





TONY TERWEY-PRESIDENT

Postmaster Richmond MN

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People and Peak

Well **ready or not** here comes another season of what is known to veteran postal managers as PEAK season at the Postal Service. As postal employees this will be the most impactful time of the year on both your customers and coworkers during the six week stretch between Black Friday and Christmas Day. The postal service as a whole is predicting a 3 to 5 percent decline in parcels this peak season compared to last. I am not sure where this prediction information is coming from but I assume part of it is based on health of the nation's economy and the increased cost of everything due to the inflation factor here in the USA.

The **demands of Peak** Season will bring out the best and worst of the Postal Service as we continue to struggle to find the resources and efficiency needed in many challenged operations across the state. The Postal Service is working hard on holding employees to no more than 12 hour in a days and 60 hour in a week as it focuses on employee health and safety improvement in the workplace.

The **MN ND** district will be like all others across the nation as we work toward balancing customer service with available employee resources in each unit across the state. The workload some sites will see will be challenging to say the least but I am confident we will find a way to get it done as we have historically done as a service. As I prepare for peak in my own operation, now is a great to get the supplies and resources your team of employees need like ice grippers, snow scrappers, hand warmers and possibly even new fatigue mats. I believe these items show the team your commitment to getting them all the supplies you can to make the best of the challenging days ahead. Additionally, I like to ask my employees for feedback and engage in ideas they have to ease the pressure of the season in the office.

I am fortunate to have a great team to lead in my Richmond operation. I do believe 99% percent of

employees are here for the right reason and want to do the right thing for our customers, given the tools to do it. I encourage you as the leader to find a healthy balance on meeting the demands of the service while taking care of your employees the best you can this peak season.

I have been fortunate to see PMG Louis Dejoy speak three times in the last year and believe he has a vision for where the Postal Service will go moving forward. I find Louis to be on point with the vision and the ideas to get the service moving in the right directions in relation to service to customers and finances.

The **Delivering for America Plan** has laid out the vision and frame workout for the field, implementation is happening in many parts of the nation, however at this time we have not seen many changes here in Minnesota, but believe they will be coming soon.

The one common slide I have seen in each of the presentations is the **one with bats flying in all direction instead of unison like geese in a V pattern**. I believe the service still has some work to do at the field level to move each operation in unison across the nation.

The biggest part to getting the desired result is the people. **The service needs to do more investing in people who are in leadership positions** so that the bridge between vision and implementation can be met in the field. I was fortunate to work for a leader who invested heavily in the people over my 24 years ,always bringing the people together twice a year for information on the state of the district, new initiatives, training and performance. I think back to all the good years where we celebrated being top ten in the nation and the link to the investment in the people in leadership positions. The Postal Service has to get back to making that investment at every level of the organization in order to get the desired results.

The **final NPA numbers for FY 23** should be out about the time you get a copy of this Postmark and your NPA raise should hit the second paycheck in January.

I believe majority of the dDistrict EAS will finish in block 4 and 5 this year. The functional effectiveness indicator in NPA has definitely been the most challenging to achieve a high block in. The indicator is all about workhour efficiency and getting the most out of each hour spent in your operation. Reducing work hours is not always an easy task because often it is an uncomfortable conversation with an employee where you are changing a behavior regarding a performance. Additionally next year **NPA will be adding a DPH** or delivery per hour Indicators too, which will again focus on work hour usage reduction.

In my **conversations with district leadership** this month I had a lengthy discussion about improving time management skills and leaders' proactive effort in the field task completion. Personally, I live on my Outlook calendar for all my administrative duty reminders that are set to repeat on whatever is given frequency of completion. I make notes in the calendar block, record web address and any other vital details to task completion that is identified.

I believe this to be my best time management resource and it work for me in my operation. I am interested to hear what works in your operation when it comes to time management improvement or proactive task completion, **reach out and let me know**. I will share more ideas in the future if I get them.

Moving forward, I wish you the most successful peak season of your career while finding a healthy balance for you and your employees. Remember to reach out if you have a need and also **take advantage of the EAP** program if the load becomes too much.

