



MINNESOTA

See you in Denver!





Executive Board Minnesota Chapter

effective 07/01/2023

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TONY TERWEY-PRESIDENT

Postmaster Richmond MN

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Greetings Minnesota Difference Makers

I hope July finds you recharging with some time away from the daily grind of the postal life and enjoying life in the Great State of Minnesota.

Life around Central Minnesota is good with my office back to full staff of employees. The work put into recruiting and retaining has paid off for me and my operation. I can only hope for the same in your operation. I am happy to see the district making some strides connecting with the younger generation workforce through the use of Indeed, but the real truth is we need a hiring system overhaul from the top.

The applicants of today will not wait for our processing timelines in our current hiring system and the lack of flexibility in the process to get employees onboarded. The field has shown we can get names through recruiting efforts, but moving them to active employees continues to be the bigger issue in getting all sites to adequate staffing levels. Recently on a call with the HQ Manager of Integration I asked if anything was in the works for hiring system improvement. The response was we are trying but have had little success.

I encouraged him to hire the same engineers who built RADAR to revamp our HR hiring system. I also encouraged a regulation change that would allow for immediate onboarding and release of the employee if the NACI showed up unfavorably. Imagine if we could go straight from applying to training and not have a three-to-six-week delay. Good luck in your continued quest to find staff to meet the demands of our customers and leadership of the postal service going forward.

I understand Central Area Postal Leadership recently gathered in Omaha for an Excellence in Leadership Meeting. In discussion with two attendees, we will see more focus on performance and compliance going forward as a district. I am hopeful our Acting District Manager and Leadership team here will share the goal of all the new compliance programs going forward. As

a manager I am fine with compliance programs if we can understand the reason and get the desired results for the betterment of the service. Time will tell if the additional items lead to stronger service to our customers.

As we enter the fourth quarter of the fiscal year now is a good time to check your NPA again and see if you climbed in to a solid block five or better in your operation. The biggest indicator in NPA you have control of is Total Workhours Indicator and how it is directly related to Functional Effectiveness Indicator. As an EAS it is vital you understand the formula behind both of these calculations in relation to your NPA score. I would look for the June NPA numbers out around July 20th.

Myself and the board are always here to answer your questions related to NPA and I believe all the MPOO are very well versed in NPA as well. The strides in overall performance that the district is making should help each individual EAS NPA score move up some by the end of the fiscal year. Historically most sites moved up one or two blocks in the final two quarters of the fiscal year, so I am hopeful the same will happen this year for the majority of MN ND District EAS.

Recently I took a few calls about job security and the planned implementation of Sort and Delivery Centers (SDC) initiative. Postal Service Headquarters has provided minimal communication on this new delivery strategy and has only implemented it in a few locations. The verdict is still out if this new design will provide the service and efficiency expected. I have not heard of any being implemented in MN ND at this time but will bring up the question in the next labor management meeting we have with district leadership. I look for this to be a discussion topic in Denver at the National UPMA Convention. The top three leadership officers have agreed to come and speak in Denver. It will be great to hear from each one of them and see the direction HQ is taking the organization.

I want to remind all members that you should never go into a day in court, possible discipline interview (PDI) or an investigative interview (I&I) alone with your manager (they all mean the same thing just different terminology).

One of the greatest benefits you have as a member is the right to representation for any formal factfinding session your manager requested of you. The Minnesota UPMA team of 8 Chapters Member Representatives have all been formally trained by the National UPMA Office and National Chapter Member Representatives. As a team we work together to minimize impact to you should any adverse action come your way at any point in your career.

The memo providing extra pay for EAS who carry mail and work over 40/8 is set to expire July 28 at this time but an extension is in the works I understand from discussion with National Office. Please watch for updates as we approach July 28.

As a reminder if you are claiming extra time, it is three entries you need to make to properly document the time, one is rural activity scans in handheld scanner to feed RMSS, the second is EAS carry survey in RADAR and the last is work hours code 035 in TACS so that you get paid the extra workhours. I also highly encourage you to communicate the hours to your MPOO regularly as well. Please reach out, if you have any questions about the memo and your rights going forward, to any board member.

