

Ohio Post Scripts UPDATE



ISSUE 30

Ohio Chapter UPMA

December 2023



Are you PREPARED to retire with \$1 MILLION dollars in your account?

If not, then read up in this issue to learn how to do just that. Don't wait until the last year you work to figure this out.

Ohio UPMA Executive Board and Officers

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

A word about our COVER:

Every month, I hear from someone who is on the fence trying to decide if it's time to retire or not. And what's the biggest factor?

CAN THEY AFFORD TO DO SO.

Regardless of whether you are new to the postal service or nearing the end of your retirement, it pays to learn about what it takes to retire without worry.

Taking the time to make an informed decision is the best possible advice anyone can give. In this edition, read up on the process and then proceed with confidence knowing you won't have "buyers remorse" in your decision.

Paul Joseph - Editor

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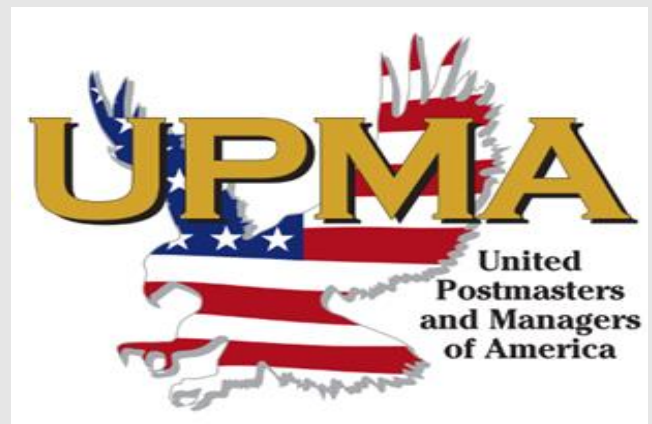
Ohio Chapter UPMA
<http://www.ohioUPMA.com>

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 Leading the PAC!

Ohio UPMA has not only made its goal of \$11,062 for 2023 we are leading the nation in PAC contributions!

Thank you Ohio membership for your support of UPMA PAC and our efforts to support candidates from both sides of the aisle that support issues that are of importance to both UPMA and the United States Postal Service.

If you have not made your contribution to PAC yet this year, please fill out the attached contribution card and mail into the national office.

Congratulations to our PAC Medallion Winners:

**Tracy Canby
Tracie Gebhart
Paul Joseph
William Judge
Debra Justice
Lee Andra Karszewski
Mari Beth Kirkland
Sara Kreitzer
Andrea Leyes
Laura Reese**

PAC Medallions are given in increments of \$1,000 for cumulative contributions to PAC since the beginning of UPMA.

The 2024 Legislative Summit will be held at the Hyatt Regency Crystal City, March 17 – 20, 2024. You can register for the summit by filling out the registration form in this edition of Post Scripts or by visiting <https://www.unitedpma.org/legislative-summit/>

This is an excellent opportunity to learn about critical legislative issues and network with our Congressional Leaders and other UPMA Members.

Don't miss this opportunity to lobby for UPMA Members on Capitol Hill.

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

Laura Reese
Executive Vice President
PAC Chair



OHIO UPMA President Alan Metzcar

Hello everyone, yes this is my last article as your President for now.

Mari Beth Kirkland will take over as the Chapter President starting January 1st.

My two years as your President has gone by fast. I had a lot of growing pains. I learned a lot from all the members and retirees from our Chapter.

I have changed the way we inform our members by putting all of the training in PostScripts that is available to everyone, not just our Executive board.

I would love to see more of our members become more involved in our Chapter.

We have so many things as an organization that is available to our members, by just going to the National Website and taking training that is offered to all of our members.

There is so much to get out of being involved in you UPMA Chapter.

This year at our National Convention, the Ohio Chapter was recognized in various ways as being an outstanding Chapter, which you should have seen in the last edition of the PostScripts.

Our Editor Paul Joseph was recognized nationally as for two of his articles, Our Secretary/Treasurer Bill Judge was recognized for his outstanding work that he does for the Chapter as Secretary/Treasurer, Laura Reese submitted the Chapter for the Star Chapter Award and for her excellent work on that, we received the Star Chapter Award.

And yes, one final thing. The Ohio Chapter was recognized for the contributions to PAC as the top Contributing Chapter Nationally. This was all to the awesome work of our Executive Vice President Laura Reese.

I know this is short and sweet, but I want to thank the board and all the retirees for a great two years in serving as your President.

Thank you everyone!

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



Life in the Post Office

So what can get me in trouble? With all the craziness going on right now and we are preparing for Peak, and with everything due yesterday there are plenty of opportunities for problems. The current charge being leveled in corrective action is Failure to follow instructions. As a member of POOMville I see the potential for corrective action almost daily. In today's environment there is no way to hide anything. There are algorithms that computers run to determine where the scans are being made and if you scan or key in tracking numbers in the office after 1500 the POOM or District manager get a call to investigate.

Scanning integrity can get me in trouble.

Rural routes used to be the easiest employee group to manage. Now with their evaluations based on scanning and the breadcrumbs from the route delivery, they can try to manipulate the system. We are charged with monitoring that. Every month all edit books must be submitted to AMS (by the 10th) and then there are mapping programs that determine the number of deliveries and how far the route is. So, another compliance opportunity.

