

Show-Me



Missourian

The Missouri United Postmasters and Managers of America Publication

Volume 8 Issue 4

October November December 2023

Happy Holidays





Missouri President Jim Maher

Missouri United Postmasters and Managers of America

SANTA CLAUS IS COMING TO TOWN.....

As I write this, we are just about to enter “Peak Season” once again. I’m hearing already that there are huge amounts of parcels being dropped off at facilities, and it is clear that “peak season” is here once again.

This time of year typically comes with an overabundance of messaging and telecons to make sure that the field is aware of the dates of the holidays. Anyone who has been in operations for more than a couple years knows exactly how crazy this time of year gets. It is highly unlikely that the front-line supervisors, managers, and Postmasters are unaware of what to do or somehow forget that Christmas comes at the same time every year.

So, there will be stress. This time of year, more than any other, you must find a balance between work and home. That typically involves you using your hard-earned annual leave to spend time with your family.

Sometimes, at this time of year, discussions may take place about trying to prohibit the use of annual leave during the holiday season. Therefore, I thought it wise to print the following rules on taking annual leave for EAS: These are citations directly from the ELM. No one has the authority to change them, and we all must abide by them.

Nowhere in the ELM are there any “black out” periods regarding EAS leave. Now, there may be specific dates where the local operational needs make it impossible to grant leave; any suggestion that entire months are unavailable for leave usage is not supported by the ELM.

Moreover, if you are a Postmaster—you don’t need anyone’s permission to take leave. The ELM is the governing manual on this. Section 512.4 refers to annual leave requests.

512.41 Requests for Annual Leave **512.411 General**

Except for emergencies, annual leave for all employees *except postmasters* must be requested on PS Form 3971 and approved in advance by the appropriate supervisor. Leave requests from rural carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement.

Postmasters/Installation Heads are excluded from needing advance approval from their bosses to take leave. This is fully explained in a separate section (512.513) of the ELM, which unambiguously defines the rights granted to Postmasters:

512.513 Leave for Postmasters and Installation Heads

These employees must (a) promptly report emergency or planned absences exceeding 5 working days to their postal managers and (b) maintain accurate records of their leave.

Now, if you are in any other category of EAS, you must go through the proper channels to request leave. However, if you are a Postmaster, ELM 512.513 grants you the authority to approve your own leave. And... there is no “exclusion period” in December to prohibit you from exercising your rights.

It is certainly reasonable that your boss be aware of who is in charge of your office in your absence.

However, if you are titled Postmaster, ELM 512.513 says what it says, and you do not need anyone to approve your own leave.

Last year, I had a couple issues where I had to get involved when Postmasters were told they could not take leave in December. Hopefully, that will not occur this year. If it does, let me know as soon as you can so I can remedy that, and you can enjoy your holidays.

All that being said, enjoy your holiday season. Sometimes, in the line of work we are in, it’s difficult to fully appreciate the holidays and be able to relax and enjoy them with your family. Like many of you, I am a parent and a grandparent. I also have a tremen-

(Continued on page 3)



Executive Vice-President - Membership Jason Hirschvogel

Missouri United Postmasters and Mangers of America

HAPPY HOLIDAYS

Greetings

I hope all of you take the time to enjoy the Holiday season. I know sometimes it's hard during the Holidays for some at the Post Office, but we are all truly blessed and need to enjoy the season with all that we have.

Your UPMA board has been hard at work for you, ensuring we are able to keep our members here in Missouri on top of everything. We just recently came out of our Executive Board meetings, and everyone on the board is excited as we move forward into the New Year.

One of my responsibilities this year as the Executive Vice President for Missouri is to be the Chair of the By-Laws Committee.

The by-laws serve as the governing regulations that govern our organization both locally in Missouri and nationally within UPMA. By-laws allow us to outline the policies and expectations of the members of the board and others within the organization. In this issue of Show-Me Missourian, you will be able to read the by-laws and look through them to see what our Missouri UPMA By-Laws are. As the chair of this committee, it is my duty to work with the committee and bring any recommended changes to the front, and they will be published at least 30 days before we vote on them at the Chapter Convention in April of 2024. So, after looking through the By-Laws in this issue of Show-Me, if you feel there is a By-Law that needs changed, please submit your proposal to me

at hv175@hotmail.com by February 1, 2024.

Hopefully you take advantage of the opportunities in front of you this next year with the Legislative Summit in Washington, D.C., in March, the Missouri Chapter Convention in Kansas City, MO, in April, or the National Convention in Orlando, FL, in late August. These are all wonderful opportunities to network and grow individually and with UPMA. I look forward to seeing you all soon.

Thank you for allowing me the opportunity to continue working hard for you. It is my pleasure.

Sincerely,

Jason Hirschvogel

(Continued from page 2)

dous amount of work in my office that I am struggling to catch up on daily. It is hard to juggle everything and keep all the balls in the air. However, you need to have balance in both your work and personal lives. The work will sort itself out and eventually get done.

On the other hand, there is a limited amount of time to play with my grandson, to go see Christmas lights, and to play with the train around the Christmas tree! Those moments are priceless and are memories you cannot replace. Take care of your job as best you can. However, don't let the stress of the holiday sea-



son overwhelm you, and you will lose the balance between work and your home life.

“Family First” is never a bad decision.

Thank you for being a member of UPMA this year. Hopefully, we have been able to provide you with some helpful hints throughout the year and have been a benefit to you. I wish the best for you and yours throughout the holiday season and a happy and prosperous New Year.

