

# **Ohio Post Scripts UPDATE**



ISSUE 35

*Ohio Chapter UPMA*

January 2025

***We accomplished MUCH in 2024***

***Now let's focus on even greater achievements ahead for everyone***

***Read up on all things UPMA where YOU can be involved!!!***



H A P P Y   N E W   Y E A R

# Ohio UPMA Executive Board and Officers

## *A word about our COVER:*

Each passing year brings new challenges, new opportunities and yes, the potential for personal growth no matter where you are in your career.

2024 was proof positive of all that. With a successful state convention, national convention, legislative effort that saw change take effect and finally, the Ohio Chapter hosted the CAOS event in Canton with great success.

We have proven that there is strength and unity in membership and it shows. Let's all look forward to the opportunities to be involved throughout 2025 and *keep this strong momentum going.*

*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: PMTracie@gmail.com  
513-435-0573

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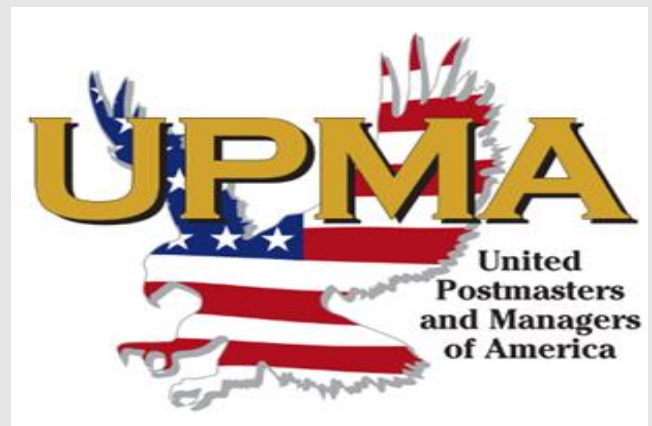
**Ohio Chapter UPMA**  
***<http://www.ohioUPMA.com>***

**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

<b>Laura Reese</b> Ohio Chapter President PAC Chair/ Legislative Chair	<b>Pioneer OH 43554</b>	<b>419-551-1908</b>	<b><u><a href="mailto:Laura.s.reese@gmail.com">Laura.s.reese@gmail.com</a></u></b>
<b>Alan T. Metzcar</b> Executive Vice President Membership	<b>Baltic OH 43804</b>	<b>330-827-0137</b>	<b><u><a href="mailto:messdad@outlook.com">messdad@outlook.com</a></u></b>
<b>Mari Beth Kirkland Retired</b> Immediate Past President		<b>440-821-4667</b>	<b><u><a href="mailto:mari_kirkland@yahoo.com">mari_kirkland@yahoo.com</a></u></b>
<b>Patty Schag</b> Vice President/ CMR	<b>Berlin Heights, OH</b>		<b><u><a href="mailto:ps1schag@gmail.com">ps1schag@gmail.com</a></u></b>
<b>Luis Rosado</b> Vice President / By Laws/ Recruiting/ CMR	<b>Arcadia, OH 44804</b> PO Box 151, Arcadia, OH 44804		<b><u><a href="mailto:luisrosadoupma@gmail.com">luisrosadoupma@gmail.com</a></u></b>
<b>Bill Judge</b> Secretary/Treasurer	<b>Retired</b>	<b>513-702-9702</b>	<b><u><a href="mailto:judgev55@yahoo.com">judgev55@yahoo.com</a></u></b>
<b>Lou Stuckey</b> UPMA Retired President	<b>Retired</b>	<b>419-215-2227</b>	<b><u><a href="mailto:stuckey31@msn.com">stuckey31@msn.com</a></u></b>
<b>Jordan Davenport</b> Parliamentarian Webmaster	<b>Retired</b>	<b>419 341 4979</b>	<b><u><a href="mailto:mlna43452@gmail.com">mlna43452@gmail.com</a></u></b>
<b>Paul Joseph</b> Editor/CMR National Adverse Action Representative	<b>Retired</b>	<b>419-236-0166</b>	<b><u><a href="mailto:repins@bright.net">repins@bright.net</a></u></b>

## **Committee Chairs**

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

# ***OHIO UPMA President Mari Beth Kirkland***

This will be my final article for Postscripts as your Chapter State President. This is bittersweet.