Together we can!

Tony!



Executive Board Minnesota Chapter

effective 07/01/2023

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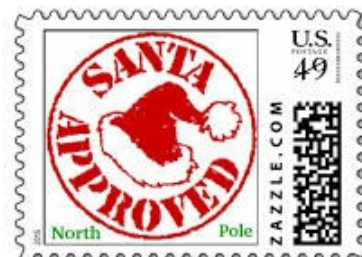
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EAS Placements

Position Title	Office	Level	Person Selected	Effective Date of Selection
Supv Customer Services	Ano-Andover	17	Teasha Yahnke	10/7/23
Postmaster	Bowman	18	Dorothy Wallace	10/7/23
Supv Customer Services	Bra-Baxter	17	Joan Gillette	10/7/23
Postmaster	Esko	43	Daniel Copeland	10/7/23
Postmaster	Floodwood	18	Eric Sanchez	10/7/23
Postmaster	Hawley	43	Brian Morrison	10/7/23
Supv Distribution Ops (Relief)	Minneapolis PDC	17	Moumin Amarreh	10/7/23
Supv Distribution Ops (Relief)	Minneapolis PDC	17	Adefemi Adesuyan	10/7/23
Supv Distribution Ops (Relief)	Minneapolis PDC	17	Dominique Soto	10/7/23
Supv Distribution Ops (Relief)	Minneapolis PDC	17	Gordon Gyeabour	10/7/23
Mgr Customer Services	Oss-Maple Grove	20	Jonathan Foster	10/7/23
Supv Customer Services	Prior Lake	17	Marilynn Schumann	10/7/23
Supv Distribution - Relief	Saint Paul PDC	17	Teng Moua	10/7/23
Supv Distribution Ops	Saint Paul PDC	17	Aster Aseffa	10/7/23
Supv Maintenance Ops Relief	Saint Paul PDC	17	Karen Mickens	10/7/23
Supv Maintenance Ops Relief	Saint Paul PDC	17	Anna Bell	10/7/23
Supv Customer Services	STP-Elway	17	Roy Varghese	10/7/23
Supv Customer Services	West Fargo	17	Christopher Bothun	10/7/23

Postmaster	Carver	43	Janet Boese	10/21/23
Postmaster	Chanhassen	22	Jack Melcher	10/21/23
Integrated Ops Planning	District	21	Hyemin Yi	10/21/23
Supv Customer Services	Far-Trollwood	17	Terry Kent	10/21/23
Postmaster	Harmony	18	Jacqueline Coyle	10/21/23
Postmaster	Hutchinson	20	Laura Kollasch	10/21/23
Postmaster	Loretto	18	Amy Weis	10/21/23
Supv Customer Services	Marshall	17	Steven Muscatello	10/21/23
Mgr Customer Services	Min-Golden Valley	21	Durell Mofo	10/21/23
Supv Distribution Operations	Minneapolis PDC	17	Adefemi Adesuyan	10/21/23
Supv Customer Services	Owatonna	17	Drew Wendorf	10/21/23
Postmaster	Pine River	43	Alexis Schwochert	10/21/23
Postmaster	Saint Cloud	22	Rachel Christensen	10/21/23
Supv Customer Services	STP-White Bear Lake	17	Edward Buie	10/21/23



ANITA PFIEFER SECRETARY/TREASURER

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Greetings to All!

Your Minnesota UPMA Chapter members have been busy receiving training at different events to better serve your needs and be knowledgeable to assist effectively.

In September, three of our members attended the Central Area Officer's Seminar in Indianapolis. This conference is held on the 3rd weekend of September every year.

We also had members attending the Chapter Member Representation training in Philadelphia with two more going to the same training in Oklahoma City in November.

The Southern Officer's Conference, in Myrtle Beach, was attended by 220 active and retired members. I was able to attend that event and the highlight was the VP of Delivery Operations Angela Davis speaking and providing excellent information.

