

Ohio Post Scripts UPDATE

ISSUE 28

Ohio Chapter UPMA

July 2023



**ALL ROADS LEAD TO DENVER COLORADO
AS THE OHIO CHAPTER PREPARES TO
HEAD WEST!!!**



**INFORMATION ABOUT OUR
NATIONAL CONVENTION
AND OTHER INFO IN THIS EDITION
MAKE YOUR PLANS TO ATTEND NOW!!!**

Ohio UPMA Executive Board and Officers

ALL of the Executive Board info is on page 8 of this publication

A word about our COVER:

Paul Joseph - Editor



Retiree Officers:

President: Lou Stuckey
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Vice President: Sara Kreitzer
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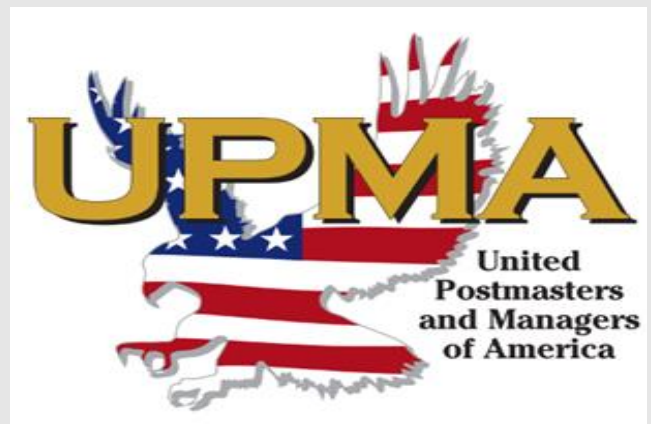
Ohio Chapter UPMA
<http://www.ohioUPMA.com>

UPMA National
www.Unitedpma.org

UPMA Federal Credit Union
www.signaturefcu.org/

Thrift Savings Plan
www.tsp.gov

UPMA Postmasters Retired
<http://groups.yahoo.co/group/pmretired>



Laura Reese - Executive Vice President

Ohio UPMA PAC convention goals were met!

Thank you to everyone that attended the state convention in Hocking Hills supporting our PAC agenda.

Targeted convention goals for 2023 were \$2,831 in contributions with 49 donors.

We've raised \$6,649 with 49 donors including 5 new ePAC members that signed up!
Not only did we exceed our goals, this is the best Ohio has done for UPMA PAC. Thank you!

This year our Chapters 2023 target contributions are \$11,062 with 83 donors. I am sure we will meet our year end goals as there are several ways to make contributions.

Set up e-PAC, electronic contributions to UPMA PAC. There are five innovative, convenient and secure ways to support members of Congress and Congressional Candidates who work to protect our jobs, safeguard your earned benefits and annuity, protect your health insurance, and defend post offices.

Forms can be found at www.unitedpma.org.

Another way to make donations to is to fill out the attached form in this edition of the Post Scripts making a onetime donation and sending it into the national office:

United Postmaster and Managers Political Fund
8 Herbert St.
Alexandria, VA 22305-2600

Thank you for your continued support. Let's finish the year strong, putting Ohio on top!

If you are reading this, please donate to PAC.

Laura Reese
Ohio Executive Vice President
PAC Chair



OHIO UPMA President

Alan Metzcar

MEMBERSHIP

Hello Everyone,

I know many of you get tired of beating this old horse. But this is something that you all need to understand as members of the UPMA organization.

We have many members in our organization, but we also have many offices that are not part of any organization. Many of the non-member offices could be your neighboring office.

I am asking all members to get involved and help with our membership. In this edition of the Post Scripts, you will find the membership totals for Ohio compared to the other states and there is a non-member list for each you to help us grow our membership.

The Ohio Chapter offers \$50 for each new member signed up and mileage if you travel to other offices to help us grow our membership.

Did you know that the United Postmasters and Managers of America (UPMA) can represent all members of management? That is Managers, Postmasters, and Supervisors.

This is not just limited to the customer service side, we can also represent those that work in the plants as well.

The UPMA can also have Associate Members that are craft employees and Postmaster Reliefs (PMRs) in the level 2 offices.

So as you can see we are a well versed organization and represent all members of the postal service.

The Ohio Chapter has a challenge this year set by our National Office. Ohio needs to gain 138 new EAS members and 50 new Associate members by the end of the year.

This takes all the membership working together to acquire the new membership.

If you are wanting to help with this challenge, please contact any member of the executive board and we will help explain how to do it.

I will personally assist you if you want to learn. I have all of the information that is needed. I have the 1187's and all the Rail Cards that explain what the UPMA can do for you.

Let's get on board and make this a successful year in recruiting for the Ohio Chapter!

Alan T. Metzcar
President
Ohio Chapter UPMA
Postmaster
Baltic PO 43804
Stone Creek 43840

(330) 827-0137 cell
(330) 275-9020 work
messdad@outlook.com



CONGRATULATIONS TO OUR NEWLY PROMOTED POSTMASTERS

Marsha M. Yoss
Jill R. Stahl
Patrick C. Troutman
Brandi Ortiz
Anthony L. Lee
Kayla E. Smith
Jeffery K. Montgomery
Jodi L. Clark
Theodore C. Brown
Scott E. Rauch
Dana D. Flayer
Issac J. Furrh
Audra K. Holdren

Postmaster of Sherrodsville
Postmaster of Attica
Postmaster of East Sparta
Postmaster of Middlefield
Postmaster of Sardis
Postmaster of Coldwater
Postmaster of South Vienna
Postmaster of Vincent
Postmaster of Lewis Center
Postmaster of Columbiana
Postmaster of Pleasant Hill
Postmaster of Zanesville
Postmaster of Bainbridge

Alan T. Metzcar
UPMA President
Region 6 Representative 430,433, 438
Postmaster Baltic/Stone Creek

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330-827-0137 Personal Cell
330-275-9020 Postal Cell



Retiree's Corner

Lou Stuckey, Ohio Retiree President

RETIREES AT HOCKING HILLS

First of all the retirees would like to thank Tracy Canby and Andrea Leyes for a great convention! It was a beautiful location and so many fun activities.