It has been an honor to serve in so many positions for the Ohio Chapter and at the National level. I can not believe that it has been 23 years of participation in the UPMA and NAPUS organization. I am leaving the state Chapter in great hands with Laura Reese taking over as Chapter President and an excellent executive board. I wish them all the best.

This article subject is going to be about Cancelled Accessions. You may be asking what the heck, and some may be familiar. Some may be asking what does this have to do with me. Recently I have been on the hot seat for this in my position as an Employee Development Manager.

When we hire we must make sure we contact the new hire to remind them of orientation, welcome them and answer any questions that they may have about their new position. Employee Development encourages all new hires to make the USPS a career. Retention is not good with our new hires.

So what is your part in this? If you are a Manager or a Postmaster, you have a big responsibility as well. I conduct audits for the on-boarding process. I am shocked and discouraged by what I hear from new hires. Many of you are doing a fantastic job, but too many new hires are not getting what they need.

It is your responsibility to make a great first impression. Introduce your new employee and give them a tour of your facility. Meet with the employee and set expectations. Make sure the employees know where safety information is and where policies are located. I could go on for hours about our part with on-boarding. There is a written First Day in Unit Welcome Process.

Learn about the 511 Initiative process and follow it. Please reach out to me if you have any questions.

In closing my retirement date is 12/31. I will head to the National office on 1/1/25 and begin my new position there on 1/2/2025. Please know I will always be here for you and will continue my involvement with the Ohio Chapter.

**Happy Holidays!**  
**Hugs,**  
**Mari Beth**



# ***Laura Reese - incoming Chapter President***

## **2025 Legislative Summit**

The 2025 UPMA Legislative Summit will be held at the Hyatt Regency Crystal City at Reagan National Airport, March 16 – 18, 2025.

Training sessions will be held on Monday, March 17 beginning at 8:30 AM and are expected to conclude by 5:00 PM.

Tuesday March 18 will be spent on Capitol Hill. Necessary materials for Capitol Hill Day will be provided Monday, March 17.

The registration fee is \$100 per person on or before February 16, 2025. Starting February 17, 2025 the registration fee is \$150 per person. Payment is due at the time of registration. Registration forms can be found at [unitedpma.org](https://unitedpma.org).

Contact the Hyatt Regency Crystal City at Reagan National Airport to book your hotel rooms. Mention you are attending the United Postmasters and Manager Meeting and use group code: G-PIK0. UPMA rates are available until February 21, 2025 or until the room block is sold out, whichever comes first.

Room rate for up to two people in a room: \$219/night

Room rate for three people in a room: \$244/night

Room rate for four people in a room: \$269/night

Hyatt Regency Crystal City Phone Number: 703- 418-1234 Group Code: G-PIK0

Ohio is offering our members a stipend of \$800 per person to cover their cost of registration, travel, hotel and expenditures. Members must register, attend all meetings and participate in visits on Capitol Hill.

Once you have registered to attend, please let me know who your representative is and what congressional district you will be covering. This information can be found at:

<https://www.house.gov/representatives/find-your-representative>

Laura Reese  
Chapter President / Legislative Chair



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## ***Retiree's Corner*** ***Lou Stuckey, Ohio Retiree President***

### **TAKE CARE OF YOU!**

It's almost Christmas as I write this and I want to write about the holidays, but the fact is that you will not receive this until all the hectic, precious days are over. So I hope they were everything you hoped for.

We always have high expectations for a Hallmark movie Christmas but it rarely turns out like that for most.

After all the prep and hype and wishing we find that January brings a sadness and letdown that it's all over for another year.

I'm always encouraging you to get involved in something, but this time I'm telling you to take January for you.

Make sure your mental health is in check.

***When someone asks how you are, don't say "fine" unless you mean it.***

Find someone to be a sounding board for you.

It can be a lifelong friend, a neighbor, family, a stranger, or a therapist. We all need someone to talk to even if it's just about a book you shared, or the weather.

Conversation is good!

If you are mentally strong be that person who listens. Encourage the lonely to confide in you.