Watch for emails from your Minnesota Chapter on monthly training provided by the UPMA National Office and different sponsors. These training sessions are provided for you to enhance your work life and I know you will find them useful.

Our next Executive Board meeting will be held in January and if you have an interest in attending or would like to have a topic discussed, please contact a board member. This is your Chapter and we are here to serve you.

As you begin to head into Peak season, please remember to take care of yourself. You are the 'coach' of your team – and the team needs you!! Do not take on all the 'monkeys' on *your* back – remember to enable your team to work together to get through this Peak season. **You can do this !!**

Happy Holidays to each of you and your families!!

UPMA Gold

Send an email with your name, email address and office of retirement to our Email Coordinator, Linda Carter, at upmagold@gmail.com. Linda publishes UPMA GOLD as she receives information from various sources with no set frequency. If you would like to share newsworthy info with her, just send her an email once you have joined our network. Welcome!!

In The Mailbox

This is our official publication/newsletter that is printed and mailed bi-monthly. If you would like to get on the mailing list, please send your name and address to our Editor, Eva Finley, P O Box 500, Graford, TX 76449-0500, or email to IntheMailboxEditor@usa.net. This publication is also posted on the [UnitedPMA.org](http://www.unitedpma.org) website by clicking the link below: <http://www.unitedpma.org/resources/publications/retirees---in-the-mailbox>

Minutes

The regular Executive Board Meeting of the Minnesota Chapter of UPMA was held on Tuesday, August 1, 2023 via Zoom.

President Tony Terwey called the meeting to order at 7:07 pm with Secretary Treasurer Anita Pfiefer present.

Secretary Treasurer Anita Pfiefer provided the invocation.

VP Jason Croshaw led us in the Pledge of Allegiance.

Roll Call: in attendance: Tony Terwey, Pauline Lambrecht, Margie Jacobson, Jason Croshaw, Alex Paulsen, Vanessa Nielsen, Anita Pfiefer. Absent: Carey Welder

Approval of Agenda: Motion to approve the agenda by Anita Pfiefer, seconded by Margie Jacobson / passed.

Minutes of the May 17th and May 19th, 2023 board meetings were mailed to the board for review.

Motion to approve the May 17 and May 19, 2023 minutes as presented by Jason Croshaw, second by Alex Paulsen / passed. Minutes will be published.

President: Tony Terwey reported the number of CMR cases has increased. Will be attending Management meeting and included Pauline and Alex. Membership has been phenomenal. Discussion on 3-digit meetings.

Secretary Treasurer: Anita Pfiefer presented the financial report End of Year June 30, 2023.

Balance Sheet information presented.

\$ 10,082.35	Certificate of Deposit #40
\$ 00.00	Certificate of Deposit #41
\$ 30,659.85	Certificate of Deposit #42
\$ 12,758.18	Regular savings
\$ 5,462.03	Scholarship Checking
\$ 142.78	Scholarship Savings
<u>\$ 31,948.03</u>	<u>Regular Checking</u>
\$ 91,053.22	Total Assets
\$ 0.00	Total Liabilities

Review of current income and expenses compared to budgeted items was discussed. Motion to approve the financial report as presented by Alex Paulsen, second by Jason Croshaw / passed.

2024 Budget presented: changes made to misc. income, area meeting, legislative summit and national convention line items. Balanced budget approved for FY 2024 beginning on July 1, 2023 in the amount of \$70,895.00. Motion to approve the 2024 budget in the amount of \$70,895.00 by Pauline Lambrecht, second by Alex Paulsen / passed.

Certificate of Deposit #40 matures on August 4, 2023. Motion to take CD balance and add \$7500 from savings to open new 12-month certificate by Margie Jacobson, second by Pauline Lambrecht / passed.

VP Membership: Pauline Lambrecht reported: August membership as Postmasters: 289; Mgr/Super: 105; Associates: 38; Retired: 257; total active: 396, at 88.38%. Thank you to President Tony for his active recruiting efforts. Goal is for associates to join.

VP Education/State Convention: Alex Paulsen reported he attended Postmaster training in Norman OK.