Merry Christmas!

Jim

BYLAWS OF THE MISSOURI CHAPTER of the UNITED POSTMASTERS AND MANAGERS OF AMERICA

Preamble

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name

This organization shall be known as the Missouri Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the national organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article IV – Meetings

The annual convention of the organization shall be held at the time and city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.

Special meetings may be called by the president, and shall be called on the request in writing by a majority of the executive committee or on demand in

writing of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall provide notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum.

Robert Rules of Order shall govern the deliberations of this chapter.

Article V – Election of Officers

The officers of this chapter shall be a president, executive vice president, a secretary/treasurer, the immediate past president who shall serve for a term of one (1) year beginning on November 1st of the year a newly elected president shall assume office, the president of the postmasters retired, editor, who together with the three (3) vice presidents, shall constitute the executive committee, and the governing body of the chapter.

The president, executive vice-president and **one (1)** vice president(s) shall be elected at the annual convention to serve a term of **three (3)** years. The term of office shall commence on November 1st and will end on October 31st. The officers shall be limited to **two (2)** consecutive terms of office. The secretary/treasurer, and the other **two (2)** vice presidents shall be elected at the annual convention in a subsequent year to serve a term of **three (3)** years. The term of office shall commence on November 1st and end on October 31st. The secretary-treasurer may be elected to serve **two (2)** consecutive terms of office.

The new executive committee shall hold an organizational meeting within ninety (90) days of November 1st each year.

Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, the candidate receiving the largest number of votes will be declared the winner.

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, retired postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Article VI – President

The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The president shall receive such compensation for their services as the executive committee may provide.

Article VII – Executive Vice President

The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be a separately elected position and must be an active member. Should the office of the president be vacated, the executive vice president will serve the remaining term. The remaining term of the vacant position of the executive vice president shall be filled by the executive committee.

In addition, the executive vice president shall serve as the Membership Chair for the chapter. It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership. The executive vice president shall receive such compensation for their services as the executive committee may provide.

(Continued on page 5)

(Continued from page 4)

Article VIII – At Large Vice Presidents

The At Large Vice Presidents will be responsible for the following duties:

One Vice President will serve as Education Chair. It will be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership.

One Vice President will serve as the Legislative Chair. It will be their duty to handle legislative activity within the chapter.

One Vice President will serve as the Political Action Committee (PAC) Chair. It will be their duty to handle any PAC activities within the chapter.

The above three Vice Presidents will have their duties assigned by the executive committee at the Executive Board organizational meeting.

In the event of a vacancy in the vice presidential position, the vacancy shall be filled by the executive committee.

Article IX – Secretary-Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer, and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XV hereof and shall receive such compensation for their services as the executive committee may provide. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the vacancy shall be filled by the executive committee.

Article X – Editor

An editor may be appointed by the executive committee. If appointed, they are a non-voting member of the committee. It shall be the editor's duty to publish the official newspaper of the Missouri Chapter of UPMA. The editor shall receive such compensation for their services as outlined in the fiscal policy.

Article XI – Executive Committee

The officers of this chapter shall be a president, executive vice president, 3 at large vice presidents, a secretary-treasurer, the immediate past president who shall serve a term of one year beginning on November 1st of the year a newly elected president assumes office, the president of Postmasters Retired and editor, shall constitute the executive committee and the governing body of the chapter.

It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention, it shall have direct control of all business of the chapter and its affairs, it shall be the power of the executive committee to authorize necessary expenditures; to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee.

The executive committee shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the committee when in session.

Article XII – Sergeant-At-Arms

At the opening of each convention the president shall appoint a master sergeant-at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

Article XIII – National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter convention in the year that the election will take place at the National convention.

Article XIV - Bonds

The secretary-treasurer shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved the executive committee and the premium on such bond shall be paid by the chapter.

Article XV – Dues

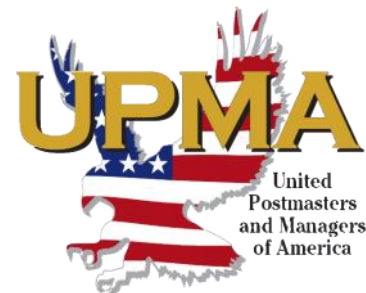
The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XVI – Official Publication

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named - Show Me Missourian. In addition, the Chapter may maintain a website for the dissemination of information. The executive committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

Article XVII – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter president at least thirty (30) days prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.



2024

MO UPMA Fiscal Policy
Effective 1-1-2024 to 12-31-2024
Fiscal Year will be January 1 to
December 31

Legislative Conference

MO UPMA will fund the following expenses for the Legislative Conference:

The Legislative Registration fee (early registration) will be paid for Active Members and Retirees of MO UPMA attending Legislative Conference. (late registrations will be reimbursed at the early registration fee. All travel expenses* will be paid for all Executive Board members.

(Must provide receipts and request reimbursement on MO UPMA travel voucher). Stipend of \$150 will be given to each board member that attends Legislative.

MO UPMA will reimburse up to \$750 actual travel expenses* to Active Members of UPMA who attend the Legislative Conference and are not receiving other reimbursement to cover travel, hotel, and registration expenses.

(Must provide receipts and request reimbursement on MO UPMA travel voucher).

MO UPMA will reimburse up to \$750 actual travel expenses* to Retiree Members of UPMA who attend Legislative Conference and are not receiving other reimbursement to cover travel, Hotel, and registration expenses.