Invite those people to lunch, or a movie.

There are so many people living alone that just need a kind word or a smile sometimes.

So not matter which one you are, mentally strong or a little weak, reach out to someone.

Make it your mission for this month to just pick up the phone once a week to say "hi" to someone.

It can be someone you see often, or someone you haven't talked to for years, but I'm pretty sure it will make both of you smile.

**Lou Stuckey**  
**State Retiree President**  
**Convention Co-chair**



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

I am close to finishing my first year in the land of retirement. What a beautiful place it is. Cheryl has joined me, and we are adjusting to each other's routines.

### ***My Pet Rock gives me sage advice.***

But there is plenty to do even if the weather in Ohio doesn't co-operate.

I know parcels have been a challenge.

Make sure to take care of your people and yourself. The most important thing we do as managers is help our workforce be successful.

We just had a very successful UPMA board meeting where we made plans for the Legislative Summit (March 16<sup>th</sup>-19<sup>th</sup>) and State Convention (May 2nd-May 4th).

It will be at Cherry Valley Hotel in Newark OH. 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, and Legislative issues affecting the future of the Postal Service.

### ***We can use your help.***

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**  
**OH Chapter Secretary-Treasurer**

## ***Fair Winds not Farewell to a dear FRIEND***

This month will be not a farewell to a dear friend but a send off with “fair winds” as our Ohio Chapter President Mari Beth Kirkland takes on her new position at UPMA Headquarters as Executive Administrator to handle and facilitate national events such as the annual convention and other duties.

Mari Beth has been no stranger to hard work and devotion to others in her postal career. Just to name a few, in addition to serving on the Ohio Chapter Executive Board, she has also served as the Central Area Vice President for UPMA Hq, served on the following Headquarters committees:

**Education**

**Articles and By Laws**

**Postal Area Coordinator**

**EAS Professionals**

**Audit**

**Membership**

**(just to name a few!)**



Given this plethora of experience, knowledge and background, this new position will be another milestone in her illustrious career serving both the postal service as well as UPMA with honor.

The Ohio Chapter is indebted to her for the leadership demonstrated even during difficult times where she has persevered and always took the highroad no matter how hard or arduous the journey was.

These moments that many have experienced with Mari Beth will not be forgotten and serve as a benchmark for others to emulate as we continue to grow as an organization.

Best wishes for continued success Mari Beth and know that the Ohio Chapter is here to assist you in making UPMA even better than ever before as a professional organization dedicated to all members.

***Paul Joseph***

***Ohio Chapter Editor***

## ***Luis Rosado Vice President***

### ***Do you like your neighbor?***

Occasionally we struggle to get our work done; city carrier calls off, a rural carrier having problems with their vehicle, been short staff on clerks to get the DUT up.

I get it! The struggle is real.

Thankfully we have some good neighbors that are willing to help us on those bad days.

We create a great friendship with this Postmaster, manager or supervisor that are always there for us. It would be nice if we could do something for them.

Did you ask them if they are members of UPMA? This is one of the best gifts you can give an EAS employee.

**A gift, they don't have to pay for it.  
Membership is free for the first year.**

That's not all, with a UPMA membership they receive National and State newsletters and access to our website with privileged information only for members.

Also, you get access to a group of mentors that will guide you in your career.

As an EAS member you get access to our network of adverse action member representatives.

You never know when and how you or your friend may get in trouble.

**You have Chapter Member Representation from day one as a new EAS member .**

We have state and national conventions, legislative summit and so much more.

You all know about this because you are members but do they know?

