



LONE STAR LEADER

MARCH - APRIL 2023

Why YOU Should Attend the Texas State Convention in June....

There's a
\$300 Incentive
to attend
Convention
but you must attend
all the meetings

50/50
Auctions

I heard
there's a
Golf
Tournament
and
Steve Auffbarger
is in charge

There will also
be some great
training by District
Personnel and a
Motivational
speaker
as well...

Don't forget the
Scholarship/
PAC Auctions

This year is a
Western Theme
with a prize for
the best
outfit at
the banquet
YEE HAW!!!

and Door
Prizes
too!



SEE PAGE 23 FOR THE REGISTRATION FORM

UPMA PRIDE

TEXAS PROUD

EXECUTIVE BOARD



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All views expressed in *The Lone Star Leader* are those of the authors and do not necessarily reflect official UPMA opinion. Articles, editorials and other submissions are welcome but must be signed. Names can be withheld upon request. Please email items for potential publication to the Editor of *The Lone Star Leader* at txlonestar.leader@usa.net.



We Will VOTE on the Following Articles at the Texas State Convention

Darwin Adams, *TX UPMA State President*

A BIG THANKS to everyone!! Look at our Texas members – 835!!! Come on Florida (at 835), you're falling behind!!!! We Texas members still have some work to do in order to stay ahead. Keep signing those members up – and any UPMA member can sign another member, whether it's a Postmaster, Manager, Supervisor, any EAS employee, Rural or city carrier and PTFs. Contact me if you have questions or contact any Executive board Member. We are all here ready to assist you.

Article V-Election of Officers Paragraph 2

CURRENT: The President, Executive Vice President and two (2) Vice Presidents shall be elected at the annual convention to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office. The Secretary/Treasurer and the other two (2) Vice Presidents shall be elected at the annual convention in a subsequent year to serve a term of two (2) years. The term of office shall commence on January 1st and end December 31st. The officers shall be limited to two (2) terms of office. The Secretary/Treasurer may be elected to serve up to six (6) terms of office. If no other eligible candidate seeks the position, the Secretary/Treasurer may serve additional terms. (Amended 6-12-22)

PROPOSED: The President, and two (2) Vice Presidents shall be elected at the annual convention in oddnumbered years to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office. The Executive Vice President, the Secretary/Treasurer and the other two (2) Vice Presidents shall be elected at the annual convention in even numbered years to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office with the exception of the Secretary/Treasurer who may serve up to six (6) terms of office. If no other eligible candidate seeks the position, the Secretary/Treasurer may serve additional terms. In 2023 there will be no election for the position of Executive Vice President the current Executive Vice President shall serve until December 31, 2024, in order to get the chapter into the new alternate year rotation for President and Executive Vice President. The previous sentence shall be stricken from the Bylaws on January 1, 2025. (Amended 6-12-22)

RATIONALE: Currently both the President and the Executive Vice President positions are up for election at the same time. Texas UPMA would be better served if these two positions were awarded in alternating years to ensure the best knowledge base and experience is always in place. The other changes are being made so there is no ambiguity as to which years the elections take place for the respective offices.

continued on next page ➤



PROPOSED: Add at the end of the paragraph: Effective only for the period of January 1 through December 31, 2024, the office of the Executive Vice President shall remain in place with the current elected Executive Vice President. Then effective January 1, 2025, the position will be up for election.

ARTICLE V

ELECTION OF OFFICERS

Paragraph 2

CURRENT: The President, Executive Vice President, and two (2) Vice Presidents shall be elected at the annual convention to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office. The Secretary/Treasurer and the other two (2) Vice Presidents shall be elected at the annual convention in a subsequent year to serve a term of two (2) years. The term of office shall commence on January 1st and end December 31st. The officers shall be limited to two (2) terms of office. The Secretary/Treasurer may be elected to serve up to six (6) terms of office. If no other eligible candidate seeks the position, the Secretary/Treasurer may serve additional

terms. (Amended 6-12-22)

PROPOSED: The Executive Vice President, and two (2) Vice Presidents shall be elected at the annual convention in odd numbered years to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office. The President, the Secretary/Treasurer and the other two (2) Vice Presidents shall be elected at the annual convention in a subsequent even numbered years to serve a term of two (2) years. The term of office shall commence on January 1st and will end on December 31st. The officers shall be limited to two (2) terms of office with the exception of the Secretary/Treasurer who may be elected to serve up to six (6) terms of office. If no other eligible candidate seeks the position, the Secretary/Treasurer may serve additional terms. In 2023 there will be no election for the position of President and the current President shall serve until December 31, 2024 in order to get the chapter into the new alternate year rotation for the President and Executive Vice President. The previous sentence shall be stricken from the Bylaws on January 1, 2025.

RATIONALE: Currently both the President and the Executive Vice President positions are up for election at the same time. The Executive Vice-President has served the maximum (2) two year terms per the chapter bylaws. This is an opportunity for a new Executive Vice-President to be mentored by the current President and executive board.

ARTICLE XIX

PRE-APPROVAL OF CONTRACTS

CURRENT: There is no bylaw in the Texas UPMA chapter bylaws addressing pre-approval of contracts.

PROPOSED: All contracts for Texas UPMA meetings that require using Texas UPMA funds must be reviewed and approved by the Executive Board prior to the contracts being signed. Examples: Area Meetings, State or National Conventions, and Southern Officers Conferences when hosted by Texas UPMA. Any deviation from this requirement, the contract signee shall be held financially responsible.

RATIONAL: This is to ensure financial oversight of Texas UPMA funds and to avoid unnecessary financial loss to the chapter.



Proposed Changes to Article XVIII

Sharon Janicek, TX2 VP & Legislative Committee

Texas UPMA Memorial Scholarship Fund

Section 10 of current bylaw under Article XVIII-Texas UPMA Memorial Scholarship Fund reads as follows:

CURRENT: 10. All payments for awarded scholarships will be made to the student at the end of semester. To receive the payment the student must have maintained a cumulative GPA of 2.5 for the semester. A copy of the final grades for the semester must be submitted for payment. (Amended 6-12-22)

Revised and Approved: June 12, 2022

Recommended Change of Section 10 of current bylaw under Article XVIII-Texas UPMA Memorial Scholarship Fund reads as follows:

PROPOSED: 10. The applicant must be a high school graduate and accepted as a first-year student for admission to an accredited college, university, or trade school. The applicant must have a 2.5 Grade Point Average (GPA) or better when graduating from high school and must provide a transcript of their grades when applying for the scholarship. All payments for awarded scholar-

ships will be made to the student prior to entering an accredited school their first semester. If the recipient leaves school for any reason except for sickness or death, the money must be returned to the Texas UPMA chapter and deposited back into the Texas Scholarship Fund.

RATIONALE: Scholarship recipients are selected based on their high school achievements and should have the scholarship funds available as they enter college rather than after the completion of their first semester.