We are moving into a new phase in FY 2024. **Rescuing mail delayed by the plant will be a thing of the past.** Mail received from the plant or drop shipper after the scheduled DUT or DOV will be DOA. But it must be accurately reported, and this will bring scrutiny. Truck scanning and placard scanning will be imperative. There is an army of GEMBA auditors to ensure compliance.

And with that brings my opportunity to get in trouble.

Like the Chinese New Year that has different animals the Postal Service is calling FY 24 as Year of the Budget. There are over 200 dashboards in Power BI and we are supposed to know about all of them. So the heat will be on and I might make a bad decision by adjusting TACS or enter inflated volume to justify my hours. **Neither are an option I should use.**

The other high priority issue is being at work. We have EAS we call ghosts – ghost masters, and ghost supervisors, If you are off work make sure your boss knows your status. If your leave isn't properly input make sure you get it corrected. Most of our schedules were posted with a 730-430 or 800-500 work times. If you are not working these hours make sure you have your boss's concurrence. **Your staff will let it be known what schedule you are working and if you are there.**

Finances are still as important as ever. If you are unsure how to handle something make sure you reach out for help. If you have a Postal Retail Unit audit you need to abate any deficiencies. Make sure to keep your boss in the loop as you make the corrections. Never "borrow" anything or use your position for any kind of gain.

So, we have to take care of business at our offices. Make sure we are in communication with our bosses if we foresee workload issues and staffing issues that will prevent us from providing the level of service required. If you can't get it all delivered reach out to your boss – **always report it.**

Dealing with people – it accounts for most of our jobs. It also is our greatest source of trouble. A lot of the cases we encounter as Member Representatives have a great deal to do with our craft employees. Things they allege we do can result in Letters of Warning up to Removal. Always treat your employees the way you want to be treated. **If the iceberg is melting out from under you reach out to one of us for help.**

Bill Judge
Secretary/ Treasurer - Ohio Chapter UPMA



Retiree's Corner

Lou Stuckey, Ohio Retiree President

RETIREEES INVADE PLAIN CITY

On October 4, the Ohio UPMA members made their way to Der Dutchman for our annual fall meeting.

It is always great to see old friends and I was really pleased to welcome some new attendees. Some were newly retired but some had been retired a long time and finally joined us!

I hope we showed them a good time with our bingo and euchre games, and made them feel welcome with our comradery! The meal was amazing as usual. You should really try it next year!

Our guest speaker was Allen Perry from MyFed Benefits. Allen has been a huge supporter of UPMA and we grateful for the information he gave us about the changes coming to all of us next year with our health care.

Even though final information is uncertain, it is nice to have facts as they happen.

Stay informed through our website and Postscripts. I think a lot of questions were answered. Thanks to Allen for his help!

We held a business meeting where the officers gave their reports and we finished with door prizes we purchased from Der Dutchman!

There were many happy winners!

I know you are sorry you missed it but there is always next year. Mark your calendars for October 2,2024.

I would like to congratulate the retirees for staying involved in our organization. We had many who attended National convention in Denver.

Thanks to Mike and Betty for keeping our hospitality room hopping! There are many more who work behind the scenes. The thing is we always need more involvement.

The active membership need us to help with membership, PAC, legislative, and much more.

If you find you have even a little time to give please drop me a line, and I will find a place for you to help.

Lou Stuckey

Ohio Retiree President





United Postmasters and Managers of America

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

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

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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UPMA Executive Board Information

Alan T. Metzcar Ohio Chapter President - Membership	Baltic OH 43804	330-827-0137	messdad@outlook.com
Laura Reese Executive Vice President	Pioneer OH 43554	419-551-1908	Laura.s.reese@gmail.com
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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

Sara Kreitzer - Retirees Vice President

We are always glad to see our members RETIRE but it's even more important that they continue in this journey as a RETIRED MEMBER in UPMA.

The friendships, camaraderie and great times continue on.

The latest Retiree's to begin a new phase in their life that we need to reach out to are:

Richard Moore - Milan, Ohio

Mike Sinko - North Royalton, Ohio

Linda Drummond - Londonderry, Ohio

Timothy Tibbett - Youngstown, Ohio

Michael Ring - Georgetown, Ohio

And for those Retiree's who are coming up on their complimentary membership that is expiring in November 2023, we need to reach out to them as well:

Arthur Cruz - Toledo, Ohio

K. Hodge - Dayton, Ohio

Alison Brand - Arcanum, Ohio

Brian Abeling - Crestview Hill, Kentucky

Michael Williams - Wadsworth, Ohio

There is a \$25 incentive when signing up any new member. With the changes in health care coming next year, it pays to be a member to stay informed.

Mari Beth Kirkland - National Vice President

There seems to be a disconnect in some very important financial requirements. The USPS has been promoting many craft employees to EAS, which is wonderful.

Once you are promoted to EAS the importance of SOX compliance, policy, and ethics is intensified.

EAS employees are held to a higher standard.

Let's first start with PS Form 1723. PS Form 1723 is an Assignment Order. This form is used to temporarily assign an employee to perform other duties not included in their official job description.

What we see it used most for is Higher Level assignments. You can temporarily change days off and work hours on this form as well.

This form is valid for up to 180 days.

