

Ohio

Post Scripts

UPDATE



ISSUE 29

Ohio Chapter UPMA

September 2023



Ohio UPMA Executive Board and Officers

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

A word about our COVER:

The Ohio Chapter just returned from Denver, Colorado and the 7th UPMA National Convention.

While at the convention, numerous individuals were recognized for their achievements this past year such as Bill Judge for being a Secretary/Treasurer of the Year Finalist, Laura Reese for her PAC efforts made by the Chapter, and yes, your editor who received Best Feature Article awards.

But the greatest recognition received was the STAR CHAPTER AWARD presented for outstanding efforts in Membership, Communications, Legislative/PAC efforts and Chapter Administration.

It takes a lot of teamwork to achieve this coveted award and thanks to the efforts of our Executive Vice President Laura Reese, this came together.

Thanks to everyone and especially Laura for your hard work and devotion to duty. Well deserved!

Paul Joseph - Editor

Retiree Officers:

President: Lou Stuckey
419-215-2227
stuckey31@msn.com

Vice President: Sara Kreitzer
937-538-0478
Shkreitzer@yahoo.com

Secretary/ Treasurer: Deb Justice
Email: tydebj@gmail.com

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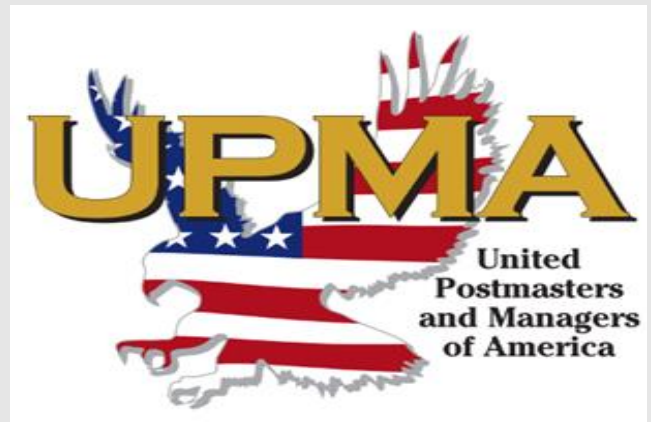
Ohio Chapter UPMA
<http://www.ohioUPMA.com>

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

Leading The Way

CONGRATULATIONS Ohio UPMA, we are number one in the nation for our PAC contributions year to date! I am so proud of the Ohio chapter. We owe a significant portion of the success to the UPMC members who volunteer, show up to events, buy 50-50 tickets, enroll in e-PAC, and join in our shenanigans to raise money. Thank you!

During the 2023 National Convention in Denver, Colorado, the UPMA Legislative Team met with PAC / Legislative Chairs.

The UPMA Legislative Team Advisors help UPMA and its members navigate the fast moving legislative and political landscape on Capitol Hill within the executive branch. They interact with our leadership and members day to day.

The UPMA legislative with the UPMA national executive board has set an aggressive agenda for the 118th Congress to promote issues critical to UPMA members and the Postal Service. Increasing the UPMA PAC by 10% to further advance It's voice in Washington, DC, and political support members of Congress on both sides who support UPMA.

If you already are a contributor, they ask that you join them in the challenge to give 10% more. If you are not a contributor, please consider joining in giving PAC a contribution to help amplify our voice on Capitol Hill.

Membership dues are not permitted for use as a contribution to the PAC fund. Contributions are voluntary. There are many ways you can contribute to PAC:

*You can give a one time donation by filling out the form in this newsletter, then mail it to the National Office.

*Log into [Unitedpma.org](https://unitedpma.org), Government relations tab, PAC forms and documents. There you will find five contribution election forms. Fill out the one that suits you best.

If you have any questions, please contact me, Laura.s.reese@gmail.com.

The Legislative Team Advisors also thanked UPMA members who attended the 2023 legislative summit. Our advocacy helped secure 30- plus additional House co-sponsors and four more Senate co-sponsors in the month following the summit.

Now is the time to start planning to attending the Legislative Summit in Arlington, Virginia. This years Legislative Summit will be held March 17 - 20, 2024.

There is something in the works for the PAC Medallion Winners that will take place during this year's summit. Stay tuned.....

Laura Reese
Executive Vice President
PAC Chair



OHIO UPMA President Alan Metzcar

MEMBERSHIP

Hello Everyone,

Just a note to update date everyone on the Membership of the Ohio Chapter and the goals that were set for us as a Chapter to achieve for new membership this year.

Ohio has 514 Post Offices in the State of Ohio that have a potential member or more in them.

We have 300 Member Post Offices

214 Non-Member Offices
218 Manager/Supervisor Members
140 Associate Members
6 Postmaster Reliefs
313 Retiree's

Total Active Members 523

Total Members 987

Membership drive standings:

We have signed up 82 new Active members this year, which is 59.42% of our Goal set by National. We need 56 more EAS signed up by December 31, 2023, to meet our goal of 138.

We have 32 New Associate Members signed up which is 64% of our Goal set by National. We need 18 more Associate Members signed up to meet our goal of 50.

Recruiting new members is just not the job of the members of your executive board of this Chapter. These goals are set for the membership to achieve. If you are a Postmaster with Supervisors in your office, they can be members.

If you have 204b's that are craft Employees, they can be members.

We still have incentives that you can receive if you sign up as a new member. The Chapter will pay you \$50 for any member that you sign up. The National Retiree's will pay you \$25.00 for any Associate Member that you sign up. The Retiree's is until December 31, 2023

So please if you have questions on membership, please reach out to a Board Member and we will help you sign the member up. With everyone's help we can reach our goal by December 31, 2023

***Alan T. Metzcar
President
Ohio Chapter UPMA***



FUND THE FIGHT, FIND A CURE™



October is Breast cancer awareness month all over the world. We promote it in the Post office as well as many businesses do. But we go a little further at the Post office, our customers have donated more than 95 MILLION dollars for breast cancer research. This was just by purchasing stamps for a few cents more than the first-class letter rate.