“Round ‘Em Up, Bring ‘Em In.” Texas State Convention Will Be Exceptional

Eva Finley, *Texas Upma Editor*

That's right Y'all!!!
Ain't no Hoe Down

going to be better than this year's TEXAS UPMA State Convention in Denton. We have it all. And remember the Western Banquet on Saturday night!!! It's a western theme and we want y'all to dress in your Texas finest!!!! Voting will be done at the Banquet to pick the best Western Attire, so y'all dress up and see who gets the prize!!!! At the Saturday night banquet, we will have the DJ who is Co-host/ DJ of the Koa Koa Factory After Hour Radio Show. Vincent Tucker Radio Show Mix DJ. Plenty of Food at the Banquet and plenty of fellowship and Fun! Wear those boots and have some fun!!

A few more things to remember ~ If you have a **PURPLE SHIRT**, please wear it on Friday when our three District Managers attend. If you haven't gotten one yet, that's OK, too. There are still some available presently.

In this issue on page 27 you will notice the **Member of the Year Nomination**. There are those who significantly contribute to UPMA and have done an outstanding job performing their duties as Postmaster, Manager or UPMA member and who have actively contributed to their communities or this organization. Please make sure you nominate one of these deserving individuals. **Get your nomination to our State President, Dar-**

win Adams prior to June 1.

Please remember to **wear your badge at all times** during meetings. There are so many new members, we want all of you to feel welcome and we want to see your names so we can remember.

The PAC Auctions and Silent auctions will be a lot of fun. And remember, those first timers will have tickets to sell, so bring a few extra dollars.

We are expecting all three District managers to attend and a Break-out session will be held for you to visit with your District Manager. You don't want to miss a chance to speak one-on-one with him.

District Manager Scott Hooper has designated Friday a Training Day for District 1. This is super. No excuse not to come now. Especially since you will be receiving a **\$300 incentive** at the close of the meeting. **You must attend all the meetings in order to get your money.** If you attended your District meeting, add \$30 extra buck to that!!!!

There's so much more!!!! Please make your plans to join your UPMA members and receive training and make new acquaintances.

Contact any member of the Texas Executive Board for more information (see page 2 for their contact info).

REMEMBER: the tentative agenda is in progress and will be available on the UPMA Texas website.

WEAR YOUR PURPLE SHIRTS ON FRIDAY TO SHOW OUR UNITY AS A STRONG UPMA CHAPTER.

WESTERN THEME: Best western attire will win prize at our banquet.



FRIDAY is a Training Day for District 1 per District Manager Scott Hooper.

\$300 INCENTIVE TO ATTEND THE CONVENTION (You need to attend all the meetings).

\$30 EXTRA IF YOU ATTENDED YOUR DISTRICT MEETING!!

The registration form is on page 23.

Hope to see you in
DENTON



The deadline to be included in the next issue of the *Lonestar Leader* is June 20, 2023.

Email your photos, news and articles to
Eva Finley, Editor at
txlonestar.leader@usa.net
or text to 512-569-4680.





Help Others To Help Yourself

Rosa Gonzales, *TX UPMA State Retirees President & Scholarship Chair*

I worked for the Postal Service for 31 years and I loved every minute of it. Looking back, I thought maybe I should have done some things differently. I was Postmaster in 7 offices and Officer in Charge in 5 offices. I worked hard in each of them. At the time I thought moving about would allow me to learn a lot more, which I did but it did have its negatives. I didn't stay long enough to really develop relationships in the community.

I do miss that, but I will say if you keep moving it has some other advantages. Number one, it's hard to hit a moving target. If you are always moving about, it's hard to get blamed for any problems, but you do become the fixer, which is what I did in a lot of those offices.

The second and biggest positive I noticed from moving a lot is helping people move up in their career. Some of those successes such as Nat Maxson, PM in Tom Bean Texas worked for me as a Supervisor years ago. It was tough letting him go OIC so that he could accomplish his goals but sometimes we must sacrifice in order to help others.

My clerk in Troy, Sharon Jilson, was another one I worked hard to push out of the nest because I could see her potential. I am so glad I did because when I was promoted to Salado, she applied for Troy and was promoted to PM. I was also PM

in Gatesville where Mike Hollingsworth was Supervisor, while I was there Hamilton Post Office came open and he went to OIC there. Eventually I bid on an office back in the Dallas District. Although Mike didn't get Postmaster at Gatesville right away, he did OIC there in 2006 and was promoted to PM in 2007. I am very proud of these three individuals and what they have accomplished in their Postal career.

Then there are those individuals that you help along the way that you may never realize you helped or get lucky enough as I did a few weeks ago to see again after 20 years. Thanks, goodness, for our Texas Area UPMA meetings or I might have not realized that Lori Stafford, PM at Port Aransas, began her climb into management because of something I did all those years ago. Lori worked for me in Gatesville, as a Rural Carrier and I watched her and saw how well she did her job and how devoted she was to the Postal Service. I ask Lori if she would like to be acting Supervisor as a 204-B. I did not realize until the UPMA Area 2 meeting, that the day, I asked her to 204-B would lead to where she is today. She told me that is what got her started on

her upward mobility career path. I soon left Gatesville, which at the time was in Rio Grande District to move back to the Dallas District so I lost track of her and what she had done. Lori was 204-B in Gatesville for several years and because she did such a great job was promoted to Supervisor. Eventually she had an opportunity in 2018 to OIC in Hamilton, and a year later was promoted to PM. Lori stayed there until 2021 when she applied for Port Aransas, and was promoted to PM. In our talk she said she loves it there and feels very fortunate to live on the coast in Texas. Seeing her again was so rewarding and made me so excited for her that she has done so well for herself.

I know I could have stayed my entire career in one office and maybe could have impacted some individual's careers but the way I see it, however you help others doesn't matter because I know these individuals are wonderful people and great PMs and the Postal Service is lucky to have them. Remember, although I know it's painful sometimes to share your employees but by doing so you are allowing someone else to grow and find their path in life. The satisfaction of helping others is the most satisfying thing I believe we can do for ourselves.



List of Scholarship Donations

Steve Auffarber, memory of *Kenneth Black*, husband PM Retired Jerilyn Black

Steve Auffarber, memory of *James Cockroft*, husband PM Retired Kathryn Cockroft

Leandra & Curt Beckemeyer, in appreciation of *Eva Finley*, Texas Lonestar Editor

Leandra & Curt Beckemeyer, in appreciation of *Rosa Gonzales*, Texas Retiree President

Leandra & Curt Beckemeyer, in appreciation of the *UPMA Texas Active and Retired Executive Boards*

**Donations to the Texas Scholarship Fund should be sent to Retiree President Rosa Gonzales
2843 Private Rd 3778
Wills Point, TX 75169**

You will get a thank you from the Texas Chapter for your donation and a card will be sent to the family/person of the donation.