(Must provide receipts and request reimbursement on MO UPMA travel voucher)

Reimbursement contingent on attending general session and appointments on Capitol Hill as directed by Chapter President.

National and State Conventions

All travel expenses* will be paid for all Executive Board members. (Must provide receipts and request reimbursement on MO UPMA travel voucher.)

Registration will be paid for all Executive Board members for National and State Conventions.

Registration will be paid for all Active and Retiree members up to June 30, 2024. Any registrations after June 30 will be reimbursed at the registration fee as of June 30, 2024.

MO UPMA will reimburse up to \$1000.00 actual travel expenses* to Active Members of UPMA who attend National Convention and are not receiving other reimbursement to cover travel, Hotel, and registration expenses.

(Must provide receipts and request reimbursement on a MO UPMA travel voucher). In order to get reimbursed, active members must attend all general sessions and training sessions. Sit with Missouri attendees is possible.

MO UPMA will reimburse up to \$500.00 actual travel expenses* to Retiree Members of UPMA who attend National Convention and are not receiving other reimbursement to cover travel, Hotel, and registration expenses.

(Must provide receipts and request reimbursement on MO UPMA travel voucher). In order to get reimbursed, retirees must attend all general sessions. Set with Missouri attendees if possible.

Training and Area Conferences

All travel expenses* will be paid for any chapter members to attend

training seminars and area conferences as assigned by the President. The Chapter Member Representatives will be funded all expenses for travel, hotel, and registration to attend Area Conferences for training.

(Must provide receipts and request reimbursement on a MO UPMA travel voucher).

***Travel Expenses include transportation, hotel, and parking only. All travel expense vouchers are subject to review by the executive board.**

Retiree Rebate

Retiree and associate member dues received from the National Organization will be disbursed 50% to the Missouri State Chapter and 50% to the Missouri Chapter of the Retirees. Rebate is figured on membership totals reported on the National report as of 10/31 each year and is payable at the November Executive Board meeting each year.

Note: of the total dues collected (currently \$61.80 per member) 50% is retained by National, 25% is sent to the National Retirees, and 25% is sent to the State Chapter)

Memorial Donations

Memorial donations of up to \$75 will be paid for active members immediate family member deaths. Memorial to family's preferred memorial will be honored as first choice if possible. If not possible, other donations such as flowers or Gideon Bibles are allowed.

President has authority to approve expenditures for chapter needs up to \$2500. Any expenditure (s) over \$2500 must be approved by the executive board.



Secretary-Treasurer Shelly Hays

Missouri United Postmasters and Mangers of America

HAPPY HOLIDAYS

Happy Thanksgiving and Merry Christmas to all! Can you believe it's already Thanksgiving, and by the time you receive your Show Me Missourian, you will be well into the holiday season. I hope you can enjoy some time with your family during this season.

Your executive board met on November 11th at the Kansas City Marriott Country Club Plaza in Kansas City, MO. This is the hotel where our Chapter Convention will be held in April 2024. It is a beautiful hotel and looks like a great place to host our convention. We welcomed our new board members, Mike Beutel and Cheryl Huhman. They hit the ground running and are excited to work for you.

We will be having a joint chapter convention with Kansas this year. We had the privilege of having their President Deb Dressman, and Judy Wasko join us for the tour of the hotel and our board meeting. We are looking forward to working with them and making this a successful convention.

Our Chapter convention will be held April 5-7, 2024. You will find a registration form in this issue. Please make your room reservations as soon as possible; you can always cancel if you are unable to attend. The district has again agreed to have Friday as a training day for all active members. More information will be in the next issue of the Show Me Missourian.

Before the Chapter convention is the 2024 Legislative Summit. It will be held at the Hyatt Regency Crystal City on March 17-20, 2024, in Washington, DC. If you have never been to a legislative conference, it is a must. We will give you a incentives to attend and to help offset your expenses. If you are interested in going, please contact President Jim Maher or myself.

You will find a copy of our updated Fiscal Policy for 2024 in this issue. It has all the information on the incentives we will provide and what they cover. If you have any questions, please reach out to any of us on your executive board.

As we end this year, I want to wish you a very Merry Christmas and a wonderful 2024.

Scholarship Donation

Making a donation to a scholarship fund is a thoughtful and impactful way to support education and contribute to the betterment of society. Scholarships are awarded to Missouri UPMA members children going to a higher educational level institute from high school.

Missouri UPMA Scholarship Donation Form

I would like to make a donation to the Scholarship Fund in the name of _____ for the amount of

\$ _____.

Please make your check out to Missouri Scholarship Fund.
Mail Check and send this form to:

Shelly Hays
213 N Duke Ave
Springfield MO 65802

**JOIN**

Missouri Offices without a UPMA Postmaster Member

As of
9/19/2023

Potential New Postmaster Members



Arnold, MO 63010-9998
Barnhart, MO 63012-9998
Bloomfield, MO 63825-9998
Blue Springs, MO 64015-9998
Bonne Terre, MO 63628-9998
Cameron, MO 64429-9998
Caulfield, MO 65626-9998
Cedar Hill, MO 63016-9998
Chillicothe, MO 64601-9998
Clever, MO 65631-9998
Cottleville, MO 63338-9998
Crocker, MO 65452-9998
Dexter, MO 63841-9998
East Prairie, MO 63845-9998
Edina, MO 63537-9998
El Dordo Spgs, MO 64744
Eminence, MO 65466-9998
Forsyth, MO 65653-9998
Gainesville, MO 65655-9998
Galena, MO 65656-9998
Garden City, MO 64747-9998
Gideon, MO 63848-9998