The breast cancer stamp has been for sale since 1998, the campaign is "FUND THE FIGHT, FIND A CURE" was more successful than expected. It has continued because of its success.

The painting was done of the Greek goddess Artemis the goddess of Strength, Courage, Survival, Hope. It has her reaching back for an arrow such as in a position for a self-exam. THANK YOU to those that have sold or purchased stamps to fund the fight and find the cure.

Retiree's Corner

Lou Stuckey, Ohio Retiree President

Retirees in Denver

It was another fantastic convention in the mile high city! It was a great week of information and fun. It is always very motivating to be in attendance with so many people that love UPMA.

There were 355 retirees there and we held the first meeting on Sunday. It started with a presentation about the upcoming changes to our health benefits.

There will be more information to come but until things are set in stone, I think it will just confuse us all with the speculations. There will be more information after the first of the year.

General business was conducted and the new National President is Charlie Peters and the new Secretary is Kathy Frame.

In addition, presentations were made for proposed convention sites in 2025. After the vote by the actives and retirees, it will be held in Dallas, Texas.

I am done with my position as National Representative in Area 4 and I am always glad to learn new aspects of the organization. It was a good experience.

The convention had some interesting speakers during the general session

which included Postmaster General Louis Dejoy. He is a very interesting person and I do believe he has the post office's best interests in his plan, but time will tell.

Thank you for the opportunity to represent the retirees at National. I would also like to thank the other retirees who attended.

The value of being with others who care about UPMA is inspiring and the friendships that are made are priceless!

You should really think about going to Orlando next August just to experience it for yourself.

Besides, it's not all meetings. We have a lot of fun too!

Lou Stuckey
Ohio Retiree President





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

			-			-					
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My Annuity Number is:

CSA

		-								-	
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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:
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Postmasters Retired monthly dues withholding is currently \$5.00.

Revised 03-17

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

Congratulations OHIO Chapter of UPMA!

At the national convention in Denver Colorado, the Ohio Chapter along with three other chapters was awarded the **STAR CHAPTER Award**.

It is an honor given on a yearly basis for hitting the five goals represented by the five points of the star. Laura Reese stepped up to the opportunity of making OHIO shine by all the hard work and dedication to the Ohio Chapter. Laura is our PAC chair and goes way above what her title entails.

Thank You LAURA for a job well done! (Laura far right in picture)



Patty Schag
Postmaster
Berlin Heights, Ohio



Mari Beth Kirkland - National Vice President

Let's talk for a minute about value. In life, we all find different value in many things. Relationships, work, accomplishments, learning, functions, and how we spend our time in life.

What is important to one may not be important to others. What may mean something to me, may not be so important to you, and vice versa. But we all have these choices and that is a wonderful thing.

You may like cars, I may not.
You may like travel, I may not.
You may like holidays, I may not.
You may like food, I may not.
You may like alcohol, I may not.

This is diversity.

We are not alike, and do not value things the same.

All of us have important values in life. When I mentioned different values in the first sentence, I can tie them all together. Amongst other things, one of my values in life, is UPMA. I have always been proud to be a United States Postal Worker.

I am also extremely proud to be a member of UPMA. UPMA has brought so much value to my career and life. It has taught me how to be a better leader and person. I have learned so much through UPMA training. I'd have to say I have learned more through UPMA than I have the USPS.

The training provided at both the state and national conventions, and just networking with people throughout the country, has offered me the opportunity to better myself. UPMA has developed and built my confidence tremendously.

UPMA has been a big part of what I have accomplished in my career.

This past weekend I attended CAOS in Indianapolis, Indiana. The Indiana Chapter hosted this and did a tremendous job.

Next year the Ohio Chapter will be hosting CAOS (Central Area Officers Conference).

Indiana is going to be hard to beat!

Rob Kelly, Chief Operating Executive of Mendoza College of Business, University of Notre Dame, was their speaker. I had heard him at their Chapter Convention this year.

He is a remarkable motivational speaker. He set us up in groups, and we did many group activities to learn more about each other. His focus was on TEAM building, which is very passionate to me. Rob captivated the entire audience with his presentation. It was refreshing and provided many ideas, suggestions, and strategies for TEAM building.

Think about your TEAM. Are they engaged?
If not, what can you do to engage them?

Are they motivated? What strategies can you do to increase motivation?
How is their communication? Can you improve communication?
Do they value their employment with the USPS?
What can you do to make them understand the great job they have?
Do they feel appreciated? We all like to be appreciated.
Is there something you can do to express your appreciation?

Its not hard to develop a TEAM, but it can be a challenge to keep everyone focused on TEAMWORK. Always focus on YOUR values and you will have satisfaction in life.

I will close with a Michael Jordan quote:

“Talent wins games, but teamwork and intelligence win championships.”

Alone we can do so little, together we can do so much.
Teamwork makes the dreamwork.

Value your beliefs.

Mari Beth Kirkland
Employee Development Manager Ohio 1
Central Area National Vice President



Steven Rogers - Postmaster

A Call to Recruiting

My fellow Ohio, UPMA members. As you may know, the organization has seen tremendous growth over the past 2 years. One of the primary reasons we have experienced this growth is due to the tireless efforts of our fellow members promoting the organization. I would like to offer a brief “thank you” for their efforts.

Another reason we have seen an increase is because of our willingness to allow all Postal Employees access to membership. This alone separates us from any other organization within the service and I believe it will permit us the ability to foster stronger leadership in the years to come.

That leadership will be pivotal in progressing this company forward into a new era of delivery service standards and operations. As the nation is concerned, so far this year, Arkansas has recruited the most members all around to the UPMA organization.

Currently, the Central area is at 91% of the goal National has set for us to achieve. However, let's not get caught up in achieving goals or meeting standards.

Let's discuss the value membership in the UPMA organization has for its members. For one, the access to leadership is second to no other entity. At the National convention, we heard both the PMG and Deputy PMG discuss operational plans as well as the implementation of new practices to achieve better service standards for the American people. In no other setting could someone be able to discuss the future ideas of the company as easily as we were able to in Denver.