2023 Budget as of May 7, 2023

Ron Mason,
Texas UPMA State
Secretary/Treasurer

Here is the budget as of May 7. If you have any questions please feel free to contact me. My phone and email are listed on page 2 of this issue.

*Hope to see you
all in Denton!*



TEXAS UPMA 2023 BUDGET

LINE ITEM	Description		2023 BUDGET	2023 ACTUAL	2023 BUDGET LEFT
01	PRESIDENTIAL TRAVEL	DARWIN	\$4,500.00	\$439.64	\$4,060.36
02	EXECUTIVE VP TRAVEL	SHERRY	\$4,500.00	\$0.00	\$4,500.00
03	TEXAS 1 VP TRAVEL	MEMBERSHIP STACY	\$4,500.00	\$1,160.65	\$3,339.35
04	TEXAS 1 DISTRICT MEETING		\$1,500.00	\$1,375.96	\$124.04
05	TEXAS 1 DISTRICT CAC		\$1,200.00	\$136.97	\$1,063.03
06	TEXAS 2 VP TRAVEL	LEGISLATIVE SHARON	\$4,500.00	\$708.77	\$3,791.23
07	TEXAS 2 DISTRICT MEETING		\$1,500.00	\$0.00	\$1,500.00
08	TEXAS 2 DISTRICT CAC		\$1,200.00	\$136.97	\$1,063.03
09	TEXAS 3 VP TRAVEL	PAC KATE	\$4,500.00	\$0.00	\$4,500.00
10	TEXAS 3 DISTRICT MEETING		\$1,500.00	\$1,037.18	\$462.82
11	TEXAS 3 DISTRICT CAC		\$1,200.00	\$136.97	\$1,063.03
12	AT LARGE VP TRAVEL	TRAINING DEANNA	\$4,500.00	\$458.83	\$4,041.17
13	SECRETARY/TREASURER TRAVEL	RON	\$4,500.00	\$1,203.00	\$3,297.00
14	SEC/TREAS ALLOWANCE	RON	\$3,600.00	\$1,200.00	\$2,400.00
15	SEC/TREAS & PRESIDENT BOND		\$250.00	\$0.00	\$250.00
16	AUDIT & TAX SERVICE		\$350.00	\$350.00	\$0.00
17	EDITOR TRAVEL	EVA	\$1,500.00	\$1,678.86	-\$178.86
18	EDITOR ALLOWANCE	EVA	\$1,800.00	\$300.00	\$1,500.00
19	LONE STAR LEADER PUBLICATION		\$20,000.00	\$10,025.52	\$9,974.48
20	PAST PRESIDENT TRAVEL		\$0.00	\$0.00	\$0.00
21	POSTMASTER RETIRED TRAVEL	SCHOLARSHIP ROSA	\$1,000.00	\$0.00	\$1,000.00
22	POSTMASTER RETIRED DUES		\$3,200.00	\$1,268.08	\$1,931.92
23	POSTAGE		\$500.00	\$309.31	\$190.69
24	OFFICE SUPPLIES/WEBSITE		\$1,000.00	\$195.84	\$804.16
25	MISCELLANEOUS PURCHASES		\$1,000.00	\$153.12	\$846.88
26	TEXAS BOARD MEETING		\$5,000.00	\$6,740.35	-\$1,740.35
27	TEXAS STATE CONVENTION		\$35,000.00	\$763.00	\$34,237.00
28	TEXAS STATE CONVENTION GOLF TOURNAMENT		\$300.00	\$0.00	\$300.00
29	TEXAS STATE CONVENTION MEMBERSHIP INCENTIVE		\$25,000.00	\$0.00	\$25,000.00
30	TEXAS STATE MEMBERSHIP INCENTIVE		\$8,000.00	\$9,292.00	-\$1,292.00
31	TEXAS MEMBER SUPPLIES		\$1,000.00	\$57.64	\$942.36
32	TEXAS CHAPTER SHIRTS		\$2,000.00	\$1,978.00	\$22.00
33	NATIONAL CONVENTION		\$11,000.00	\$12,825.93	-\$1,825.93
34	NATIONAL CONVENTION MEMBERSHIP INCENTIVE		\$18,000.00	\$0.00	\$18,000.00
35	NATIONAL VP SPONSORSHIP		\$10,000.00	\$6,265.97	\$3,734.03
36	LEGISLATIVE SUMMIT		\$1,500.00	\$11,746.80	-\$10,246.80
37	LEGISLATIVE SUMMIT MEMBERSHIP INCENTIVE		\$10,000.00	\$4,800.00	\$5,200.00
38	SOUTHERN OFFICERS CONFERENCE		\$10,000.00	\$4,677.75	\$5,322.25
39	CHAPTER MEMBER REPRESENTATIVE/ADVERSE ACTION		\$800.00	\$0.00	\$800.00
40	CHAPTER MEMBER TRAINING		\$8,000.00	\$4,328.44	\$3,671.56
41	TEXAS MEMBERSHIP TEAM		\$3,500.00	\$4,418.01	-\$918.01
TOTALS			\$222,900.00	\$90,169.56	\$132,730.44

LINE ITEM	Description	2023 BUDGET	2023 ACTUAL	
50	TEXAS 1 DISTRICT REGISTRATION	\$1,000.00	\$1,247.00	
51	TEXAS 2 DISTRICT REGISTRATION	\$1,000.00	\$660.00	
52	TEXAS 3 DISTRICT REGISTRATION	\$1,000.00	\$1,075.00	
53	STATE CONVENTION REGISTRATION	\$6,000.00	\$4,460.00	
54	SOC REGISTRATION	\$120.00	\$0.00	
55	NATIONAL CONVENTION REGISTRATION	\$700.00	\$0.00	
56	LEGISLATIVE SUMMIT REGISTRATION	\$700.00	\$0.00	
57	NATIONAL UPMA DUES	\$140,000.00	\$50,713.65	
58	CD INTEREST	\$25,000.00	\$2,462.27	
59	CHECKING INTEREST	\$20.00	\$0.18	
60	OTHER INCOME	\$500.00	\$0.00	
61	VISA REBATE	\$0.00	\$394.31	
62	86S43	\$0.00	\$1,331.56	
63	86S44	\$0.00	\$646.16	
64	86S51	\$0.00	\$484.55	
TOTALS		\$176,040.00	\$63,474.68	



Sign Up New Members

Deanna Fojtik, *Texas UPMA VP at Large*

Texas 3 District meeting was held on April 14 and 15 in Lakeway TX. We

had a really good turn out with more than 40 in attendance. Thank you to all the Trainers and everyone that was able to attend.

Also, thank you to everyone that helped out with set up, clean up, registration, silent and live auction. We are one big Postal Family.

Don't forget to sign up for the State Convention that will be held in Denton on June 22-25. We are getting ready and have a line up of Trainers. Don't miss out on this wonderful opportunity for training and fellowship.

**Sign up new members,
Free membership for 1 year.**

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.

