

# **Ohio Post Scripts UPDATE**

ISSUE 31

*Ohio Chapter UPMA*



**February 2024**

## ***A NEW YEAR with NEW OPPORTUNITY***

*This year, the Ohio Chapter of UPMA will become even busier than ever with the following events or activities that YOU can participate in.*

*Check off what YOU want to make plans for NOW!!!*

- ☐ Legislative Trip to Washington, D. C.
- ☐ eCareer WORKSHOP near you in both Districts
- ☐ Ohio Chapter State Convention in Salt Fork Lodge
- ☐ eCareer CONFERENCES held in both Ohio 1 and Ohio 2
- ☐ National Convention in Orland, Florida
- ☐ Chapter Member Representative Training (CMR)
- ☐ Central Area Officer's Symposium (CAOS)

**All this and MORE is in this edition of  
Ohio PostScripts Update**

# Ohio UPMA Executive Board and Officers

## *A word about our COVER:*

Every year brings new growth, new opportunity and more ways for every member to become involved in the Ohio Chapter UPMA.

These are exciting times as we are embarking on new adventures as a Chapter that we have not done so previously.

Your success begins with your involvement.

Read on about the different events and then get registered now to participate in life changing events that support YOU, your fellow members and UPMA.

You'll find it will be well worth your time.

*Paul Joseph - Editor*

## **Retiree Officers:**

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

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

**Secretary: Deb Justice**  
Email: tydebj@gmail.com

**Treasurer: Tracie Gebhart**  
Email: tgebhart@fuse.net  
513-435-0573

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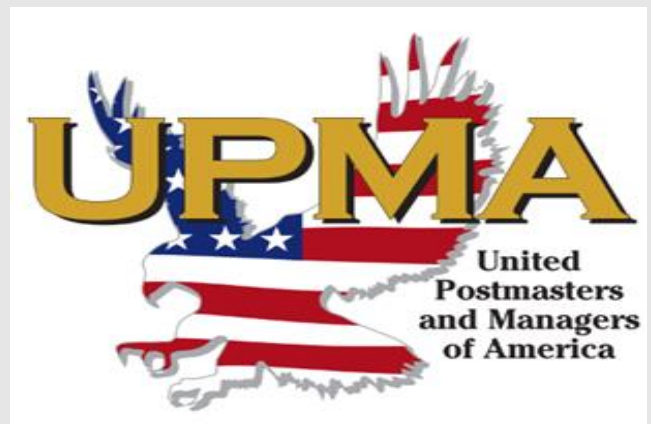
**Ohio Chapter UPMA**  
**<http://www.ohioUPMA.com>**

**UPMA National**  
**[www.Unitedpma.org](http://www.Unitedpma.org)**

**UPMA Federal Credit Union**  
**[www.signaturefcu.org/](http://www.signaturefcu.org/)**

**Thrift Savings Plan**  
**[www.tsp.gov](http://www.tsp.gov)**

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



# UPMA Executive Board Information

Mari Beth Kirkland Ohio Chapter President Adverse Action Committee Chair National Vice President - Central Area	Middlefield OH 44062 440-821-4667	<a href="mailto:mari_kirkland@yahoo.com">mari_kirkland@yahoo.com</a>
Alan T. Metzcar Ohio Chapter Immediate Past President - Membership	Baltic OH 43804 330-827-0137	<a href="mailto:messdad@outlook.com">messdad@outlook.com</a>
Laura Reese Executive Vice President	Pioneer OH 43554 419-551-1908	<a href="mailto:Laura.s.reese@gmail.com">Laura.s.reese@gmail.com</a>
Patty Schag Vice President	Berlin Heights, OH	<a href="mailto:ps1schag@gmail.com">ps1schag@gmail.com</a>
Bill Judge Secretary/Treasurer	Piqua OH 45371 513-702-9702	<a href="mailto:judgey55@yahoo.com">judgey55@yahoo.com</a>
Lisa Koprivec Vice President	USPS Hq, Delivery Spt 330-414-2470	<a href="mailto:Ldkoprivec@hotmail.com">Ldkoprivec@hotmail.com</a>
Lou Stuckey UPMA Retired President	Retired 419-215-2227	<a href="mailto:stuckey31@msn.com">stuckey31@msn.com</a>
Jordan Davenport Parliamentarian	Retired 419 341 4979	<a href="mailto:mlna43452@gmail.com">mlna43452@gmail.com</a>
Ted Gedeon Legislative Chair	Retired 440-279-7040	<a href="mailto:tgedeon@windstream.net">tgedeon@windstream.net</a>
Paul Joseph Editor/CMR	Retired 419-236-0166	<a href="mailto:repins@bright.net">repins@bright.net</a>

## Committee Chairs

Scholarship	Rita Schemmel	937-726-5817	
Convention	Lou Stuckey & Andrea Leyes		
Sunshine	Betty Major	330-612-0368	<a href="mailto:badatvs@gmail.com">badatvs@gmail.com</a>

## ***OHIO UPMA President***

### ***Mari Beth Kirkland***

The Executive Committee of the Ohio Chapter of UPMA met February 3rd at our 2024 Convention site, Salt Fork State Park. I was extremely impressed with the venue. It is a beautiful state park. Our convention space is very adequate. It has a great restaurant, nice lounge, live entertainment, and a beautiful pool area, both inside and out. For those of you planning to bring the family, there is so much for children. I almost forgot the golf course. It is very close to the lodge and looks real nice.

Lou Stuckey and Andrea Leyes are well into the planning stage. These ladies never seem to amaze me in how easy they make it look. They are working very hard to put together a convention to suit all, which is a difficult task. With these two ladies at the wheel, I can assure you that we will not only have a fun, but an educational convention as well.

We spent a considerable amount of time working on the Standing Rules. I feel we are in a better place as they were vague. I have formed committee's and they were all approved. The By Laws need work and I am confident that we have a knowledgeable TEAM that will develop and clean up what we currently have.

The Legislative Summit is quickly approaching. Delegates need to register at [unitedpma.org](http://unitedpma.org). I have always felt this is our most important function for UPMA. It is our opportunity to be heard regarding Postal issues. I hope that you can join us in DC, March 16-20. We will visit all congressional and senate offices.