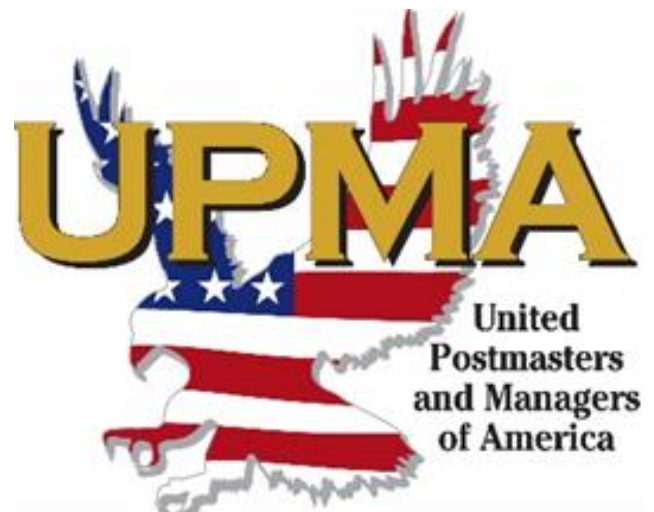
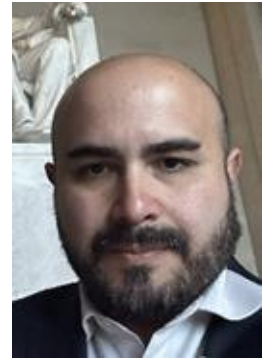
This is the gift that keeps giving.

Grab a PS form 1187 or direct them to the national website.

If you have any questions or concerns, please contact me, and I will guide you in the right direction.

Best wishes in your career!

**Luis J Rosado  
State Vice President  
Membership chair**



## **Alan Metzcar - Vice President**

Hello UPMA Members. We have had some promotions since our last publication and we need to make these new EAS feel welcome and become members of Ohio Chapter UPMA.

### **Newly Promoted EAS in the Plant and Customer Service**

#### **Ohio 1:**

Ronald E Hyre 111: Supervisor Customer Service  
John M Wyatt: Supervisor Customer Service  
Nadyezhda L. Bolen: Supervisor Customer Service  
Nicole L. Koepfer: Supervisor Customer Service  
Mary L. Nagy: Supervisor Customer Service  
Collen Stutzman: Supervisor Customer Service  
Alec Herman: Supervisor Customer Service

#### **Ohio2:**

Caleb J. Rhea: Manager Customer Service  
Kayne Krantz: Supervisor Vehicle Maintenance  
Sean D. Mayes: Manager Distribution Operations  
Domenic Culbreath: Supervisor Distribution Operations Relief  
Christopher T. Slusher: Manager Customer Service  
Ryan T. Barbieri: Supervisor Customer Service Relief  
Jennifer R. Runyon: Supervisor Customer Service

### **Postmaster Promotions:**

#### **Ohio1:**

Brittani Barnes: Postmaster Sebring, Ohio

#### **Ohio 2:**

Brandon R. Fisher: Postmaster Amelia  
Lori R. Foster: Postmaster DeGraff  
James L. Snyder: Postmaster Dresden  
Veronica M. Campbell: Postmaster Gambier

#### **Ohio 2**

Caleb J Rhea: Manager Customer Service  
Kyne Krantz: Supervisor Vehicle Maintenance Columbus

**Alan T. Metzcar**  
**Vice President**  
**Ohio UPMA Chapter.**  
**Postmaster**  
**Baltic post Office 43084**  
**Stone Creek Post Office 43840**  
**[messdad@outlook.com](mailto:messdad@outlook.com)**  
**(330) 827-0137 Cell**



# **IMPORTANT DATES TO REMEMBER:**

## **4th Annual Membership Kickoff**

**January 17-19, 2025**

**Sheraton Dallas**

**Dallas, Texas**

## **Legislative Summit**

**Hyatt Regency Crystal City**

**March 16-19, 2025**

**Arlington, Virginia**

**Registration and Hotel Reservations on National Site**

## **Ohio UPMA State Convention**

**Cherry Valley Hotel**

**2299 Cherry Valley Rd**

**Newark, Ohio**

**May 2-4, 2025**

## **9<sup>th</sup> Annual National UPMA Convention**

**August 9-15, 2025**

**Dallas Sheraton**

**Dallas, Texas**

**Registration and Hotel Reservations can be made on the  
national website**

## **Can I ask a small favor of you?**

In our last issue of Post Scripts, I spoke about our ‘moral compass’ and shared my thoughts on where it should be pointed. Suffice to say, I did receive some feedback telling me that yes, this is a message that needs to be shared and repeated more often than not. Nobody likes conflict or being told they ‘failed to do something’ when there may have been extenuating circumstances that caused the issue.