I would like to welcome Amy Longshore to the MN ND District as MPOO Area C. Amy brings a wealth of knowledge and experience to the job. Amy worked in the district back when it was the Northland as Postmaster of Hayward WI in 2017/2018. Recently she worked out in the Pacific Northwest as a MPOO out of the Montana district. Welcome back to Minnesota. UPMA Minnesota looks forward to building a great working relationship going forward and congratulations on your new position.

Recently I came across three great books on Leadership I had been gifted early in my career. The first one is: "They Shoot Manager Don't They", this book goes in depth on understanding people and behaviors when it comes to a managers work place culture. I really believe it help me understand how to coach a team for the best performance you can get while keeping the work environment healthy. The second was "1001 Ways to Reward your Employees", this book just reminds you

positive reinforcement gets better results than negative messaging will. The third book was the "First 90 days", in this book it talks at length about observing, identifying and coaching change when you take over a new operation. I believe all three have had a positive impact on my management career and help make me the leader I am today in the operation I oversee. I encourage you to check them out if you are an avid reader.

Remember to take some time this summer to recharge and relax. The opportunity to unplug will help with preparing for the fall mailing season and Peak Season 2024, which will arrive in four short months.

I have a couple quick reminders below.

Remember you can still sign up for UPMA National Convention in Denver if you are interested. You will not regret attending National UPMA Convention as you will learn more from the training provided and build a bigger network of coworkers by attending.

The Minnesota UPMA Chapter is recruiting four more Chapter Member Representative to attend training this fall. Please reach out to me if you have any interest at all in helping a coworker in the greatest time of need.

On membership the Minnesota Chapter is currently down to 36 non member offices and continues to recruit each new EAS appointed in the district. Please consider reaching out to new appointees and help grow the organization. **Enjoy the rest of the Minnesota Summer.**

Together We can

Tony



Flor Lehocly-Blooming Prairie

Postmaster Essentials Class

Jennifer Hartman-Young America

June 2023

Jodi Gust-Madison Lake

Jonathan Ladouceur-Detroit Lakes

Julia Daniels-Northfield

Lezlee Flategraff-Saint Paul Park

Tracey Davis-Chicago City



Congratulations!

PAULINE LAMBRECHT, EXEC VP MEMBERSHIP

Postmaster of New Prague MN

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STAND UP FOR THE CHALLENGE

Wow, July is just around the corner, time is flying by. First of all, I would like to take this opportunity to thank everyone in this organization for giving me the opportunity to serve on the board as UPMA Executive Vice President/Membership. It has been a honor to work with the Board for the greater good of our Organization, and work with other Postmasters/EAS. I know I wouldn't have survived without the support of UPMA Members.

A great example of this is about three weeks ago, my son called me and said they needed help. They were without daycare for a week. First thing I did was explain to my POOM how I had missed a lot of my grandchildren events due to working long hours, she happens to be an UPMA member and knows the long hours I put in at my office. She did her best and next thing I know another UPMA member had my back, and covered his office and mine. It's nice to know there is someone there for you when we are working with such short staff.

I know currently in New Prague; we are operating with less than half the staff. I am allotted twenty-two employees in Web coins, and I have fourteen employees, and with one out with a long-term injury, and an ORNA. Add into that mix, with one clerk, one city carrier, and one rural on vacation all summer. That's a total of nine and a half employees to run our level 20 office with Sunday Amazon. That is reality we all have been living in. I wish I had an answer for everyone, but it seems since Covid potential employees would rather be at home, ordering products we bring to the door and reselling them on line and shipping them with us.

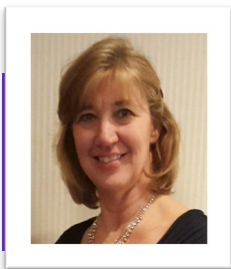
It's great for business, hard on current staff. I have to say the older I get the better I deal with it, plus I have a great Supervisor that helps me think outside the box. Just know this, we are all in this together, and maybe if

we can reach out a little more and help like the Waterville Postmaster did for me, we can get through this together.