PS Form 1723 is processed in TACS. Once the form is completed, now it populates into TACS within minutes.

According to the ELM assignments should have a start date and an end date.

Once an employee is placed on a PS Form 1723 that is their assignment until it expires, unless their assignment comes to an end and the PS Form 1723 is cancelled in the system.

Often a PS Form 1723 determines the pay scale or level of the employee under a different assignment.

Pay should not be altered in any way for the employee.

Once they are placed on a different assignment, they remain in that assignment and

should not be required to do another assignment or paid differently.

I am sure we all know of employees that help their POOM's by managing more than one office.

We will not tell you not to. However, it is not a good idea.

You can only have one accountability at a time.

A few years ago, leadership required a Station Manager to have 3 accountabilities. When one came up short, it was determined that the manager was not responsible because she had three accountabilities assigned to her.

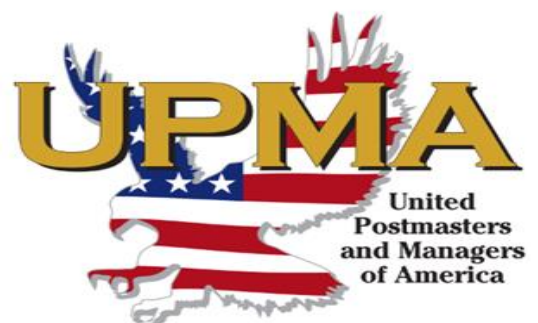
I am not sure if that is still a thing because I cannot find it written however that was the determination at the time.

In the ELM it states that a bargaining unit employee receives EAS pay when they assume the stock.

Be fair to bargaining unit employees that are interested in becoming EAS and allow them to have full opportunity to run an office.

If their PS Form 1723 states they are Officer in Charge, allow them that opportunity.

We must build our bench.



It has come to my attention that office transfers are an issue throughout the state. I cannot explain the looks of blankness that I get when I ask about an office transfer.

This requirement has not changed. It is in the F1, F101 and on the accounting home page under finance.

Offices must be officially transferred from the outgoing employee to the incoming employee with a transferring official.

There is a form for completion on the blue page titled Transfer of a Unit's Financial Accountability. It is PS Form 971.

Think about this, and I have seen it happen when an office is short. The last time it was transferred, it was two Postmasters ago.

The shortage issues the Letter of Demand to the name on the last transfer, or the stock custodian listed in RSS.

Not only does the transfer witness the stock count, but they also make sure keys are exchanged properly, safe combinations changed, and locks changed if needed.

We must get back to the basics. Unfortunately, even some of our leadership does not know or follow proper procedure.

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



UPMA does its best to help keep people out of trouble.

We have plenty of work to do, so to lighten our load we educate the best we can.

Ask yourself if you are being told what to do, is it the right thing to do?

I share this quote, with the holidays upon us,

“The secret to living is giving.”

It is not what we get. But who we become, what we contribute that gives meaning to ours and others lives.

“Life is a gift, and it offers us the privilege, opportunity, and responsibility to give something back by becoming more.”

Happy Holidays to all and all the best for 24!!

Steven Rogers - Postmaster

New CMR for the Ohio Chapter UPMA

What is a Chapter Member Representative (CMR)? Well, I'm glad you asked!

As employees we often fill our days with countless micro tasks necessary to achieve the goals we intend to meet. It is often never a scenario in which an employee begins their workday with the intent of committing an error which may lead to attention focusing on their performance.

Unfortunately, there are certainly scenarios in which errors or poor judgement can result in this unpleasant attention regardless of intent. When this occurs, the employee often feels embarrassment, or even shame over the situation. Worst of all, they find themselves with no clue of how to navigate the stream of events which await them.

Thankfully, UPMA has dedicated members who are willing and happy to devote their personal, private time to assist if such a scenario should occur. CMR's are trained in the policies and procedures of these practices and work to guide colleagues through these times. Their positions are not to stand in defiance of the organization but to assist in facilitating the best resolution for all involved.

Hello, I'm Oberlin Postmaster and Ohio UPMA CMR, Steve Rogers.

In early November, I traveled to Oklahoma City, along with several other Ohio Chapter members to attend the 2023 CMR training course. There, attendees were educated on I&I procedures, initial processes of appeals and MSPB rights to note a few. This information will assist in facilitating proper action and recourse is taken when those steps become necessary.

I am excited to be part of a team in which I can stand in solidarity with colleges and organization alike to achieve the best overall outcome in these scenarios. Therefore, I wanted to formally introduce myself as your new CMR based out of North Central Ohio.

Please feel free to contact me and I will do everything in my abilities to assist you. Again, it is my sincere pleasure to have this opportunity.

Thank you.

Steven Rogers
Postmaster
Oberlin, Ohio
mastevo50@gmail.com



Is it giving... or receiving? What season are you in?

Some people are in the spirit of giving, and some are in the season of receiving. We all need to be open to receive when someone wants to give to us.

If someone offers to buy your coffee, just say “Thank you”. So much of the time our first reaction is to say, “oh, you don’t have to do that”, or something similar. That steals the joy that the other person had for wanting to do something nice.

Say “Thank you”, and pay it forward for the next person. Accept that gift, or that compliment on a job well done. Appreciate being noticed, and keep it going, give a compliment to someone else.