Goodman, MO 64843-9998
Gower, MO 64454-9998
Grain Valley, MO 64029-9998
Greenville, MO 63944-9998
Hannibal, MO 63401-9998
Hermann, MO 65041-9998
High Ridge, MO 63049-9998
Holden, MO 64040-9998
House Springs, MO 63051
Ironton, MO 63650-9998
Kansas City, MO 64108-9998
Knob Noster, MO 65336-9998
Lockwood, MO 65682-9998
Lonejack, MO 64070-9998
Lowry City, MO 64763-9998
Malden, MO 63863-9998
Marble Hill, MO 63764-9998
Marceline, MO 64658-9998
Maysville, MO 64469-9998
Mineral Point, MO 63660-9998
Mound City, MO 64470-9998
Oak Grove, MO 64075-9998

Odessa, MO 64076-9998
Perry, MO 63462-9998
Perryville, MO 63775-9998
Pilot Knob, MO 63663-9998
Platte City, MO 64079-9998
Pleasant Hill, MO 64080-9998
Potosi, MO 63664-9998
Princeton, MO 64673-9998
Purdy, MO 65734-9998
Republic, MO 65738-9998
Richmond, MO 64085-9998
Sheridan, MO 64486-9998
Smithville, MO 64089-9998
Sparta, MO 65753-9998
Springfield, MO 65801-9998
St Joseph, MO 64501-9998
St Louis, MO 63155-9998
Trenton, MO 64683-9998
Valley Park, MO 63088-9998
Warrensburg, MO 64093-9998
Wheaton, MO 64874-9998
Willard, MO 65781-9998

Help Find These Members!

The list below shows members who are not receiving their Postal Leader or Show Me Missourian because these publications were returned by the Postal Service for some reason..

If you know one of these members, please have them contact a member of the MO UPMA Executive Board listed on the back page of this Show Me Missourian and verify their address.

<u>First</u>	<u>Last</u>	<u>First</u>	<u>Last</u>	<u>First</u>	<u>Last</u>
John	Coleman	Glenda	Hawkins	Kevin	Strasser
Dean	Courtney	Jane	Kindell	Krissy	Teeter
Debra	Delp	Paula	Kirby	Connie	Terbrak
Amy	Derosa	Crickett	Lucero	Lori	Warren
Joseph	Dodd	Cleon	Morton	Bill	Wyrick
Ruth	Finney	Ann	ODowd		
Dorthy	Garber	Joycelyn	Smith		

UPDATE Your UPMA Information

Your UPMA member ID number can be found on the address label on you copy of the UPMA Leader. Your member ID, along with your password (your last name) gives you the ability to update your contact information, including your mailing address, phone number and email address.



To access the site, click on the "Member Logon" icon in the upper right-hand corner of the www.unitedpma.org home page.

8th UPMA National Convention

August 24-30, 2024

Caribe Royale, Orlando FL



Hotel Reservations:

Contact the Caribe Royale Orlando to book your hotel room. Mention that you are attending UPMA National Convention. UPMA rates are available until July 22, 2024 or until the room block is sold out, whichever comes first.
Caribe Royale Phone Number: 800-823-8300
Group Code: UPMA National Convention

The Caribe Royale is an all-suite hotel, the standard one-bedroom suite has two queen size beds and a connecting living room with a full-size sleeper sofa.

The Cancellation Policy is 5 days prior to the arrival date.
Check-in time starts at 4:00 PM for Suites and Villas.
Check-out time is 11:00 AM.

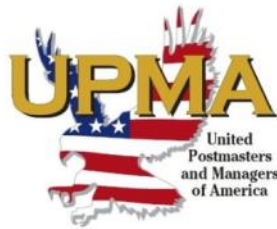


**2024
Convention
Registration**



**Caribe Royale
Reservations**

MO UPMA National Convention Incentives listed in
"2024 MO UPMA Fiscal Policy" on page 6.



2024 KANSAS - MISSOURI CHAPTER CONVENTION

United Postmasters and Managers of America

Kansas City Marriott Country Club Plaza

4445 Main St

Kansas City MO, 64111

April 5-7, 2024

OFFICIAL REGISTRATION FORM

REGISTRATION DEADLINE March 1 2024

NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

OFFICE/ZIP _____

CHECK THOSE THAT APPLY:

Postmaster ☐ Manager ☐ Supervisor ☐ Retiree ☐ Associate Member ☐

FIRST TIMER ☐ GUEST ☐ AUXILIARY ☐

MEALS ARE INCLUDED WITH EACH REGISTRATION

ADDITIONAL MEALS: LUNCHES - FRIDAY ☐ SATURDAY ☐ SATURDAY BANQUET ☐
\$25.00/EACH x _____ Number of Meals = \$ _____ TOTAL

\$50.00 REGISTRATION DEPOSIT FEE FOR ALL ATTENDEES

REGISTRATION FEES WILL BE REFUNDED UPON CHECK-IN AT THE REGISTRATION TABLE
EXCEPT FOR GUEST. REQUESTS FOR CANCELLATION REFUNDS MUST BE MADE IN WRITING TO THE
CONVENTION CHAIRMANS AT THE ADDRESSES BELOW. **NO REFUNDS AFTER APRIL 1, 2024**

Missouri Send

Registrations To:

Shelly Hays

213 N Duke Ave

Springfield MO 65802

Kansas Send

Registrations To:

Kari Trail

775 S School Ave

Colby KS 67701

MAKE CHECKS PAYABLE TO:

KS MO UPMA 2024 CONVENTION

REGISTRATION ONLINE AT:

<https://2024ksmochapterconvention.eventbrite.com>

The service charges will not be refunded.