Sign someone up today!!!!

**See you at the
State Convention in June.**

Denton
TEXAS



Advantages of Attending A 3digit Meeting

Stacy Taplin, *District 1 VP*

What's the advantage of attending a UPMA Meeting.....

Being a member of Texas UPMA and attending district meetings you gain knowledge on trainings that helps you excel in your office. There are several SME at these meeting you get the opportunity to mingle with and learn. You can personally pick their brains this is a great way to learn and grow. That SME

takes time to explain topics more on a one-on-one basis and you aren't stuck on a telecom in your office and sometimes you're distracted having to answer the phone, get called to the window and miss a step then you're completely lost. Especially, with the CRDO, Power BI and etc.

Since everything we do now in the 21 century is internet driven and everyone can deep dive and track your F2, F3 and

F4 without your knowledge. We are ranked as an organization all the way down to our individual unit.

Attending your 3-digit meeting, your State District meeting and National Convention it helps you mingle with other Postmasters, Managers and Supervisors. This year's Texas State meeting is June 22-25 in Denton. The 7th UPMA National Convention is in Denver, CO is August 26 thru September 1.



TX3 District Meeting was Great!

Kate McCartney, TX3 VP/CMR

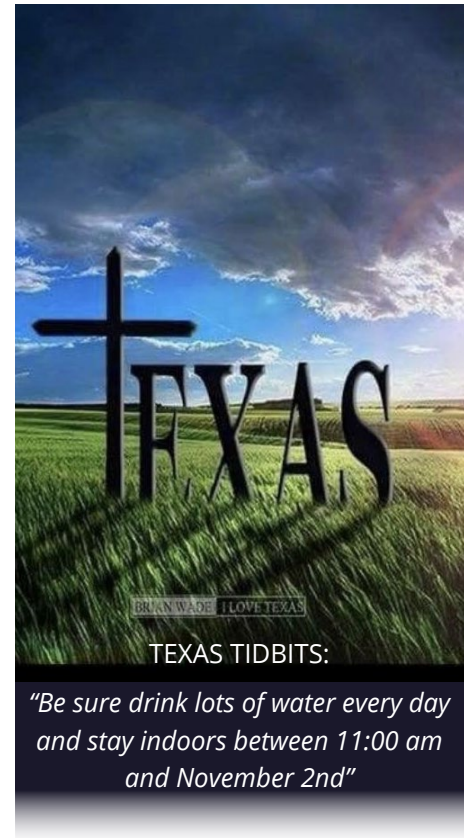
TX3 District Meeting went well. We had about 40 in attendance, where we had training, food, fun, and fellowship. Trainers and speakers were: Tom Billington-District Manager, Daniel Mata-(A) MPOO K, Kim Early-Manager Workforce Planning and Compliment, Eduardo Pena-Integrated Operations Planning Specialist, Dana Anderson-Postmaster Cedar Park, Stephanie Gonzales-Workforce Operations Planning, Latazua Walker-Manager AMS, and Nicole Standley-FESA (also provided lunch). We made a donation to the TEXAS UPMA Scholarship fund in each of their names.

Tom Billington, our District Manager

spoke about treating each other and our employees with Dignity and Respect. Mr. Billington stated if you had to address performance to do it in private. He made his expectations known. Mr. Billington let us know we are the fastest growing district in the country. He spoke a little about RRECS and the mini mail survey.

We learned about Line H, the hiring process, IVES, SSRD, Growth in AMS, stack the ben, etc. We also raised \$851 for PAC and at the TX2 meeting we raised \$775 for PAC. We are off to a great start.

Our State Convention will be June 22-25 at Embassy Suites, 3100 Town Center Trail, Denton, TX 76201. I hope to see you all there.



When You Retire But Aren't Ready To Stop Working

LeAndra Beckemeyer, Retired Texas PM Howe TX

Full stop retirement isn't for everyone. You may want to leave your stressful postal position for a more relaxed working situation. Did you know that there are ethics rules?

Basically, you can work anywhere you want to work as long as you have no reason to reach out to postal officials or your current/former postal friends about any matter related to your new job. This means calling, writing, emailing or attending meetings or any other interaction if the purpose of the contact is to exercise influence for your new employer. Remember, your postal contacts and knowledge may be why your employer hired you in the first place. Any proprietary information should never be disclosed. If you learned something as a federal employee that is protected by a non-disclosure agreement, you cannot

disclose this information. These rules apply even if it was not your choice to end your employment.

If you violate these laws you can be punished by a substantial fine and/or a term of imprisonment. The Office of Inspector General regularly investigates suspected violations.

If you aren't sure if you are in legal compliance, you can call Headquarters Ethics and Legal Compliance Team at 202.268.6346 or email your questions to ethics.help@usps.gov

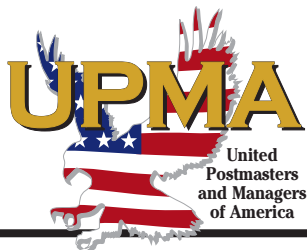
In addition, if you are a FERS employee and retired but you have not reached your full retirement age (FRA) and decide to take a part time job, the earnings limit is \$21,240. You will lose \$1 in benefits for every \$2 earned over that cap. FRA is 66 years and 4 months for people born in 1956 and will rise

two months for each subsequent birth year until it settles at 67 for those born in 1960 and later. The earnings cap applies only to income from work. It does not count investments, pensions, annuities or capital gains. Your monthly Social Security payments may be subject to federal state and local income taxes. If you are collecting both benefits and work income, you may want to increase your withholding to avoid a big tax bill and penalties in April.

To contact the Retirement Office as a CSRS or FERS retiree, you can contact OPM at 1.888.767.6738 or send an email to retire@opm.gov. You can also write to them at:

U.S. Office of Personnel Management
Office of Retirement Programs
PO Box 45
Boyers, PA 16017





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 filing 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

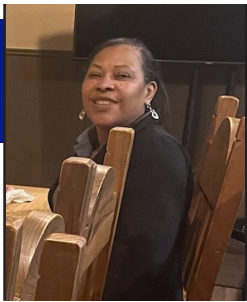
☐ Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

☐ Career Awareness Conference ☐ USPS Provided Training ☐ Other

UPMA NATIONAL OFFICE FOR PROCESSING



Tornado

Yolanda Coulanges, PM Deer Park

January 25th of this year started like any other day at the Deer Park Post Office. I had just finished with my customer complaints (ECC) cases, when an email flashed across the screen. It was a tornado warning for the Friendswood area which is about 25 miles away from Deer Park. I immediately sent out a RIMS message to the carriers to seek shelter if the weather turned for the worse.

Right about the time I finish sending the message, my PSE clerk, who was working at the Pasadena Main office, called. She told me that their lights had gone out and I told her that the lights were still on. I also let her know about the tornado warning. I tell you less than 10 minutes later, our lights also went out.