Another benefit of membership is the ability to network and perfect your own personal career path. With over 25,000 members within the organization, there is always someone who will understand what is necessary to achieve the next level in your career. You will be able to improve your chances at upward mobility simply because of the network UPMA offers.

Thirdly, it is simply a morale booster! The friends I have made over the past year have expressed such joy in working for the Postal Service. It has quite literally renewed my vigor for this organization, and I only want to place myself in positions where I will have the ability to have the maximum amount of benefit to the company and not just for my wallet.

Steven Rogers
Postmaster
Oberlin, Ohio
mastevo50@gmail.com



The LIGHTER SIDE of UPMA according to Postmaster Steve Rogers

This past August, UPMA held our national convention in the beautiful city of Denver Colorado. This year's convention brought many firsts not yet seen before. For instance, this year 112 members attended a national convention for the first time, me included. Next year, the Convention will be held in beautiful Orlando Florida. With a destination such as that, I am certain we can top this year's numbers for first-time attendees.

Most importantly, however, for this year's convention, UPMA national saw the introduction of the youngest member ever to attend. Matthew is the son of Victoria and Michael Filippidis. This year, Matthew was effectively active within breakout sessions. He spoke to many UPMA members regarding the "Delivering for America" plan and was pivotal in transitioning colleagues into new operational procedures being implemented to achieve the new goals of Headquarters.

All of this at the youthful age of only 5 months old. Quite honestly, I cannot speak highly enough of Matthew's efforts during this convention.



Matthew Filippidis welcomes UPMA 2023 Convention Attendees to a breakout session last week in Denver. After the 2nd year of the Delivering for America plan, Matthew was very instructive in explaining to the attendees how the DFA plan is progressing and affecting us as a whole organization.

Matthew informed all who attended of the progress in the implementation of the Delivering for America plan. Currently, USPS has seen increases in the on-time delivery of first-class mail of over 8%. And a successful delivery rate of all parcels within a 3-day period of 99.9% over FY2022.

Without Matthew's knowledge, many Managers, and Postmasters would not have had the ability to know precisely how they affected the Postal Services standards.

Here, Matthew explains the trends over the past FY compared to the prior FY.

The UPMA convention in Denver this year was a wonderful and unique experience. I highly recommend all to attend a national convention. The knowledge gained and camaraderie built is second to none.

I look forward to seeing you there!



Editors note: Thank you Steve for spotlighting the inclusion of Matthew at the national convention. This is what makes future leaders in UPMA and I'm sure we'll see Matthew involved even more as time moves on!

Common Traits of Friends Who Are Like Family

It has often been said that friends are the family we choose for ourselves. How true!

At what stage in a relationship do friends start to feel less like friends...and more like family? (*i.e.reliedema.com*)

1. They go out of their way to help you

What's the difference between fake friends and friends who feel like family?

Well, fake friends are solely interested in "what's in it for them."

On the other hand, friends who are like family have no interest in gaining something from you. They'll go out of their way to help you *at all times*.

If anything, they simply receive the joy and satisfaction that comes from helping a loved one out.

Such friends are worth their weight in gold.

2. They're not afraid to tell you the truth

Friends who are like family don't tickle your ears by only telling you things you want to hear.

Rather, like your mom or dad, they'll tell you *what you need to hear* at any moment in time, because they genuinely care about you.

Let's face it, it's not easy to give people advice and counsel.

In fact, it can be quite awkward at times.

However, true friends will push that aside and say what needs to be said, because *they know it's better you hear it from them* than from someone else.

You might dislike their direct approach at first, but *eventually you'll love them for it*.

3. They're at every gathering

Sometimes friends who feel like family will live far away from you.

But if they live nearby, there's a good chance that they're automatically invited to every social engagement you organize. (*That is, if they aren't helping you organize the event.*)

Such friends don't usually need a formal invite, because they don't usually view themselves as guests.

When you throw a party, they'll be the first ones to arrive (to help you set up) and last ones to leave (to help you clear up).

Life is just a whole lot easier when they're around, so thank goodness they're always around!

4. You can spend time together doing absolutely nothing

True friendship isn't about doing exciting things 24/7.

When you feel comfortable with someone, there'll be a lot of quiet moments where you're each just doing your own thing.

For example, sitting in silence in the same room while you're both on your phone or laptop.

It takes a while to get to this stage, because when we make new friends, we usually try our hardest to make them think we're interesting.

However, when a friend becomes like family, you don't need to put on a show.

They've known you long enough; they know who you are.

You can just sit back, relax, and be yourself - unapologetically.

5. They look out for opportunities for you

Friends who are like family are talent agents.

Why? *Because they're always scouting for opportunities for you...*

Unlike crabs in the bucket, who try to keep you down, friends who are like family are happy when you succeed. In fact, they're even happy when you're more successful than them.

This is because they're too busy celebrating your achievements to feel intimidated by them.

From their perspective, *a win for one is a win for all.*

6. Their friends become your friends

Along the same lines, when you have really close friends, *what's theirs becomes yours and what yours becomes theirs.*

In other words, their family members become like your family members and their friends become your friends.

This is one of the best perks of developing intimate friendships, especially if you're shy and reserved.

You step out of your comfort zone once and reap the benefits over and over again!

7. They don't hold grudges

Family members often step on each other's toes...

...And so do friends who feel like family.

However, by the time a friendship gets to that mature stage, you've both likely learned how to manage disagreements in a responsible way.

After all, friendships don't last long when both parties are unwilling to compromise.

In contrast, friends who are in it for the long haul don't let petty issues break their strong bond.

Moreover, as the friendship develops over time, each party develops a clearer understanding of what the other person likes and dislikes - and acts accordingly!

8. They will fiercely defend you

If there's one thing friends who are like family won't tolerate, it's malicious slander.

True friends will be the first to defend you when someone speaks against you behind your back.

They won't even wait to entertain the person's false stories and excuses, they'll stop them right in their tracks.

Think about it: Most of us feel hurt when someone speaks negatively about us.