So what is the ‘small favor’ I am asking of you and everyone reading this? Well, it doesn’t involve your time or money so that’s a good place to start.

As I travel about our great state of Ohio (and 5 other states I cover now), I am seeing evidence of UPMA members who get into a pickle and suddenly are the recipient of corrective action that could have been avoided. While I don’t judge, I still internally ask myself, how did this happen? **What could have been done to avoid this?**

Not everyone has the foresight to see what tomorrow will bring. And yes, that moral compass thing does play into this equation on outcomes. So about that favor I was asking?

As YOU look around in your operation and even to a neighbor office down the road, you see things that you know are not right, need addressed and yes, it takes an effort on your part to do something about it.

If it’s in your office, of course you do what you must to correct a process, to help someone understand a policy or procedure and yes, we even get involved with people who are experiencing personal issues that they bring to work with them.

This is what true leadership is about. The mentoring, the caring and yes, the offer of assistance to steer someone in the right direction so that a ‘train wreck’ can be avoided.

**Is this part of my job you ask?** If you consider yourself a leader no matter what your pay grade is then yes. How many times have we witnessed someone saying or doing something inappropriate at work only to see people standing by and doing nothing about it?

Every employee at the USPS has been given the tools, training and guidance on what is deemed acceptable behavior and yet, some choose to have selective recall on that guidance. When that happens, consequences will follow and sometimes, we can’t always put the toothpaste back in the tube regarding their career.

**What can YOU do about it?** Great question. You’ve heard that saying that goes: if you SEE something, SAY something? Well in the post office, the same adage applies and yet, very few folks will take a minute to do just that. Do we allow ‘vocal’ employees to be disruptive and not do anything about it? No because if left unchecked, it degrades your entire operation.

The WHO I am referring to are fellow EAS employees, regardless of position. You hear about so and so doing blah, blah, blah and know it will only end in consequences that could have been avoided. Could you say something to them to help correct or steer them in the right direction? Yes you COULD. But will you?

This can be difficult given the circumstances and because of that, this is the ‘small favor’ I am asking of you. Read on for more insight on this matter.

If you find yourself in the dilemma where you see or know someone is not performing with their moral compass pointed in the right direction, then have the courage to call, write or text (not while you are driving please) to me and offer this message to the effect of:

***“Hey Paul, I don’t want to get directly involved but XXXX at the XXXX X office may need some help or advice with XXXX. But please don’t mention my name.”***

Does this sound like ‘big brother’ trying to drop a dime on someone? **Absolutely not.** Would you rather have the POOM or the OIG walk in their back door instead? No, that is not a good solution either.

I would much rather take the time, spend the time, and work with someone to correct the issue in order to avoid completely, a situation that requires ‘official action’ by the USPS.

Trust me when I say that seeing a fellow member of UPMA receive a removal notice and despite our best efforts, that THING they did (or didn’t do) could have been avoided long before then. **There are no DO-OVERS when that happens.**

Do I get paid to make this effort? Honestly, no. Not one dime. But if I can help someone get on the right track to salvage their career, it’s worth my time to do so.

Have you ever taken a moment to go out of your way to offer advice to someone (EAS) that you saw not making good choices? If not, please try it. And again, if you feel it’s too intense or complicated to get involved, then **please reach out to me or any of our Chapter Member Representatives** in the Ohio Chapter so they can take a proactive effort to resolve the matter.

***You will find their contact info on page 20 in this publication so cut it out, and post it by the phone on your desk.***

As we enter the new year in 2025, I look forward to the challenges placed before us. **Let’s make those challenges be work related to improve our position and not personal issues that can be avoided long before they surface.**

I want to leave you with this parting thought that should put things in perspective for you:

***“Though no one can go back and make a brand-new start, anyone can start from now and make a brand-new ending.” - Carl Bard***

Until next time, be safe, be focused, and **let’s look out for one another.**

**Paul A. Joseph**  
**Ohio Chapter Editor**  
**National Adverse Action Representative**



# 9th Annual UPMA OHIO State Convention

**Registration Form: May 1 – 4, 2025**

**Cherry Valley Hotel**  
**2299 Cherry Valley Rd SE**  
**Newark OH 43055**  
**cherryvalleyhotel.com**  
**1-740-788-1200**