On to membership, we are still moving forward with new Members. We are at 86.24%, with a grand total Of 689 members for Minnesota. We need everyone to pitch in and just ask one ask one of your friends to join. We are trying to hit 90% which has never happened before for our State. We need strength in numbers as we near July when overtime pay ends for Postmasters, I know our organization is working hard at another extension.

I will end with, **"Hang in there"** and if you have a spare moment reach out to a neighboring office to help out if you can find a spare moment, even to just get or give encouragement. **STAND UP FOR THE CHALLENGE**, you are stronger than you think. **IF YOU THINK YOU, YOU WILL!**





ANITA PFIEFER SECRETARY/TREASURER

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What does UPMA do for ME??

Why should I join UPMA? What does UPMA do for me??

Here are some of my thoughts and I would ask that you give some consideration to them.

'Why can't UPMA be like a union?' The USPS labor force is made up of craft and executive administrative positions. Craft employees are represented through the collective bargaining process and administrative employees can be represented by one of the two management organizations. As Postmasters, we are EAS (Executive and Administrative schedule) employees. By law (Title 39 of the US Code, Section 1004), the Postal Service must consult with management organizations representing employees not covered by collective bargaining. These consultations provide non-bargaining unit employees an opportunity to participate directly in the planning, development, and implementation of programs and policies that affect them. UPMA President Edmund Carley meets with USPS Headquarter officials on a monthly basis – he takes your concerns directly to them for discussion.

'Why does UPMA provide training instead of the Postal Service?' UPMA utilizes members that are skilled in specialized areas to enhance the Postal Service provided training. These members have the 'hands on' experience, provide information in an easy to comprehend manner and can answer your questions. On the UPMA website, as a member, you can access many different videos to boost your skills. These are opportunities for you to expand your knowledge both on a personal and professional level.

'Who really uses the Postmaster Representative benefit?' Well, I would tell you if I could – but all the members that utilize this service know that all their case files are confidential. You have heard this before but it bears repeating (because some of you are not LISTENING !!).

If questioned by an OIG Inspector about your conduct, even if you believe you are not guilty of any wrongdoing, it is suggested you do the following:

1. Remain calm,
2. Correctly identify yourself, if requested to do so;

3. Do not physically resist an arrest or a search of your person or property;
4. Read aloud to the OIG Inspector (s) the statement found on www.unitedpma.org;
5. Remain silent until you have consulted with your UPMA representative or an attorney.

BE YOUR OWN PROTECTOR – DO NOT TAKE A LIE DETECTOR TEST

DO NOT SIGN ANYTHING – CALL A CHAPTER MEMBER REP OR UPMA OFFICER

UPMA, also, offers training opportunities; political clout; networking with other Postmasters, Supervisors and Managers; benefits of a credit union; The Leader, our national publication and an informative website – www.unitedmpa.org.

So, what does UPMA really do for me??

Supports, defends and protects you, a Postmaster/Manager/Supervisor, in so many different ways.

Is this enough for you?

It is more than enough for me.

Reminder that our 2023 National Convention will be in Denver Colorado on August 27th thru September 1st. It is a wonderful time to network, meet new people, and relax. Let me know if you are interested and I can answer your questions and help in other ways.

If you want to attend an event that is not so lengthy, you might consider the Central Area Officers Seminar. This year it will be held in Indianapolis on Saturday, September 23rd and Sunday, September 24th. This is a smaller group but the training is still invaluable along with the people you meet. Minnesota UPMA will assist with some expenses. Again, if interested, please contact me for further information.

Take some time to enjoy the summer with your family.

Anita

**Minutes of the
7th Annual Convention of the Minnesota Chapter
of United Postmasters and Managers of America (UPMA)
Thursday, May 18, 2023 – Friday, May 19, 2023
Published July August 2023 Postmark**

The Minnesota UPMA State Convention was called to order by President Tony Terwey at 7:30 am on Thursday, May 18, 2023 at the Holiday Inn and Suites in Lakeville Minnesota. The invocation was given by Dan Heins. Apple Valley American Legion presented the colors. Ron Windels gave the Pledge of Allegiance and singing of the National Anthem. President Tony welcomed everyone to the 2023 State Convention. Veterans were recognized along with honored guests: UPMA National President Edmund Carley, UPMA National Vice-President Jim Maher and UPMA Central Area Coordinator Jeff Jarrett.