But when someone attacks one of our family members, *it offends us on a whole different level...*

That's just the kind of energy that close friends bring to the table.

But when your reputation is at stake - they're truly a force to be reckoned with. (i.e. reliedema.com)

My Final Thoughts

As I am reflecting on this article and my years being an Ohio Chapter member, the UPMA organization has allowed me so many opportunities to have friend relationships. From meeting new recognizable members from other State Chapters at conventions, conferences and training to groups for fun activities, get-togethers and getaways.

It is a reminder of the enjoyment of having friends who share common interests, like goals and a shared set of values. I love the power of friendship through UPMA, friends who are like family!

Andrea Leyes

Ohio Chapter, Region 10

andrealeyesupma@gmail.com

What I learned from others in Denver: An Education Chair's experience

Going into the training for Education Chairs in Denver, I was expecting to sit for a couple of hours while someone did the same old presentation on what our jobs should cover. But thank goodness, I was very wrong.

Starting the training, we all stood up, introduced ourselves, and then waited for the presenter to go over what was expected of us as the Education Chairs. Instead, she turned around to all of us and asked us, "What have you guys been doing in your chapters? What has worked, and what hasn't?"

Coming from a Learning and Development background, this kind of took me by surprise because I was so used to having someone tell me what I should be doing and me asking questions, rather than the facilitator asking me questions and getting my input.

Some of the interesting things that I learned other chapters were doing was utilizing their Social Media accounts and technology more for training. Other chapters were posting training videos or doing monthly training Zooms.

They have set up email accounts specifically for members to send their 991s into for others to look over for them. Another thing brought up was about offering external training options for our members, such as local colleges and universities, public libraries, and Departments of Commerce.

None of these options had even been on my radar when I entered the training session. Until now, as a chapter we have concentrated on giving our members training at State Convention, but I see now there are so many different ways we can help to educate our membership. Not only to help you keep informed of what is going on within the organization, but so that you can feel that your membership is worth your hard worked money and your time.

So, what kinds of training opportunities would you like to see coming from the Ohio chapter?

Is it easier for you to watch training videos on your own time? More helpful to jump on a ZOOM and see training happen in real time? What about more focused in-person training in the form of 3-ZIP meetings?

Victoria Filippidis
Vice President



FEHB changing to PSHB

Postal Employees Health Insurance is changing. **What you need to know:**

The postal service is getting out of the Federal Employee Health Benefits. The postal service will offer employees health insurance through a new program for postal employees and their covered family members.

The new program is to start in January 2025. It is being overseen by OPM. The new program is still under work with more info to be out in late fall of next year. The postal service has announced it will save about 10% on a comparable plan.

Don't panic if you forget to elect a plan in open season. The postal service will roll you in a comparable plan in the new PSHB so you will not lose health coverage.

If you retire after January 1, 2025 and are 65 or older you will be REQUIRED to sign up for Medicare Part B to be able to still be a part of PSHB. The new requirement will now take advantage of Medicare and keep the price of insurance at a lower premium.

If you retire before January 1, 2025, or are retired you are NOT required to sign up for Medicare Part B to remain with PSHB.

If you are an active employee age 64 or older as of January 1, 2025, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.

If you are an active employee under the age of 64 as of January 1, 2025, to continue your PSHB health insurance coverage in retirement, you WILL BE REQUIRED to enroll in Medicare Part B after you retire.

If you retire on or after January 1, 2025 and you are under 64, you WILL BE REQUIRED to enroll in Medicare Part B when you become entitled to Medicare to remain enrolled in a PSHB plan.

Educate yourself - read, research and be aware of the change to health insurance that is coming.

2023 OPEN SEASON FOR FEHB

Open Season begins on November 13, 2023, and ends on December 11, 2023 at 11:59 PM, Eastern Standard Time. Use CHECKBOOK in LiteBlue to comparison shop.

Patty Schag
Vice President
Postmaster - Berlin, Ohio



There has been a Change in Venue!

Salt Fork Park Lodge, Lore City Ohio, May 31-June 2, 2024

It became necessary to change the venue for the upcoming Ohio Chapter Convention in 2024. The original location at Great Wolf Lodge, was unable to accommodate UPMA necessary meeting space requests. Alternate site locations were presented to the board and then selected by those UPMA members attending the National Convention. The executive board apologizes for any inconvenience this change may have caused, but the decision for a new location was not made lightly and we believe this will increase the fun and overall experience for all.

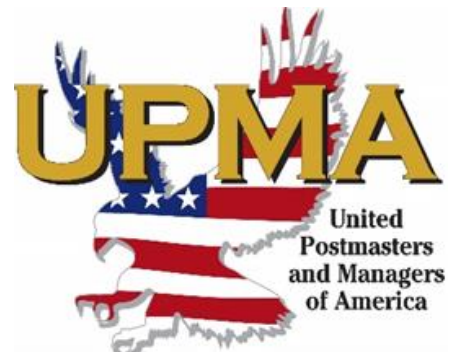
Save the date for Ohio Chapter Convention 2024

Salt Fork State Park Lodge is nestled within southeast Ohio's largest state park, near Cambridge Ohio. The property offers rustic and stone décor. It is alongside the shores of a nearby lake and a beach within the state park.

The room rate for Salt Fork Lodge standard room is May 30, \$119, May 31 -June 1 is \$159. Standard cabins are available May 30 for \$169 and May 31-June 1 for \$262. Salt Fork Lodge has 148 rooms all with a balcony or patio, mini fridge, microwave and coffee maker. There are 53 cabins that include 2 bedrooms chalet, lakeside, and hillside cabins. All cabins have a full kitchen, fire ring, AC and wi-fi.