I will be serving as your State President this year, and I have many things to focus on. I hope to continue to represent the Ohio Chapter as the premier Chapter that it is. I want to thank and commend Alan Metzcar for his two previous years as our State president and also the Executive Committee for their service to the Ohio Chapter.

As every Chapter in our country, we have work to do, always. Every President brings a different focus. I will share with you my focus for the Ohio Chapter. Finances, Membership, Representation, and providing our members with what they need, are my top focuses.

Finances are so important to a Chapter and I plan to leave this position in good financial shape. There are so many strategies that will be beneficial to us financially. I tasked our Treasurer with creating a budget. I plan to work within this budget the best we can.

Some travel policies have to change. I would like to mirror it to the National policy. We currently are in great financial shape but we really need to look at how our money is spent.

We established most all stipends for 2024, excluding National Convention which will be determined at a later date.

Membership is a heavy focus this year. It's easy. I'm not quite sure why we are not doing better. I will openly admit that I have not been doing my share until November of last year. I have signed up 24 since then and will not stop. Many that I speak to either don't know about UPMA or have been waiting for someone to reach out. The National office compensates us for our membership base and that increases our finances tremendously. Any postal employee can be a member. Our future is our craft employees. Let's all work hard in 2024 to gain new members.

Our state is outstanding when it comes to representing our members, and it is not for discipline only. Many times members just need someone to talk to or someone to speak up for them. Paul Joseph, our Editor, rep. coach, etc is now a National CMR representative. This man wears the most hats in our Chapter. We would be lost without Paul. We have several Chapter Reps in Ohio and address each and every issue, large or small, that comes to us. I feel that we negotiate very diplomatically with Leadership when needed. Of recent, I have represented members whom I never thought would need us. Times are difficult and expectations can be unrealistic but always try and be in compliance is my best advise. At the National level we constantly try and negotiate a fair workplace environment. From representation, to pay issues, to NPA, to development, we are here for YOU.

That leads me to providing our members with what they need. Having the opportunity in my career to be the Ohio 1 Employee Development Manager has taught me so much. My passion has always been mentoring, coaching, training, and development but serving in this position has shown me the importance of helping others. As I said earlier, it's not about just representing, it's about building a future bench. I was blessed to have 4 of the best mentors I could ever have imagined, and looking back on my career, I would never be where I am today without them, and with out the Management Organizations, NAPUS and UPMA.

We have many success stories to tell. If it's advice, if it is just someone to talk to, if it is possible discipline, if it's assistance with building your eCareer, if its KSA assistance, if it just to reason something out, take the time and reach out to anyone of us. Our contact information is in every PostScript publication, and on our website, [Ohioupma.org](http://Ohioupma.org). We don't have all the answers but I can guarantee you that anyone of us will work to get you the answer or assistance that you need. Our networking is like no other. We are a premier state with premier people. We are here to help make your postal lives better and successful.

Respectfully,

Mari Beth Kirkland  
Ohio UPMA State President  
[mari\\_kirkland@yahoo.com](mailto:mari_kirkland@yahoo.com)  
440-821-4667

*Promotions just don't happen;  
There is a lot of work involved;  
Never be afraid to reach out,  
Never be afraid to share;  
A king does not build his kingdom,  
Alone or overnight at all.*





# ***Retiree's Corner***

## ***Lou Stuckey, Ohio Retiree President***

### **I NEED A SUPERPOWER!**

After spending many days substitute teaching observing students that hate school, hate learning, and just have general bad attitudes, I have decided I want to have a superpower.

### ***I want to be Captain Motivator!***

I want to point at a student and every student would love to come to school and learn.

I know many of you can relate. You hated school and didn't care if you learned anything or not. But you turned out ok, right? (Or did you?) Are you still not motivated enough to do what you should, like your best work, exercise, or eat right? Do I need to point at you motivate you?

**I know the active employees are beaten down by the powers that be and need a pick me up.**

As Captain Motivator I am pointing at you so you will be motivated to attend at least one UPMA event this year. Get involved! It will energize you!

Retirees have paid their dues but are still a huge asset to the future of the Post Office. They can mentor and encourage but only if they attend the functions. Networking has always been a huge part of learning.

Active members must attend to learn from the experienced. They are willing to help! Are you getting the message? Come to UPMA events.

But sadly, I don't have the power to motivate anyone. Only you can decide if you want to be there. There are always excuses for not going. Just be sure those excuses are important enough to give up essential knowledge, and making friendships that last a lifetime!

**It is important for all members to attend State Convention this year to learn about the changes that are happening with your health insurance. Especially if you're retired or nearing retirement.**

**We will have experts there to help you make a sound decision on what is best for you!**

**Lou Stuckey**  
**Ohio Retiree President**



## ***Bill Judge - Secretary Treasurer***

I left ***POOMville*** and went to the land of retirement. What a beautiful place it is.

I have developed a good relationship with my Pet Rock (you have to be a little older to understand). But there is plenty to do even if the weather in Ohio doesn't co-operate.

We just had a very successful UPMA board meeting where we made plans for the Legislative Summit (March 17<sup>th</sup>-20<sup>th</sup>) and State Convention (May 30<sup>th</sup>-Jun 2<sup>nd</sup>). Please take the time to see if you can attend one or both.

Over the years I have always received something of benefit from all the events we have. As an organization, we have always tried to make the Postal Service a better place.

Whether that entails consulting with Postal Headquarters about NPA and pay issues, working rules like carrying routes and getting 035 time for it. There is a lot more to do and we need everyone to take part in the future – your future.

Reach out to any of us and we will point you in the direction you can take.

**Bill Judge - UPMA Retired**



## ***Ted Gedeon - Legislative Chair***

The Executive Committee of the Ohio Chapter of UPMA voted yesterday to provide a stipend of \$800 for the first 20 working and retired EAS members who wish to attend the Legislative Summit in Crystal City, VA March 17-20, 2024.

Attendees must register for the event and attend all official meetings plus visit the office of their congressman on Tuesday, March 19th to receive the stipend.

The headquarters Hotel - the Hyatt Regency Crystal City Hotel - is booked up, but there is a Courtyard by Marriott very close to the Hyatt Regency that still has rooms available (and has a slightly lower room rate).