As stressful as this time of year can be, lets try to be the light in someone's bad day.

Here are a few ideas to helping others in your office or your community:

- *Recognize a co-worker during the service talk
- *Write a compliment on a sticky note and leave on a case or desk
- *Prepay gas
- *Grocery gift cards
- *Call the school and pay a child's fees
- *Donate to the local shelter
- *Use Amazon to deliver to someone in need
- *Amazon subscription to a shelter (example - send socks monthly)

Lisa Koprivec
USPS Headquarters Delivery Support



MEMBERSHIP

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
248 Manager/Supervisor Members
165 Associate Members
6 Postmaster Reliefs
308 Retiree's

Total Active Members 553
Total Members 1035

Membership drive standings:

We have signed up 114 new Active members this year, which is 82.61% of our Goal set by National. We need 24 more EAS signed up by December 31, 2023, to meet our goal of 138.

We have 65 New Associate Members signed up which is 130% of our Goal set by National. We need 0 more Associate Members signed up to meet our goal of 50. But we'll always accept more. Great Job by Everyone

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 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
Messdad@outlook.com

CONGRATULATIONS TO OUR NEWLY PROMOTED POSTMASTERS

June Appointments:

Richard A. Davis
Sheryl A. Hines
Christine M. Tinell
Kimberley M. Walker
Nathan Wolfe
Benjamin A. Markovitz

Toronto Post Office
Frazeyburg Post Office
New Lebanon Post Office
Fairborn Post Office
South Webster Post Office
Cassstown Post Office

July Appointments:

Nicole L. Goist
Rosslyn R. Trusnik
Charles R. Riley
Ryan A. Brandow
Elmer W. Ault
Krysta P. Weinstock
Sierra L. Smith

Sycamore Post Office
Sandusky Post Office
Cuyahoga Falls Post Office
Girard Post Office
Mainville Post Office
West Lafayette Post Office
Vandalia Post Office

August:

Joshua P. Riehle
Jim L. Spivey
Scott A. Compton
Owen I. Moatz
Carrie A. Campbell
Erin T. Nye
Crystal A. Jacobs
Kyle M. Henry
Paxton N. Cyrus

Castalia Post Office
Middletown Post Office
Milford Post Office
Ironton Post Office
North Bend Post Office
De Graff Post Office
Urbana Post Office
New Lexington Post Office
Barnsville Post Office

September:

Irma R. Charles
Tamy S. Phillis
Susan E. Alt
Natashia M. Thompson
Grace A. Cline
Patrick A. Gamble
James C. Pallant

Amherst Post Office
North Jackson Post Office
Bowling Green Post Office
Leetonia Post Office
Morrow Post Office
Somerset Post Office
Bellbrook Post Office

Please take to time Congratulate these newly promoted Postmasters

STATE CONVENTION 2024

In my retiree article I asked retirees to get more involved in our organization.

Well, I cannot ask and not set a good example, so I have volunteered to be the chair person of the State Convention. In the last Postscripts there was excellent information about our destination Salt Fork Park Lodge in Lore City on May 31-June 2, 2024. I would suggest you check it out if you haven't, and if you threw away your last issue you can always find it at ohioupma.com.

Being the chair of an event means organizing a crew to get the job done. Now all I need is a crew. I have few things covered but if you feel you can help with anything such as decorations, first timers, programs, registration, entertainment, food, and more, let me know soon.

I have chaired many conventions and cannot do it alone. I especially can use help of those living close to there.

There will be a registration form in the next Postscripts but I strongly suggest you reserve your room if you think there is even a possibility you may attend. We ran out of our held rooms last year.

This is right from the contract on what to do:

**GUEST ROOM RESERVATION AND PAYMENT METHOD:
INDIVIDUAL CALL-IN RESERVATION METHOD:**

Call the reservation line at 1-800-AT-A-PARK (800-282-7275) to reserve a room under the UPMA Annual Conference 2024 block.

A deposit of the first night's room, taxes and fees are due at the time each reservation is made and the room deposit remains fully refundable up to 72 hours (3 days) prior to arrival.

Rooms will be made available to the group at the contracted rates until Friday, April 19, 2024.

Reservations requested after the Release Date are subject to availability at the time of reservation.

The Lodge is not responsible for any adjustments due to guests booking reservations without referencing the proper group block or reservations made through any other method including, but not limited to on-line or on-property.

Any No Shows or cancellations will be charged the first night's room rate, taxes, and fees. In the event the guests wish to utilize any or all of the remaining reservation, the reservation must be reinstated (subject to availability at the time of reinstatement).

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.

So there is the first step in attending next year! Just do it. You won't be sorry!

You have up to three (3) days before the event to cancel if you can't make it. Check out their website to decide which room works best for you.

I had a cabin last year and we loved it but please note that this year, **it is a mile away from the lodge and there is a climb to the cabin.**

We only have FIVE (5) available in our block so don't delay!

Look for more information in our next PostScripts.

Lou Stuckey
Putting on my Convention Chair hat!!!



What is Teamwork?

As I was reading through the articles in the last issue of the Ohio Postscripts Newsletter, I noticed that the authors of many of the articles mentioned the “value” of UPMA.

UPMA could be described as a group of individuals that work together to achieve a set of common goals and objectives for the organization.