TO MAKE ROOM RESERVATIONS
ONLINE or CALL:

Kansas City Marriott Country Club Plaza

816-303-4556

\$149.00/night

This rate good until March 1.



Marriott
Reservation



Convention
Registration

2024 UPMA Legislative Summit



Legislative Summit Information

The 2024 UPMA Legislative Summit will take place at the Hyatt Regency Crystal City from March 17 - 20, 2024.

Every member wishing to attend the Legislative Summit must register.

Training sessions will be held on Monday March 18 beginning at 8:30 AM and are expected to conclude by 5:00 PM. Tuesday March 19 will be spent on Capitol Hill. Necessary materials for Capitol Hill Day will be provided Monday, March 18.



Registration Fee:*

The registration fee is \$100 per person on or before February 15, 2024.

Starting February 16, 2024 the registration fee is \$150 per person.

Payment is due at the time of registration.



MO UPMA Legislative Summit Incentives listed in "2024 MO UPMA Fiscal Policy" on page 6.



Vice-President - Education Michael Buetel

Missouri United Postmasters and Mangers of America

THANK YOU!

As adults, we tend to stockpile titles and responsibilities over the years: parent, spouse, mentor, manager, etc. Some we assume voluntarily, some out of need, and others we take on because the work is too important not to take on the challenge and become engaged.

At the UPMA-Missouri Chapter convention this past April, I was presented with the opportunity to be considered for a leadership position within our chapter. After years of watching my peers struggle and succumb to the pressures from the job, the environment, and, in some cases, our own management team, I felt compelled to step up and be that voice of support to embolden our members to assert their rights.

I'd like to thank you all for not only considering me for this position but also for putting your trust in me, ultimately elevating me into this Vice President position. It is my hope to help guide our chapter and all of its members through these uncertain times.

The Power of No

Over the course of history, humans have developed hundreds of languages and an endless supply of words. However, it seems the most powerful word in all of existence is a tiny, two-letter, one-syllable word.

"No"

Above all others, the word No is universally recognized and understood, yet we as Postal Management have been conditioned to accept and blindly accept instruction without question.

The boss expects you to work 6-7 days a week without compensation or future leave.

"Yes Ma'am."

The boss wants you to give up your holiday or vacation without notice.

"Yes Sir."

The boss orders you to another office to clean up someone else's mess, even at the detriment of your own office or personal time.

"I'm on my way."

I understand how we got here. For years, we had a talent pool of managers that greatly outnumbered the number of jobs available. This put Upper Management at an advantage; we needed them more than they needed us. We felt compelled to appease the powers that be, so we didn't jeopardize our chances of being promoted down the road. Many felt that it was career suicide to speak out or push back. In doing so, we created and fostered a culture that granted the Service greater authorities than

they were entitled to at a significant cost.

Take pause as you're reading this to think back over the last year about how many times you've missed an event that occurred outside of your normal working hours, on your nonscheduled day, or even on a Sunday because you were not empowered to stand up for yourself.

How many ball games, dance recitals, or scout meetings were you late to, watched on a streaming device instead of attending, or missed all together because you did not want to have the difficult conversation with your Station Manager, POOM or Plant Manager?

How many times did you take your work computer or phone with you on vacation and have to tell your family "I'll catch up with you; I need to handle a few emails"?

How many times have you had to meet your group at the destination instead of riding together because you were still at the office? You probably reassured them that you'd be there by a certain time, only to have to contact them explaining that something else popped up and that you are now "STUCK" at the office.

In this post-COVID era, things have changed. The pool of poten-

(Continued on page 14)



Vice-President - Legislative

Rick Ayers

Missouri United Postmasters and Mangers of America

UPDATES ON POSTAL RELATED BILLS

Well, I'm back to my old seat, where I started my Executive Board position as the chapter's legislative chair about 20 years ago. I remember that one of the very first congressional bills that I worked on was something called WEP/GPO. Huh? That is exactly where we are today. In the words of Yogi Berra, "It's like déjà vu all over again". Not much has changed other than that there are many new House and Senate representatives that are now taking a swing at this repackaged WEP/GPO issue.

The title of the bill is **HR-82: Social Security Fairness Act of 2023**, also known as "To amend Title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions". It was introduced and sponsored by Representative Garret Graves (R) from Louisiana on January 9, 2023. This bill is in the first stage of the legislative process. There are currently 300 co-sponsors, made up of 201 Democrats and 99 Republicans. It will typically be considered by the committee next before it is possibly sent on to the House or Senate as a whole. It must be passed by both the House and the Senate in identical form and then signed by the President. Once bills are scheduled for floor action, they typically have enough support to pass! The companion bill is **S-597** and has 49 co-sponsors in the Senate. This information is from Con-

gress.gov and is generally updated one day after the event occurs.

HR-4260.... Public Servants Protection and Fairness Act of 2023. Also known as "To amend Title II of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision," Was introduced and sponsored by Massachusetts Representative Richard Neal (D). It presently has 102 co-sponsors. The prognosis is that it has a zero chance of being enacted in this 118th Congress.