To register for the Summit, an on-line form is available on the National webpage-

**[unitedpma.org](http://unitedpma.org)**

You can also download the registration form and mail it in if you prefer. BUT the registration fee increases from \$100 to \$150 after February 15th, so IF you are planning to attend, please don't delay registering.

Our legislative focus this year will be the repeal of WEP/GPO. If you are not familiar with the acronyms, it stands for Windfall Elimination Provision and Government Pension Offset.

These two laws severely impact the Social Security benefits that were EARNED by Civil Service annuitants and their survivors. As of today there are 304 co-sponsors in the House of Representatives for HR-82 and 50 Senators who are co-sponsors of S-597.

Both bills are identical in language and repeal the unfair laws which affect millions of Civil Servant retirees, including postmasters, firemen, policemen, EMT's and teachers.

If anyone has questions about going this year, I'd be happy to speak to you.

My email is:

[tgedeon@windstream.net](mailto:tgedeon@windstream.net) or you can call me, 440-850-3388.



*Salt Fork Park Lodge, Lore City Ohio, May 30-June 2, 2024*

*Get ready for Ohio UPMA 2024 Convention!*

Don't miss the fun, you can't come to just one! What is holding you back from joining us at your Ohio State Convention?

Your Convention offers the opportunity to meet your Ohio State President and Executive Board, National UPMA leaders and guest speakers. We inform our members on hot topics not covered during USPS training, and this year for retirees, speakers focusing on changes in their benefits. Lou and I have been planning the agenda along with good food, good music, fun activities, entertainment, sightseeing and creating memories throughout the weekend.

**Ohio UPMA State Convention 2024** will be held at the Salt Fork State Park Lodge. The Lodge is near Cambridge Ohio and will be held May 30 - June 2, 2024. The Convention will kick off with a Presidents Welcome Reception at 7:00 pm on Thursday, May 30, 2024, with fun entertainment and appetizers followed by evening activities in our Hospitality Suite.

**The State Park Salt Fork** is said to have derived its name from a salt well used by Native Americans, which was located near the southeastern corner of the park. Salt Fork lies in the unglaciated portion of the state.

Throughout the area, thick-bedded, erosion resistant sandstone or conglomerate overlays more erosive siltstone, shale, coal and limestone layers, resulting in shelter caves, such as 75 ft Hosaks' Cave, along with small waterfalls in the secondary drainages. Other interesting geologic features around the park are massive blocks of sandstone that have become detached, due to different weathering, and toppled down slope.



There are so many breathtaking outdoor spaces in Salt Fork State Park that encompasses over 17,000 acres of land just waiting to be explored. From 14 wooded trails that cover 20 miles to explore on foot or horseback, to incredible recreational facilities, this state park has a little something for everyone.

The crown jewel of the park is the nearly 3,000-acre lake that offers scenery as well as the state's largest inland beach. Plus, there are two marinas with boat rentals and eight boat ramps for those that wish to get out and explore the water. (ODNR e.d.)

### ***Activities in the State Park***

14 wooded Hiking Trails, Guided Nature Hike, Bigfoot Night Hike, Horseback Trails  
Kennedy Stone House, Stonehouse Trail Wildflower Walk

71 par 18-hole Golf Course, Pro Shop Cart Access, Whitetail Trails Disc Golf  
Sugartree Marina / Docks / Boat and Pontoon Rental / Canoe, Kayak Rental  
Salt Fork Marina / Bait, Fishing, Hunting

Public Beach on Salt Fork Lake

Gem Mining, Nature Center

Archery Range

Dog Park

### ***Places of Interest Nearby***

Mosser Glass factory with tours, Cambridge

National Museum of Cambridge Glass, Cambridge

Deerassic Park Education Center, Cambridge

Historic Roscoe Village, Coshocton

The Wilds Animal Park, Cumberland

## **Why stay at Salt Fork Lodge?**

Tucked away in Ohio's largest state park, alongside Salt Fork Lake and surrounded by lush woods and natural beauty. As one of the Great Ohio Lodges, it's part of the state's best vacation and retreat destinations. Experience true relaxation in your well-furnished room, cabin or primitive camping or see the park up-close while out on the trails and golf course. (ODNR e.d.)

Salt Fork State Park Lodge is nestled within east central Ohio's largest state park, near Cambridge Ohio. The property offers rustic timbers décor on all four floors with grand stone fireplaces on every floor. It is alongside the shores of nearby Salt Fork Lake and a 2500 ft beach within the state park.

Adventure, fun and relaxation are all included. This lodge is also pet friendly in specific accommodations. The lodge offers something for all of us!

## ***Onsite Activities at the Lodge***

Spacious heated Indoor Pool, Large Outdoor Pool & Hot Tub  
Fitness Center, Court Sports, Lawn Games, Disc Golf  
Game Room, Activity Room, Board and Parlor Games  
Stone Fireplaces, Campfires

Timbers Restaurant is an impressive space, with high ceilings, rustic ambiance and historic murals, featuring a view of Salt Fork Lake from the floor-to-ceiling windows.

The New Wildlife Lounge provides seating for 200 guests and is available with music on the weekends. Open Daily at 11 am, hours may vary.

We are providing free meals and entertainment with your registration. For UPMA Members, your registration fee will be refunded to you at the end of Convention and attending all business sessions. Ohio UPMA is also offering this year a \$100 stipend to any UPMA Member attending all business sessions of 2024 Convention at Salt Fork Lodge.

**Also, for our First-Time attending UPMA Members**, we will reimburse the registration fee and offer a \$500 stipend, for attending all business sessions of the 2024 Ohio State Convention, May 31 – June 2, 2024 at Salt Fork Park Lodge.

The Convention standard room rate for Salt Fork Lodge is May 30, \$119, May 31-June 2, \$159. Standard **cabins** are available May 30 for \$169 and May 31-June 2 for \$262. Salt Fork Lodge has 148 rooms all with a balcony or patio, mini fridge, microwave and coffee maker.

There are 53 cabins that include 2-bedroom chalets, lakeside, and hillside cabins. All cabins have a full kitchen, fire ring, AC and wi-fi. To book your reservation, call 800-282-7275 with group code United Postmasters and Managers, UPMA. 14755 Cadiz Rd, Lore City Ohio 43755.

