer _____

Banquet only \$30 _____





VP/Membership Chair - Vicky Johnson

RAILWAY POST OFFICE



Once again, we had a great trip to DC. Our visits were successful with both Congressman and Senator's offices and had lots of laughs with friends. Thank you again for allowing me to represent you in Washington, it is always a privilege!

My husband and I went a couple of days early, to see some sights we have not seen before. I took him to the Smithsonian Postal Museum since he had never

been, and of course it is one of my favorites. The history of the Postal Service is so interesting, and it seems I am always learning something new about it. One thing I did not know a lot about was the Railway Post Office (RPO). One of the main exhibits on the floor of the museum is The Railway Post Office Car #35. On July 7, 1838, Congress designated all railroads official postal routes, and the first Railway Post Office was first introduced on July 28, 1862 on the Hannibal and St. Joseph Railroad. This railroad was the first to deliver a letter to the Pony Express. Their initial purpose was to separate and prepare the mail to meet the west bound stagecoach. Around the same time, President Lincoln signed the Pacific Railroad Act to establish funding for the construction of a railroad from the Missouri River to the Pacific Ocean. Its' main purpose was opening a main line mail route across the western frontier.

By 1880 RPO routes were operating on most of the passenger trains in the U.S. Many American Rail-

roads had very lucrative contracts with the U.S. Post Office Department to carry the mail on high-speed passenger trains. This allowed mail to be delivered in a remarkably short time.

As many as 12 clerks might be working in a single RPO car at one time. They sorted letters magazines and packages. These clerks were a hard-working group that had to go through intense training and ongoing testing regarding the handling of mail. They had to score 96% or above or be faced with a strict warn-

ing. The clerks that were interviewed said that they loved their job and took great pride in what they did. They were very close with the people they worked with; no one stopped to eat or sleep unless they all stopped together. They were a team.

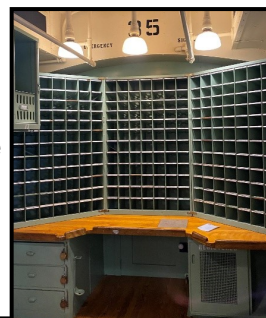
One very interesting thing that most of the cars had was a mail hook. The mail hook was attached to the side of the train and would

snatch a mail bag from towns along the way that the train wouldn't stop at. When the inbound mail pouch slammed into the catcher arm of the train the mail clerk kicked the outgoing mail bag out of the train making sure to kick it far enough that it wouldn't get sucked up under the train. An employee of the local post office would pick up the bags and deliver them to the local post office. If you ever get a chance, the Post Museum is well worth the visit and there is so much more to learn. What an incredible legacy we are all a part of.

I want to remind everyone that the Membership incentive is still going on until the end of the year. Any EAS that join, as well as the member that signs them up, will receive \$50. Also, any-

one that will be attending the Career Conference in June, if you sign up to become a member of UPMA at the conference, the National office will reimburse your \$30 registration fee. Please let your employ-

ees, and anyone else that is planning to attend, of this great opportunity. As always feel free to contact me if I can help you in anyway.





Keturah Shelton
Postmaster

Paula Hargrave
Postmaster

Sequitta Washington
Supervisor

Kayla M Dauzat
Associate Member

Michael Reyes
Postmaster

Kimberly Shawn Crooks
Associate Member

MEMBERSHIP INCENTIVES

The Louisiana UPMA Executive Board has approved the membership recruitment incentive through the end of 2023. When a new EAS member is signed up to join UPMA, the new member and the sponsoring member will each receive \$50 from the chapter.

The National Executive Board has approved offering new EAS members that join from November 1, 2022 thru December 31, 2023 a free year of membership, dues withholding will start once they reach their 1-year anniversary with UPMA.

Join on-line at www.unitedpma.org/membership/join or by completing the Form 1187 in this issue and mailing to the UPMA National Office.