Onsite Activities at the Lodge

- Indoor Pool & Hot Tub
- Outdoor Pool
- Fitness Center
- Game Room Board and Parlor Games
- Activity Room
- Court Sports
- Lawn Games
- Campfires



Activities in the State Park

Hiking Trails
Whitetail Trails Disc Golf
Storybook Trail
Searching for Bigfoot
Kennedy Stone House
Stonehouse Trail Wildflower Walk
Golf Course
Marina / Docks / Boat Rental / Kayak Rental
Fishing
Hunting
Public Beach
Gem Mining
Nature Center
Archery Range
Dog Park

Places of Interest Nearby

Mosser Glass
National Museum of Cambridge Glass
The Wilds Animal Park
Historic Roscoe Village

Enjoy Dining in the Lodge

Timbers Restaurant is a dramatic space, with high ceilings, rustic ambiance and historic murals, featuring accommodation for over 150 patrons and a lounge seating 60.

The restaurant is open to the public, offers weekend specials and is family friendly.

Enjoy our warm and generous service and an unparalleled view of Salt Fork Lake from the floor-to-ceiling windows.

The Wildlife Lounge provides a relaxing environment while you enjoy your favorite drink and our famous pizza. The lounge is open year-round, and seating is available for 105 guests. Open Daily at 11 am, hours vary.

Salt Fork Golf Course Pro-Shop, after you've worked up an appetite on the first 9 holes, stop by the Pro-Shop at the turn to grab a quick bite to eat or fill up your cooler.

Take your food to go or sit on the deck where you will find beautiful views of the State Park and Golf Course. Guests who are not golfing are welcome to enjoy some of the best views in Salt Fork State Park.

Sugartree Marina Dining, grab a quick bite to eat before you head out on your lake adventure or sit on our patio and enjoy a lunch with a spectacular view!

Dockside Pizza Delivery is available! Call Sugartree Marina to place your order and we will deliver it to your boat at the Sugartree Marina docks.

There are so many breathtaking outdoor spaces in Salt Fork Park that encompasses over 17,000 acres of land just waiting to be explored.

From 14 wooded trails to incredible recreational facilities, this state park has a little something for everyone.

The crown jewel of the park is the nearly 3,000-acre lake that offers stunning scenery year-round. Plus, there are two marinas and eight boat ramps for those that wish to get out and explore the water.

Whether you're visiting with family, friends, or planning a solo trip, you'll find that this park offers something for everyone!

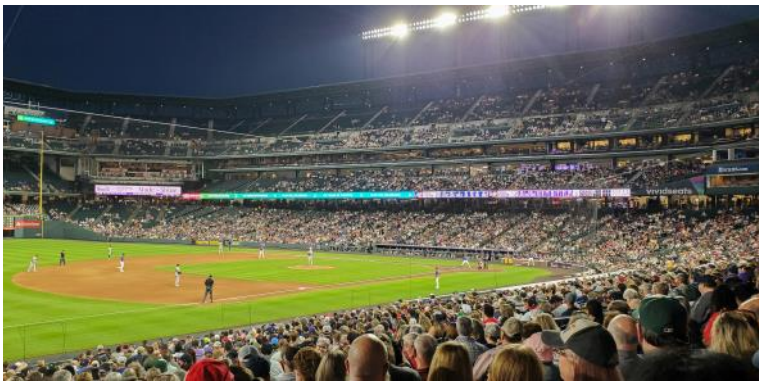
We will see you there!

National Convention Highlights - Denver, CO





More Convention highlights from Denver, CO







The Ohio Chapter of UPMA was well represented at the 7th UPMA National Convention held in Denver, Colorado. Both First Timers, Active and Retirees covered all the sessions, training and various events that were offered at the convention.

Most importantly, new contacts and relationships were founded along with the sharing of ideas, methods for success in Chapter development and recruiting which is a vital part of our mission statement.

Our goal is to increase the Chapter's participation as we focus our sights on Orlando, Florida for the next National Convention. Until then, seek every opportunity to reach out to new members, those who have not been active but as always, share your knowledge and experiences with new members who come behind us.

They are our FUTURE!

What it takes to be among the BEST in UPMA

At the National Convention, recognition was bestowed on a number of our members and we want to show you just what it means to be devoted and dedicated to your service in UPMA.

This year, our Secretary/ Treasurer Bill Judge was selected for the National Secretary/ Treasurer of the Year Award and a finalist. What does it take to be among the best in the nation? This is a synopsis of what Bill has accomplished.

Mr. Judge has been a member of NAPUS/now UPMA since 1998. During his 24 years of service, he has served in a variety of roles that included his assumption of duties as the Secretary/Treasurer in 2004. He has remained in that role now for the past 18 years.

During his tenure, he has faithfully ensured through his efforts that the Chapter has been in timely compliance with all audits and tax returns as required, ensured all proposed activities were within the guidelines as established for our non-profit status and was adamant in timely submission of chapter reporting to National as required.

In addition to this role as our Secretary-Treasurer, Mr. Judge has served as a National Adverse Action Representative covering Ohio, Pennsylvania, western New York, and West Virginia.

In this capacity, he continues to offer advice, guidance, and leadership to our membership via published articles, seminars held during our Chapter events such as convention, and conducted member representation training to perpetuate a strong bench on assisting members in need.