VP Chapter Member Representative: Carey Welder reported – Tony reported for Carey on current activity and trends.

VP Legislative/PAC: Jason Croshaw reported HR 82 has 288 co-sponsors. Counter Senate bill has both MN senators on.

Editor: Vanessa Nielsen reported next article due immediately following National Convention. Trying to get everyone's articles. Looking at different publishers and other cost saving measures.

Retired President: Margie Jacobson reported trying to encourage support for HR 82.

Scholarship: Tony Terwey reported on items to be voted on – tabled to October meeting.

Unfinished business: none

New business: Review of Code of Ethics

Motion to approve the Code of Ethics by Jason Croshaw, second by Vanessa Nielsen / passed.

Other Business: none

Next board meeting is scheduled for Tuesday, October 3, 2023 at 7pm via Zoom

Adjourn: motion to adjourn at 9:03 pm by Alex Paulsen, second by Margie Jacobson / passed.

Respectfully submitted, Anita M. Pfiefer, Secretary Treasurer



*Postmaster Essentials
Class*

Debra Anderson	MELROSE PO, 56352
Christopher Ellison	KIMBALL PO, 55353
Nicholas Hoffmann-Walter	ANNANDALE PO, 55302
Michelle Mathews	ARLINGTON PO, 55307
Jay Fristedt	PRINCETON PO, 55371
Shelia Boyett	TIOGA PO, 58852
Brandon Pecinovsky	PRESTON PO, 55965





“Keys for Success”

Hello everyone, as we are frantically getting prepared for another “Peak”. I thought I would write on success. Now one of my main goals in this article was going to stress how important it is that we have all the equipment needed to be successful, as I am quite concerned about going into peak without the employees and the vehicles needed to be successful. When I was our National Convention and spoke to Postmasters all over the United States, I realized that we are all struggling to find help and it was brought to attention of PMG DeJoy. He knows it’s an issue and is looking at our hiring process.

The one item that I am struggling to get my head around is the peak vehicle process. Mr. DeJoy said he was going to cut back on rental vehicles for peak, which is a large expense. In the past I have always had one rental vehicle which was on the road from 6:00 am to 8:00 pm. The Postal Service knows this because we entered the mileage in AVUS everyday.

Now because only four of my employees come in to run the 6 to 9 plays, I am told that is not enough to qualify for a rental vehicle. I already have my own personal vehicle on the road delivering parcels. I was not sure how I could be successful, but nobody in my entire life has been able to tell me I can’t do something. So, I look up the “Keys for Success”, and I was surprised the basic three qualities for Success are:

- 1) **SETTING GOALS:** I learned at any early age that if I wanted anything in life, I had to put myself into a mindset, even if I thought the goal was unreachable. I remember when I was about ten years old that I wanted a ten-speed bike in the worst way. I set out a plan and did whatever it took to earn that money, and when I purchased my bike after a year of doing odd jobs I was so proud when my new bike arrived. It made me into who I am today. Though playing sports in High school and College, coaching Volleyball, achieving Minnesota State Coach or the Year, raising four children, which I am so proud of, to finally achieving the **Postmaster** of my home town. It’s all from setting goals. The unique though of setting daily goals is

already done for you by the number of parcels and mail that is required to be delivered. So, then it is up to you to figure out the best way to achieve success for the day.

- 2) **PASSION:** Is the energy to keep going when even when your physical and mental energy is missing in action. When you invest a lot of time into something it will give you a sense of pride, of fulfillment, and being a positive force. There are few people that love there job entirely; as long as there are aspects of it that are enjoyable. Your work is going to fill a large part of your life and the only way is to do what you believe is great work.
- 3) **INVEST IN YOURSELF AND YOUR TEAM:** Honesty, Integrity, being open to change, communication, respect, and listening are just some of the key items to be Successful. Taking good care of you, eating right, trying to get some sleep, and understanding that Peak is only temporary. We can not do peak alone; we need our Team. We need our minds, so when it is all overwhelming, call a friend, walk outside and take a time out, but never let it beat you. **YOU GOT THIS!**

Now what I realized is when I look at Success, I am going to give it my **ALL** and do whatever I can to help my team, to come out with or without a spare vehicle, because NO ONE is going to tell me that I can’t, including myself.