First Name \_\_\_\_\_ Last Name \_\_\_\_\_  
Last Postal Position \_\_\_\_\_  
Last Postal Office, City State, Zip \_\_\_\_\_  
Current 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 payment for each person attending)*

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

(\*Accommodations information below\*)

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

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

\$50.00 Check Payable to:

**Ohio Chapter UPMA Andrea Leyes**

**Mail Registration Form and all payments to: 994 Hampton Ct Lebanon OH 45036**

**Hotel Reservations:** To secure the special UPMA discounted group rate, you must reference United Postmasters and Managers when booking your room.

Room Rates per night: May 1 - 4, 2025, \$159 for Lawn view, \$169 for Courtyard view.

Please call the Hotel to reserve your room, 740-788-1200.

\*A **\$250 Stipend** will be paid to any OHIO UPMA MEMBER attending business sessions, Friday – Sunday, of Ohio Convention 2025 at Cherry Valley Hotel.



## VENDOR REGISTRATION FORM UPMA Ohio State Convention

The Ohio Chapter UPMA, United Postmasters & Managers of America will be holding their 9th Annual State Convention at Cherry Valley Hotel located at 2299 Cherry Valley Rd SE, Newark OH 43055, from May 1- 4 2025. We invite you to join us as a vendor at our Ohio state convention. Table set up will begin at 6:00 am on Friday, May 2 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 Tracy Canby at 937-725-4191. Thank you for your participation.

We welcome you to enjoy Cherry Valley Hotel 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 \$20 \_\_\_\_\_ Saturday Lunch \$20 \_\_\_\_\_

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:*

Tracy Canby  
3574 Fischer Rd  
Clarksville OH 45113

**Hotel Info:** Standard group room rate, May 1-4, 2025, \$159 Lawn view, \$169 Courtyard view. Call 740-788-1200 or visit online at to reserve your rooms. Call in guests must reference United Postmasters and Managers Ohio to secure the discounted group rate. Check-in is 4:00 pm on arrival and Check-out is at 11:00 am on departure.



*Cherry Valley Hotel, Newark Ohio, May 1-4, 2025*  
*Join us at Ohio UPMA 2025 Convention!*

*Come Join us at Your Ohio State Convention, see what we can do for you!*  
Your annual Ohio Chapter Convention is the best time to get to know your UPMA representatives and to meet up with new friends and colleagues. We are planning a full agenda along with good food, fun activities, entertainment and learning opportunities for our members and guests.

**Ohio UPMA State Convention 2025** will be at the Cherry Valley Hotel and Convention Center. It is located east of Columbus in Newark Ohio, Licking County and will be held May 1 - 4, 2025.

**Amenities at Cherry Valley:**

**King beds in all guestrooms**  
**Patio or Balcony in every room**  
**Beautiful courtyard with ponds, waterfalls and gazebo**  
**Dog-friendly rooms**  
**Spacious heated indoor pool**  
**American style restaurant, Craftsman Kitchen and Terrace**  
**CK Pub, cocktails and bar bites**  
**24/7 Snack bar**

Top attractions in nearby Newark:

**The Newark Earthworks:** This ancient site is one of the largest sets of geometric earthen enclosures in the world. Built by the Hopewell culture between 100 B.C. and 500 A.D. Open year-round, free admission.

**The Midland Theatre:** A beautifully restored 1928 theater that hosts a variety of performances, including concerts, plays, and films.

**The Webb House Museum:** This historic home, built in the early 20th century, offers a look at the lifestyle of Newark's affluent residents during that era. The museum features period furnishings, artifacts, and exhibits. Open for tours by appointment, admission fees apply.

**Heisey Glass Museum:** This museum showcases some of the finest glass artifacts of the Heisey Glass Company and takes you through the history of glass making. Open 10:00 am to 4:00 pm.

**Canal Market District:** Farmers market located at the historic Ohio Canal open-air pavilion in downtown and operates every Friday from 4:00 – 7:00 pm, May through October.