Minnesota/North Dakota A/District Manager Angela Bye spoke to the membership and had a question-and-answer session.

Minnesota/North Dakota District A/Manager of Integration Dan Laux gave a presentation on 'All Things NPA-Driving to Block 10'.

Lakeville Postmaster Xavier Sogoyou welcomed everyone to his community and talked about the top 5 things to do in Lakeville.

Chapter reports: PAC by Jason Croshaw, Credentials report by Anita Pfiefer in attendance is 19 actives, 31 retired, 11 guests, 5 vendors and 9 first timers, 2024 Time and Place presentation by Margie Jacobson, Introduction of vendors, Audit report by Jason Croshaw, Nominations by Margie Jacobson for positions of State President, Executive Vice-President and Vice-President Education and State Convention. Tony Terwey was elected by unanimous vote to MN State President, Pauline Lambrecht was elected by unanimous vote to Executive Vice-President, Alex Paulsen was elected by unanimous vote to Vice-President Education and State Convention.

UPMA National President Edmund Carley gave a presentation and updates on several topics.

Motion to suspend with the reading of the Proposed 2023 Article and Bylaw changes by Dan Heins/seconded/ passed.

Following lunch: the Memorial Service led by Ann Joos presented those members who have passed away since our last convention.

President Tony introduced and presented gifts for the nine (9) first timers: Melanie Anderson, Michelle Herzog, Dorothy Kienholz, Terri Newcomb-Evans, Alex Paulsen, Stephen Records, Kara Plunkett, Jodi Schmidt, Jackie Mackedanz.

Executive Vice-President Pauline gave an update on membership, the membership contest and thanks to President Tony for his focus on increasing membership this last year.

Postal Inspectors provided a presentation discussing arrow keys, packages with drugs and counterfeit stamps. Minnesota Active members met to vote with results as follows:



		Adoption	Rejection	Abstain
Articles of Incorporation	#1	16	3	0
Bylaws	#1	4	15	0
Bylaws	#2	19	0	0
Bylaws	#3	19	0	0
Bylaws	#4	19	0	0
Bylaws	#5	16	3	0
Elections	Votes	Ayes	Abstention	
Candidate Jim Maher National Secretary Treasurer 2025-2026		4		
Candidate Greg Nors National Secretary Treasurer 2025-2026		15		
Candidate Jeff Jarrett National VP Central		18	1	

Chapter reports: Legislative report by Jason Croshaw; State Convention/Training report by Janelle Duerksen; Motion to accept State Convention minutes as printed by Dan Heins/seconded/passed; Treasurer report by Anita Pfiefer reports \$102,965.12 as our current balance and information on Certificates of Deposit; Editor Vanessa Nielsen provided a report; Tony Terwey reported on Scholarship.

2024 Time and Place voting: Marshall MN got the most votes for place and May 15-17, 2024 had the most votes for time.

UPMA National President Edmund Carley installed active and retired board members.

Adjournment

Friday, May 19, 2023 Call to order by President Tony Terwey.

Invocation by Ann Joos. Pledge of Allegiance led by Donovan Horrigan.

Thrift Savings Program retirement training via Zoom by Ardella Collins.

Chapter reports: Rolle Bolle had 8 teams and raised \$300 to be split between PAC and Scholarship.

PAC final report: 50/50 drawing totaled \$900 with \$450 going to the winner. Live and silent auctions raised \$747 to be split between PAC and scholarship.

President Tony provided closing remarks.

Adjournment

Recorded by Lori Kiecker and Anita Pfiefer

ALEX M PAULSON VP EDUCATION/CONVENTION

Postmaster Grand Rapids
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I Hope everyone has enjoyed time with family and friends over the 4th of July. I also want to say thank you to all my brothers and sisters that have stood up for that great flag and defend our freedoms I salute you. Hooah!!