Below is the list of Post Offices that are non-member offices, which means the Postmaster of the office is not currently a member of UPMA. Happy Recruiting!

Belle Chasse	Amelia	Carencro	Kinder	Alexandria
Boutte	Belle Rose	Church Point	Merryville	Bunkie
Buras	Chauvin	Crowley	Rosepine	Lecompte
Chalmette	Galliano	Delcambre	Sulphur	Simmesport
Destrehan	Montegut	Duson	Brusly	Vidalia
Garyville	Schriever	Jeanerette	Denham Springs	Colfax
Harvey	Hammond	Jennings	Baton Rouge	Florien
Kenner	Bogalusa	Kaplan	Blanchard	Montgomery
Lutcher	Folsom	Mamou	Coushatta	Natchitoches
Marrero	Franklinton	Opelousas	Oil City	Newllano
Meraux	Greensburg	Rayne	Princeton	Oakdale
Norco	Mount Hermon	St. Martinville	Calhoun	Tioga
St. Rose	Lafayette	Sunset	Delhi	
Westwego	Basile	Youngsville	Marion	
New Orleans	Broussard	Cameron	Rayville	



"The Country Rebel"

GENE STEWART

Gene Stewart, retired Postmaster of Rayville, LA, had a landmark sign unveiled in his honor in Rayville in March, 2023 as a part of the Northeast Louisiana Music Trail. A reception was held and followed by live music.

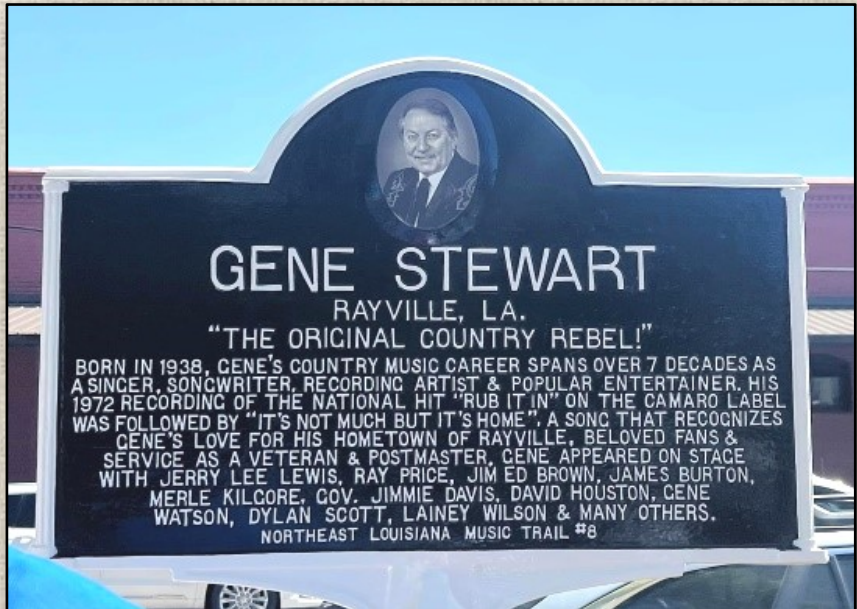
Although born in Carthage MS(07-21-1938), Gene has called Rayville, La home for over 80 years. He and his parents moved to Louisiana in the 1940's in hopes of a better future, and became tenant farmers in Richland Parish, Louisiana. Through school Gene farmed cotton and corn with his family but picked up the guitar, singing and writing with his mom and cousins.

While in High School at Holly Ridge, he started a five piece Country/Rockabilly Band called, GENE STEWART and the "Rockin' Rebels". This was in the Mid-50's and they became regulars on the Twin City Jamboree in West Monroe, LA and the Grand Old Auction Barn in Delhi where he first met James Burton. (Elvis's Lead Guitarist and Band leader until Elvis' Death.)



Upon graduation, Gene volunteered for the U.S. Army (which he viewed easier than the cotton fields). He loves the country and has a great respect for farmers and farming but knew for certain he wanted no part of the farming operation.