## ***Join us, bring a friend, family or coworker!***

***We are excited to see you there!***

If you have any questions or need more information, please give us a call.

**Lou Stuckey, 419-215-2227**  
**Andrea Leyes, 513-702-1630**  
**Convention Co-chairs**

# 8th Annual UPMA OHIO Chapter State Convention



## Registration Form

Please complete one form per person attending  
May 30 - June 2, 2024

**Salt Fork Park Lodge, 14755 Cadiz Rd, Lore City OH 43755**  
**saltforkparklodge.com 1-800-282-7275**

First Name \_\_\_\_\_ Last Name \_\_\_\_\_  
Postal Position \_\_\_\_\_ Office, City State Zip \_\_\_\_\_  
Mailing Address \_\_\_\_\_  
Cell Phone \_\_\_\_\_ Email \_\_\_\_\_

Are you a UPMA Retired Member? YES NO

Are you an Associate Member? YES NO

Are you bringing a Spouse or Guest? YES NO

**(Please complete a separate registration form and separate payment for each person)**

**Will this be your first time attending an Ohio UPMA Convention? YES NO**

(\*Accommodations information below\*)

**All persons and guests must be registered to attend any meals and events.**

**Registration Payment information:** \$50.00 Check Payable to: Ohio Chapter UPMA

**Mail Registration Form and all payments to:**

Andrea Leyes  
994 Hampton Ct  
Lebanon OH 45036

**Hotel Reservations:** To secure the special UPMA discounted group rate, you must reference United Postmasters and Managers UPMA when booking your room. UPMA rooms will be held until April 1, 2024, or until sold out.

Room Rates: May 30, 2024, \$119, May 31 - June 2, 2024, \$159. Cabins Rate May 30, 2024, \$169, 2024, May 31 – June 2, \$262. Please call the Hotel to reserve your room, 1-800-282-7275.

**\*A \$100 Stipend** and reimbursement of registration fee will be paid to any Ohio UPMA Member attending all business sessions of Ohio Convention at Salt Fork Lodge.

**\*First Time Attending UPMA member** will be paid a \$500 stipend and reimbursement of registration fee, for accommodations at Salt Fork Lodge, for attending all Ohio UPMA business sessions May 30 – June 2, 2024.



**Salt Fork**  
LODGE & CONFERENCE CENTER

## **VENDOR REGISTRATION FORM**

### **UPMA Ohio State Convention**

The Ohio Chapter UPMA, United Postmasters & Managers of America will be holding their 8th Annual State Convention at Salt Fork State Park Lodge located at 14755 Cadiz Rd, Lore City OH 43755, from May 30 - June 2, 2023. We invite you to join us as a vendor at our state convention. Table set up will begin at 6:00 am on Friday, May 31 with the General Business Session starting at 8:00 am. The free participation is one table per vendor. Each vendor will be preassigned their tables.

We welcome any donations to advertise your business, such as gift bag items, door prizes and/or sponsorships of events such as a meal, outing or sponsorship of the Member and Retiree Awards. If you are interested or need information, please contact Patty Schag at 419-565-2685. Thank you for your participation.

We welcome you to enjoy Salt Fork Park Lodge with us!

**Business Name**\_\_\_\_\_ **Product/Service**\_\_\_\_\_

**Name**\_\_\_\_\_

**Address**\_\_\_\_\_

**City**\_\_\_\_\_ **State**\_\_\_\_\_ **Zip** \_\_\_\_\_

**Phone** \_\_\_\_\_ **Email** \_\_\_\_\_

**Number of tables needed** \_\_\_\_\_ **Check if electricity is requested** \_\_\_\_\_

**Attend # for Friday Lunch \$15** \_\_\_\_\_ **Saturday Lunch \$15** \_\_\_\_\_

**Attend # for Friday Dinner \$30** \_\_\_\_\_ **Saturday Dinner \$30** \_\_\_\_\_

**Total Enclosed \$** \_\_\_\_\_

*Please make check or money order payable to Ohio Chapter UPMA.*

*Mail Registration Form and complete payment to:*

**Patty Schag**  
**2089 Pavonia Rd**  
**Mansfield OH 44903**

**Hotel Info:** Standard room rate, May 30, 2024, \$119, May 31 - June 2, 2024, \$159. For cabins or other rooms available, please call Hotel for Room Rates. Call 1-800-282-7275 or visit online at [saltforkparklodge.com](http://saltforkparklodge.com) to reserve your rooms. Call in guests must reference United Postmaster and Managers UPMA to secure the discounted group rate. UPMA rooms will only be held until April 1, 2024, or till sold out. Check in is 4:00 pm on arrival and Check out is at 11:00 am on departure.



# First Mile Failures - *How to stay off the list*

Central area is focusing on first and last mile sampling requests. These samplings populate when an employee scans a collection box barcode. The sampling request appears on the scanner. If the sampling is not completed, this request is now “ignored”. It is now a first mile failure.

Another way you may get a first mile failure is if the item is sampled and scanned at the collection box but does not receive a “cancellation scan” at the plant by 12:00PM the next day.

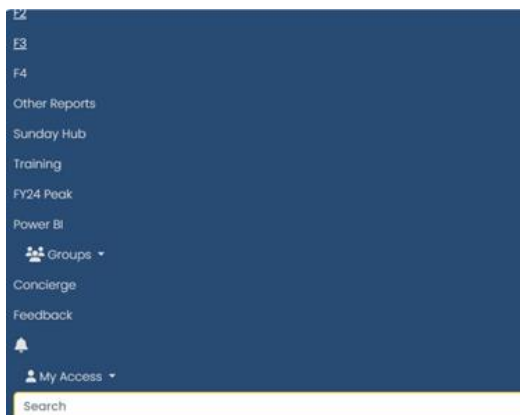
The third way you may be on the list for a first mile failure is if you take an accountable item, such as certified, over the service window, and again, it does not get a cancellation at the plant by 12PM the next day.

**It is critical to ensure that all outgoing mail that flows into our units are dispatched timely to ensure we meet our commitment to our customers.**

To check and see where your mail piece failed, log into Radar, and in the search type “First Mile”. Then you can click the First Mile quick link (Qlik) and drill to your office.