There is still time to sign up for our National Convention 8/26/23-9/1/23. I would enjoy seeing a few more first timers joy me in the opportunity of going and representing our great chapter. This is a great opportunity for learning, networking and relaxing away from the office. First timers get our convention costs reimbursed by the National board after the convention.

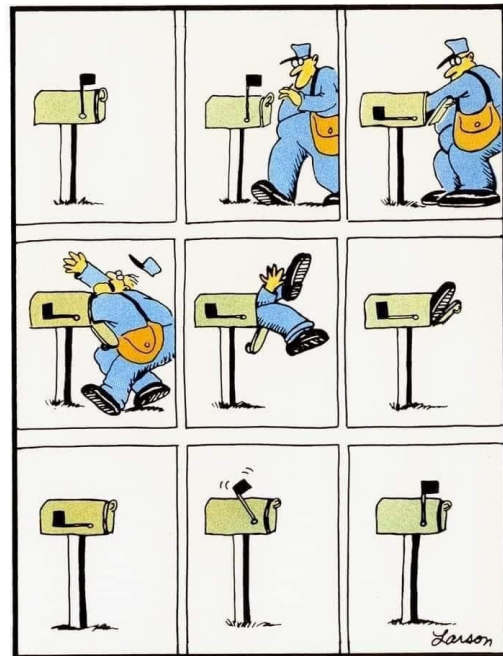
I have struggled to think of what to bring forward as something that us in the field could use to better equip ourselves to do our jobs daily. There are so many things out there that we strive to meet from function 4, city delivery, rural delivery, scanning, complement or even just dealing and adjusting to getting Amazon for the first time in the last month and understanding how it affects your office.

I just want to make sure that we all need to take the time also to look at our employees and make sure they understand the goals you have for your office and are included in the data so they can buy in to help us make our goals. I have been posting in my office our office to 60-minute, street to base and stationary time.

This has allowed me to get more buy in from my carriers because it has made a little friendly competition amongst them, and it get the ones that do well every week to help get the ones who struggle to buy in or drives them to do better. I post the prior week data every Monday. They are kind of waiting for it now so they can see how they did. We compare dois daily, but they enjoy seeing how they do weekly as a total. Maybe this will be a fun opportunity you could use in your office.

Thank you for your time. I hope to see you at National Convention in Denver CO.

Have a great rest of your summer.



MARGIE JACOBSON, RETIREE PRESIDENT

Area 9 Retired Area Rep

Postmaster Retired of Waterville MN

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The Benefits of Being a UPMA Retired Member

According to the information from the National Office, one of the benefits is a strong legislative presence to protect and preserve the benefits earned by retirees. UPMA membership numbers speak volumes when we bring our issues to Congress.

We are currently working on the H.R. 82 Social Security Fairness Act of 2023. This bill repeals provisions that reduce Social Security benefits for individuals who receive other benefits which includes our Postal Service CSRS retirees. The bill eliminates the Government Pension Offset (GPO) which in instances reduces Social Security benefits for spouses, widows and widowers who also receive government pensions of their own and the bill also eliminates the Windfall Elimination Provision (WEP) which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer who did not withhold Social Security taxes.

The changes for this bill if passed are effective for benefits payable after December 2023. As of this writing, we have 286 co-sponsors on this bill, but we need 290 to force action. We currently have two Representatives from Minnesota who have not yet signed on as co-sponsors—they are Tom Emmer from the 6th District and Michelle Fischbach from the 7th District.

We are also working on H.R. 866 Equal Cola Act. This bill revises the formula used to calculate the cost-of-living adjustment for annuities paid under the Federal Employees Retirement System (FERS). As of this writing this bill has 29 co-sponsors and none of the Representatives from Minnesota have signed on as co-sponsors.

Another benefit is access to multiple opportunities for communication: *UPMA Gold*, *"In the Mailbox"*, *UPMA Leader*, our own *Postmark Minnesota* and other chapter publications and the unitedpma.org website. What better way to keep informed but through the information

received in these publications and website.

If you are currently not receiving any of these, please let me know so I can get that information to you.