This so happens to also be a definition of “Teamwork”. So can we ask ourselves, are we a part of this teamwork or are we just striving only for our own personal goals.

UPMA needs teamwork to sustain its goals, but exactly what does that mean?

Because good teamwork just doesn’t happen automatically. We need to be aware of a few teamwork guidelines, which are good indicators of an effective team.

People who are on a team know they are dependent on each other. They understand that the objective is important, and any time and effort aren’t wasted with disputes or achieving personal gains.

Team members feel ownership for their work because they are a personal part of the team and the project. Their target should be on success, for the team’s sake.

Let’s encourage members to bring out their knowledge, talents and their strengths to our projects and objectives. The best part of our members can contribute to the organization’s success.

All team members should practice open communication with each other to ensure they understand each other. This helps to create a climate of trust among the team members. An environment of trust can encourage members to ask questions, talk openly, express their concerns, and work to solve problems that may come up.

Great teams encourage members to learn as they go and develop new skills. They support members that want to learn and become more efficient in the process. They accept that there might be mistakes along the way and know that’s just a part of learning.

When we are in the decision making process, we need to involve the entire team. We can draw on each other's knowledge and experiences. But keeping in mind that the team leader will decide if they cannot find a solution.

We also realize that there may be conflicts from time to time, but good teams should be comfortable being open with each other and resolve disagreements quickly.

Let me also point out some characteristics of poor team members or signs of burnout and hopefully address these before it becomes a problem.

Poor team members miss deadlines for projects, completely miss or show up late for meetings, unprepared for meetings, or not returning emails or phone calls, which is frustrating to others. They show disinterest by not contributing to team discussions. They often show little interest and focus on the activities and let others do all the work. They may have no appreciation for others’ involvement and display rude behavior. They can be protective of their contributions and refuse to listen to their teammates about ways to change or improve it. They find someone else to blame when they fail and don’t take responsibility for their mistakes or absence.

So, we can ask ourselves again, are we a part of the Teamwork?

Andrea Leyes
Ohio Chapter, Region 10
andreaeyesupma@gmail.com



Ted Gedeon - Legislative Chair

I wish I had more information about the status of WEP/GPO legislation in Congress, but as many of you well know the House of Representatives has been in a state of chaos this fall and how things will ultimately shake with out with HR 82 is anyone's guess right now.

At least we now have a Speaker of the House selected so that is a positive step.

As for HR 82, it is still gaining support from a few more Representatives and is nearing 300 co-sponsors in the house. Because the current legislative doesn't end until this time next year there is still plenty of time to finally getting around to address what will happen with Windfall Elimination and the Government Pension Offset.

There is one bright spot concerning the identical bill in the Senate, (which by the way is sponsored by our own Senator Sherrod Brown) our other Senator JD Vance has signed on as a co-sponsor.

I am both very pleased and surprised by his support of the legislation.

I am very frustrated by the snails pace that HR 82 is being addressed. Hopefully something will happen with the bill soon.

WEP and GPO affects many of our fellow retired postmasters and their spouses very unfairly.

Please remember that the annual UPMA National Legislative Summit is coming up March 17 - 20 of 2024.

The more in person support HR 82 receives the faster we will receive results. Please consider attending this very important event. You can already register for the Summit on the national UPMA webpage.

I don't have any information about hotel reservations yet, but it meeting is being held in the same location as last year, the Hyatt Regency in Crystal City, VA.

Look for updated on reservations and the schedule on the national web site. I will also post information on our Ohio chapters web page as well.

It is a very rewarding experience.



WHAT HAS UPMA DONE FOR YOU? NEW PAY STRUCTURE % PER CELL HAS WENT UP

EAS PAY RULES FY 2023 PAY-FOR-PERFORMANCE (PFP) *Prepared October 2023*

Performance Pay Program

Eligible EAS employees are measured under a 10-point performance evaluation system with number ratings. Different pay increases are established at each of the 10-point ratings. Below are the pay increases associated with the ten (10) performance ratings.

PFP Matrix										
Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	8.5%	9.0%

Pay actions will be either in salary increases or lump sum payments, or a combination of the two, depending on the employee's salary in the EAS Salary Schedule. All PFP pay actions will be calculated automatically based on salary information available from the corporate payroll system and performance ratings provided under the web-based Performance Evaluation System. Base salary increases and lump sum payments are based on base salaries as of September 30, 2023. Deadlines are published at the end of the fiscal year for completing the web-based Performance Evaluation System actions.

UPMA HAS SAVED EAS JOBS ALL OVER OHIO

You as a UPMA member have a right to representation. Please use this right and ASK for your representation if you are receiving an Investigating Interview leading to discipline. As soon as you receive any type of discipline reach out and call one of the numbers in the newsletter. We have a time limit of when it can be appealed.

DO NOT sit on it and hope it goes away!! We represent all EAS employees!!
If you know of someone that is facing discipline have them call us, we are here to help you.

UPMA HELPS CAREERS AND ADVANCEMENT

If you or someone you know wants help with their KSA's or wants us to look over them, call any of us we can help. Your UPMA board has many years of experience and we are more than willing to give you input on what the review board is looking for. We can even mock interview and help you get information on the position applying for. Once you get your new position we can help train you for the position.

The UPMA members help each other. Call someone if you need anything we will find a subject matter expert to work with you!