The retirees held their business meeting after the luncheon honoring retirees. There were 43 retirees in attendance. Two of our retirees were given awards.

Earl Mottashed received the James Lowry award and Sara Kreitzer received the Henry Heyl Retiree of the Year. . Both were very deserving of these awards. They have been involved for many years!

I was reelected as President and Sara as Vice President. We will do our best to represent the retirees for the next two years. The full set of minutes are on our website, ohioupma.com. Don't forget to attend the National convention in Denver! There are a number of activities planned. Check out the UPMA Gold for important information.

Remember retirees vote at the national convention on by-law changes, officers, and time and place for 2025. Try to attend if you want to vote.

The national retirees are also taking donations for the Veteran's Project. They are asking for stamps, stationery, or monetary donation. Last years money bought the veteran's home a slushy machine.

You may bring your donation if attending, or send a check to me to take. They are also asking for donations to the National

Scholarship fund. Both are very great causes.

The main focus for this year has been membership! There are great incentives for you to get out there and recruit. EAS even get a free year membership! Our numbers are declining.

Reach out to past members to get them to rejoin or new retirees who have never belonged before.

Last but not least please mark your calendars for our Fall Luncheon at Der Dutchman in Plain City on October 4th. Your invitation will be in the mail. Please join us for a fun day of fellowship and great food !

***FYI: WHEN YOU RETIRE,
YOUR MEMBERSHIP JUST
DOESN'T ROLL OVER
AUTOMATICALLY!
YOU MUST FILL OUT AN
1187R!***

Lou Stuckey
Ohio Retiree President



CONVENTION FIRST TIMERS

It was great to welcome 12 first timers to the state convention at Hocking Hills. We were excited when Charles Sims, Leigh Ames, Jerome Canady, Jeff Walker, Ozshaleek Palmer-Martin, Juanita Gibson, Steve Rogers, Sue Conn, Luis Rosado, Rachel Quijano, Rishel Bolser, and Elisha Huddleson joined us.

Many brought families and it was fun to get to know all of them. I planned an ice breaker that was a scavenger hunt. They had a list of 15 items to find and take pictures of. Many participated and submitted some great pictures.

One of the items they were to find was a Sasquatch. I challenged them to be creative and my favorite photo is shown. It was submitted by Rishel.



The winning photograph of SASQUATCH captured live on camera by Rishel Bolser

I hope we showed them how much we appreciated their attendance. Steve Rogers was elected as a Vice President. Congratulations Steve!

I think we will be seeing this group next year! It is not only our goal to make them two timers, but to make them life timers!

Lou Stuckey
First Timer Chair

UPMA Executive Board Information

Alan T. Metzcar Ohio Chapter President - Membership	Baltic OH 43804	330-827-0137	messdad@outlook.com
Tracy A Canby Past President	Clarksville OH 45113	937-725-4191	tracyacanby@juno.com
Laura Reese Executive Vice President	Pioneer OH 43554	419-551-1908	Laura.s.reese@gmail.com
Patty Schag Vice President	Berlin Heights, OH		ps1schag@gmail.com
Victoria Canby Filippidis Vice President	(937)728-0441		vcanby14@gmail.com
Mari Beth Kirkland Adverse Action Committee Chair National Vice President - Central Area	Middlefield OH 44062	440-821-4667	mari_kirkland@yahoo.com
Bill Judge Secretary/Treasurer	Piqua OH 45371	513-702-9702	judgey55@yahoo.com
Lisa Koprivec Vice President	USPS Hq, Delivery Spt	330-414-2470	Ldkoprivec@hotmail.com
Lou Stuckey UPMA Retired President	Retired	419-215-2227	stuckey31@msn.com
Jordan Davenport Web Master	Retired	419 341 4979	mlna43452@gmail.com
Ted Gedeon Legislative Chair	Retired	440-279-7040	tgedeon@windstream.net
Paul Joseph Editor/CMR	Retired sort of	419-236-0166	repins@bright.net

Committee Chairs

Scholarship	Rita Schemmel	937-726-5817	
Convention	Tracy Canby & Andrea Leyes		tracyacanby@juno.com
Sunshine	Betty Major	330-612-0368	badatvs@gmail.com

Patti Schag - Vice President

Finally- You hired a new employee- NOW WHAT?

Training they will need - Orientation is now a 1 day class – We do NOT do any of the required FY training, it is to be done in their station.

CCA- Hired on Saturday. Orientation -1 Day normally. Monday shadow in your office - walk with carrier.

DDC - 8 hour Defense Driving Class. LLV - 8 hr. actual driving - must have driver's license
Metris/ProMaster - 4 hr. familiarization. Academy - 4/8 hr. days classroom/mock delivery.

On Job Training - 5 days with certified OJI and *PLEASE return the 1750 to Employee Development. RCA - Hired on Saturday. Orientation - 1 Day - normally. Tuesday shadow in your office - On assigned route * Please give them their LINE OF TRAVEL so the RCA can follow along and make notes.

DDC - 8 hour Defense Driving Class. LLV - 8 hr. actual driving - must have driver's license
Metris/ProMaster - 4 hr. familiarization. Academy - four 8 hr. days classroom/mock delivery.
On Job Training - 5 days on assigned route.

SSA/PSE - window clerk. It is 52 hours at the SSA academy, then 4 hours last day of academy, 2 hours for study/review, and 2 hours for the exam.