We put the window computer on standby and a few customers were still in line in the lobby. Some were checking mails at their PO boxes. At that time the clerks were looking for flashlights. I thank God that we always left them by the back door going out to the dock. At that same time a carrier came in to use the men's restroom. He told me it is bad out there. The wind was picking up. So, I started walking toward the exit door to the dock to see how it looks out there. I peeped my head out to look at the parking lot. There I noticed that the sky was turning extremely dark, and it had got hotter and muggy, but it also was still very quiet. No birds were chirping, no sound. Then I looked at the plastic pallets and they started moving, and I heard a weird hissing whistling

noise. I told the clerk behind me I think the tornado is coming this way...RUN. While we were running the ceiling tiles were falling and the carrier exit door flung wide open. Leaves and debris were flying inside the building. We ran into the safe where the T7 and two customers were. The tornado probably only lasted about one minute.

While we were in the safe, one of the employees and a customer were praying. I reassured everyone that it would soon be over. Once we felt that the tornado had passed, we came out of the safe and I walked into the working floor. A few minutes of chaos had caused so much damage. Our 500+ lb. AC units had been moved around on the roof, and one landed in front of the post office. By the grace of God none of our personal and work vehicles were damaged. Only the building, fences, stop signs, and a few trees. None of the employees and customers were injured.

By the time I went back outside to assess the area almost all of the carriers had made it back to the station. I started calling the rest and everyone was fine. They all went back out and continued to deliver mail through the motto "Rain, Snow, or Tornado". I was so proud of all of our employees that day.

The city of Deer Park was totally devastated. Many people lost their homes, many fences were down, trees, and power lines were also down. The city was without power for a few days. The Deer Park Post Office did not have any AC till the beginning of March....but we made do as always.



Howdy!

Sherry
Bridgers
TX UPMA State
Vice President

We've been going through a rough few weeks on the rural side of things. We've come out on the other side of the mini mail survey and many rural carriers are not satisfied with the result. We've been instructed to implement the changes only to be told at the last minute to stand down and wait to implement, not once but twice. I'm hoping that USPS and the NRLCA can come to some sort of middle ground soon. While we wait, there is lots more information we can all glean from the mini mail survey and the weeks that followed. We can also benefit from learning more about the edit sheet, WEBEES and the RRECS site itself.

Are you ready to learn more about it or are you fluent in these programs? If you want to learn more, come to the State Convention in Denton. If you are fluent in these programs, come to the State Convention in Denton. We need you all, some of us can help others of us. We have a full schedule of training to include RRECS/Rural topics as well as SWC training.

In case you missed it, the criteria to earning more in your office has changed, we now get credit for RCA and ARC positions. If you have either of these positions in your office, run your numbers in the 150 program to see if you are eligible for a supervisor.

This year the state convention will not have a children's program but I will be identifying some fun activities in the area in case you are interested. If there is a particular training you would like to see this year, send me a text (832-212-2170) and I'll see what I can do. I can't wait to see everyone in June.





UPMA Chapter Presidents, UPMA National Executive Board

Re: Special Exemption- to deliver mail

HRSSC has cut PS-Form 50s effective 12/30/2022, making all Postmasters 18-22 and all Exempt Station Managers Special-Exempt with the reason code allowing them to be eligible for “additional pay when delivering mail.”

After a long struggle by UPMA, a temporary modification to Postal pay policy will allow select exempt non-bargaining employees to be eligible for additional pay when those employees are needed to deliver mail due to staffing shortages. Based on a UPMA request and conversations at the St Louis UPMA National Convention, The Service has decided to temporarily modify policy and allow employees permanently assigned to the following positions to be eligible for additional pay at the straight-time rate if authorized to deliver mail.

Title	Grade	Occ-Code
MGR Customer Services	EAS-19	23057064
MGR Customer Services	EAS-20	23057039
MGR Customer Services	EAS-21	23057091
MGR Customer Services	EAS-22	23100002
MGR Customer Services	EAS-24	23100010
Postmaster	EAS-18	23016118
Postmaster	EAS-20	23016120
Postmaster	EAS-21	23017121
Postmaster	EAS-22	23017122
Postmaster 18 (B)	EAS-43	23016218

The policy will provide extra compensation for the time a Manager or Postmaster delivers mail, provided the total work hours are more than 8.5 on a scheduled day or any hours on a non-scheduled day. This temporary pay policy is applicable only in those circumstances. Management must meet all contractual requirements before authorizing non-bargaining employees to deliver mail.

This temporary policy commenced on December 31st, 2022, and is now set to end on July 28th, 2023.

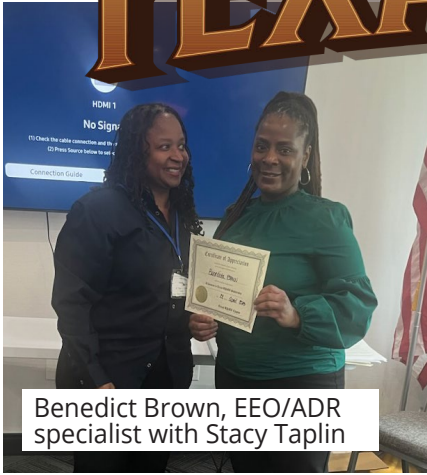
UPMA is hopeful this will continue to stay in place until such time as the staffing shortage is rectified. UPMA appreciates this change and looks forward to further discussions with The Service on this and other issues facing our members. This is another example of what can get done when we work together. Please share this with your Area/District Managers as you need to; no further announcement will come from the Service.

Together We Can

Edmund

United Postmasters and Managers of America
8 Herbert Street, Alexandria, VA 22305-2600
(703) 683-9027
Unitedpma.org

TEXAS 1 MEETING



Benedict Brown, EEO/ADR specialist with Stacy Taplin



Brandi Smith (A) Manager Operation Integration Specialist Texas one, Stacy Taplin District One V-P, and Chris Scott



Stacy Taplin with Trellis Magdalena, Manager, Consumer Affairs



District Manager Scott Hooper



Ron Mason wins again!!!