If you cannot find the search on your screen, click the 3 lines in the upper right corner, then you may need to scroll up, and it will be at the bottom of the screen.



**Lisa Koprivec**  
**HQ Delivery Support**  
**Ohio 1 District**



## ***Alan Metzcar - Immediate Past President***

Well it is that time of year again for the Mini Mail Survey for our Rural Carriers.

These counts are very important to our carriers that are out there beating the pavement everyday day for us delivering the mail.

This count is a measurement of what our carriers do everyday on the route. So we must ensure that they know the proper importance of doing the correct scanning everyday.

These counts are the paychecks for our carrier.

I know that everyone is aware of the importance of proper pay.

### ***Things that we must remember for our carriers for the count:***

1. Make sure that the Edit Books are up to date
2. Make sure that the Delivery Point Management (DPM) is up to date
3. Make sure the Line of Travel (LTM) is up to date.
4. Give the Mini Mail Survey Service Talk
5. Make folders for all the Rural Carriers
6. Make sure all the paperwork is printed out.
7. School all the Rural Carrier Assistance RCA's) on the importance of the Survey
8. Get all the measurements in the system timely
9. Give the carriers an updated count sheet everyday of the count. This is Required
10. We have been doing this for a while now, so make sure your carriers know the importance of proper scanning.

Lets have a Great Mini Mail Survey. This is their paycheck.

**Alan T. Metzcar**  
**Immediate Past President**  
**Ohio UPMA Chapter**  
**[messdad@outlook.com](mailto:messdad@outlook.com)**  
**(330)827-0137 Cell**  
**(330)275-9020**  
**Postmaster - Baltic 43804**  
**Stone Creek 43840**

## **DATES to remember:**

### **Legislative Summit**

Hyatt Regency Crystal City  
March 17-20, 2024

### **Ohio UPMA State Convention**

State Fork State Park  
State Fork Lodge  
May 31, 2024 to June 2, 2024

### **UPMA 8th National Convention**

August 24-30, 2024  
Caribe Royal Resort  
8101 World Center Dr  
Orlando, Florida 32821

**UPMA rates good until July 22, 2024 or until  
room block is sold out**

**800-823-8300**

**Group Code: UPMA National Convention**

### **Chapter Member Representative Academies 2024** There will 3 offered

2 CMR 101

1 CMR 102

October 19, 2024 St. Louis near Airport

October 26, 2024 Chicago O'Hare area

November 2, 2024 Denver near Airport

More information to come as to when the 101  
and the 102 courses are to be held and where



**Effective 02/03/2024**  
**OHIO Chapter of the United Postmasters and Managers of America**  
**Standing Rules**

**Standing Rule 1 -**      *Omitted 2/3/24.*

**Standing Rule 2 -**      *Omitted 2/3/24.*

**Standing Rule 3 -** The Executive Committee shall reimburse the expenses of any member, active, retired or associate, incurred while acting on approved official business of the chapter.  
02/3/2024

**Standing Rule 4 -** Authorized expenses shall include but are not limited to travel, lodging and registration fees. Members are expected to travel in the most cost-efficient manner. Mileage will be paid at current USPS rates. 2/3/2024.

**Standing Rule 5 -** The executive committee is authorized to send flowers or a gift to any chapter member who is seriously ill. The cost is not to exceed \$150.00. A donation or floral arrangement not to exceed \$150.00 is authorized to be made to the family upon the death of any member, their spouse or child living with them. 2/3/2024

**Standing Rule 6 -** Expense vouchers must be submitted to the Chapter President for review and approval. Receipts for authorized expenses must accompany the voucher (excluding mileage). The President will forward the approved vouchers to the Secretary for payment.

**Standing Rule 7 -** The Registration fee will be waived for any member attending their first chapter convention. The executive committee may authorize incentives for their attendance.  
2/3/2024

**Standing Rule 8 -** Any Executive Committee member attending the annual Chapter Convention shall be reimbursed by the Chapter for travel, registration and lodging for the scheduled duration of the convention. 2/3/2024

**Standing Rule 9 -** Any Executive Committee member attending the annual National UPMA Convention shall be reimbursed by the Chapter for authorized travel to and return from the convention, registration, and lodging for the scheduled duration of the convention. 2/3/2024

**Standing Rule 10 -** Any Executive Committee member attending other UPMA National or Area meetings shall be reimbursed by the Chapter for authorized travel to and return from the meeting, registration and lodging for the scheduled duration of the meeting. 2/3/2024

**Standing Rule 11 -** The Executive Committee will determine the number of delegates authorized to attend the Legislative Summit. The Committee will authorize permitted expenses and required participation in the scheduled events on an annual basis. 2/3/2024

**Standing Rule 12 -** The Ohio Chapter UPMA shall annually remit \$5,000.00 to the Ohio UPMA Retired. 2/3/2024

## Jordan M Davenport - Parliamentarian

I have recently attended the organizational meeting of our Ohio Chapter UPMA. Our incoming President, Maribeth Kirkland, lead the executive committee through a well-planned agenda. The fifteen attendees included the president, three of the vice-presidents, our past president, the president of the retirees, secretary/treasurer, and the editor. The others were committee chairs and guests.

It was a full and busy day. The committee reviewed the standing rules of the chapter and voted on any changes. We also addressed the existing bylaws and discussed items requiring attention. All suggested bylaw amendments will be printed in the next issue of the Post-scripts newsletter. The amendments will be voted on at this year's chapter convention.

The convention will be held at the Lodge at Salt Fork State Park, May 30 through June 2. Our meeting was held at the Lodge and included a tour of the facility.

Comfortable rooms, restaurant, indoor and outdoor pools, a lounge and just about any outdoor activity you can imagine. I encourage you to attend. The committee discussed the activities and costs of the convention and finalized our agenda through its duration.

There was discussion of the upcoming Legislative Summit in Washington DC. It is held annually and is our opportunity as managers of the United States Postal Service to address our elected officials and express our concerns to them in person. The committee voted on travel and lodging reimbursement for attendees. As usual there will be a scheduled visit to all of Ohio's officials in congress.