The **On-the-Job Training (OJT)** is a minimum of 24 hours, and a maximum of 40 hours. If it has been determined that the employee is not yet ready to work in the window alone after the initial 24 hours you can extend it to 40 hours.

Postmasters and Managers please stay active in your employees training.

We are trying to Train to Retain.

Your communication with your new employee is key to a successful onboarding and retention.

Employee Development is here to answer any questions that may arise, please call or email us..

Patty Schag
Postmaster
Berlin Heights, Ohio



Mari Beth Kirkland - National Vice President

The Power of Rituals

I often read inspirational, motivating, leadership books. One that I just read was “The 21 Rituals to Change Your Life” by Theresa Cheung. It really inspired me. I find myself needing more self-motivation plans recently.

I would highly recommend this easy read to everyone. I have started a daily check list to follow these rituals. Research has proven the more rituals you have in your life, and the more personal you can make them, will help how you feel, and how well you perform. This is so important in our lives, and our work.

Life can feel empty without rituals. This book recommends doing all rituals for 21 days and see how you feel. I will briefly breakdown the twenty-one rituals however I highly recommend this book as a great, helpful read.

WAKE UP EARLIER -People who wake up earlier are healthier, happier, slimmer, more positive, and more successful in life than those who choose to sleep in. Remember energy, positivity, and discipline helps you to get up earlier daily.

STRETCH INSTEAD OF REACHING FOR YOUR PHONE -One of the first things that we do in the morning is to check our phones to make sure we do not have any important messages. Often, we make sure that we leave our phones right on the bedside table, for easy reach. Rather than check our phones, take a minute first to get up and stretch first.

ASK YOURSELF ONE SIMPLE QUESTION -Each day ask yourself, if today is the last day of my life, am I doing what I want to do today. According to Steve Jobs, if the answer is NO, you need to change something. You should be doing something you want to do every day.

JUST BREATHE -This is one of my favorites saying to people when they are stressed. Deep breathes can make you feel happier, relieve stress, and helps energy levels. It will also help your health and increase your immune system.

SMILE IN THE MIRROR -This is self-explanatory. Yoko Ono states doing this in the morning you will start to see a significant difference in your life. Remember that you are never fully dressed without your smile. Frowns have a negative effect on your attitude, and demeanor.

SET THE FINISH LINE -Plan a super productive day and achieve and celebrate your successes. This will help you reach YOUR finish line.

TUNE IN MORNING -This ritual is fun. We all know how upbeat music makes us feel. Listening to a happy upbeat tune in the morning can help you to pay attention and boost your emotional state.

TIDY ONE THING -Tidy up one thing a day beyond your usual chores. Declutter your life. Unfortunately, we become accustomed to the clutter and chaos in our lives. Whether it is finances, plans, relationship, declutter what you can.

FILL YOUR OWN CUP -While enjoying your favorite beverage, find a moment of peace. If you neglect your own needs success and happiness will elude you. Take time for yourself for self-love.

LET IT GO -Letting go of negative feelings, emotions, people, or experiences can be difficult. If negativity is holding you back, please learn how to release those feelings. This will help you find yourself.

SAY A LITTLE PRAYER -Rely on the power of prayer. Know what you want and believe it will happen. Always remember if you only pray when you are in trouble, then you are in trouble.

LIGHT SOMEONE UP -Help others. When you are kind or inspire others, they are not the only one who benefits. You will benefit as well and increase your happiness.

LISTEN REALLY LISTEN -If you listen to someone you lighten their day and yours as well. Be empathetic and sympathetic. Give your full attention and be engaged in the conversation.

RIGHT HERE, RIGHT NOW -Be mindful that you must live each day to the fullest. Oprah Winfrey shares that living in the moment means letting go of the past and not waiting for the future. Slow down and enjoy the moment.

OVER TO YOU -Allow yourself at least 10 minutes a day to reflect. You should do this preferably in the evening. This is your quiet time to reflect. Practicing solitude creates creativity, empowerment, and helps you to recalibrate. There is great power in peace and solitude.

SAY GRACE -Choose to be thankful for the food on your plate, when so many others in the world are hungry. Saying grace can also remind you to stop running around and slow down. Have gratitude for what you have.

WRITE IT DOWN -Take time each day to write things down or journal. Writing daily activity helps to keep you organized and can truly improve your time management and life.

HIGHER SELFIE -The happier you are, the more likely it is that you will feel attractive and appear attractive to others. Being able to look yourself in the eye and tell yourself that you are beautiful or handsome, is what you can do to change your life forever.

REPEAT AFTER ME -You can change your life for the better by changing your daily routine. Try to repeat a statement about self-improvement for 21 days. It can become reality.

FLASH FORWARD -Writing down goals, can increase your chances to achieve them. This ritual asks you to plan a successful day ahead of you. Write your goals the previous night for a successful tomorrow.

SAY THANK YOU -Everyday your last ritual should be to say thank you before you go to sleep. If you have an attitude of gratitude, you will live a happier more successful life.

We have all heard the saying, “**Make it a wonderful day, or not, the choice is yours.**” Practicing rituals can help you balance your life.

Taking this 21-day challenge may be the answer to a healthier lifestyle and a more positive outlook at work, and at home.

Try it, you might like it.!

Regards,

Mari Beth Kirkland
Central Area, Vice President



Rita Schemmel - Scholarship Chair

The 2023 Ohio UPMA Scholarship was awarded to Averie Jacquemin.

Averie is the granddaughter of Marie Martin, retired Postmaster of Covington, Ohio.

Averie will be attending the University of Cincinnati in the fall to major in Speech Pathology.

Some of Averie's activities in high school were Varsity Club and being a member of the Octagon Community Service. Aerie was on the honor roll, Principals list, played softball and swam on the swim team. Her greatest swim achievements are breaking two school records, receiving Athlete of the Year, senior year, and swimming at the state level all four years.