Winner for selling most tickets



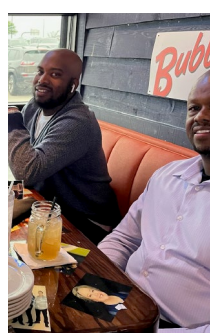
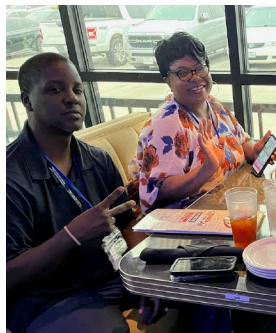
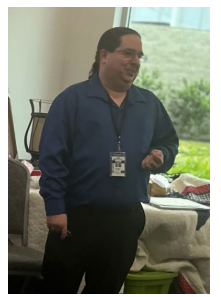
Michael Harriman , (A) Manager with Stacy



Retirees



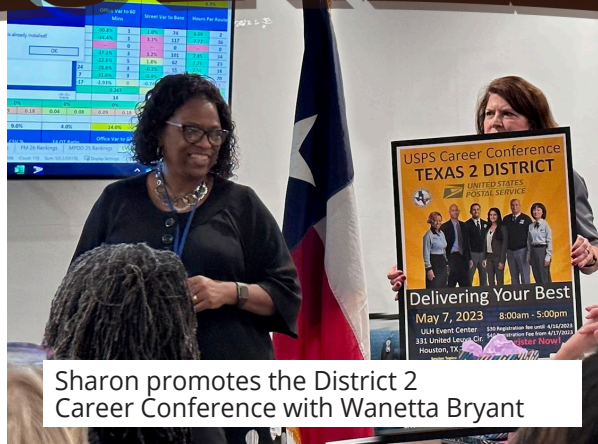
First-Timers



TEXAS 2 MEETING



Labor Relations Manager,
Manoj Menon



Sharon promotes the District 2
Career Conference with Wanetta Bryant



District manager David Camp,
Houston District2



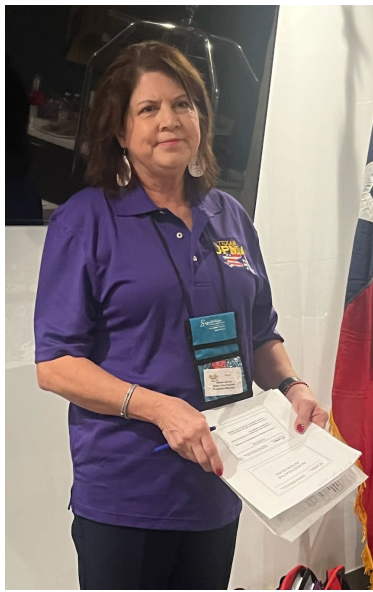
First-Timers



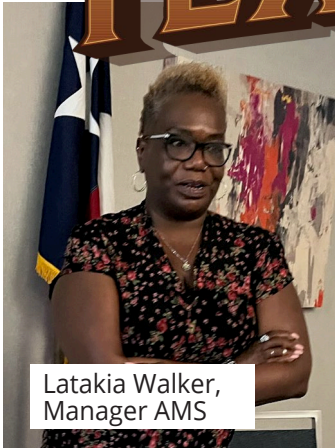
Sharon thanks our good Texas
friend Nicole Standly for providing
lunch on Saturday! Thanks Nicole
for all you do for us!!



DM David Camp with Leadership Team



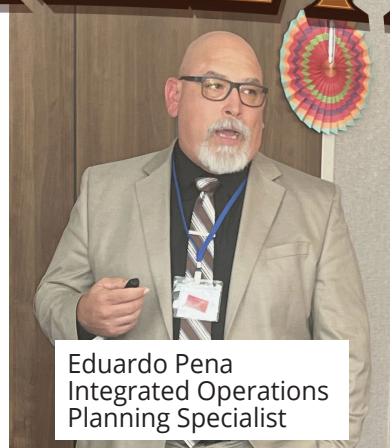
TEXAS 3 MEETING



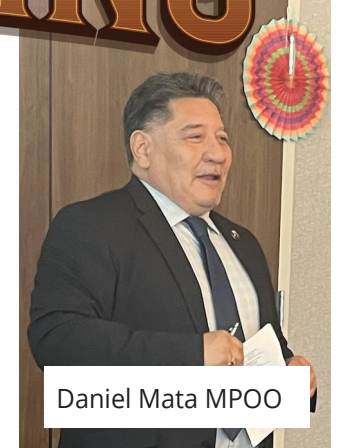
Latakia Walker,
Manager AMS



Kim Early, Manager Workforce
Planning and Compliment



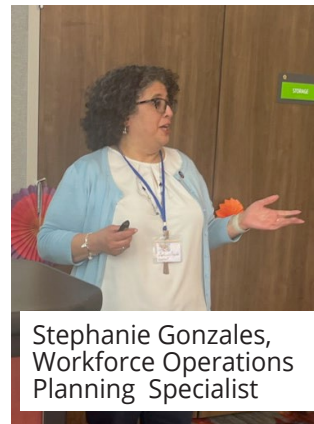
Eduardo Pena
Integrated Operations
Planning Specialist