Additionally, your executive committee reported on the disciplinary activities within the Ohio Chapter. Discussion surrounded the success of the UPMA representative's efforts to mitigate and eliminate adverse actions against our members. Representation of our members has become the most important aspect of the UPMA. As a member of the UPMA, you are in good hands.

An audit of our finances will be completed soon, but your chapter's finances appear to be in good order. The budget for 2024 was presented and approved.

I am confident that this executive committee will be successful in all its efforts.



The Ohio Chapter UPMA Executive Board in session at Salt Fork Lodge on February 3, 2024.

President Mari Beth Kirkland was presiding on the day's events.



This is a view of a typical room that is available for those attending the State Convention at Salt Fork Lodge. Various accommodations are available.

**Get your reservations in NOW!**



## ***Laura Reese - Executive Vice President***

Happy New Year! Congratulations Ohio Chapter, we ended 2023 exceeding our goals and leading the nation in PAC contributions! Thank you for your generosity and support.

UPMA PAC, Political Action Committee (PAC) Fund is comprised of voluntary contributions solicit from United Postmasters and Managers of America members and their families. The sole purpose of UPMA PAC is to provide bipartisan political and financial support to Members of Congress and congressional candidates who campaign the UPMA legislative agenda. Membership dues are NOT used for this purpose.


A strong PAC enables UPMA to alert legislators of key UPMA legislative issues. An aggressive PAC also demonstrates that Postmasters, Postal Supervisors, Managers and Retirees will financially support legislators and candidates who respond to the needs of the UPMA members. UPMA PAC also maximizes our lobbying efforts by creating opportunities for additional engagement with Members of Congress.


UPMA PAC Provides five initiative, convenient and secure ways for active and retired Postmasters, Postal Supervisors, and Managers to support Members of Congress and congressional candidates who work to protect your jobs, safeguard your earned benefits and annuity, protect your health insurance, and defend post offices. All forms can be found at [www.unitedpma.org](http://www.unitedpma.org). You can also fill out the UPMA PAC Contribution Card in this publication below and mail it to the National Office.

Any questions please contact me at [laura.s.reese@gmail.com](mailto:laura.s.reese@gmail.com).

***Laura Reese***  
***Executive Vice President***  
***PAC Chair***







## UPMA PAC CONTRIBUTION CARD

**Mail to: United Postmasters and Managers of America Political Fund**  
**8 Herbert Street**  
**Alexandria, VA 22305-2600**

Date \_\_\_\_\_

☐ \$ \_\_\_\_\_

☐ Check Enclosed

☐ Credit/Debit Card {one time}

☐ Credit/Debit Card {recurring monthly}

Member ID: (if known) \_\_\_\_\_

Credit/Debit Card Contributions:

Name: \_\_\_\_\_

Acct.# \_\_\_\_\_ CVV: \_\_\_\_\_


Address: \_\_\_\_\_

Exp. Date: \_\_\_\_ / \_\_\_\_

City St Zip: \_\_\_\_\_

Signature: \_\_\_\_\_

UPMA PAC will neither favor nor disadvantage anyone based on the amount of contribution,  
or the decision not to contribute to the non partisan political action fund.



## **Patty Schag - Vice President**

### ***How IS your offices safety record? It does affect your NPA.***

We are told to do all of our safety observations and enter into IMSOP on a weekly basis. BUT, how many do qualify as safety observations?  
How many of us do the gate checks?

If we are only doing the requirements to get them done, are we really engaged in keeping our employees safe?

Your employees deserve a Postmaster/Manager that wants them to work safe and requires them to work safely. As a District, we are not meeting our safety goals. One accident is too many.

If you have ever had an accident, it is a “pain” with all the paperwork and retraining them. **It is easier to work safe.** Let alone the working short staffed until they can return to work.

Be engaged with your employees every day before the carriers go out. A 60 second reminder is all it takes to keep it fresh in their mind.

Make your reminder actually count, what is relevant for the day. Currently we have ice and snow on the sidewalks and slippery spots in the shade. Like all carriers, they are off to the races and just a little reminder will stick with them.

**If we care more about safety they will too.** It is contagious. Make it interesting and have a white board to write safety tips on. Let all employees write on it, they love being involved.

Safety is everyone’s responsibility!

Let’s all have a safe New Year!

**Patty Schag  
Postmaster  
Berlin Heights,  
Ohio**



## **Sara Kreitzer - Retiree Vice President**

Hello Everyone!

Hope 2024 is starting out well for all of you! Below is the list of members who retired the end of January, and the one who retired in July and whose complimentary membership expires the end of this month. Please reach out to them to encourage them to maintain their membership. The incentive now is a drawing opportunity.

For each new retiree you sign up you will receive one entry into a drawing to be held at the 2024 National Convention in Orlando. There will be 2 \$500 winners and one \$1000 winner. I am not sure if the \$25 incentive payment is continuing or not but as soon as I find out I will let you know.

The new Membership Chair for our Area is Cecilia Oak from Kentucky. She can be reached at [Oak716@bellesouth.net](mailto:Oak716@bellesouth.net).

The officers for Ohio are President Lou Stuckey, VP Sara Kreitzer, Treasurer Tracie Gebhart and Secretary Deb Justice. The plan is to combine the offices of Secretary and Treasurer at the next election, as it once was. **If ever you have any questions or concerns please reach out to any of us.**

The Legislative Summit will be held March 17-20. There will be no bus this year, but this conference is always very informative and productive. Of course, we are also encouraged to contact our legislators in their Ohio offices, by mail or by phone as well. Remember, they are there to represent us!

### **Retired 1/31/2024**

**Wendy Sniadecki, Toledo OH**

**William Judge, Tipp City OH**

**Pamela Burdge, Navarre OH**

**Scott Vanylerah, Defiance OH**

**Sandra Zender, Fostoria OH**

**Gerald Remo, Elyria OH**

**Complimentary expiring 2/24**  
**Shelly Marshall, Malta OH**

**Congratulations to all the new retirees!!**

**Wishing each of you the best of health  
and happiness throughout 2024!**

## ***From Associate to Postmaster*** ***Guide for New Associate members to success!!***

In the great journey of my postal career, I encountered an awesome association that guided me to success. UPMA is the best investment you can do to take your career to the next level.

This is my guide to improve your chances to being promoted.