Patty Schag - Vice President



This is a test and ONLY a test...

By now, you have either read every page or at the least, skimmed through this edition of PostScripts. This publication is sent out to every member of the Ohio Chapter of UPMA regardless of being an EAS member, Craft member (Associate) or a Retiree.

Every edition has vital information that pertains to all three categories and we ensure that the Executive Board puts out information to reflect just that. But it is NOT limited to the executive board for article submissions. YES, you CAN submit an article, picture, announcement, whatever for publication as there is much information out there to be shared with others.

So why is this article labeled “This is a test and ONLY a test...” Now that is an excellent question. When I travel about our state, I inquire of folks to see IF they are a UPMA member. Some say yes, some say no and some aren’t sure.

For those who say YES, I ask them if they are getting the newsletter. Of course they say yes I do. Then there are those who say yes I do but don’t have time to read it. Well okay, I can’t MAKE you read it but perhaps this will give you an incentive to do so moving forward.

Starting with this publication, I have decided that I will start a contest which has far greater odds of winning than you buying a Powerball ticket and here’s how it goes.

All I need for you to do is either send me an email to the following address and it is:

repins@bright.net OR mail me a postcard/letter in the event you don’t have a computer to:

Editor 727 Atalan Trail Lima, Ohio 45805

Be sure to include the secret code for this edition and that is: **OHIO ROCKS!**

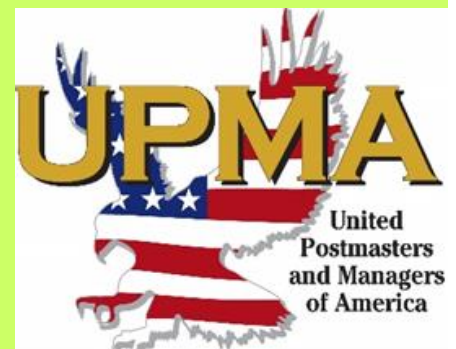
On December 31st, I will take all entries and have our new President Mari Beth Kirkland draw a winner for a \$50 Visa gift card. In every edition to follow, we will continue to have a “mystery page” with a secret code and contest for that quarter.

Who couldn’t use a \$50 gift card to spend how you want right???

So get those entries in and keep reading your PostScripts every time it hits your mailbox. There’s a wealth of knowledge and info in there to help you have a better life no matter what category of member you are in.

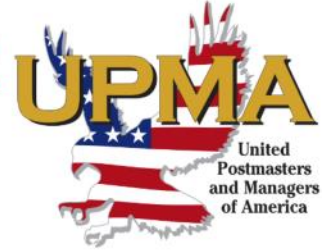
Have a safe holiday season and we’ll see you in 2024 for sure!

Paul Joseph
Editor
Chapter Member Representative
Postmaster Retired (sort of!!!)



Ohio Chapter UPMA proudly presents:

Central Area Officers Summit (CAOS)



September 20 – 22, 2024 in Canton, Ohio

Embassy Suites by Hilton Akron Canton Airport

First Name: _____ Last Name: _____

Your UPMA Chapter: _____

Your mailing address: _____

Email address: _____

Phone number: _____

One attendee per registration form please.

Registration fee:

On or before July 31, 2024 - \$100

After July 31, 2024 - \$150

[Registration fee is due by September 1, 2024.](#)

Check the box if you wish to participate:

Registration fee is due by September 1, 2024
and can be paid by CHECK OR MONEY ORDER
payable to: Ohio UPMA

Mail a copy of your registration form and
payment to:

OHIO UPMA
3416 New Zoarville Road NE
Zoarville, Ohio 44656-9718

g Football Hall of Fame d Antique Car Museum

Hotel Information

Contact the **Embassy Suites by Hilton Akron Canton Airport** at **330-305-0500** or
you can use this website to book directly online:

www.hilton.com/en/attend-my-event/caknaes-90d-f38f8006-ff32-4d3b-99f8-3bb6e80e1db2/

If reserving by phone, **be sure to ask for code 90D** which is our room block until
August 31, 2024 under UPMA Central Area Officers block. See next page for more
information on rooms and the event.

Information and HOW to get HERE

The Embassy Suites/Hilton hotel is located at 7883 Freedom Avenue, N.W. in North Canton, Ohio 44720. The room rates are \$139 per night plus taxes.

Breakfast IS included with the room, and it is a full buffet with eggs made to order.

There is a Manager's Reception daily from 5:30 to 7:30 PM and the Ohio Chapter will also have a Hospitality Suite available on site. Friday is a TRAVEL DAY, Saturday training day and then Sunday is a TRAVEL DAY.

[There is a FREE Akron-Canton airport shuttle provided by the hotel to and from the airport for your convenience.](#)

Servicing Airlines

The following airlines service the Akron-Canton Airport:

United Airlines, American Airlines, Breeze, Allegiant Airlines

What to DO in Canton



In addition to a full day of information, activities, vendors, and PAC events while attending CAOS, the Ohio Chapter has set up a PRIVATE reception at the National Football Hall of Fame in Canton, Ohio that includes transportation to and from the venue. We will have a private guided tour of the entire facility to enjoy.