This is a note that was received from Aerie:

I was thrilled to learn of my selection for this honor. The generosity of UPMA members to award this scholarship is much appreciated. The money will help me earn my degree at the University of Cincinnati. I promise I will work hard to become a success and be worthy of your confidence and trust.

The 2023 Ohio Retiree's Scholarship was awarded to Eva Rose Cinadr.

Eva is the granddaughter of Joseph Cinadr, retired Postmaster of Mansfield, Ohio.

Eva is planning to attend Ohio University this fall majoring in Education. Eva said that ever since she was a little girl, she has always wanted to be a teacher. During Eva's high school years, she was a member of the Symphony & Chamber Orchestra, Varsity softball and she was also a four year Scholar Athlete.

Eva volunteered at the Worthington Resource Pantry for five years and was a camp counselor at the Softball Youth Camp and Fit Kids camp in the summer.

It was great to meet Eva and her family when she attended our convention to receive her scholarship.

We wish our scholarship recipients all the best in their future endeavors.

Rita Schemmel
Scholarship Chairman

Editor's NOTE:

To learn more about scholarships, eligibility and how to apply, go to: ohioUPMA.com Then click on "meetings/events". On the left side below, click on "Scholarships". There you will find the info, criteria and instructions on how to apply for both our Chapter scholarships and the National UPMA scholarships.

Lisa Koprivec - Vice President

YOU'RE INVITED

Coming to a cell phone near you! Brought to you by ZOOM. We will be having ZOOM meetings for you to be able to join in and get latest and greatest in the postal service, and the Ohio UPMA Chapter.

Next month topics will be:

I'm getting a GEMBA...should I panic?

I have to work to earned...what the heck is that?

Taking the triangles out of the Triangulation.

Scoop on upcoming events



This Photo by Unknown Author is

Dates for ZOOM meetings will be:

Wednesday July 19th 8:00-8:30pm
Wednesday July 26th 8:00-8:30pm

How to do a ZOOM meeting on your phone?

First download the ZOOM app to your phone
Once you have the app, open it
Click "join" at the top of the screen
Type in meeting ID: 823-4153-2808
Passcode: 4uMvQV



Brought to you by: Lisa Koprivec, Patty Schag and Charles Sims

Bill Judge - Secretary/ Treasurer

Selective Hearing

What a crazy world we are living in. From what I am observing there is a lot of selective hearing going on. In politics, in the workplace, and out in public. I know I have it filtered in a way that I want to believe. My family can easily point out my “hearing”.

Listening is a skill. If you are really good at it you can engage your employees and bosses.

This can translate into better performance and less micromanagement. We spend too much time explaining the reasons something won't work instead of brainstorming a way to make it work best for your team. The changes going on are unending.

We are seeing things some of us have never seen in our career. What I feel we are paid to do is to carry out these plans and figure out to implement them in our office in a way that will impact the customer the least and help the Postal Service maintain it's good reputation.

We will see how this all plays out, but we should not discount the whole plan as bad. Whether or not we can accomplish all of it remains to be seen.

As managers and Postmasters, we need to improve the processes, so the customer gets what they pay for. There is only 1 guaranteed service that the customer can get a refund. But remember when the customer comes to the counter or talks to us about mailing options, they have selective hearing.

Let us not tell people what we can't do but let's talk to each other and work out solutions.

The Postal Service has a different look after COVID and all the changes, but I still want to do the best we can for the customer.

We have made changes all through the last 200+ years and that is the one thing I hear loud and clear.

Bill Judge
Chapter Secretary/Treasurer
judgey55@yahoo.com



So where are all the COOL pictures that were taken at our State Convention?????

As they say on TV these days:

Now THAT is an excellent question to ask.

And the answer is VERY simple...

First off, your Editor (me!) took a total of 577 pictures. To print all of them here would take an additional 33 more pages IF I squeezed them all in. Kinda like a [LIFE magazine](#) for those of you that remember it.

So to save the Ohio Chapter some serious \$\$\$ on printing, I collaborated with our Webmaster Jordan Davenport (really cool guy who knows how to do all that techy stuff) and sent him everything I've got including the pictures taken by our First Timers at convention this year.

Here's how you get to see everything:

- 1. Go to our website at: OhioUPMA.com**
- 2. Click on "meetings/events"**
- 3. On the left side, click on "Ohio Chapter Convention"**
- 4. Now you can click on any picture and blow it up so you can see it in living color! Then just scroll left or right.**

How cool is that? The food was as good as it looks, the axes were sharp as heck they were throwing, the owl was spooky neat and well...you get the point. And nobody cut their foot off with an ax!!!

It was a great time created by everyone who was there.

[Thank you Jordan for the great job setting this up](#) so everyone now can enjoy the memories created.

Paul Joseph - Editor, Ohio Chapter

How to SAVE your JOB.
How to NOT get FIRED.
How to keep OUT of trouble.
Why does my manager HATE me???
I can't do what they want me to do.

I would like to think that some (if not all) of the above captions got your attention. **Good! I meant to.**

Despite all the positive suggestions and training that I know you and all EAS who took on the jobs they are currently in, there are some who for whatever reason, still don't grasp the concept that we all must abide by and that is:

DO THE RIGHT THING ALWAYS and PROTECT YOUR JOB!!!

Some will say that it's easier said than done but let's look at it from a different perspective...MINE. That's right. **MY perspective as a Chapter Member Representative.** I am but one of a team of VOLUNTEERS who have agreed to help, assist, mentor, represent, suggest, PLEAD WITH, and most of all, do whatever we can to keep YOU in your current position.

Nobody forced you to take this job. If they did, call me. Give me a name. But no, I know that didn't happen. So now you are there, maybe for a few weeks, months or even years and one day you get a phone call from your manager who says to you:

Be in my office tomorrow at 10 AM for a PDI.