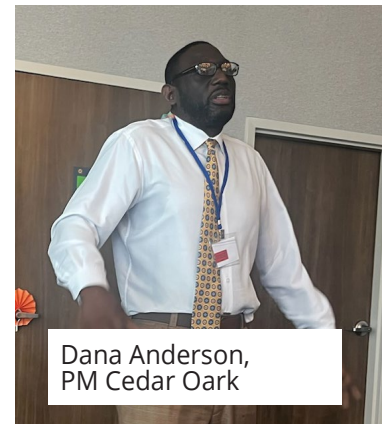
Daniel Mata MPOO



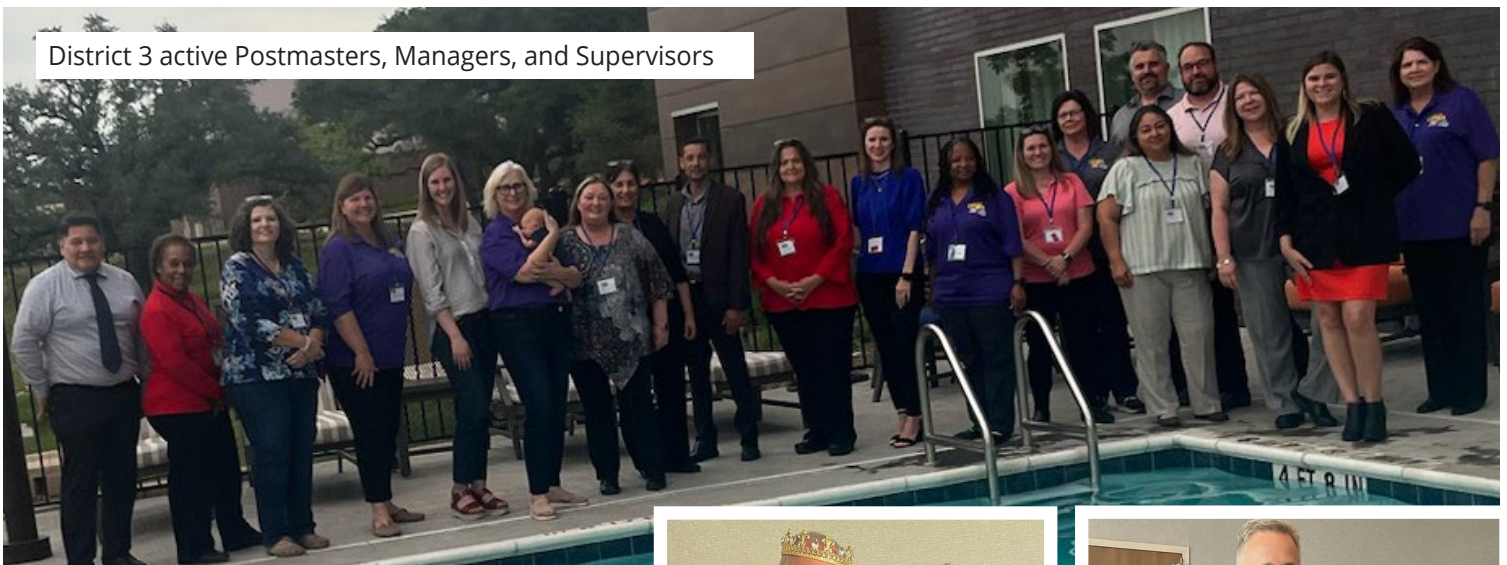
First-Timers



Stephanie Gonzales,
Workforce Operations
Planning Specialist



Dana Anderson,
PM Cedar Oak



District 3 active Postmasters, Managers, and Supervisors



MPOO Mata, with Deanna and a future PMG



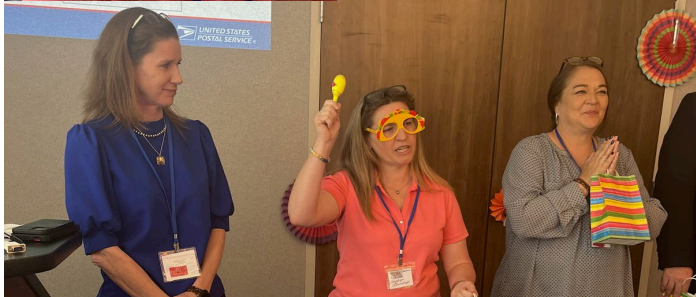
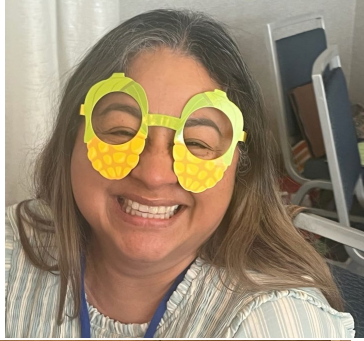
Rosa and Steve are the king
and queen for a day!!!



District Three Manager
Tom Billington



Retirees



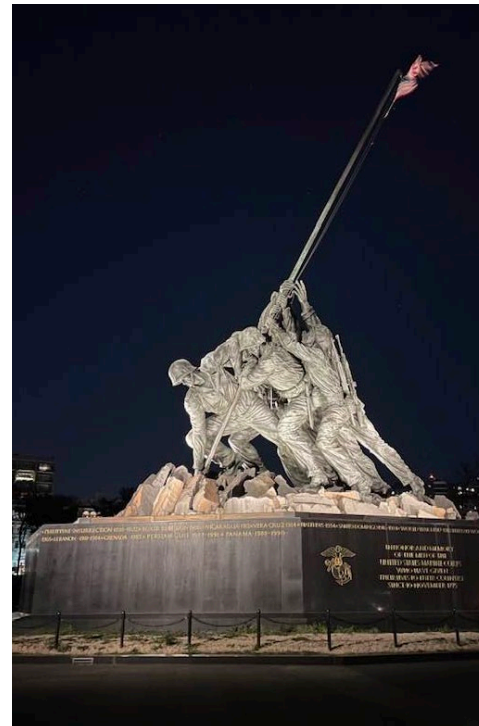
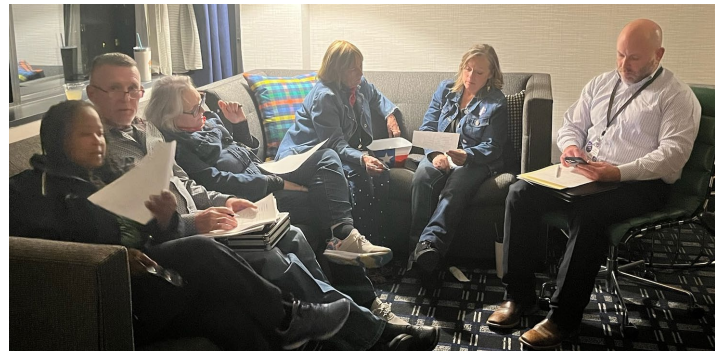
TEXAS UPMA

Goes to Washington



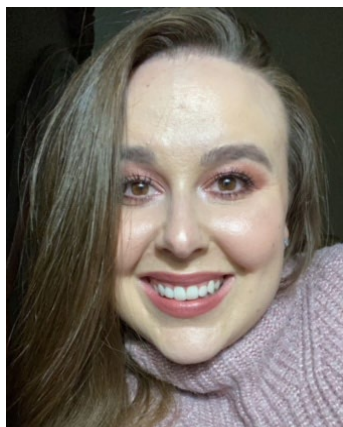


The King gets his shoes shined in DC



MEMBERSHIP TEAM SIGNS NEW MEMBERS

Pictures below are our new members who have joined our UPMA Texas Chapter from the results of visits from our Texas Membership Team. Only one member actually gets credit for signing up the new member, but listed are the members who were present.



Danielle Mitchell
Associate Member, Graford
signed by Eva Finley



Robert Stuart
PM Tennessee Colony
signed by Rosa Gonzales



Jeremiah Rolan
PM, Corsicana
Signed by Stacy Taplin



Sonia Cruz
PM Bloomington
Signed by Sharon Janicek
and Monica Broesche



Reginald "Reggie" Johnson
PM, Seadrift
Signed by Sharon Janicek
and Monica Broesche



Sammy Hysquierdo
PM Port LaVaca
signed by Sharon Janicek
and Monica Broesche



Samantha Cook
PM, Woodsoro
Signed by Sharon Janicek
and Monica Broesche



Ryant James
Learning and
Development Specialist
Signed by Stacy Taplin



Cayce Sharpe
PM, Falls City
Signed by Eva, Rosa, & Steve



Donna Walker
PM, Manor
Signed by Stacy Taplin



Gabriel Martinez
PM, Karnes City
Signed by Rosa, Steve & Eva



**NEW
MEMBERS**



TEXAS UPMA STATE GOLF TOURNAMENT

The Golf Club at Champions Circle Golf Course

15801 Championship Pkwy.

Ft. Worth, Texas

Saturday June 24, 2023

8:00 am

The tournament is open to all UPMA members active and retired, and their family and friends. We welcome individuals, twosomes, threesomes and foursomes. We will team you up if needed. We just need you to sign up.

The tournament will be a four-person scramble. We will have transportation to the golf course if you need it. Entry fee is \$70. This will include green fee & cart, continental breakfast and a grilled lunch. At the conclusion of play we will have lunch provided by FESA/Eagle Care. There will be cash awards for the winning teams. We will also have a longest drive hole and closest to the pin contest on four of the par 3 holes for both A & B players for a total of ten awards.