In addition to the Hall of Fame museum, there is the Canton Antique Car Museum and a plethora of shops, restaurants, bars, along with other attractions next to the HOF where you can find just about anything you are looking for! To inquire on that information, visit the following website:

VisitCanton.com/VIPOffers

You can unlock discounts at local attractions, restaurants and shops with their free savings pass that you can get from the website.

The Ohio Chapter of UPMA is looking forward to seeing everyone in 2024 at the next CAOS event. Get registered now to lock in the event!

For further information or questions, please contact the event Chair, Alan Metzcar at 330-827-0137 or by email at: messdad@outlook.com

Adverse Action Representatives

You've heard it a million times: Don't go into a PDI or Investigative Interview Alone

So why do people NOT follow that guidance? Embarrassed? Afraid? Uninformed? Intimidated? Feeling COERCED? Threatened?

We'll STOP IT NOW and take note. We are NOT a union, we are a MANAGEMENT ORGANIZATION who represents our EAS members when troubles arise.

IF you are notified of a PDI, pick up a phone and call a rep IMMEDIATELY.

If you are in your manager's office for a meeting and are being asked questions that you think COULD lead to discipline, ADVISE them you want to contact your rep. And then DO IT!!! It's your RIGHT to do so. Don't give it up.

When you call a REP, most likely you won't be in their contact info so LEAVE A MESSAGE. There is NO emergency where you must go without a REP.

Below is the list of Chapter Member Representatives available in Ohio along with areas they cover:

NAME	AREA COVERED	PHONE #
Steve Rogers	440,448,441,442	440-328-5871
Patty Shag	448,446	419-565-2685
Mari Beth Kirkland	440,441,442	440-821-4667
Alan Metzcar	437,438,430,433	330-827-0137
Laura Reese	435,436	419-551-1908
Andrea Leyes	450,451,453	513-702-1630
Tracie Gebhart	450,451	513-702-1630
Brian Schroeder	453,458	419-236-8600
Paul Joseph	458	419-236-0166

**Make copies of this and keep on hand
for immediate ACCESS**



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 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.

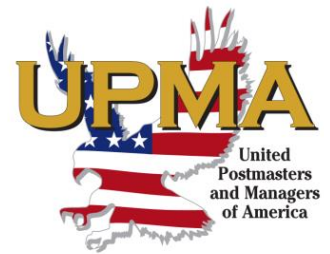
The students **must** be a child or grandchild of an Active or Retired member of the UPMA.

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**

So what's the SCOOP on this retiring with \$1 MILLION dollars????

Now that I have your attention, this is a topic that is NOT talked about enough, nobody wants to share KNOWLEDGE or FACTS about the most important thing you should be focused on and that is...RETIREMENT. More specifically, retiring COMFORTABLY!!!

For the record, everything you are going to read about here in this article is my opinion based upon my own personal experience, my observations, my phone calls and personal contacts made with new employees, employees who are “mid career” and those about to pull the pin. And yes, those who went into retirement UNPREPARED.

Then there's those who are ready to get out now regardless of how many years they have in and don't want to 'stick it out' any longer. I understand that. But before you do, I'd like for you to at least consider the bigger picture of things, or take a “30,000 feet view of the battlefield” we are navigating in. So here we go.

IF you are new to the postal service, then congratulations. You've stepped through a door into an opportunity that only you will decide how far you go. Once you become a 'career employee' regardless of which craft, you are eligible to sign up for TSP.

First piece of solid advice: DON'T BLOW THIS OFF!!! Read up carefully on the different options you have and then get signed up immediately. When your employer is going to give you matching funds for a certain percentage of what YOU are putting into your account, that is called **FREE MONEY. It's benefit of working at the USPS.**

I've heard too many people say “I can't afford more than \$5 per pay” or simply can't do it at this time. Really? Have you sat down and **did an honest budget** with yourself or your family? In doing so, this is where you identify some expenditures that you really could get by without and I'll just name a few here for you:

Starbucks latte or even McDonalds whatever each morning you come to work - \$4 x 5 DAYS
Latest and greatest iPhone or Android costing well over \$1200 every two years.
Had to trade in/ trade up your car every two years because you get bored with it.
Now you are upside down on value/ residual/ etc. and yes, that does affect your credit score.
Take a vacation every single year where you fly somewhere, blow some serious \$\$\$ instead of doing a “staycation” at home and save a boatload of cash.
Did you really need that 75 inch UHD 10 bazillion megapixel TV????

Bottom line here is: Everyone (and I do mean everyone) has corners they can cut to begin investing in THEIR future. Is it painful? Not really. Is it worth the SACRIFICE you are making year after year? I can answer that with a definite YES as over time, you will see the benefits of your efforts begin to compound with each statement received.

Oh sure, there will be those times when our economy for a variety of reasons takes a nose dive into an empty swimming pool and you see your account start to bleed. But the ups trump the downs. It's a marathon not a sprint. **Have patience or you'll have nothing else!**

Just putting your hard earned money away into your TSP account and “forget about it” is not a sound plan either. **It takes planning and DUE DILIGENCE on your part** to understand the various life cycle plans available and then stick to the plan.

Simply dumping all your money into the C fund HOPING (sorry, HOPE is NOT a course of action, especially when it comes to growing your account) that the market will be kind to you is just foolish. **DO YOUR HOMEWORK!!!**

So for those who are “mid-career” and things aren’t materializing as fast as you want, what are you doing to change this? Again a budget review and determining what you can eliminate in expenditures goes a long way to help boost your proceeds you are securing for your future.