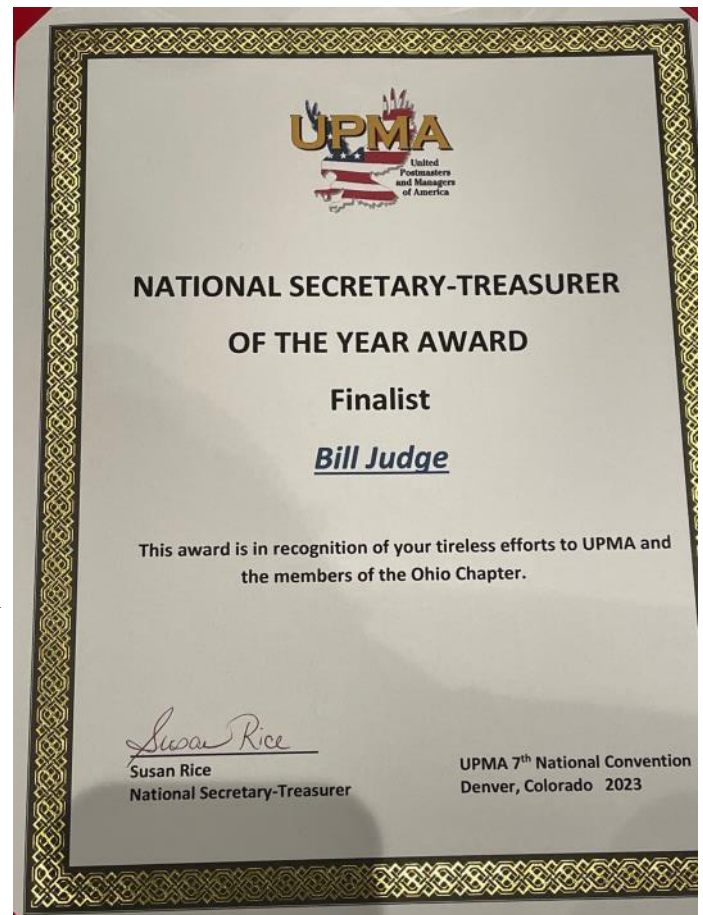
As an MPOO in the Ohio 1 District, Mr. Judge has served and this has proved to give him invaluable experience that he can share in order to help membership aspire to greater levels of responsibility. The knowledge, skills, and insight he possesses has been put to great use with his role as Secretary/Treasurer where he can incept information vital to our Chapter's success.

Ohio Chapter of UPMA is honored to have Bill Judge as not just a member, but also a pillar to emulate in devotion to duty, steadfastness in purpose and most of all, someone who you can count on when adversity is knocking at your door.

Thank you Bill and congratulations on a job well done!

Paul Joseph

Editor - Ohio Chapter



Don't take that JOB!!! THINK ABOUT IT BEFORE YOU APPLY

By now, I'm sure you are wondering WHY would UPMA tell or suggest to me NOT to take a job especially if it is a promotion? I thought UPMA was all about helping you get promoted. Well the fact is, we ARE about helping you do just that BUT there is a caveat.

And the catch is...we want you to be successful in your new position and not jump into an empty swimming pool that will most certainly hurt in more ways than one. Let me explain.

Given the shortages we have of QUALIFIED EAS employees in the field nationwide, there has been a disturbing trend where we are seeing newly promoted Supervisors in their job for less than a year, suddenly promoted to level 18, 20 and even 21 Postmasters with next to no training. **Some never even completed their Supervisor required courses. Ouch!**

Or in other cases, we're seeing newly promoted level 18 PM's put into level 20 or even as high as level 22 stations simply because there is no one else left to take the position. Oh sure, the money SEEMS great at first but here comes the problem.

1. Many of these newly promoted folks were ***told/promised/encouraged to take the job*** with words such as "...we'll get you the help you need..." or "don't worry, we'll train you up on what you don't know."
2. Despite being given promises of what your new manager can do for you (or SHOULD do) you get nothing whatsoever except threatening phone calls, text messages or emails saying get it done or you are not in compliance.
3. You WILL be expected to be in compliance starting day one and there is no "learning curve" especially when dealing with union matters (grievances, settlements, etc.) .
4. Before you know it, you're now sitting in your manager's office having a PDI or Investigative Interview over things you know next to nothing about.

Sound familiar? Well unfortunately for a number of folks, this is REALITY. And it isn't pleasant whatsoever.

Oh, and there's more. Here comes the worst part.

You may have been told previously by a mentor, coach or even me and that is:

DON'T CHASE THE MONEY!!!

But did you listen? Of course not. And why? Because someone, somewhere, put a carrot on the end of a stick as in \$\$\$ on how much more you will make and what happened?

You grabbed it. You ate it. You didn't take into account all that came with the new position and responsibility that **YOU will be held accountable for.**

So HOW do I avoid all this mess?

Great question. First, you need to ask yourself the following questions **BEFORE** you apply for that lucrative position you are looking at and be **HONEST** with your answers:

1. How long have I been in my current position?
2. How comfortable do I feel knowing all I should know about my **CURRENT** position?
3. How much experience have I acquired in managing the employees I have now?
4. How much experience do I have managing other EAS employees and team building?
5. Do I have experience in the skillsets required for a level 20, 21 or 22 EAS?
6. Do I have sufficient experience in dealing with union issues on a daily basis?
7. Lastly, have I been **SUCCESSFUL** in dealing with union issues at a level expected in a busier office such as a 21 or 22? (Define 'successful' while you are at it!)

I could add in a few more questions to consider but I trust you get the point. **YOU** have to make an honest assessment about your own ability **BEFORE** you dive in. Not doing so will only lead to negative consequences that can be life altering as in, getting **WALKED OUT THE DOOR** by your higher manager for nothing more than **POOR PERFORMANCE**.

Is this what you intended? Is this worth the \$\$\$ you thought you were getting?

And one more thing while we're at it. Every time you miss a step along the way, I'll just say this nicely: **You just BLEW \$10,000 on average for each level you didn't hit.**

Does that matter when you go to retire? Absolutely.

Does that matter five years from now when instead of having a salary of \$\$\$, it could have been \$\$\$\$ or even \$\$\$\$\$ by hitting the progressive steps along the way.

Does it matter that your workload has doubled if not tripled literally because since you don't know how to develop and coach your EAS team to success, *you try to do the work yourself and end up failing miserably.*

What can I do NOW if I made this mistake?

Well, there are no "do overs" in life, especially at the post office. You just can't go back to your old job. IF you are being brought in for a PDI, it's been said a thousand times:

DON'T GO IN ALONE!!!

Contact UPMA immediately the moment you are notified of the PDI or I&I.

And even if you are NOT being PDI'd yet, contact someone from the Executive Board on how you can get resources/help to improve your performance before it turns to discipline.

Go for the job that you want **ONLY** after you have convinced yourself that you **ARE** ready for it. **Do your homework, ask for an outside opinion, and be honest with yourself.**

It will save you much pain in the end **AND** quite possibly your career too!

Paul Joseph - Editor, Chapter Member Representative

UPMA Scholarships

Who can apply?