HR-4583. Social Security 2100 Act. Known as "To protect our Social Security system and improve benefits for current and future generations". Introduced and sponsored by John Larson (D) from Connecticut. There are 180 co-sponsors.

H.R. 856: Comprehensive Paid Leave for Federal Employees Act To provide paid family and medical leave to Federal employees and for other purposes. Special rules on periods of leave with respect to an employee of the Government Accountability Office, the Library of Congress, the United States Postal Service, or the Postal Regulatory Commission. The employee has completed at least 12 months of service. In the case of leave, the employee shall be entitled to 12 administra-

tive workweeks of leave, which includes leave under the Congressional Accountability Act of 1995. (B) the employee is entitled to a total of 26 workweeks of leave under paragraphs, plus any extra time off used under subsection (d) (3)(B)(ii) of this section or section 202(d)(2)(B) of the Congressional Accountability Act of 1995, if applicable; and (C) The entitlement to leave under paragraph (1)(B) in connection with adoption may commence prior to the placement of the son or daughter to be adopted for activities necessary to allow the adoption to proceed.

I will continue to monitor all items that are postal-related and keep the Chapter educated on the issues. I would like to invite any active or retired member to seriously consider joining us as we once again take our concerns to Capitol Hill in Washington, DC. The Legislative Summit this year is March 17–20. The Executive Board is providing each active member with up to \$750.00 to help offset your expenses. Each retired member is being provided up to \$250.00 from the Chapter. There is strength in numbers, and we really need you there to help us make a strong statement to our elected officials. If you have any questions or need help registering for the summit, give one of your start officers a call, and we will get you ready to go!



Vice-President - PAC Chair Cheryl Huhman

Missouri United Postmasters and Mangers of America

GREETINGS!

As the new vice president of Political Action Committee (PAC) fundraising, I want to share our goals and why we need members help to raise money. UPMA counts as its partners two firms, Gray Robinson and Imperium Global Advisors, to help UPMA and its members navigate the fast-moving legislative and political landscape on Capitol Hill and within the Executive Branch. None of our dues can go to political activities of such, so we need to raise the funding for PAC directly from our members.

Last year, the Missouri PAC raised \$2400. I have set a goal to double that: \$5,000. We can do this! How you ask? Here are a few suggestions.

- **DONATIONS:** How about you think of PAC next time you get a gift you aren't too fond of, or you come across that item sitting around your house with the tags still on it? Are you or anyone in your family crafty or creative? Consider donating an item to the PAC table at the state conven-

tion. Send them to me, and I will place them on our PAC table at the chapter convention in March. These items will be give-a-way prizes for games and drawings. I will ensure that YOUR name gets credit for the donation money earned. It is also fine to bring items directly to the convention, but if you don't plan on attending, plan on sending an item to your place and helping us raise more money.

- Please send your donations to PAC Donations, PO Box 4, Iberia, MO 65486.
- **FUN FUN FUN: St. Louis Blues** game on February 19, 2024 Some proceeds from the ticket go back to PAC. Great gifts for the holidays, birthdays, and anniversary/date nights! Bring your family and friends. Invite a non-UPMA member and sign them up at the Blues game, and they will be reimbursed for the price of their ticket for the game.

- **ELECTRONIC:** Sign up for ePAC. Donate that weekly coffee or lunch and have it automatically taken out of your paycheck. \$5 or \$10 will definitely help! Visit <http://www.unitedpma.org> Government Relations, PAC forms and documents, postalEase authorization form.

PAC Challenge:

After your first \$1,000 of donations, you will receive your initial PAC Medallion, and National recognition. Every time your future donations reach the next \$1,000 step, you will receive another Medallion in another color for that level. This is an accumulated amount from the beginning of UPMA and continues to roll over each year. There are special events set up for you at the National Convention and when you visit the Hill in February.

Thank you for your support.

Happy holidays!

Cheryl



(Continued from page 12)

tial management has dried up, and the messaging from HQ has continued to shift in a favorable direction towards the local level. With more jobs than candidates, the Service cannot afford to punish healthy boundaries by limiting promotion opportunities, as it has done in the past.

I implore you all to pause and take stock in the interactions you have with your superiors. Begin having those uncomfortable conversations, set realistic boundaries, and instill those same principles with your own subordinates. I know it's easier said than done, but you're not alone. Lean on your peers and your UPMA family to help restore

a healthy work-life balance for both you and your supervisory staff. Together, we are stronger than any one individual.

"For the strength of the Pack is the Wolf, and the strength of the Wolf is the Pack."

- Rudyard Kipling

ST. LOUIS BLUES

JOIN US ON
MONDAY
FEBRUARY 19TH
12:00 NOON

GET YOUR
TICKETS
TODAY!

PAC' THE RINK WITH
UPMA



FOR ALL TICKET SALES VISIT:
[HTTPS://FEVO-ENTERPRISE.COM/UNITEDPOSTMASTERS](https://fevo-enterprise.com/UnitedPostmasters)



EXPERIENCE THE THRILL
OF BLUES HOCKEY
AS THEY TEAM UP WITH
UPMA!



A PORTION OF THE TICKET PRICE WILL BE DONATED THE UPMA POLITICAL ACTION COMMITTEE.



Chaplain & Scholarship Chairman Steve Meier

Missouri United Postmasters and Mangers of America

WHICH ONE ARE YOU

SCHOLARSHIP TIME

Martha was visiting her grandmother one day and telling her how difficult her life was. She had discovered that her husband had cheated on her.