If you have expenses so tight that you are living from paycheck to paycheck or even worse, you **DEPEND ON OVERTIME to help pay your bills**, then you definitely need to adjust and do it now. Don’t wait until your final phase of your career to decide that you DON’T have enough to retire on. That’s called “buyers remorse”.

Get organized and get disciplined NOW. **Overtime is not a right nor a guarantee** at the post office. Stop building your life around it. IF you happen to have overtime dollars in your paycheck, the absolute best thing you can do with it is **PAY DOWN or PAY OFF your debts**. Every penny put towards debt is compounded exponentially and you are paying yourself back.

If this is too difficult to manage or comprehend, then I strongly urge you to get with a debt counselor and get a plan on paper. I’ve sat down with a number of people over the years and when we got done, it became clear what was needed to turn the sinking ship around.

One last thing on those **who had the idea that they will BURN UP every minute of sick leave**, annual leave, whatever before they retire, I’ve got news for you. Unless you have an egregious or terminal condition (untreatable cancer, Parkinson’s, etc.) you are going to have a very difficult road in doing so. **The postal service is taking a hard look** at those who are doing it or trying to do so. ***They can force the issue and to be honest, is it really worth it?***

Yes they changed the law a number of years ago where you can apply your SL to your retirement and my advice is, save yourself the trouble and do just that. It will be far less painful in the end and you won’t leave this organization with a bad attitude.

If I didn’t believe that last statement you just read, I wouldn’t be offering my time and efforts to those still working on how to prepare for your future and make it brighter when your work is done. Financial security is your responsibility. Make it happen every day.

The sacrifice is worth every penny. Start now, go the extra mile and learn to be wise in your spending and at the end of the day, that seven figure retirement CAN be a reality for you. Don’t be that postal retiree living every day saying: I could have...should have...would have...

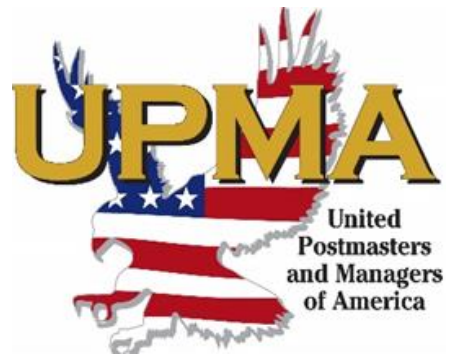
Own your FUTURE NOW!!! ***Paul Joseph - Editor, Ohio Chapter***

Retiree Fall Luncheon 2023



Retiree Fall Luncheon 2023





Ohio Chapter Retirees

Ohio Chapter UPMA Retired, Fall Luncheon and Business Meeting. October 4, 2023.

If you attended this year's fall meeting of the Ohio Chapter Retirees, you already know what a great time we all had. As usual the meeting was held at the Der Dutchman Restaurant in Plain City. The central location of the restaurant makes it perfect for the retirees' meeting. There were 58 attendees this year.

The event begins at 10:30 in the morning with a meet and greet of our fellow retirees from around the great state of Ohio. In no time at all the membership is sitting down to the task at hand. In the front of the room, groups of four are in serious discussion and deep concentration. Their concern is the local submission of bids. At the rear, the other retirees are focused on the logistics of collecting correct data to pinpoint the location of their data cache. The situation becomes extremely stressful until someone yells "BINGO". Occasionally one of the players at the Euchre tables looks about to see how the bingo players are faring, but they play their cards very close to the vest.

These high-stake games are followed by a family style dinner. Heaping bowls and platters of food are passed up and down the tables to the delight of these hungry Postmasters retired. There was roast beef, fried chicken, Amish noodles, potatoes, and green beans. Oh yes, and pie. We cannot forget about the pies. Nearly every flavor you can imagine is available. This Postmaster won an entire peach pie as a door prize.

Of course, we did hold an official meeting of the Ohio Chapter Retirees. President Lou Stuckey called the meeting to order, introduced our guest speaker, noted that prior minutes and treasurer report was printed and at each place setting. The 2024 convention will be held at Salt Fork State Park, May 30-June 2, 2024. Lou noted that Ohio was #1 in PAC this year, our Chapter won the Star Award and our editor, retiree Paul Joseph, won two awards at National convention.

Our guest speaker was Allen Perry, a Federal Employee Benefits Specialist. Allen spoke to the membership about the upcoming changes to Postal Service Health Benefits and how they may affect our choices in Medicare. He advised us all to pay attention to the changes expected to be effective in 2025.

The close of our meeting found us sharing joyous goodbyes and a few heartfelt hugs. If you are a recent retiree, or have never attended this fall luncheon, I encourage you to mark your calendars for October 2, 2024, the date of our next Fall Luncheon. The announcement and registration will be in the mail, as well as posted in our Chapter's newsletter, "Postscripts". It really is a fun occasion, a chance to catch up with other retirees and share a terrific lunch.

Jordan M Davenport
Postmaster retired.

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:

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

September 20 - 22, 2024
Central Area Officers Summit (CAOS)
Canton, Ohio

Deadline for next Post Scripts articles is:

January 18, 2024