First, Students must be a child or grandchild of an Active or Retired member of the UPMA.

Ohio UPMA Scholarships are available to graduating high school seniors planning to attend a university, college, technical school, or vocational school in the fall of 2024 as a full time student for the academic year.

The scholarship application and all information are on the Ohio UPMA website and in this publication.

To find the Scholarship Application and information, go to:

Ohioupma.com Then select DOCUMENTS, then Ohio Chapter Forms



United Postmasters and Managers of America

2024 OHIO CHAPTER SCHOLARSHIP APPLICATION

The United Postmasters and Managers of America, Ohio Chapter, annually awards scholarships to qualifying students. These scholarships are available to graduating high school seniors planning to attend a university, college, technical, or vocational school in the fall of 2024 as a full-time student for the academic year.

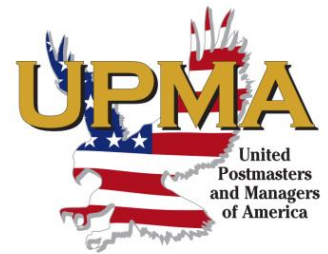
The students **must** be a child or grandchild of an Active or Retired member of the UPMA.

Two \$1000 scholarships from the UPMA Ohio Chapter and one \$1000 scholarship from the UPMA Retired Ohio Chapter will be awarded in June at the Chapter Convention in June. All scholarships are payable to the school attended. Only the scholarship committees will review the applications. All information is confidential.

Please read the instructions carefully, incomplete applications will be disqualified. Type or print all additional information on 8 ½ x 11-inch paper. Place your full name on the top of each page submitted.

STUDENT INFORMATION:

Full Name _____
Home Address including City _____
Telephone Number _____ Birth Date _____
Name and Office of Sponsoring of Ohio UPMA Member _____
Sponsoring UPMA Member **Active** or **Retired**. Relationship to you _____
School will be attending _____
School address _____
Applicant's signature _____ Date _____



- * Applicants must provide a list of school activities. Honors/Awards or leadership positions; any memberships in which you are involved, and any community activities.
- * Applicants must include an Essay about themselves (no more than 300 words), their educational and professional goals. Why would they like to receive this award?
- * Attach two letters of recommendation from: High School teacher/college or university professor; Minister or community leader; Other (non-family member).
- * Attach the latest copy of your school transcript.

To be completed by your Guidance Counselor: Counselor's Signature _____

High School _____ Address _____

Phone # _____ Grade Point Average _____ Class size _____

PLEASE SUBMIT ALL PAPERS AND FORMS TO:

Rita Schemmel 9463 State Route 119 Anna OH 45302 OR email at rkschemmel@gmail.com

*If you have any questions call Rita at 937-726-5817

***Applications must be postmarked no later than April 8, 2024**

Another WORD about RECRUITING new members

I have been asked on more than just one occasion HOW do you do it Paul? How do you get people to sign up with UPMA after you have spoken with them? Well the answer is simple and yet, **yes it does take effort.**

That effort is what YOU put into it when speaking to a potential new member and here are my suggestions for you to TRY the next time you speak to anyone at any level, regardless of whether they are EAS or craft.

After I introduce myself, I don't even bring up the issue of UPMA and it's benefits. Instead, I make an inquiry of them, the issues they are facing and more specifically, who is HELPING them outside of their immediate manager or peers? More often than not, I get "...honestly, nobody" or just a blank stare.

It's okay I tell them because today, I am here to HELP you with both.

It doesn't matter what the issue is of concern they are facing in their office or position. If I can't offer some suggestive advice, I know someone who can in our organization. More often than not, it is simply a lack of knowledge about a procedure or program that can be resolved in a few minutes. Time well spent.

And if it involves the eCareer process, this is another arena that we DO have some "subject matter experts" out there who can assist, mentor, encourage and collaborate with to help them succeed.

Craft members are especially in need of help, 204B's and those who reach out to you only because YOU made yourself available to them for assistance. They do NOT know where to start, what to do, or who to talk to.

Each District puts on a conference/workshop but that is only once a year. That isn't good enough. We can and need to do better in the ASSISTING and EDUCATING phase. It does take effort but if everyone grabs a new gear and steps on the accelerator, this becomes more streamlined and efficient moving forward.

I need YOUR help getting that word out. This is what I have done and it WORKS.

New members are appreciative of the efforts and help UPMA offers. But if we are NOT doing just that, then the momentum stops. It's not about an award or 'hero badge' we get for recruiting. No. It's about bringing on board the next generation of LEADERS who are thirsty for knowledge and willing to step up and make a difference.

I was that new 'recruit' once who had NO offers of help whatsoever from anywhere. I was laughed at, got dumped on and even ridiculed. No worries as I told myself privately, "***I will be BETTER than the poor leadership I'm experiencing.***" That burning desire motivated me then and still does today. I told myself that IF I'm in a position one day, I will reach back and help ANYONE who is willing to step up.

That effort continues to this day. I'm supposed to be retired but last time I checked, I didn't get the memo!

We are driven to pay it forward, to reach back no matter who or where help is needed. **Everyone in this organization has knowledge, experience and yes, the ability to make a difference.**

Let's not let the next generation of leadership down. **When UPMA succeeds, the postal service succeeds.**

It's just that simple. The ball is in your court. Your move!

Paul Joseph - Editor/ Chapter Member Representative/ Recruiter/ Retired (sort of!)



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?

Recruiting **MORE** than ever in Ohio

The Ohio Chapter has increased the efforts and progress made in recruiting new members from all corners of the state.

An eCareer Conference was held recently in Dayton , Ohio sponsored by the Ohio 2 District. Both craft employees and EAS were encouraged to attend so as to hone their skills and seek out new opportunities with the postal service.

This was an all day event filled with activity from start to finish for everyone.



Both Mari Beth Kirkland and our Editor Paul Joseph were in attendance to help promote UPMA, show the value our organization brings and most importantly, to help **OPEN THE DOOR** for employees seeking a new path in their careers.