In addition, and most importantly, the winning team will be awarded the Texas UPMA State Championship Traveling Trophy

Our tournament will be presented this year by FESA/Eagle Care. They did a phenomenal job last year and we are excited and thankful for their continued support.

Send entry form with check or money order payable to Stephen Auffarber:

Stephen Auffarber
876 Shoal Pointe Ln.
League City TX 77573

Name: _____

Phone# _____ Avg. score _____

List any players you would like to paired with:

Greg Nors

for

National Secretary -Treasurer

Hello, my name is **Greg Nors**, and I want to be your next **National Secretary-Treasurer for the United Postmasters and Managers of America (UPMA)**. 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 76691. I was also trained to be a distribution and window clerk, which led to my first OIC assignment in 1998. I joined the Postmaster association and went to my first state convention that same year. My OIC assignment was part of an intern position, that I coordinated while attending night school at Baylor University. I graduated from Baylor 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 1st Postmaster position. I have served as a Texas Postmaster in Richland, China Spring, West, and my current position in Hillsboro. For over 10 years, I have managed a level 20 post office where I supervise clerks, city carriers, rural carriers, and three RMPOs. I have also been a coach in my MPOO area for over 15 years and a Postmaster Essentials Trainer both in my district and at the NCED in Norman, OK.



I have been very active in the Postmaster and Manager associations, at both the State and National levels. 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 Secretary-Treasurer for the state of Texas for four years, I have acquired valuable knowledge of the finances and financial issues not only as the state level but of the organization as a whole. As National VP, I have served on the audit committee several times and understand what is required for a balanced budget. Having served on the National Executive Board under 5 different presidents, I understand the vital relationship between the Secretary-Treasurer and the President.

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

Thank you for your time and consideration.

ASSOCIATION EXPERIENCE

- 1998 Joined Postmaster Association
- 2001 - 2nd Vice President, Texas Chapter
- 2002 - 1st Vice President, Texas Chapter
- 2003 - Executive Vice President, Texas Chapter
- 2004 - President, Texas Chapter
- 2009-2010 - Rio Grande District Director, Texas Chapter
- 2011-2015 - Secretary-Treasurer, Texas Chapter
- 2020-2021 - President, Texas Chapter
- Texas State Postmaster Rep/CMR, 12 years

NATIONAL EXPERIENCE

- 2006-2007 - National Vice President, representing Texas Chapter 18
- 2016 - Area 4 National Vice President
- 2017-2019 - Western Area National Vice President
- 2022-Current - Southern Area National Vice President
- 2023 - National Executive Vice President

2023 Texas UPMA State Convention

JUNE 22-25, 2023

Embassy Suites Denton Convention Center

3100 Town Center Trail

Denton, Tx 76201

940 243-3799



NAME: _____

MAILING ADDRESS: _____

PHONE NUMBER: _____

EMAIL ADDRESS: _____

OFFICE REPRESENTING: _____

_____ **ACTIVE MEMBER**

_____ **RETIREE**

_____ **ASSOCIATE MEMBER**

_____ **GUEST**

_____ **FIRST TIMER**

_____ **BRAT**

_____ **\$70.00 ADULT REGISTRATION IF PAID BY MAY 15, 2023**

_____ **\$80.00 ADULT REGISTRATION IF PAID AFTER MAY 15, 2023**

_____ **\$40.00 CHILD REGISTRATION (AGE 12 AND UNDER)**

WHEN MAKING ROOM RESERVATIONS, MENTION TEXAS UPMA TO ENSURE YOU GET THE GROUP RATE OF \$149.00 FOR KING OR DOUBLE SUITES. THIS RATE IS GOOD UNTIL MAY 23, 2023. BREAKFAST IS INCLUDED IN THE ROOM RATE.

PLEASE SEND REGISTRATION AND PAYMENT (CHECKS/MONEY ORDERS MADE OUT TO TEXAS UPMA) TO:

Sherry Bridges, PO Box 4777, Bryan, TX 77805-4777

DON'T FORGET TO BRING AN AUCTION ITEM AND DOOR PRIZE!



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 Member 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!



Kathy Frame

Candidate for National Retiree Vice President

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, PA in 1992, I was approached by a neighboring Postmaster, Argie Frank, Postmaster in Walnuthport, 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 PM. 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.

Pennsylvania State Active Positions

Active Member 1992-2021
PA Convention Chair 2009/2022/2023
PA District VP 2008-2009
President PA (2 Terms 6 years) 2009-2015
Executive VP PA (2 Terms 6 years) 2015-2021
Chapter Member Chair 2010-2011/2015-2021

National Positions

Active National VP (2 Terms) 2014-2017/2018-2021
Active National Membership Chair 2018-2021
Active National Membership Rep East 2021-Present
National Retiree Membership Chair (2021-Present)

Postal Career

PTF Clerk (1985-1989) Canton Ohio and Allentown Pa
FT Finance Clerk (1989-1992) Lehigh Valley Pa
Postmaster Level 18 (1992-2021) Pennsylvania
Retired 2021



LIFETIME ACHIEVEMENT AWARD

I nominate _____, UPMA Retired, for the Lifetime Achievement Award. I believe that he/she deserves this award for his/her dedicated time and efforts to UPMA as both an active and retired member.

1. UPMA:

A. Service to UPMA organization: _____

B. Committees: _____

C. Awards: _____

2. Postal Service:

A. Years of Service: _____

B. Awards Received: _____

3. Community Service:

A. Member of clubs and organizations: _____

B. Special information about the nominee's relationship to their community: _____

4. Additional information that you feel valuable toward this person's nomination: _____

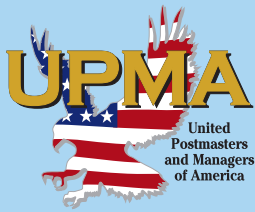
Note: Even if you do not have information, you may nominate an individual. The above member must have been a member in good standing of Texas UPMA.

UPMA Retired Officers are not eligible for this award and nominations will not be considered.

Nominated by _____ Signature: _____

Please send the nominations form **no later than June 1st** to the current President, UPMA Retirees.

Mail to: Rosa Gonzales 2843 Private Road 3778 Wills Point, TX 75169



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† <i>(UPMA Retired Luncheon included)</i>	\$133.75	\$160	\$197.50
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$155	\$190	\$245

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/quad

**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

WANTED

NOMINEES FOR MEMBER OF THE YEAR AWARD

I nominate _____ for the 2023 Member of the Year

for the Texas Chapter. I believe that he/she deserves this award because

Nominated by: _____

Submit this nomination **by June 1, 2023** to"

President Darwin Adams

4022 Glen Rose Drive

Garland Texas 75042

Present Board Members are not illegible

Eva Finley, Editor
PO Box 500
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**Pack your Best Western Clothes
as the Best Western Attire at
our banquet will win a prize**

See you there!