While serving at Ft Hood, TX, he played with local



bands and had the pleasure to perform with Clyde "Barefoot" Chesser in 1957 and was billed as "Rock & Roll". In Ulm, Germany, Gene played with German bands and at the N.C.O. (Non-Commissioned Officers Club).

Returning home Gene again formed the "Rockin' Rebels" playing at the Twin City Jamboree at the Fairgrounds Exhibit Building in West Monroe, originally called the Ouachita Valley Jamboree. In 1959 at the Fair Grounds Exhibit building Gene and his band opened for Jerry Lee Lewis. In the early 70's

Gene played regularly at Delta Village, a tourist attraction West of Tallulah, LA, as well as appearing regularly at various country shows, Elk's and Moose Lodges in various cities.

Gene's first recording was "Rub It In" on Camaro Records in Memphis, TN which became a regional hit (recorded 2 years before Billy Crash Craddock's version became a national

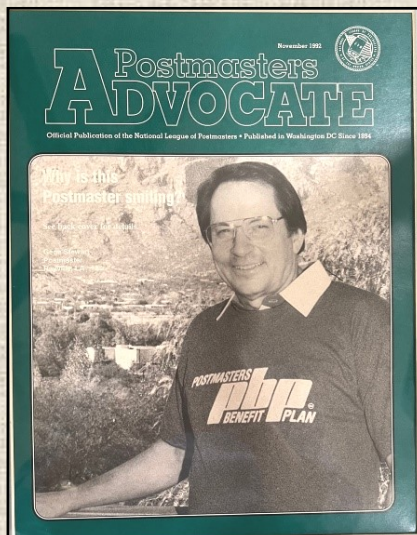


hit and million selling record). He recorded several other songs and CD's including "IT'S NOT MUCH BUT IT'S HOME", a song he wrote about his hometown of Rayville, on the Enchanted Record Label. In 1975 a song Gene wrote and recorded on Enchanted records, "Face of an Angel" was the most requested song on Radio Station K.R.I.H. for that year.

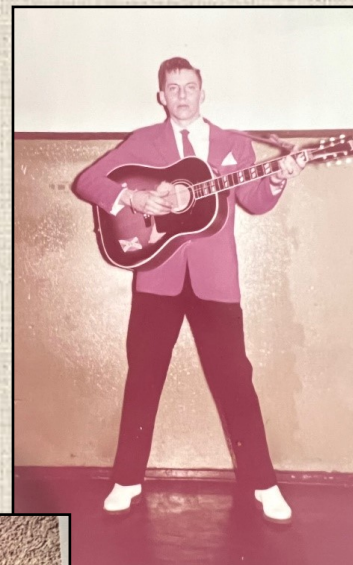


In 1961, Gene began a 42 year career at the U.S. Post Office in Rayville, LA serv-

ing as Clerk/Carrier, Superintendent of Postal Operations, and his last 16 years as Postmaster (serving as OIC in the Tallulah, LA and Monroe, LA Post offices), retiring in 2003. He joined both The National League of Postmasters and NAPUS, becoming active in the League and serving as State Membership Chairman and later being appointed to the National Membership Committee by National League President, Armando Olvera. Gene excelled at this earning the coveted Membership Blazer more than once. He served on Function 4 detail as Coordinator in the Shreveport MSC as well as Trainer Postmaster. While serving as OIC before being appointed Postmaster in Rayville, he was presented a special achievement award by John W Poole, Manager of the Management Sectional Center and Postmaster in Shreveport. Poole said, "the award is reserved for the few who render service far above what is normally expected, demonstrating a high degree of interest and dedication to the job and the postal service."