See you on the other side. Keep your breath tube above water☺

“Drag your thoughts away from your troubles,,,by the ears, by the heels, or any other way you can manage it,”



-Mark Twain

Postmaster Grand Rapids
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Happy Holidays. Hope peak is going well for everyone. As we have seen the decrease in pockets across our district, I know we are all putting our best foot forward to bring the best service to our customers.

We need to also make sure we are checking in on our employees to make sure they have all the things they need to do their jobs. During my travels doing 3999s for the district I have been able to point out things in offices that will help their employees do their jobs better.

We have a few things coming up as we get through the new year. **Tony and I will be traveling** the state to host some night meetings in February. As dates become available, we will get them to you. I would love to see people come out and discuss issues we see in our offices and areas of operation. We want to be able to take your concerns and bring them to light and see how we can help each other.

After this, in May we have our state convention in Marshall, MN. We as a board want to continue to see our new members get involved. I am so grateful for the friendships I have made across the country. That all started with Tony getting me to come to a state convention, then a national convention. The training that UPMA is able to provide at these events along with the networking are top of the line.

The board has decided to give a voucher to each first timer that attends for one night hotel and their registration fee. Please submit your 3971 for May 15-17 to your manager and we will see you in Marshall in May.

I Want to wish everyone a Happy holiday and a Merry Christmas. Hold and tell your loved ones you love them.

Thanks for all you do

Alex Paulsen



Sometimes the
magic
of Christmas is found in the
simple things.

MARGIE JACOBSON, RETIREE PRESIDENT

Area 9 Retired Area Rep

Postmaster Retired of Waterville MN

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Taking a Break!

All of us need to take a break sometime. I found this October was my month to take a break. I just got back from ten days in Ireland and had a really good time. It is a beautiful country with great landscapes and many fun places to visit. I am home for four days and have another trip planned with my sister and her friends to Costa Rica. I will be back for the last two days of October.

It is really good for everyone to take a break from their routine. Some of the benefits of breaks is that it increases productivity, improves mental health and well-being, employees feel more valued by their organization and supervisor if they promote taking breaks, increases job satisfaction, restores focus and attention especially for long term goals, can prevent decision fatigue, and increases creativity.

I know it is hard in peak season in the Postal Service, but breaks are beneficial. Maybe you can't take as long a break as I am getting this month but even a good break for just a few minutes on a busy day can be beneficial.

Don't forget to take your break and enjoy the benefits.



The first "traditional" Christmas stamp featured folk art: an image based on a [watercolor painting](#) of an 1840 church weathervane. To appease detractors, the stamp was designed to be both religious and non-controversial because its subject, the angel Gabriel, is mentioned in the holy texts of several religions. Yet, the stamp still attracted attention and controversy because there was some confusion over whether the image depicted was a male or a female.

1965 Christmas stamp issued November 2nd
in Silver Bell, AZ

-National Postal Museum

Guest Column –Clarence Gagner

Benefits of Belonging

Membership is a Major Focus of our 2023-2024 UPMA efforts as we move forward in our careers and with the U.S .Postal Service.

It is So Important!! - Why??

Let me share with you , my story: In June of 1965 President Lyndon B. Johnson signed my “Certificate of Appointment” as Postmaster in Brooks, Minnesota. Everything in the Post Office started on Saturdays; accounting, time cards, work schedules, pay periods, etc. etc. so that Friday June 18th a Postal Inspector (Mr. Paul Van Rossum) showed up at my parents farm and asked if he could speak to me. My Mom said yes, but he is out behind the barn fixing fence for the pigs.