Another benefit is availability of scholarships through UPMA's Scholarship Foundation and our State UPMA Scholarship fund to help member's children and grandchildren further their educations.

One of the biggest benefits is friendship and fellowship—UPMA activities are a lifeline for nurturing long-time friendships and making new ones. Retirees are the foundation of UPMA; their wisdom, experience and expertise are vital to our future. This is one of the biggest benefits for me not only during my career but into retirement. I have been a member of NAPUS, now UPMA, since April of 1990 or over 33 years. Members of UPMA are like my second family.

The purpose of UPMA Retired is to promote, assist and instruct retired Postmasters and Managers in all areas and work cooperatively in the advancement of UPMA's aims and goals.

It's great having all the members of Minnesota UPMA Retired. Sign up new retirees or ones that didn't get signed up after they retired.

There is still time to sign up for the National Convention. If you can make the trip to Denver in August, I'll see you there.



Talk about planning ahead!

HAPPY
BIRTHDAY!



I am Sam Skoien retired
Postmaster at Madison Min.
I started as a city carrier-clerk
in 1949
asst to the Postmaster in 1968.
Appointed Postmaster 1981
Retired in 1989 after 40 yrs + 1 mo.
Been retired for 32 yrs.
All are welcome to my birthday
party on July 14, ~~2020~~ 2029

United States Post Office Madison, MN 56542





ANN JOOS, CHAPLAIN

Business Development Specialist, Minneapolis, MN

Cell: 952-212-5669 Email: akjoos@gmail.com

**Everyone has a calling. Do you know yours?
Are you listening?**

From Rick Reilly's "Special Team" as republished in *Tiger, Meet My Sister*: Carson was a senior and starting quarterback in his high school. And one day, the mother of a special needs child came to him and asked him if he could figure out who was bullying her daughter at school. Easy enough, right?

Jones could've gotten some of his buddies together and 'taken care of' the problem. But instead, he changed things subtly. He brought this child, his new friend, with him to the football lunch table; he saw that someone walked her to class. Pretty soon, other people weren't bullying her - they were looking for ways to help her out, too. Jones knew who he was and what he could do, and he did it- and it changed everything.

Sometimes, it's as simple as *being there*.

Have you ever thought about what gifts you have that you could bless others with, in and outside of church? Have you ever prayed about how you could get more involved with church or your community? Sometimes, it's the preacher who points it out to you- sometimes it's someone else in church or a family member or friend.

Who is saying, 'God's calling you to this and it's time that you respond?' If you're not in a relationship like that, let's be clear: *you should be*. For many of us, it starts with whoever first brought us to church and it grows out from there.

That's one of the things that I love about the football story of Carson Jones: he was getting ready to leave for college, and his mother wondered one night who would

watch over the younger girl that the football team had sheltered. His younger brother, a sophomore, piped up: "Don't worry, I got this one."

Whether we know it or not, we're *mentoring*: good, bad, indifferent, we're teaching people around us what the right way to behave is. And that doesn't matter if you're sixty-seven or six going on seven. Sure, our role in church may change over time, but you old-timers, you need to be sharing what you know, have learned, and experienced with those who are younger.

My prayer is that you listen to what the Lord is telling you and that you listen and you accept and use your gifts to serve.

Check out 1 Corinthians 12:1-11

God is calling each and every one of us.

I, the Lord of sea and sky
I have heard my people cry
All who dwell in dark and sin
My hand will save.

I who made the stars of night
I will make the darkness bright
Who will bear my light to them
Whom shall I send?

Here I am Lord
Is it I Lord?
I have heard you calling in the night
I will go Lord
If you lead me
I will hold your people in my heart.

THE SOUTH CAROLINA CHAPTER OF UNITED POSTMASTERS AND MANAGERS OF AMERICA (UPMA) INVITES YOU TO THE SOUTHERN OFFICERS CONFERENCE IN THE GREAT VACATION LOCATION OF MYRTLE BEACH, SOUTH CAROLINA.

SOC (SOUTHERN OFFICERS CONFERENCE) WILL BE HELD OCTOBER 5-8, 2023. THIS IS A GREAT TIME FOR A FALL VACATION. THE RATES ON HOTELS/MOTELS ARE CHEAPER IN THE OFF SEASON THAN DURING THE PEAK TIME.