He also began his Real Estate Career part-time in 1973 and upon retirement from his postal career, became a full time Broker and Investor with his wife, D'Juana, also a Real Estate Broker. He served his community in many capacities including Kiwanis (President 1989-90) and Jr. Chamber of Commerce member. He was active in the Loyal Order of the Moose, and played many dances and activities in the Northeast area. Gene has been active in his community for many years as a member of Woodmen of the World and is currently in the Chamber of Commerce, a Notary



Public, a member of First Baptist Church of Rayville, LA and a mentor to many young musicians.

Currently Gene continues working some in Real Estate/ Investments and sings at country shows and events as much as possible. He is married to

D'Juana Neal Stewart and together are parents to 3 daughters Terri, Tonya and Apryle, with two grandchildren Madison and Olivia.





VP/PAC Chair - Tessa Clark

PAC CONTRIBUTIONS



Recently, several Louisiana UPMA members traveled to Washington DC for Legislative conference. This was UPMA's opportunity to meet and speak with representatives from our state. With new members in Congress, it was a chance to meet new people and inform them about postal services issues that affect us all. But UPMA is on the hill all year long working to get sponsors and educating representatives and their aides on postal issues. That's why it's important to contin-

ue to give to PAC. Your PAC contributions help UPMA continue its work that is important for our jobs and our retirement. Contact me if you would like some PAC contribution envelopes or sign up for automatic payroll deductions or ePAC. You can also clip the contribution form below and mail it to me to with your contribution. Contact me and I'll help any way I can.

Please consider attending UPMA's state convention this year. It's in

Natchitoches and it's promising to be a good one. Dates are June 15-17. Take a mini vacay and come have fun in the City of Lights. Benny has planned some fun events, there is shopping and the Louisiana Sports Hall of Fame. Come make new friends, see old friends and mingle with your peers. You might just find the right person who can help you with any issues you may have in our offices.



THANK YOU FOR RETURNING THIS FORM WITH YOUR PAC CONTRIBUTION

Date: ____/____/____

I'll do my share! Enclosed is (check one): ____ \$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:
Tessa Clark
PO Box 352
Cottonport, LA 71327

Home Address: _____

City, State, Zip Code: _____

My Contribution is by (check one): ☐ Check (made out to UPMA PAC) ☐ Money Order

Your UPMA member ID number can be found on the address label on your copy of the UPMA Leader. Your member ID, along with your password (your last name), gives you the ability to update contact information, including your mailing address, phone number and email address. To access the site, click on the "Member Logon" icon in the upper right-hand corner of the www.unitedpma.org home page.

NOTICE - \$50 REWARD

The Louisiana Chapter of UPMA has extended the membership incentive through December 31, 2022. All new EAS members signed up through the end of the year will receive a \$50 incentive as well as a Chapter Padfolio. Any sponsors that sign up new EAS members will also receive a \$50 incentive.



All Active First Timers will receive a Full Registration Rebate for Louisiana's State Convention!! To be eligible for the rebate you must pre-register, attend all meetings and trainings on the 16th and 17th. At the conclusion of the convention, you will receive your registration fee



The Louisiana Chapter is going to pay the registration fees and a \$500.00 stipend for 5 Active Members to attend the National Convention in Colorado. To be eligible you must be an Active Member, never attended a National Convention in the past. Again, you must attend all meetings and trainings each day and at the conclusion of the Convention you will receive your \$500.00.

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No payments for 90 days on all vehicle loans!

For a limited time when you finance your new or used car, truck, motorcycle, boat, RV, or ATV through Signature FCU you can enjoy your new vehicle for up to 90 days before making your first loan payment.

Apply for your pre-approval before heading to the dealership by visiting www.SignatureFCU.org/Vehicle

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Be a 2023 scholarship applicant

If you're a Signature FCU member who is in need of a little help with your higher education tuition or related expenses, you are eligible to apply for our essay-based scholarship.

Apply by June 21, 2023 for your chance to be selected as one of three winners awarded \$1,000 each.

View the requirements and submit your 250–500-word (typed and double-spaced) essay at

www.SignatureFCU.org/Scholarships

SFCU Officials, employees, and their families are not eligible to apply. Applicants may apply for the scholarship each year they remain eligible, but can only be a scholarship winner once.