The Inspector found his way through the barnyard, introduced himself and asked if I had a bank account. I said, yes, a very small one from the bounty paid for trapping gophers. “Is there someone I can talk to at your “Security State Bank” Inspector Van Rossum, said?” I said yes, either George or Norman (Modern day version of a background check). He said, I will see you in one hour and we will go to the Post Office. I hurried to the house, put on a shirt and had my Mom take out some pie and have coffee ready. When he returned we had pie and coffee and then went to the Post Office for the rest of that day because he said he had to cover “installation procedures”. The rest of that day he covered the Do’s and Don’ts of becoming a Postmaster to include raising my hand and reciting the “Oath of Office”.

When Mr. Van Rossum was ready to leave at nearly 5:00 PM, he said “ Here is DMM along with the ELM and if you retained one-fourth of what we talked about today you will do a good job, and if you can, **“Join a Postmaster Organization.”** Then he said tomorrow morning (June 19th) you will come to work and start your job as Postmaster: I said, but I can’t work tomorrow, because it’s my buddy’s wedding day and I am his Best Man. Mr. Van Rossum said, “Oh well, no problem, I will put LWOP on your time card and you can start Monday”. I had no idea what LWOP was, but I do now.

The following week (my first week) I had a visit

from our Postmaster organization District Director “George Keller”. He introduced himself and said he was on a Membership Drive and needed \$12.00 for membership dues. I didn’t have \$12.00 (because I had only \$8.00 in my gopher trapping account) so I said I couldn’t join. He said no problem give me a check and I will hold it until it is good.

That was the Very Best \$12.00 anyone could ever spend. It evolved to be, and proved to be, the very true, **BENEFITS OF BELONGING”**.

The experiences, the travel, the training, the gained knowledge, the friendships made, the networking, the problem solving, and a lifetime of opportunities, is what Membership in UPMA is all about.

Belonging allows for local sharing with co-workers, district meetings, management training, legislation, and involvement for our betterment and welfare as leaders. It gives us State and National Training Seminars, The Minnesota Postmark, and the National Leader publications. The opportunities by being a member of UPMA are **limitless and unparalleled**. But, as a member if you don’t get involved and become an active member, “You Do Not Have A Clue.”

MY pitch is, spend the \$12 dollars, get to know others, meet with co-workers, network with friends, express your thoughts, become a **“mover and a shaker”** and get involved. If you stay involved, 40 years from now as your career comes to an end, and you retire you can look back on your Postal career and your UPMA membership with **“True Satisfaction”**, and say **“That’s My Story”**.

Clarence R. Gagner, Postmaster Retired

Red Lake Falls, MN 56750



Take Each Day

by Curt “Carlos” Tabbert



Fall is here and the trees are turning their beautiful colors. It happens each year, but never ceases to amaze me. And of course, we all get older. I have been retired for 13 years. That in itself is hard to believe. During my 30 so years working for the Postal Service, 25 as Postmaster, I have had the opportunity to meet and become friends with an incredible bunch of people. These people are my Postal Family! We have shared both highs and lows——both in our Postal careers and personal lives. I cherish many convention memories with my Army roommates Ron Windels and Bruce Nelson. Who was taking care of who was always debatable!!

As time has been passing, each convention seems to be the last time we see and talk some of these friends. That is why it is so important to take each day and opportunity to remind our friends how much they are appreciated.

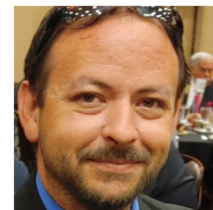
It also time to appreciate what we have each day. As long as your health permits, take advantage of it. Travel if you can. My wife, Linda, just got back from a great trip to England, Scotland and Ireland. We know our “window of opportunity” is only going to get more limited.

Remember again——take each day as it presents itself to revel in its beauty and opportunity.