“Gran, I give up. I’m just not strong enough to fight anymore. Everything seems to be going wrong, and when one problems resolved, another one ten times worse happens. I swear I’m done.”

Her grandmother looked at her, dried her tears, and brought her into the kitchen. There, the grandmother filled three pots with water and put them on the stove. When the pots started to boil, she placed carrots in the first pot, eggs in the second, and ground coffee beans in the third.

The young woman and her grandmother didn’t say anything and just watched them boil. After about twenty minutes, the grandmother turned off the heat from under all the pots and brought the contents of each out and put them in bowls.

“Tell me what you see,” the grandmother asked.

“Carrots, eggs, and coffee.” The granddaughter replied, thinking her grandmother’s mind wasn’t as sharp as it used to be.

“Feel the carrots.” The grandmother told her granddaughter. “Then take an egg and break it. Lastly, take a sip of the coffee.”

The granddaughter did as she was told and then asked, “What are you trying to tell me?”

“You see, honey, each of these objects faced the same adversity, and each reacted differently. The carrot went in strong, hard, and unrelenting. However, after being subjected to the scalding water, it softened and became weak. The egg had been fragile, with only a thin shell protecting its liquid interior, but after sitting in boiling water, its inside had become hardened. The ground coffee beans were different than the other two; instead of being changed, they changed the hot water to coffee. The granddaughter nodded her head in agreement and wished the science experiments in seventh grade had been as instructional.

“Which one are you?” The grandmother asked her granddaughter. “When adversity knocks on your door, how do you react? Are you a carrot that seems strong, but with pain and adversity, you become soft and lose your strength? Or are you the egg that starts out with an adaptable heart but changes with the heat? Do you usually have a fluid spirit unless something bad happens, like a death, a breakup, or a job loss, and then you become hardened and inflexible? Do you look the same on the outside, but inside, do you become bitter and tough?”

(Continued on page 19)

Once again, I’m glad to announce the time has arrived for all members to do their part for the next generation. Our organization encourages parents, grandparents and guardians to sponsor their graduating seniors for a \$500 scholarship through our postmaster organization.

There are three scholarships available, two through the active members and one through the retirees. These scholarships are open to graduating seniors that will be attending a university, college or trade school this coming fall. All applicants must be sponsored by a member to be eligible.

Applications can be found on line or in this copy of the Show Me. Please follow directions correctly and mail according to the date listed on the application.

To ensure impartiality, no member will be judging the applications. An outside panel of judges is utilized to analyze all applications and then determine the most qualified.

I encourage all eligible seniors to apply, and remember to read and follow all rules printed on the application.

Good Luck to all.

Steve Meier,
Scholarship Chair

**SCHOLARSHIP APPLICATION
UNITED POSTMASTERS AND MANAGERS OF AMERICA
MISSOURI CHAPTER**

Applicant's name _____
Last First Middle

Home Address _____

Telephone number _____ DOB _____

Parent's names _____

UPMA Sponsor's name _____ (active / retired)
please circle one

Relationship to sponsor _____

High School Name _____

University, College or Vocational School you plan to attend (Name Only)

Date of high school graduation _____ Are you currently employed? (yes / no) circle one
Required Attachments':
1) Hand written essay concerning your background, future plans and other information
deem important. (At least one page in length)
2) Two letters of reference from non-relatives
3) Awards & honors received in the last TWO years only, of high school, (school,
community, Church, etc.....)

Signature of Applicant _____

Signature of UPMA Sponsor _____

Please mail to: UPMA Scholarship
2146 Co Rd 330
Jackson, Mo. 63755

MUST BE POSTMARKED BY MARCH 2, 2024

Retirees Corner



Retiree Acting Secretary Treasurer J. Michael Honold

Missouri United Postmasters and Mangers of America

FROM YOUR (RETIRING) RETIREE PRESIDENT...

Well, here I am again. I'm now officially your acting Retiree Secretary/Treasurer, but I attended the recent Executive Board meeting in Kansas City since new President Debbie Francy was in the middle of moving her home. So, I'll be brief and to the point. There's more money for the National Convention! The Active faction of UPMA is doing a tremendous job of increasing membership and trying to get new members involved. At the Board meeting, they increased their funding for attendance at the National by \$250. I then proposed we do the same for Retirees, who have long been the backbone of

NAPUS, the League, and UPMA.

The result of this is that Missouri Retirees will now receive up to \$500 from Actives and \$250 from Retirees to help offset the cost of attending the National Convention. I sincerely hope more retirees will take advantage of this additional funding and come to the 2024 National Convention in Orlando, Florida, next August 24-30.

The Executive Board was held at the Marriott Country Club Plaza Hotel in Kansas City, MO. This will be the site of our 2024 Missouri Chapter Convention next

April. You can find full information and registration forms elsewhere in this issue. This will be an excellent venue for our convention, and everyone will find something of interest there, I promise you. We will elect a permanent Retiree Secretary/Treasurer there, and then maybe I will actually ride off into the sunset. But I'm always happy to help, however I can. We always need more retirees to get involved and stay involved!

Happy Thanksgiving and Christmas to everyone! May your lives be blessed with love and laughter.

Want The Latest Info On UPMA Retired?

It's easy to keep updated on the latest happenings with UPMA Retired. We have two excellent tools of communication to keep everyone informed of the latest happenings among UPMA Retired. If you would like to be a part of our great network, follow the simple instructions below:

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.