Retiree President - Rosemary Lee

THE HONORABLE RETIREES ZONE



Our visit in Washington DC for the **2023 UPMA Legislative Summit** was simply awesome, and the attendance was absolutely outstanding with over 350 attendees! We had the opportunity to hear from the Postmaster General and Chief Executive Officer, Louis DeJoy, National President of NAPS, Ivan Butts; V-P of Government Relations and Public Policy, Peter Pastre; and the Postal Rate Commissioner, Robert Taub.

On Tuesday morning, all attendees came together and were eager to go upon the Hill to visit their legislative aides and policy advisors. Since we were there while Congress was on recess, many of the Senators had to come back to DC to vote on Tuesday, therefore, a few had the opportunity to meet with some of their constituents from their home states. We discussed our position papers with some and educated others about the **"Social Security Fairness Act of 2023" (H.R. 82)**. This bill, which repeals the Windfall Elimination Provision and Government Pension Offset (WEP/GPO), was reintroduced by Louisiana Congressman Garret Graves on January 9, 2023 and seeks fair treatment for civil service annuitants.

While visiting the various offices on the Hill, we talked about the **"Postal Employee Appeal Rights Amendment Act of 2023,"** bill H.R. 595, which Rep. Gerald Connolly (D-VA) sponsored. This bill would extend the right of appeal to the Merit Systems Protection Board to any officer or supervisor, professional, technical, clerical, administrative or managerial employee of the postal service covered by the Executive and Administrative Schedule.

Before leaving each office, it was necessary to mention the status of the **United States Board of Governors** which should consist of nine governors. Two of these governors, Donald I. Moak and William D. Zollars which were appointed in 2020, are now in a holdover period until December 8, 2023, unless someone is nominated, confirmed or appointed to fill these positions before that time expires. It's our prayer those positions are filled!

This Summit was one of the very best I've ever attended and it seemed as if everyone was filled with great anticipation and looked forward to the Hill.

If you missed the Chapter Winter Meeting in Gonzales, you missed a blast! It was such a blessing to

see so many postmasters and managers, retired and active attend. I took the opportunity to conduct a very brief questionnaire among the retirees asking what they would like to see different, or would be interested in while attending the UPMA State Conventions. These are just a few of the responses received back:

Question: *What can we do to make your experience much better during our State Convention?*

1. Recognize retirees more during meetings.
2. Retirees are willing to help, so use their help.
3. During training sessions for actives, have something retirees can do together.
4. In retiree settings, maybe have a separate drawing for retirees only.
5. Have something for retirees at our luncheon such as a speaker, door prizes, etc.
6. Ask retirees to help out even if it's a minor job.

Thanks to all who submitted a response. We'll be seeking your help during future meetings.

We are anticipating a **Great State Convention** in June, but it's not going to be anything without you! I am asking all retirees and actives around the state of Louisiana, to please consider attending your state convention in Natchitoches. Benny Daigle has already set the stage for everyone to have a beautiful time because of the location we'll be in. Please keep in mind, submit your leave slips, plan a short vacation around this date. There will be guests traveling down to Louisiana from surrounding states. We're also anticipating our **USPS Area Vice President** to be in attendance. The date is **June 15-17th**, the hotel is **Chateau Hotel Saint Denis in Natchitoches LA**. We look forward to having a postal family reunion with lots of friends old and new, and many vendors.

Please contact all postmasters, managers, supervisors and craft employees and invite them all to come. Our executive staff will be there to help with any questions or concerns you may have. If you're looking forward to career advancement, this is the place to be to receive the training needed. So, let's make this state convention one that will be remembered for a long time.

Until then, stay Safe and be Blessed!

Kathy Herring & Mandy Heslep-Whitten, National Retiree President, made a surprise visit to Ronnie Dauterive and his lovely wife Janet's home on their way to the Gonzales district meeting. They brought a fruit basket with extra treats and had a great time catching up with them.