**It worked for me, and it will work for you.**

**Hard work and dedication to your career:** Its always something to improved, ask questions, look for information, get new training in HERO, volunteer to do work that most people will not do.

**Seek the opportunity:** Sometimes the opportunities aren't near you, or not convenient. If you want to be in a better position, you must sacrifice.

**Go to the Career Conference:** I had the opportunity to showcase myself to others. At that career conference I met Paul and Alan from UPMA. They checked my KSA's and guided me to improve them.

**Be a member of the UPMA:** If you are reading this, you are a member and you know how great our organization is. It is our duty to give this message to others.

**Have a mentor.** A Postmaster, Manager, UPMA Member or a Retiree, just make sure that it is someone who has the knowledge and someone that you can trust.

**Don't get frustrated:** I was in more than 20 interviews for my supervisor job. Not getting that selected message is not a failure for you. It is knowledge and experience for the next opportunity to come.

After almost seven years and three of those years working on improving my career, more than 20 interview for supervisor, three interviews for Postmaster and less than a year in UPMA, know I can say **I'm a proud Postmaster and an UPMA member for life.**

**Louis J. Rosado**  
**Postmaster**  
**Arcadia, Ohio**  
**UPMA Bylaw**  
**Committee**



# UNITED POSTMASTERS AND MANAGERS OF AMERICA 2024 SCHOLARSHIP

**THE UNITED POSTMASTERS AND MANAGERS OF AMERICA SCHOLARSHIP FOUNDATION** awards scholarships to qualifying students.

The applicant must be the child, stepchild, grandchild or great-grandchild of a member of the **UNITED POSTMASTERS AND MANAGERS OF AMERICA**.

Applicant must be a high school graduate and accepted as a **FIRST, SECOND, THIRD OR FOURTH YEAR STUDENT** for admission to an accredited college, university or trade school.

The applicant must have a 2.5 Grade Point Average (GPA) overall including a 2.5 average for the last full year of **high** school, and must provide a transcript of their grades covering the most recent year of school.

The winners will be announced at the annual national convention of The United Postmasters and Managers of America. The applicants who are not chosen to receive a scholarship will not be notified. If the recipient leaves school for any reason except for sickness or death the money must be returned to the UPMA Scholarship Foundation.

This **APPLICATION** and all additional pages must be **received** no later than **JULY 15, 2024** by the Chairman of the UPMA Retired Scholarship Committee.

**Please read instructions carefully.**

**INCOMPLETE applications will be disqualified.**

Type or print all additional information on individual and numbered 8-1/2" x 11" sheets of paper. Place your full name on top of each page submitted.

## **STUDENT INFORMATION:**

1. Full name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

2. Birth Date: \_\_\_\_\_

3. Name and address of the relative who is a UPMA member:

\_\_\_\_\_

4. UPMA member's relationship to you: \_\_\_\_\_

5. UPMA member's state in which they are a member if different from address: \_\_\_\_\_

6. School you plan to attend:

Name: \_\_\_\_\_

Address: \_\_\_\_\_



7. **FIRST YEAR STUDENTS:** Have you applied for admission? \_\_\_\_\_ Have you been accepted? \_\_\_\_\_

**Include acceptance letter with application**

8. Write a narrative that is **not** more than 500 words describing each of the following. You must address each of the 9 items.

Awards

Community service

School activities, positions or offices

Paid and/or volunteer jobs

Future plans

Personal or financial need

Scholarships or grants received

Approximate annual cost of institution you are attending.

You may include any other pertinent information to assist the selecting committee in evaluating the applications.

9. **Attach your latest transcript from school.**

School: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

10. Have you received this scholarship before? Yes No What year/years? \_\_\_\_\_

Signature

Date of Application

**PLEASE SUBMIT ALL PAPERS AND NECESSARY FORMS TO:**

**Stephen Auffarber, Chairman  
876 Shoal Pointe Ln.  
League City TX 77573-6392**

**APPLICATIONS MUST BE RECEIVED NO LATER JULY 15<sup>th</sup>**

If you need clarification on any point, you can either write to the above address or email at:  
**Saauff23@yahoo.com**

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***Ohio Editor's NOTE:***

***This scholarship application is ANOTHER OPPORUTUNITY for our members to acquire funds for their deserving students from the National UPMA office.***

***The Ohio Chapter also has a scholarship program and we encourage you to apply for BOTH. That form can be found in this newsletter on page 25 and on our website.***

# Adverse Action Representatives

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

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

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

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

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

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

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

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

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

# **It CAN'T be me!!!**

So you say you heard about so and so getting in trouble about blah, blah, blah.  
Or maybe you heard that someone somewhere did something and now they are on ADMIN leave and that was several months ago. Of course, the rumors run rampant.  
Next thing you know, **somebody somewhere got walked out the door and they are gone.**

What the heck happened? They seemed like a nice person who did their job well.

**There's ONLY two ways you can lose your job and yes, BOTH can get you fired.**

The first way is through **“honest oversight”** meaning, you simply didn't know something was wrong or you neglected to do the 'right thing' despite your gut telling you otherwise.  
A procedure, a rule, a mandate to do something like ensure you LOCK your safe, don't share your password, etc. You get the point.

**This is nothing new.** It's been going on for years and yet, the SYSTEM is being cracked down harder than ever before. The visibility is greater and nothing can be 'hidden' anymore.

Then there are those issues where just dadgum, **you saw that coming.**

Things like: buying stuff on eBay you know you don't need but somehow it ends up at your house. Or...all those 'miles' they owed you over time you decided to claim one day and then all of a sudden, the OIG decides to do a surprise audit and you now are hit with a bill to pay back the postal service over \$12, 357 dollars in eTravel you claimed.

Then there's the **“gee, I didn't mean to but it happened”** where you were not at work for hours, days or even weeks but your auto rings kept paying you.

If you think this will never happen to you and you won't get caught, think again folks.

In the past 90 days, I am seeing good people who made BAD mistakes get walked out the door after decades of service only because they truly thought “it CAN'T be me” but got caught.

There's only two paths in management and that is: **the RIGHT way and the WRONG way.**  
There isn't any GREY AREA for you to operate in. Never was.