In all, 27 new members were signed up on this day and we anticipate more applications being returned completed as well. What did the new members leave with? **CONFIDENCE** that *someone with knowledge and experience is willing to reach out and assist them.*

That is what UPMA brings. Great job and thanks to Mari Beth and Paul for your efforts!



ARE YOU GETTING THE MOST OUT OF YOUR MEMBERSHIP?

Being a member of UPMA has so many benefits. This organization can enrich your life, and your families lives, in more ways than one. As an active member, and I do mean “active” (not just on the member list, but active in our chapter) you will learn and grow from your UPMA family.

We have so many members with more postal knowledge than you can imagine. I can’t remember a time that I had a question about a report, reading a flash, running a floor, transferring an office, counting stock, how to order uniform allowance for newbies, or how to word a KSA, that I didn’t find the answer when I turn to my UPMA family.

There are so many resources right at your fingertips. Getting the support you need, can change the course of your career.

I am proof of that!

In March I took my daughter with me to Washington DC to attend legislative. We met with senators and discussed the issues the postal service is facing. She is not a postal employee, yet UPMA taught her so much in those 5 days.

Walking the halls of the senate office buildings is an experience she will never forget. The education you and your family will receive from being a “active” member in UPMA is astonishing.

From hiking in Hocking Hills, to the Rocky Mountains in Colorado, to the streets of Philadelphia, the last six months have been full of training, growth, and a whole lot of fun!

That’s what happens when your “active”.

So I ask you this. Are you getting the most out of your membership? With all the new changes in the Postal Service, and promotion opportunities popping up every Tuesday, are you ready?

Do you have the knowledge, skills, and abilities to step into the next phase? Let us help you!

Don’t be that cousin that doesn’t come to anything. Show up!
Get involved!

Let your membership with UPMA prepare you for all the opportunities that lie ahead.

Lisa Koprivec
USPS Headquarters Delivery Support





SIGNATURE FCU Promotions September 2023

Earn 0.25% APY* with an Exclusive UPMA Checking Account!

Enjoy all the benefits of a Signature FCU checking account but with a higher dividend rate with this exclusive checking account available for UPMA members only!

Open your account today at www.SignatureFCU.org/UPMA

*APY = Annual Percentage Yield. Rates are current as of August 26, 2023. Rates are set by the Board of Directors and may change without notice. Fees may reduce earnings on your account. Your deposits are federally insured up to \$250,000 by the National Credit Union Administration (NCUA).

Now you can earn 4.00% APY¹ on balances up to \$40,000 with a High-Yield Checking Account!

With no minimum balance requirements or monthly account fees, it's another way for you to save big! Here's how you qualify:

- Your debit card must have at least 15 debit card transactions post per month²

- Have direct deposit totaling \$1,000 or more into your account per month

- You must be enrolled in e-statements

- Only one High-Yield Checking per account

- Balances up to \$40,000 will earn 4.00% APY. Any amount over will earn standard checking APY.

If any of these requirements are not met, the account will earn the standard checking APY for that month.

High-Yield Checking Accounts are available for personal and business accounts. Open yours today at

www.SignatureFCU.org/High-Yield

¹APY = Annual Percentage Yield. Rates are current as of August 26, 2023. Balances above \$40,000 or accounts not meeting the qualifications earn 0.00% APY, while balances below \$40,000 and meeting the qualifications will earn 4.00% APY. Rates are set by the Board of Directors and may change without notice. Fees could reduce earnings on the account.

²The debit card must be used at least 15 times per month and those transactions must post during the month. SFCU calculates the number of transactions from the first day of the month to the last day of the month.

Penalty-Free Withdrawals for all Certificate terms from 3 to 12 months!

For a limited time, you can withdraw the full balance of your 3-, 6-, 9-, or 12-month certificate with no penalty!

Find the term that works best for you at www.SignatureFCU.org/ShareRates

SFCU reserves the right to modify or end this promotion at any time. Your deposits are federally insured up to \$250,000 by the National Credit Union Administration (NCUA).

Receive a 0.50% APR* Discount on Personal loans and Lines of Credit!

UPMA members receive a special 0.50% APR discount off their approved rate when they apply for a new personal loan or line of credit.

Use your loan for anything life throws your way. Apply now at www.SignatureFCU.org/Lending

*APR = Annual Percentage Rate. Automatic payments are required in order to maintain discount.

Ohio Chapter UPMA salutes ALL of our Veterans!

HONORING VETERANS

It is the Veteran, not the preacher who has given us freedom of religion.
It is the Veteran, not the reporter, who has given us freedom of the press.

It is the Veteran, not the poet, who has given us freedom of speech.
It is the Veteran, not the campus organizer, who has given us freedom to assemble.

It is the Veteran, not the lawyer, who has given us the right to a fair trial.

It is the Veteran, not the politician, who has given us the right to vote.

Author unknown

On this upcoming **Veterans Day, Saturday, November 11, 2023**, please take time to reflect on all those things we enjoy as free Americans that were made possible by a Veteran through their service and sacrifice.

Take time each day to thank a Veteran anywhere and everyone you see for their service and sacrifices made.

Thank you to all our members who are Veterans, both active and retired along with the families who have Veterans. These are our national treasure, and we owe them a debt of gratitude that can never be repaid.

On behalf of all our Veterans, thank you for your support, love and appreciation for what has been safeguarded all these years by my comrades. May God bless each and every one of you.

Paul Joseph
Editor/ Chapter Member Representative
First Sergeant, U.S. Army (ret)
Postmaster (ret)



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

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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:

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

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

**November 11, 2023
Veterans Day**

**January 13 – 15, 2024
Membership Kickoff - Caribe Royale Orlando, FL**

**March 17 – 20, 2024
Legislative Summit - Arlington, VA**

**May 30 - June 2, 2024
Ohio Chapter Convention - Salt Fork State Park, Lore City, OH**

**August 24 – 30, 2024
National UPMA Convention
Caribe Royal Resort - Orlando, FL**

Deadline for next Post Scripts articles is:

November 10, 2023