Well now, that doesn't sound like they are inviting you to lunch does it? No. For whatever reason, they are conducting an OFFICIAL investigation into something for some reason that somehow YOU were involved with. Or for something you didn't do but should have. Sound familiar? I'm not surprised.

Let's be perfectly honest here. If anyone tells me that they complete every single task, every day, without fail or delay and do it perfectly as a Postmaster, Manager or Supervisor then I'm going to tell you to stop lying.

That's right, I said it. I know you don't and so do you. IF you did, you'd be spending about 15 hours in your office every single day. But you also would have about 35 phone calls to answer because EVERYONE wants to speak to the Postmaster about whatever issue they have right? Or the accident you had to investigate that took 6 hours of your time you didn't plan for. Etc. Etc. Etc.

So let's put things in perspective here okay? First, I know you have a checklist and you use it every day, right? RIGHT??? **If not, get back in the habit of doing so.** On that checklist YOU created, be sure to put an asterisk or in BOLD, any task that absolutely needs done without fail to include a time it must be done by.

We call that low hanging fruit. IF you miss those, then chances are, that is a compliance issue you can catch heck for in a PDI and it's called **FAILURE TO FOLLOW.**

If you knew the things I've seen and heard in the last six months alone that folks are getting in trouble for, you would simply scratch your head and ask WHY???? What were you thinking??? You knew better!!!

Quite honestly, I do the same thing. But regardless, IF you made an honest mistake, that's one thing. But IF you intentionally did something that is so blatantly wrong, well then I will tell you now. **I can't defend that.**

You then ask: **“What do you mean you can’t defend that or me? I thought UPMA was supposed to represent me, defend me, stand up for me, PROTECT MY JOB????”**

Uh, no, that’s not how it works. **A CMR is NOT a lawyer.** We don’t do law or defend you especially if you have committed a criminal offense like steal something, like assault someone or go through Express Mail packages looking for money or dope. Sorry, not my job description here. Go call a real lawyer.

Right now, the biggest issue we are seeing that is causing problems everywhere is the SHARING OF PASSWORDS and log in info. Yes I know it’s been going on for years and yes I know it was never a problem before. Well things have changed. It IS a problem now, people have taken gross liberties abusing this which is basically an integrity issue and yes, have put money in their pockets they (or someone else) didn’t deserve. Falsifying clock rings, putting people in for work hours when they are NOT there, changing AL to SL, etc. is the same as stealing. I can’t be any more blunt than that.

Bottom line: DON’T DO IT. I can’t defend that.

So you think your manager hates you? Let me see, you call, they don’t answer. You email, they don’t reply. You text them, you get nothing. This does NOT mean your manager hates you or is ignoring you.

HOWEVER, reverse the rolls here. How many times have you called seeking a solution YOU could have handled yourself or sought advice from another PM? How many emails sent when you were angry? Yes, I’ve seen some emails that were sent to a POOM (multiple POOMS) that NEVER should have been sent. **So think before you hit that SEND button next time please okay?**

On another note (and I know this sounds crazy to some) but what have YOU done yourself to offer of your time, expertise or just to say to your manager: I’m here if you need me, OR I can do BLAH, BLAH, BLAH if it will help you out. Try that and see what kind of response you get. You may be surprised.

We’ve all heard the words “dignity and respect” used over and over. When others fail to do their part (even if it is someone higher than you,) **it doesn’t mean YOU lower your standards.** Take the high ground and set the example, even when things are not going your way. As EAS employees, we get paid to FIND solutions to impossible problems laid at our feet every single day. If not you, then who else will do what is needed?

RULES TO LIVE BY GOING FORWARD FROM THIS DAY

1. **Do NOT EVER go into a PDI or an Investigative Interview without a representative.** IF we are not available at that moment, THEY can wait until we can agree on a reasonable time/date.
2. If you are in a PDI, **do NOT lie to your manager as they will use it against you.** For that matter, your representative needs to know the truth up front BEFORE we go in. If you lie to us, it stops there. If you screwed up, admit it but don’t try to lie about it. Your integrity must be intact.
3. **As an EAS employee, we are held to a higher standard.** Never forget that. If you feel you can’t do that, then go put your uniform back on or find another job please. When you lower that standard, you have set yourself up like a bowling pin and will take a hit every time. Some hits you can’t recover from.
4. **IF you have issues (I have issues!!!) get help now. Don’t wait to be told or offered EAP.** Everyone has been indoctrinated on this yet, some choose NOT to heed this advice. You’ll be better in the end.

There will be MORE to come on this topic in future issues so until then, strive to **DO THE RIGHT THING** every day. **And that I CAN defend you on!**

Paul Joseph - Chapter Member Representative

The following list of offices have PM's who are NOT members of UPMA yet.

Use this list to seek out new leads and recruit them today!!!

Ashley	43003
Caledonia	43314
Centerburg	43011
Danville	43014
Dublin	43017
Fredricktown	43019
Gambier	43022
Granville	43023
Hebron	43025
Johnstown	43031
Mechanicsburg	43044
Milford Center	43045
Millersport	43046
Mount Vernon	43050
New Albany	43054
Plain City	43064
Powell	43065
Utica	43080
Westerville	43081
Baltimore	43105
Breman	43107
Brice	43109
Grove City	43123
Groveport	43125
Lancaster	43130
Lithopolis	43136
Lockbourne	43137
Logan	43138
Mt. Sterling	43143
Orient	43146
West Jefferson	43162
Marion	43302
Bellefontaine	43311
Caledonia	43314
Cardington	43315
Carey	43316
Kenton	43326
Marengo	43334
Mount Gilead	43338
Russells Point	43348
West Mansfield	43358
Curtice	43412
Oak Harbor	43449
Pemberville	43450
Port Clinton	43452
Put In Bay	43456
Walbridge	43465
Woodville	43469
Deshler	43516
Grand Rapids	43522
Hicksville	43526
Holland	43528
Liberty Center	43532
Napoleon	43545
Perrysburg	43551
Sylvania	43560
Madison	44057
Waterville	43566