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 website by clicking the link below:
<http://www.unitedpma.org/resources/publications/retirees---in-the-mailbox>



Postmaster Appointment List
July - October 2023
Blue Highlight indicates UPMA member

Information provided by UPMA National Office. KO-MO District does not provide Supervisor and Postmaster promotions to the field to honor these individuals.

Month	First Name	Last Name	Office City	ST	Zip+4	Position Title	Lvl
October	Mallory	Oliver	LANCASTER	MO	63548-9998	POSTMASTER 18(B)	43
	Holly	Krog	HUNTSVILLE	MO	65259-9998	POSTMASTER	18
	Douglas	Spencer	WARRENSBURG	MO	64093-9998	POSTMASTER	21
	Brandy	McDaniel	WEBB CITY	MO	64870-9998	POSTMASTER	20
September	First Name	Last Name	Office City	ST	Zip+4	Position Title	Lvl
	Shawn	Baker	PERRY	MO	63462-9998	POSTMASTER	18
	Michael	Baker	KIRKSVILLE	MO	63501-9998	POSTMASTER	20
	Curtis	Beckley	MACON	MO	63552-9998	POSTMASTER	20
	Lori	Nichols	CAMERON	MO	64429-9998	POSTMASTER	20
	Travis	Stevens	PINEVILLE	MO	64856-9998	POSTMASTER	18
	Matthew	Gambill	ST. JAMES	MO	65559-9998	POSTMASTER 18(B)	43
	Stephanie	Smith	LAKE OZARK	MO	65049-9998	POSTMASTER	20
	Kenneth	Turner	LOUISIANA	MO	63353-9998	POSTMASTER 18(B)	43
	Erica	Oesterreicher	HUMANSVILLE	MO	65674-9998	POSTMASTER 18(B)	43
August	First Name	Last Name	Office City	ST	Zip+4	Position Title	Lvl
	William	Morrow	PLEASANT HILL	MO	64080-9998	POSTMASTER	20
	Jennifer	Hoover	MAYSVILLE	MO	64469-9998	POSTMASTER 18(B)	43
	William	Reitz	SHELBINA	MO	63468-9998	POSTMASTER 18(B)	43
	Stephanie	Tipton	MILAN	MO	63556-9998	POSTMASTER 18(B)	43
	James	Baker Sr	RICHMOND	MO	64085-9998	POSTMASTER	20
July	First Name	Last Name	Office City	ST	Zip+4	Position Title	Lvl
	Amy	Nowack	ROLLA	MO	65401-9998	POSTMASTER	21
	Pasha	Blagg	BLOOMFIELD	MO	63825-9998	POSTMASTER	18
	Diane	Crouthers	MALDEN	MO	63863-9998	POSTMASTER	20
	Danny	Mccrary	SMITHVILLE	MO	64089-9998	POSTMASTER	20
	Devin	Cusick	ANDERSON	MO	64831-9998	POSTMASTER 18(B)	43
	Scott	Lutman	GRANDVIEW	MO	64030-9998	POSTMASTER	21
	Dustin	Redden	CAPE GIRARDEAU	MO	63701-9998	POSTMASTER	22
	Bryan	Samsel	CASSVILLE	MO	65625-9998	POSTMASTER	20
	Crystal	Hand	CAULFIELD	MO	65626-9998	POSTMASTER	18

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The granddaughter was listening and trying to make sense of every word her grandmother said. "Are you like the ground coffee beans that actually changed the hot wa-

ter—the very circumstance that brought the pain? When the water gets hot, it releases the wonderful coffee smell and takes on the flavor of the coffee. If you're like the

bean, when things are at their worst, instead of giving up, you get better and stronger and change the situation around you.'

Which One Are You?



MISSOURI CHAPTER OF THE UNITED
POSTMASTER AND MANAGER OF AMERICA
213 N Duke Ave
Springfield MO 65802

Important Dates

2024 Legislative Summit.....March 17 - 20, 2024
Hyatt Regency, Crystal City VA
2024 UPMA Missouri Chapter ConventionApril 4 - 7, 2024
Marriott Country Club Plaza, Kansas City MO
2024 UPMA National Convention.....August 23 - 30, 2024
Caribe Royale, Orlando FL
2025 UPMA National ConventionAugust 6 - 16, 2025
Sheraton Hotel, Dallas TX

2024 Missouri UPMA Executive Board

President	Jim Maher	4 Graystone Meadow Ct	St Charles MO 63303	314-680-9909	jmaher300@aol.com
Executive Vice-President	Jason Hirschvogel	2914 Hidden Lane	Jefferson City MO 65109	573-353-2122	hv175@hotmail.com
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Vice President - Legislative	Rick Ayers	1469 Briarwood Dr	Marshfield MO 65706	573-489-6129	rayers7801@gmail.com
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Retiree President	Debbie Francy	18419 S Francy Rd	Pleasant Hill, Mo 64080	816-626-3003	pstillady1604@gmail.com
Editor and Webmaster	Don Knoth	9308 E 91st N	Owasso OK 74055	573-999-3706	editormoupma@gmail.com

UPMA Email list

The Missouri UPMA Chapter has a personal email list to disseminate information quickly to its members. If you would like to be included on this email list please send your personal email address to Don Knoth at editor@moupma.com

Visit our Missouri UPMA Website at WWW.MOUPMA.COM