KATHY FRAME

RETIRED POSTMASTER NEFFS PA 18065

ANNOUNCES HER CANDIDACY FOR

UPMA NATIONAL VICE PRESIDENT RETIRED

I am announcing my intention to run for UPMA National Retiree Vice President. I have been an active member of the management organization since 1992.

The day I was promoted to Postmaster at Green Lane, Pennsylvania in 1992, I was approached by a neighboring Postmaster, Argie Frank, Postmaster in Walnutport, who came to congratulate me. She told me that I needed to join the management organization to help me be successful in my new role as Postmaster. I looked her straight in the eye and said, "OK!!! Sign me up."

I have been blessed since that day and have been surrounded by many valuable mentors and resources which has helped me reach my dreams and goals. I am thankful for that one visit which has been one of the main reasons I have stepped in a leadership role with the active and now the retiree organization. I would like to be that person who will help every one of our members succeed in all they do.

I believe that our members are our top priority and that we need the best leaders in the right places for our organization to grow and remain viable. I have told many retirees that while we may be retired from the USPS, we will always be connected. We need to

ensure that all legislation that effects our pay and benefits should always be monitored by a strong legislative presence. UPMA provides access to opportunities for communication that is shared with you through "The Gold," "In the Mailbox," the UPMA Leader, and all state publications. These resources will always keep you updated on any events, issues, or happenings within our entire country. I know that our expertise and experiences as retirees are vital to help our active members achieve success and get them to our happy place – Retirement!!! The best part about our organization is the forever friendships that we have made and will continue to make as retirees. I will offer you my commitment to make sure all our goals continue to be reached should you elect me as your UPMA National Vice-President Retired.

I have listed my positions in which I have served in both the active and retired organizations. They have allowed me the knowledge, experience, confidence, and certainly the passion to bring success to run for National Retired Vice President. I ask for your vote to elect me at our National convention in Denver this year as the next UPMA National Vice-President of the Postmaster Retired. May God Bless All of You and God Bless America.



7th UPMA National Convention

Aug. 26-Sept. 1, 2023

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:

8/26/22-
3/31/23 4/1/23
6/30/23 After
6/30/23

Postmaster/Manager/Supervisor/
Associate/OIC/EAS Professional \$165 \$200 \$250

Daily registration is available at \$75/day.

First-Timer*—Active \$95 \$95 \$95

UPMA Retired or Guest† \$133.75 \$160 \$197.50
(UPMA Retired Luncheon included)

Auxiliary/Spouse/
Postmaster Guest \$155 \$190 \$245
(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. 31, 2023

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

☐ Check payable to UPMA

☐ Visa/MasterCard

Card number: _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code
imprinted on card)

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 Sept. 3, 2022. 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 24, 2023. 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 24, 2023, 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.

Sheraton Denver Downtown Hotel
1-888-627-8405

\$159—single/double/triple/quadruple

Be sure to request the
UPMA group code: UPMA 2023

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, 2023; no refunds after that date. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

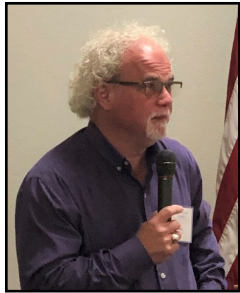
Questions?
Call 703-683-9027

DENVER COLORADO



UPMA MEETING

Gonzales, LA
March 23-24, 2023



*Thank you to members for providing
photos from the Chapter meeting.*





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

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

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

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization

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

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

Section D: Authorization by Employee

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

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

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

Signature of Employee

Date

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

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT

JENNY D. UTTERBACK
VICE PRESIDENT
ORGANIZATION DEVELOPMENT



March 27, 2023

CHIEF RETAIL AND DELIVERY OFFICER AND EXECUTIVE VICE PRESIDENT
VICE PRESIDENT, DELIVERY OPERATIONS
VICE PRESIDENT, RETAIL AND POST OFFICE OPERATIONS
VICE PRESIDENT(S), AREA RETAIL & DELIVERY OPERATIONS

SUBJECT: Supervisor Customer Services Workload Credit Update

The Supervisory Workload Credit (SWC) model used to determine the number of Supervisor Customer Services EAS-17 (SCS) authorized in Post Offices has been updated to account for changes in retail and delivery operations.