Wauseon	43567
Weston	43569
Barnesville	43713
Belmont	43718
Crooksville	43731
Glenford	43739
Mcconnelsville	43756
New Concord	43762
Philo	43771
Woodsfield	43793
West Lafayette	43845
Bridgeport	43912
Martins Ferry	43935
Richmond	43944
Shadyside	43947
Toronto	43964
Wellsville	43968
Scio	43988
Avon	44011
Avon Lake	44012
Berea	44017
Burton	44021
Chagrin Falls	44022
Chesterland	44026
Elyria	44035
Grand River	44045
Jefferson	44047
Lagrange	44050
Lorain	44053
Madison	44057
Mentor	44060
Middlefield	44062
Northfield	44067
North Kingsville	44068
North Olmsted	44070
Orwell	44076
Painesville	44077
Perry	44081
Twinsburg	44087
Vermillion	44090
Willoughby	44094
Atwater	44201
Aurora	44203
Barberton	44203
Brunswick	44212
Garrettsville	44231
Hinckley	44233
Hiram	44234
Hudson	44236
Kent	44240
Mantua	44255
Spencer	44275
Sterling	44276
Tallmadge	44276
Valley City	44280
Wadsworth	44281
Richfield	44286
Campbell	44405
Canfield	44406
Cortland	44410
Deerfield	44411
East Palestine	44413
Girard	44420

Additional offices we need to canvass for new membership in the Ohio Chapter of UPMA.

Kinsman	44426
Lake Milton	44429
Lowellville	44436
Mc Donald	44437
Masury	44438
Mineral Ridge	44440
New Middletown	44442
Newton Falls	44444
New Waterford	44445
Niles	44446
North Jackson	44451
North Lima	44452
Rogers	44455
Salem	44460
Southington	44470
Vienna	44473
Warren	44481
Youngstown	44501
Beach City	44608
Carrollton	44615
Dover	44622
Dundee	44624
Gnadenhutten	44629
Holmesville	44633
Malvern	44644
Marshallville	44645
Middlebranch	44652
Mineral City	44656
Sebring	44672
Sherrodsville	44675
Sugarcreek	44681
Uhrichsville	44683
Uniontown	44685
Waynesburg	44688
Wooster	44691
Canton	44706
Ashland	44805
Bellevue	44811
Butler	44822
Castalia	44824
Crestline	44827
Galion	44833
Greenwich	44837
Huron	44839
Jeromesville	44840
Loudonville	44842
New London	44851
Sycamore	44882
Willard	44890
Harrison	45030
Kings Mills	45034
Monroe	45050
Somerville	45064
West Chester	45069
Batavia	45103
Greenfield	45123
Leesburg	45135
Milford	45150
Morrow	45152
New Richmond	45157

Sabina	45169
Wilmington	45177
Cincinnati	45234
Anna	45302
Arcanum	45304
Casstown	45312
Cedarville	45314
Eaton	45320
Germantown	45327
Greenville	45331
Medway	45341
Piqua	45356
Rossburg	45362
South Charleston	45368
Tipp City	45371
Tremont City	45372
Troy	45373
Vandalia	45377
West Milton	45383
Xenia	45385
Yellow Springs	45387
Dayton	45401
Bainbridge	45612
Gallipolis	45631
Ironton	45638
Jackson	45640
Kingston	45644
Lucasville	45648
Mc Arthur	45651
Oak Hill	45656
Piketon	45661
Portsmouth	45662
South Point	45680
Wheelersburg	45694
Belpre	45714
Beverly	45715
Coolville	45723
Pomeroy	45769
Racine	45771
Fort Loramie	45845
New Bremen	45869
North Baltimore	45872
Ottawa	45875

Alan T. Metzcar
Ohio Chapter President
Region 6 Representative 430,433, 438
Postmaster Baltic/Stone Creek

messdad@outlook.com
330-827-0137 Personal Cell
330-275-9020 Postal Cell





FORM 1187-R

Request and Authorization for Voluntary Allotment of
Compensation for Payment of Employee Organization Dues

Please complete and mail to:

UPMA National Office
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse

Social Security Number

			-			-				
--	--	--	---	--	--	---	--	--	--	--

My Annuity Number is:

CSA

	-							-	
--	---	--	--	--	--	--	--	---	--

Name of Retired Employee (PRINT Last Name, First, Middle)			Date of Birth		
Street and Number/PO Box		City	State	ZIP+4	
Month/Year Retired	Home or Cell Number ()	Gender Male_____ Female_____	Chapter		
Email Address		Sponsored by:			

Note: If not receiving an annuity contact National Office for information on membership.

SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **UPMA** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

Signature	Date:
-----------	-------

Postmasters Retired monthly dues withholding is currently \$5.00.

Revised 03-17



DENVER

COLORADO



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† (UPMA Retired Luncheon included)	\$133.75	\$160	\$197.50
Auxiliary/Spouse/ Postmaster Guest (Does NOT include UPMA Retired Luncheon)	\$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

Andrea Leyes - Convention Chair



It's Not too early to save the date for Ohio Chapter Convention 2024!

Great Wolf Lodge Mason Ohio, May 31-June 2, 2024

Near Cincinnati, located next door to Kings Island Amusement Park, the Northwoods themed resort offers indoor water park fun and exciting land attractions for the entire family. Along with the water parks' 13 slides, lazy river, eight pools and adults only hot tub area, your stay includes kid-friendly activities, dining options, and more — all under one roof.