JASON CROSHAW, VP LEGISLATIVE AND PAC

Supervisor Minneapolis

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What a month October was for Congress. The House of Representatives was shut down after Speaker McCarthy was voted out of his post by 8 members of the House. None of these members were from Minnesota. There were several rounds of votes for a new Speaker of the House, and during the 3rd round of votes Minnesota Representative Tom Emmer received a vote. This one vote for Representative Emmer led to discussion that maybe he could be the nominee to join the Republican Party to get a successful vote for Speaker of the House. Unfortunately, Representative Emmer determined after being nominated by the Republican Party that he would not be able to receive votes from the majority of members of the House and he decided to withdraw his name. The next vote, Representative Mike Johnson from Louisiana was voted in as the Speaker of the House. Speaker Johnson is a co-sponsor of HR 82 the Social Security Fairness Act of 2023 (the WEP/GPO bill) since January 10th, the day after HR 82 was presented to the House.

Speaking of HR 82, we received some good news mid-October related to HR 82. **UPMA has been told that there will be a Field Hearing on HR 82** before the end of the year. We have been told this will most likely occur November 20th and have asked our friends in the House to allow us to speak in support of HR 82 at this Field Hearing. A Field Hearing is a great sign for the future of HR 82 and increases the chances of the bill going to the floor for a vote. The Field Hearing will

be a chance for members of the House to hear from the general public, PACs, and other organizations either in support of or against a bill, and is held outside of DC. The best part about this Field Hearing and the current Speaker of the House is that HR 82 was Sponsored by Representative Garrett Graves of Louisiana and as such this Field Hearing is going to take place in Louisiana. The Speaker of the House determines what bills will be brought to the floor for a vote, and having the Speaker and Sponsor of a bill from the same state is a definite benefit for UPMA and all the other PACs and organizations that support HR 82. Keep an eye out in the Minnesota UPMA Chapter Facebook group for up to date information from me as HR 82 progresses through Congress.

When a Field Hearing occurs, the Representative(s) who host the hearing determine who is able to speak at the hearing. As with most things in DC, money and friendships is where that determination is made. It is because of PAC funds that we are able to have such great relationships with many members of Congress to include Rep Graves. Please take the time to make a PAC donation to help UPMA get HR 82 through the House and Senate through payroll allotments or through your retirement for our retirees. Feel free to reach out to me if you need help getting this set up! **As a reminder, we will be raffling off a prize at the State Convention that will be going to a member who has payroll or retirement contributions going to PAC!**

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Managing Editor: **Vanessa Nielsen, 1001 12th Ave S, Minneapolis, MN 55404**

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☒ Has Not Changed During Preceding 12 Months
☐ Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

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UNITED STATES POSTAL SERVICE® Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)

13. Publication Title: **Minneapolis Post**

14. Issue Date for Circulation Data Below: **09/27/2023**

15. Extent and Nature of Circulation

a. Total Number of Copies (Net press run)	
(1) Total Outside-County Paid Subscriptions Based on PS Form 3541 (Include paid distribution above normal rate, advertiser's proof copies, and exchange copies)	925
(2) Total Inside-County Paid Subscriptions Based on PS Form 3541 (Include paid distribution above normal rate, advertiser's proof copies, and exchange copies)	925
(3) Paid Distribution Outside the State Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS	
(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®)	
c. Total Paid Distribution (Sum of 15b(1), (2), (3), and (4))	925
d. Free or Nominal Rate Distribution (Sum of 15b(1), (2), (3), and (4))	
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f. Total Free or Nominal Rate Distribution (Sum of 15b(1), (2), (3), and (4))	0
g. Total Distribution (Sum of 15c and 15f)	925
h. Copies not Distributed (See Instructions to Publishers at page 40)	925
i. Total (Sum of 15g and 15h)	925
j. Percent Paid (15c divided by 15i times 100)	925

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☒ If the publication is a general publication, publication of this statement is required. Will be printed in the **09/27/23** issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner: **Vanessa Nielsen, Editor** Date: **09/27/2023**

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

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(3) Paid Distribution Outside the State Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS	
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c. Total Paid Distribution (Sum of 21b(1), (2), (3), and (4))	925
d. Free or Nominal Rate Distribution (Sum of 21b(1), (2), (3), and (4))	
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f. Total Free or Nominal Rate Distribution (Sum of 21b(1), (2), (3), and (4))	0
g. Total Distribution (Sum of 21c and 21f)	925
h. Copies not Distributed (See Instructions to Publishers at page 40)	925
i. Total (Sum of 21g and 21h)	925
j. Percent Paid (21c divided by 21i times 100)	925