The SWC model is based on workload factors: it identifies and measures the workload of supervisors in Post Offices, Stations, and Branches. The revisions to the workload model address the challenges expressed by leadership and the management associations through the following modifications.

- Giving credit for Postmaster Reliefs (PMRs) employees.
- Giving credit for Sunday operations.
- Changing the credit for Rural Carrier Associate (RCA) and Assistant Rural Carrier (ARC) from route based to employee count.
- Lowering the ratio for earning the additional Supervisor Customer Services from 35:1 to 15:1 in large Installations with complex operations.
- Increased credit for Custodians in Post Offices.

The new Supervisory Workload Credit model will go into effect on **April 1, 2023**.

The SWC staffing tool will reflect the updates with the April posting and can be found on the Workforce webpage at <https://workforce.usps.gov/welcome>.

A national review of the new earned staffing will be completed by the Field Staffing team. Additional earned SCS will be authorized in the Human Resources system of record effective **April 8, 2023**. At that time offices can establish position numbers and post in the Vacancy Management Tool. There is no need to submit individual staffing requests at this time.

For questions regarding the earned staffing at your Post Office following the national review, contact your Field Human Resources staff. Questions regarding established EAS staffing criteria can be directed to Field Staffing–Organization Design, QM34N0@usps.gov.

A handwritten signature in dark ink, appearing to read "Jennifer D. Utterback".

Jennifer D. Utterback

cc: Ms. Hendrix
Mr. Storey
Mr. Blum

475 L'ENFANT PLAZA SW
WASHINGTON DC 20260-3102
www.usps.com



Jim Maher

Candidate for National Secretary-Treasurer

While working for you as a National Vice President the last two years and as your National Secretary-Treasurer for the prior three years, it's been my honor to help move our organization forward in many ways. With the amazing growth in membership this year, it is an exciting time to be part of this organization. Still, a great deal of work remains to be done to make UPMA the world-class management association our members deserve. For UPMA to fully realize its potential, we need strong, experienced leaders to help move us forward. With your support, I would like to be part of that.

As your past National Secretary-Treasurer, I authored many national policies that are still in place today. I've participated on and also chaired numerous budget committees. I've served on EAS Pay Talk teams, multiple Ethics Committees, and the Article and Bylaws Committee. I have been the National Advisor to the Adverse Action Committee and have helped facilitate the training of all our Chapter Mem-

ber Representatives for the last four years. I established the EAS Professional Committee and will again be one of the National Board advisors to it this year. I also instituted the UPMA National Secretary-Treasurer of the Year Award.

My experience and skills make me the candidate best prepared to monitor your funds and ensure that all national expenditures add value to the membership. My goal is to ensure that all of our members are represented at the national level and that their voices are heard. I've demonstrated that I will work tirelessly for you at the national level. With your help and support, I'll continue to do so.

When deciding who you will support for National Secretary-Treasurer, please ask yourself, "Who has the dedication, the experience, and the proven ability to get problems resolved and keep UPMA moving in a positive direction?"

I hope you'll agree that the answer is Jim Maher!

50/50 SCHOLARSHIP FUND

The 50/50 Scholarship fund is to raise funds for our Scholarship Program. Half of the money is given in scholarships and half of the money is given back to the members. Numbers are sold for \$20 each and numbers are drawn at each meeting and the state convention for cash prizes. If you would like to purchase numbers, or renew your numbers from the previous year, contact Vicky Johnson at 381-403-0812.