SHERATON HOTEL IS THE CONFERENCE HOTEL, WHICH IS ONLY TWO BLOCKS FROM THE BEACH AND THE RATE IS EXCELLENT AT \$149.00 PER NIGHT.

WE HAVE PLANNED AN EXCEPTIONAL ITINERARY FOR THIS EVENT. THERE WILL BE GREAT TRAINING AS WELL AS FUN. ANGELA CURTIS, VICE PRESIDENT OF DELIVERY OPERATIONS AND MIKE CHESTNUT FROM HEADQUARTERS WILL BE IN ATTENDANCE. MR. CHESTNUT IS THE DIRECTOR OF FIELD OPERATIONS SUPPORT AND THE RURAL DELIVERY SUBJECT MATTER EXPERT. THIS IS A GREAT TIME TO HAVE ALL YOUR QUESTIONS ANSWERED.

ALL MEALS WILL BE PROVIDED, STARTING WITH THE OPENING OF OUR HOSPITALITY ROOM ON THURSDAY NIGHT. WE HAVE PLANNED TWO MEALS OFF SITE WITH TRANSPORTATION TO AND FROM EACH LOCATION. EACH PLACE WILL HAVE MUSIC AND DANCING.

WHAT A GREAT DEAL FOR YOUR MONEY. COME AND JOIN US, LET YOUR HAIR DOWN, RECEIVE GREAT TRAINING AND SEE OLD FRIENDS AND MEET NEW ONES.

Here's a letter received from Edith Bradshaw, President of the South Carolina Retired.

If anyone wants to plan a trip to South Carolina, here's a destination for you!



VANESSA NIELSEN, EDITOR

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I love living out in the country, except for the fact that it's like a wi-fi desert. Our electric co-op is working on expanding access, and maybe in the next two years, we will finally get something reliable to use. My grandkids just can't believe that we don't have wi-fi all over the house, and have to use the hot spot on our phones anytime we want to go on-line. As far as streaming movies or anything like that-forget it!

It makes getting the paper together real interesting, as I can be in the middle of something, and the computer (or the phone) just drops the connection! Afternoons seem to be the worse time to try to get on the computers. I guess I got spoiled while in Yuma, the park we are in has great (free) access, and I can get on the computer, or stream movies, anytime!

I hope you are all having a wonderful summer, and are

able to get outside and enjoy our all too short summer. We have plans for almost every weekend-ending up with a trip to Denver for the National Convention, followed by our annual long weekend at the Western Minnesota Steam Threshers Reunion in Rollag, MN. Time flies! I hope to see you all soon!

**Sometimes I like to
mess with my husband
and hide his stuff
where he can't find it.
Like I put his shoes
in the shoe closet, his
jacket on the hanger
and his keys on the
key hook.**



Please send funeral notifications
to the editor and Anita Pfeifer.

All articles are the opinion of the writer and do not
necessarily represent the views of Minnesota UPMA.

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Article Deadline
Sept 5, 2023

Dates to Remember

UPMA Upcoming Events

August 1, 2023	Minnesota Executive Board meeting 7:00 pm via Zoom
August 27- September 1, 2023	UPMA National Convention Denver, Colorado
September 15 -17, 2023 Saturday only	Chapter Member Representative (CMR) Training Philadelphia, PA
September 22-24, 2023	Central Area Officers Summit Indianapolis, Indiana
October 3, 2023	Minnesota Executive Board meeting 7:00 pm via Zoom
October 20-22, 2023 Saturday only	Chapter Member Representative (CMR) Training Portland, OR
November 3-5, 2023 Saturday only	Chapter Member Representative (CMR) Training Oklahoma City, OK
January 26 - 27, 2024 Tentative date	Minnesota Executive Board meeting Marshall, MN
March 17 – 20, 2024	Legislative Summit Washington DC
May 15 – 17, 2024	MN State Convention Marshall, MN
August 21-30, 2024	UPMA National Convention Orlando, FL