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c. Total Print Distribution (Line 21g) + Paid Electronic Copies (Line 22a)	925
d. Percent Paid (Both Print & Electronic Copies) (22b divided by 22c times 100)	925

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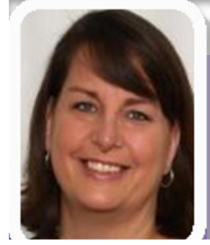
23. Publication of Statement of Ownership

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In all of life's twists and turns, I hope you can all still see the blessings God has given to us.

I spent much of September in Tanzania, Africa this year with my mom and my kids, their spouses, and my nieces. Once again, it was incredible to see the people there and how they live. To see what they don't have and yet the contentment. Each time I go there I see joy in their Spirit-filled hearts. It makes me wish that everyone could spend time in a 3rd world country and be able to return and maybe then people would not take what we have here for granted. This is a verse and poem that reminds me that I have so much and that it is not counting the things I've accumulated or some of the tough situations of life.

I pray that you know Jesus. That you know He died on the cross for your sins. He wants to be your friend. And no matter where we are from or what we have, Jesus is enough. God bless you.

In Psalm 32:5-6 it is written.

5 You prepare a table before me
in the presence of my enemies.

You anoint my head with oil;
my cup overflows.

6 Surely your goodness and love will follow me
all the days of my life,
and I will dwell in the house of the LORD
FOREVER.



Drinking From The Saucer
by John Paul Moore

I've never made a fortune,
And I'll never make one now
But it really doesn't matter
'Cause I'm happy anyhow

As I go along my journey
I'm reaping better than I've sowed
I'm drinking from the saucer
'Cause my cup has overflowed

I don't have a lot of riches,
And sometimes the going's tough
But with kin and friends to love me
I think I'm rich enough

I thank God for the blessings
That His mercy has bestowed
I'm drinking from the saucer
'Cause my cup has overflowed

He gives me strength and courage
When the way grows steep and rough
I'll not ask for other blessings for
I'm already blessed enough

May we never be too busy
To help bear another's load
Then we'll all be drinking from the saucer
When our cups have overflowed

Ann Joos <><
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952-212-5669

May God bless your day!!!

VANESSA NIELSEN, EDITOR

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Put “eat chocolate” at the top of your list of things to do today. That way, at least you'll get one thing done.

In his popular 2001 book “Eat That Frog! 21 Great Ways to Stop Procrastinating and Get More Done in Less Time”, Brian Tracy says your action plan should focus on impact.

The idea came from the Mark Twain quote, *“Eat a live frog first thing in the morning, and nothing worse will happen to you the rest of the day.”*

How it works

- Decide on your biggest goal and what you want to achieve most. Then, write it down.
- Define your key performance indicators.
- Set a deadline.
- Make a list of the things you need to do to achieve your goal and order the list according to

priority. Whatever's first on the list are your “frogs.”

- **Tackle your “frogs” first.** If you have more than one frog, tackle the hardest, worst ones first.
- Do something the first thing every morning that moves you toward your goal. This way, no matter what happens later in the day, you know you've made progress towards your most important goal.



Please send funeral notifications to the editor and Anita Pfeifer.

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Article Deadline

Jan 15th, 2024

Dates to Remember

UPMA Upcoming Events

January 14th, 2024

UPMA Kickoff Meeting and Membership Academy
Caribe Royale, Orlando FL

HR 82 Update

January 26 - 27, 2024
Tentative date

Minnesota Executive Board meeting
Marshall, MN

**Field Hearing
Scheduled**

March 17 - 20, 2024

Legislative Summit
Washington DC

May 15 - 17, 2024

MN State Convention
Marshall, MN

August 21-30, 2024

UPMA National Convention
Orlando, FL