Included with your stay: 4 water park passes per room, unlimited waterpark access, unlimited Wi-Fi. Spacious rooms have amenities such as a coffeemaker, a mini fridge, internet access, and HDTVs.

Explore Activities and Shopping

Buckhorn Exchange Gift Shop

This Gift Shop Has Something For Your Entire Pack. Take memories of your Great Wolf Lodge adventure with you, wherever you go! Buckhorn Exchange offers an unforgettable variety of lodge-themed clothing and accessories, jewelry, totes, books, kitchenware, frames, and toys — you're sure to find that perfect souvenir or gift to remember your indoor water park resort vacation.

Great Wolf Candy Company

Delight And Dazzle Your Pack With Our Sweet Confectionary. Life is sweeter after a trip to Great Wolf Candy Company. Choose from a wide assortment of candies and chocolates or create a personal candy mix of your favorites from our bulk candy dispensers.

Build A Bear Store

Create A Great Wolf Kids Keepsake. Your child's favorite Great Wolf Pack character comes to life right before your eyes at Build-A-Bear Workshop. Choose a friend-for-life, and take your pick of outfits, colorful costumes, and accessories — then watch in awe as your plush toy gets filled. Dress your child in clothing to match!

Great Wolf Lodge - Mason, Ohio

Howl at the Moon Glow Golf

Glowing Mini Golf In Magical Surroundings Bring your whole pack to play Howl at the Moon Glow Golf and enjoy an immersive black light experience that brings a nature-themed forest to vibrant life. Nine creatively designed holes will challenge and entertain players of all ages. It's a family-favorite tradition at the lodge.

Northern Lights Arcade

Amazing Games, Prizes, And Fun For All Ages. The Northern Lights Arcade is packed with incredible games to challenge and entertain the entire family. Lights, action, and energy fill the arcade with excitement, surrounding you with the newest and best games — and great prizes, too. The more you play, the more you can win! Remember, your Paw Points don't expire: Bring your card back when you visit again for more dazzling arcade fun.

Bear Essentials Swim Shop

We've Got You Covered For Water Park Gear. Dive in and immerse yourself in an awesome selection of water park swim gear. Replace forgotten flip-flops or missing swim trunks, and take your pick of swimsuits, goggles, towels, totes, sunglasses, and sunscreen — as well as a colorful collection of cover-ups, dresses, sarongs, and lanyards.

Enjoy Dining in the Lodge

Buckets

Comfort Food Without Leaving The Water Park. Hearty poolside snack bar is the name of the game! You don't have to leave the water park to find a full menu of mouth-watering premium burgers, hearty sandwiches, and fresh salads and vegetables. And who can resist our signature Tipping Bucket? It's a family-sized treat layered with ice cream, brownies, cookies, candy, chocolate sauce, and whipped cream.

Hungry As A Wolf

Pizza, Pasta, Salads, And More, Located Inside The Lodge. Everybody loves pizza, and take-out pizza doesn't get any better than this! Crowd-pleasers like Brooklyn-style hand-stretched pizza, savory Italian and meatball parmesan sandwiches, garlic cheese bread, and freshly made salads fill the menu. We make mealtime a snap with call-ahead ordering and easy pick-up from our location in the Great Wolf Adventure Park.

Grizzly Rob's Bar

Quench Your Thirst With Ice-Cold Refreshment. Feeling the need for some cool refreshments? Grizzly Rob's is the place to quench your thirst with soft drinks, island-inspired cocktails, and an extensive beer list. Stop by for an invigorating break at noon, after a day of 84-degree water park play, or any time the spirits move you!

Freshwoods Market

For A Quick Bite That's Sure To Satisfy The Hungriest Pack. If you're short on time or tired out from the water park, stop by Freshwoods Market and pick up ready-to-go meals to take back to your room and enjoy. Some of our selection includes cereal and pastries, yogurts, chips, jerky, assorted candies and chocolate bars, mints, gums, freshly prepared fruit cups, salads, sandwiches, coffee, soft drinks, waters, energy drinks, domestic and craft beers, wine. We also have some convenience medicines.

Great Wolf Lodge Mason Ohio, May 31-June 2, 2024

Loose Moose

A Fed Pack Is A Happy One. Keep everyone's appetite afloat at our breakfast and dinner buffets. Breakfast is full of farm-fresh eggs, applewood-smoked bacon, signature wolf waffles, organic yogurts, granola, and fruit. Dinners overflow with globally inspired entrees, including market salad options as well as fish and seafood from sustainable suppliers. Main courses are followed by a variety of delicious desserts. Our restaurants are a popular destination in the resort, so be sure to secure your table early.

Wood's End Creamery

Indulge In Your Favorite Ice Cream Delight. Everyone likes ice cream — but everyone loves Wood's End Creamery. Stop by during your water park and lodge fun for a sweet indulgence, in a cup or cone. You're on vacation. You deserve it!

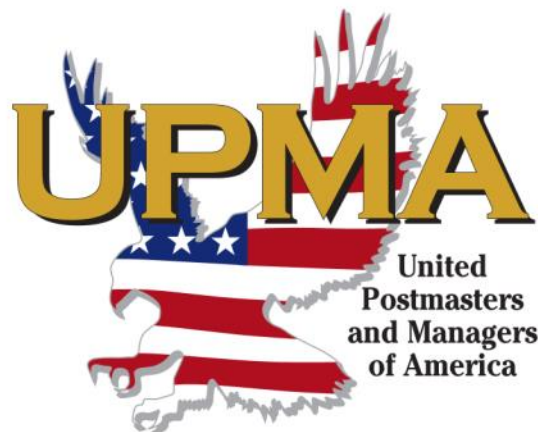
Lodge Wood Fired Grill

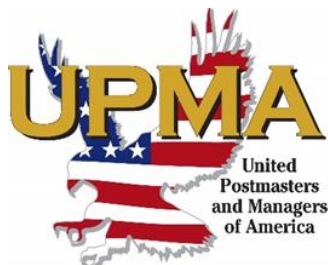
Enjoy Refined Dishes From Our Renowned Culinary Team. Lodge Wood Fired Grill offers premium wood-fired steaks, freshly caught seafood, and lodge smoked ribs. Start your meal with unique family shareables, crisp market salads, and vegetables. Delight your children with kid-friendly favorites like mac and cheese, wings with dips, and mouth-watering burgers. Top it all off with a delectable selection of fun desserts and Tiki-inspired cocktails. Plan ahead: Our restaurants are a popular destination in the resort, so be sure to secure your table early!