Your gut and your heart should guide you daily. **When in doubt, CALL ME. Call someone.**  
Don't allow a bad decision to keep repeating itself. IF you made a bad decision, stop it, correct it, own up to it **and then FIX it.**

Waiting to see what happens next may be too late and if that happens, you have nobody to blame but yourself. The system may be slow but make no mistake, they will catch up to you.

UPMA is here to provide guidance, suggestions and yes, represent you IF you made an honest mistake. **But if it's otherwise, then you have to own that.**

**Read the guidance on the page to your left and keep your head AND career above board!**

***Paul Joseph - National Adverse Action Representative***

# UPMA Scholarships

## Who can apply?

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

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

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

**To find the Scholarship Application and information, go to:**

**[Ohioupma.com](http://Ohioupma.com) Then select DOCUMENTS, then Ohio Chapter Forms**

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# United Postmasters and Managers of America

## 2024 OHIO CHAPTER SCHOLARSHIP APPLICATION

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

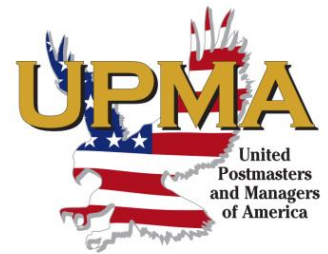
The students **must** be a child or grandchild of an Active or Retired member of the UPMA.

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

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

### STUDENT INFORMATION:

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



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

**To be completed by your Guidance Counselor:** Counselor's Signature \_\_\_\_\_

High School \_\_\_\_\_ Address \_\_\_\_\_

Phone # \_\_\_\_\_ Grade Point Average \_\_\_\_\_ Class size \_\_\_\_\_

### PLEASE SUBMIT ALL PAPERS AND FORMS TO:

**Rita Schemmel** 9463 State Route 119 Anna OH 45302 OR email at [rkschemmel@gmail.com](mailto:rkschemmel@gmail.com)

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

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

## ***So what the heck is GOING ON???***

There's much going on to be aware of, participate in and help others with whatever means and knowledge you can impart.

On January 14th, the Ohio Chapter attended a membership conference in Orlando, Florida at the Caribe Hotel and Resort where the National Convention will be held this year.

At the conference, much information was put out to every chapter along with awards rendered for active participation in 2023.



Our Chapter President Mari Beth Kirkland gave a group session report after a number of states including Ohio reported out on the activities held in the past year.

In addition, our Editor Paul Joseph explained about a program that the Ohio Chapter is revitalizing for 2024 pertaining to eCareer Workshops. These events are in addition to the District Career Conferences that are now held annually.

Since this conference, 28 different Chapters have requested the program that Paul spoke about and a majority of them have indicated

they are coming to the Central Area Officer's Symposium (CAOS) that the Ohio Chapter will be putting on in September.

There will be more information to come on that event as your help will be needed to ensure it's success.



Ohio Chapter's Lisa Koprivic was recognized for signing up 25 new EAS members in 2023.

The membership drive continues and we need to focus on that effort throughout 2024.

As you read earlier in this publication, being a member in UPMA has helped to make monumental strides in one's career and the opportunity to advance is enhanced by being a member.

So what's in store for 2024 and UPMA in Ohio?

Read on and you will see ample opportunities where you too can be involved directly to support the organization and better yourself.

# Opportunity in 2024

Here's what is happening so you can plan, prepare and BE INVOLVED in the Ohio Chapter of UPMA:

## Legislative Trip to Washington, D.C.

Read up in this edition on how you can register and participate in this exciting trip of a lifetime to petition our Legislators in Washington. This is a vital function needing your help.

**Look for eCareer WORKSHOPS** being conducted throughout the District in Ohio 1 and Ohio 2.

These are planned and structured to give craft employees the chance to learn the eCareer process and how to advance in the postal service. The cost is FREE and only takes YOUR time.

At the end of the event, you take home a thumb drive loaded with info to assist you in honing your 'postal resume' to bid on upcoming vacancies.

You'll also be ready for the Conferences where you can hand out that resume to seek new positions.

Watch for info in the next edition of PostScripts and also posted in your respective post offices for information.

## The next event is our State Convention.

Again, the info on that is in this edition and registration is taking place now.

Make your plans and get your registration in now before the prices go up. If you have never attended a State Convention, you will be glad you made the effort to so.

## National Convention - Orlando, Florida.

The National event is the pinnacle of what we work for and plan for each year. Ohio goes to

represent and learn new things while we are there.

There's plenty to do and experience while in attendance. Watch for upcoming registration information or go to the national website now and start preparing for that event.

**Chapter Member Representation training** is keyed towards those individuals who want to assist others when difficulty arises.

Volunteers learn and hone the skills needed to successfully represent someone and serve as a mentor in the relationship.

It is a very rewarding experience and one that is truly needed with all the new up and coming EAS employees we have.

Lastly...

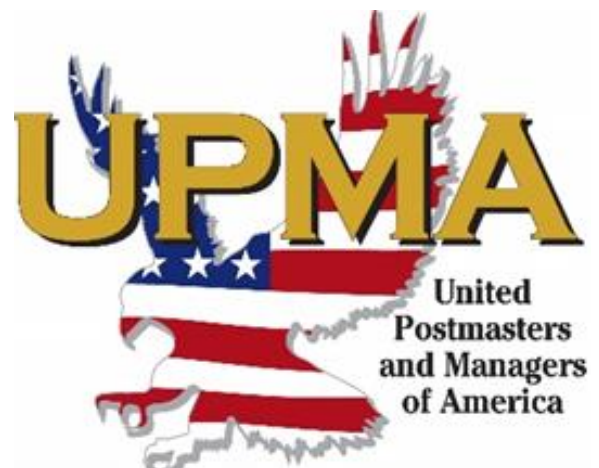
Got an itch to write about something and want to share it? Then pick up that pencil or fire up your keyboard and send an article in to our newsletter that comes out four times a year.

The email address to do so is:

[repins@bright.net](mailto:repins@bright.net)

Until next time, stay safe, pass the word and sign UP a new member!

*Paul Joseph - Editor*



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

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U.S. Postage  
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Permit No. 117

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

***IMPORTANT DATES to remember:***

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

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

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

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

***Deadline for next Post Scripts articles is:***

***April 5, 2024***