Greg Nors

Candidate for National Secretary-Treasurer

Hello, my name is Greg Nors and I am the Postmaster in a level 20 post office in Hillsboro, TX, and I want to be your next National Secretary-Treasurer for UPMA. I am currently your National Executive Vice President for 2023. I have been with the USPS for over 28 years and a Postmaster for 24 years.

I began my postal career in August 1994 as a City Letter Carrier in my hometown of West, TX, and I was fortunate to go on my first OIC assignment in 1998 when I joined the Postmaster association. My OIC assignment was part of an intern position, which I coordinated while attending night school at Baylor University. I graduated from Baylor University in August 1998, with a Bachelor of Business Administration majoring in Business Management.

In April 1999, in one of the proudest moments of my life, I was promoted to my first Postmaster position. I have served as a Texas Postmaster in Richland, China Spring, West and now Hillsboro for over 10 years. I have served on city route inspection teams, function 2 audit teams, IMIP teams, performed financial audits, been a coach in my MPOO area for over 15 years, and have been transferring offices for many years. I have been a Postmaster Essentials Trainer in my district and at the NCED in Norman, OK since the inception of the training.

I have been very active in the Postmaster and Manager associations, at both the State and National levels. At the State level, I have been the Texas Chapter President for 2 terms, been a Vice President for 3 terms and a PM Rep/CMR for 12 years. I am seeking the National Secretary-Treasurer position because I know that I have the knowledge and experience that is needed to help move the organization forward. While serving as the Secretary-Treasurer for the Texas Chapter for 4 terms, I have acquired valuable knowledge of the finances and the financial issues not only at the state level but of the organization as a whole. As a National VP, I have served on the national audit committee several times and understand

what is required for a balanced budget. I have also taught the Secretary-Treasurer classes at national conventions and area meetings.

Having served on the National Executive Board under 5 different presidents, I understand the vital relationship between the Secretary-Treasurer and the President. Also, while serving on this board multiple terms, I have learned what to look for and I know the hard questions to ask. I know the importance of spending our members' monies in the right areas. I have gained the knowledge of being able to scrutinize our expenditures and I will continue to do so if elected to this position.

As a current Postmaster, I know the challenges the majority of our members face day in and day out. I will make sure your voices are heard at the national level and I will work diligently with the leaders of this association to make sure we are treated fairly and respectfully. I have been working effortlessly for Postmasters, Managers and Supervisors at state and national levels now for over 20 years, and I will continue to give my dedication to this great association.

As your next Secretary-Treasurer, I will serve you by using my voice to make the right decisions for our members. I am asking for your endorsement and your vote for the next National Secretary-Treasurer position, and I would be honored to have your support.

Thank you for your time and consideration.

State Convention Memorial Service

Please send us names of deceased Postmasters, Managers, Supervisors, etc. or **Immediate** family members who have passed since the last State Convention. We would like to recognize them at our Memorial Service at the State Convention in June. You may contact Rosemary Lee or Karen Boudreaux, see contact info inside front cover of this issue of the "The Bayou Times".

The Bayou Times
P O Box 515
Loreauville, LA 70552-0515

Periodical Postage
Paid



The deadline for the next issue is June 20, 2023
Please have your articles and pictures in to the editor on time.



**LOUISIANA UPMA
STATE CONVENTION
JUNE 15 - 17, 2023
CHATEAU SAINT DENIS HOTEL
NATCHITOCHES, LA**



THINGS TO DO IN NATCHITOCHES

- Kaffie-Frederick General Mercantile Store
- Fort St. Jean Baptiste
- Cane River National Heritage Trail
- Historic District Shopping
- Visit Historic Homes & Sites
- National Fish Hatchery & Aquarium
- Gator Country LA Alligator Park
- LA Sports Hall of Fame & Northwest LA History Museum
- The Minor Basilica of the Immaculate Conception
- Spas
- Carriage Tours
- Boat Tours
- Escape Natchitoches - escape room