Dunkin'

Savor Every Sip Of Your Favorite Coffee Drinks. Hot or iced and ready to go, your morning caffeine fix or afternoon pick-me-up is located adjacent to the Grand Lobby. In addition to sandwiches, bagels, classic donuts, and Munchkins donut holes, you'll find a host of healthy alternatives.

We will see you there!





Laura Reese PAC Chair



Fill out the attached form below and send in to the national office:

United Postmaster and Managers Political Fund
8 Herbert St.
Alexandria, VA 22305-2600

Name _____ Date _____

Address _____

City, State, Zip Code _____

UPMA Member ID Number _____

_____ **Credit Card Authorization Instructions** _____

Please apply a \$_____ transaction to my credit card below and disburse funds directly to the UPMA PAC account held at the Signature Federal Credit Union.

___ Monthly ___ One time only

AMEX acct # _____ CVV _____ Expiration ____/____

VISA acct # _____ CVV _____ Expiration ____/____

MasterCard acct # _____ CVV _____ Expiration ____/____

I understand that this credit card transaction authorization will continue based on the frequency indicated above. I may change the contribution amount or cancel the contribution in its entirety by submitting a written notification to UPMA PAC.

Authorized Signature _____

*******FOR UPMA PAC USE ONLY*******

Transaction date: _____ Authorization code: _____

UPMA PAC Personnel _____

2023 Ohio Chapter Service Awards

The Ohio Chapter of the
United Postmasters and Managers
of America
Proudly recognizes

—•••—
Earl Mottashed
—•••—

As the 2023 recipient of the
Lowery/Goldie Award

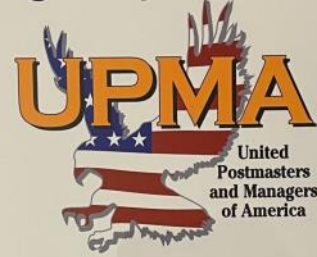
For his untiring efforts and selfless
service to all who serve under the
UPMA organization.

Your actions and devotion to duty reflect
great credit upon yourself and serve as a
model for all to emulate.



Alan Metzcar
State President

Ohio UPMA Henry Heyl
2023 Retiree of the Year Award



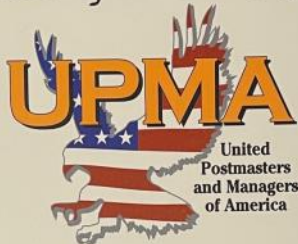
Presented by Ohio UPMA Chapter
to

—•••—
Sara Kreitzer
—•••—

In Recognition and Appreciation for
your Service and Dedication

—•••—
United Postmasters and
Managers of America
June 3, 2023

Ohio UPMA
Member of the Year Award



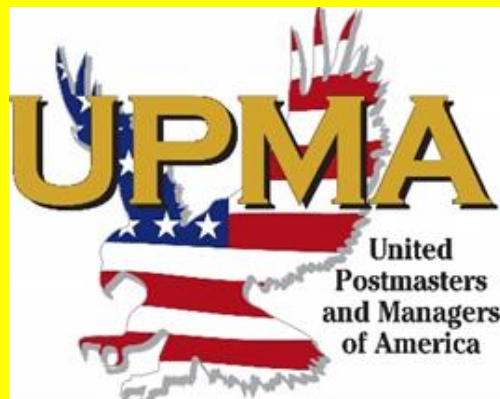
Presented by Ohio UPMA Chapter
to

—•••—
Steven Rogers
—•••—

In Recognition and Appreciation for
your Service and Dedication

—•••—
United Postmasters and
Managers of America
June 3, 2023

***Congratulations to all of this
year's recipients of these awards.
All were very well deserving and
exemplify the service, devotion
and support they have given to the
Ohio Chapter of UPMA.***





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

Your title determines whether you also complete Section B or C

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

Section B: To Be Completed by Postmaster

Post Office	City/State	ZIP code	Post Office Finance Number
Post Office Level		Postmaster's Direct Post Office Telephone	

Section C (Check One): ☐ Manager/Supervisor ☐ Associate ☐ PMR-Only Complete

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

Section D: 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

Section E: 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 F

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

Who/what most influenced your decision to join UPMA?

**UPMA Ohio Chapter
The Post Scripts Update
727 Atalan Trail
Lima, OH 45805**

Prsrt. Std.
U.S. Postage
PAID
Celina, Ohio
Permit No. 117

ADDRESS CHANGES for The Post Scripts Update can be made at www.upma.org under Membership Services, change my record using your Membership ID found on the mailing label of the Postmasters Gazette above your last name.

IMPORTANT DATES to remember:

***August 26 - September 1, 2023
UPMA National Convention
Sheraton Downtown - Denver, Colorado***

***September 15 - 17, 2023
CMR Academy - Philadelphia, PA***

***October 20 - 22, 2023
CMR Academy - Portland, OR***

***November 3 - 5, 2023
CMR Academy, Oklahoma City, OK***

Deadline for next Post Scripts articles is:

September 20, 2023