**Dawes Arboretum and Museum:** 2,000 acres of seasonal gardens and walking trails. Daweswood House Museum tours are available May through October.

Join us for a Presidents Welcome Reception on Thursday, May 1, 2025, with fun and food followed by evening activities in our Hospitality Room. Also, Please bring any donation items for our popular PAC Auction for one evening.

Your Ohio Chapter is providing free meals, breakfast, lunch, dinner and activities with your registration. Your convention stay will include vouchers for free breakfast at the Craftsman Kitchen restaurant.

Ohio UPMA is also offering this year a \$250 stipend to any UPMA Member attending all business sessions of 2025 Convention at Cherry Valley Hotel.

***Also, for our First-Time attending UPMA Members***, we will reimburse the registration fee and offer a \$250 stipend, for attending all business sessions of the 2025 Ohio State Convention, May 1 – 4, 2025 at Cherry Valley Hotel.

The Convention standard room rate for Cherry Valley Hotel is May 1 - 4, \$159 + tax for Lawn view King and \$169 + tax for Courtyard view King. Cherry Valley Hotel has all 1 and 2 King rooms with either a balcony or patio, mini fridge, microwave and coffee maker.

Book early to request ADA or ground floor patio room as they will be limited. To book your reservation, call 740-788-1200 with group code United Postmasters and Managers Ohio. The hotel is located off I-16 at 2299 Cherry Valley Rd SE Newark, Ohio 43055. [Cherryvalleyhotel.com](http://Cherryvalleyhotel.com)

***Hope to see you there!***

The Convention Registration form is included in this publication for your convenience. If you have any questions or would like more information, please give us a call.

Thank you!

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

# United Postmasters and Managers of America

## 2025 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 2025 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 at the Chapter Convention in May. 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 or last Office** of Sponsoring of Ohio UPMA Member \_\_\_\_\_

Sponsoring UPMA Member **Active** or **Retired** (circle one).

UPMA member's relationship to you \_\_\_\_\_

School you 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 they would 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 \_\_\_\_\_ Class Rank \_\_\_\_\_

PLEASE SUBMIT ALL PAPERS AND FORMS TO:

**Rita Schemmel 9463 State Route 119**

**Anna, OH 45302**

**\* Applications must be postmarked no later March 17, 2025**

**\* If you have questions you may call or email Rita Schemmel (937) 726-5817 or rkschemmel@gmail.com**

## ***Accountability Builds Credibility***

Credibility is a cornerstone in establishing successful relationships. Having the ability to stimulate trust and reliability will significantly influence your career trajectory. One of the most effective ways to establish and maintain this credibility is through accountability. When you embrace accountability, you proactively address mistakes, improve trust, enhance your reputation, set positive examples, and promote transparency and open communication. UPMA members that cultivate these attributes not only benefit their individual careers, but they also contribute to the thriving UPMA reputation with the USPS.

**Accountability involves taking responsibility for your actions and decisions, both good and bad.** It means being transparent about your commitments, owning up to your mistakes, and actively working towards improvements and solutions. When individuals hold themselves accountable, they demonstrate integrity, reliability, and trust. Trust is fundamental in any relationship, be it personal or professional. When you consistently meet your obligations and own your outcomes, it fosters trust among your managers and your employees.

That trust lays the groundwork for stronger collaboration and communication, because everyone feels more confident relying on you. People known for their reliability are often sought after for important projects and leadership roles. This positive reputation can lead to greater opportunities, promotions, and even networking advantages, as others prefer to work with those they perceive as accountable and trustworthy.

When you practice accountability, you create an environment of transparency. This openness encourages others to communicate honestly about their challenges and successes. In such an environment, feedback becomes constructive rather than punitive, enabling personal and team growth. A transparent workplace promotes collaboration and innovation, as everyone feels safe sharing ideas and taking risks. **Being accountable sets a standard within UPMA.**

When we as leaders demonstrate accountability, it encourages others to follow suit. This creates a culture where everyone feels responsible for their actions and contributions, leading to higher overall productivity and morale. A culture of accountability not only enhances individual performance but also drives collective success. **No one is perfect, and mistakes are inevitable.**

They are going to happen! However, how you respond to those mistakes is what's most important. Being accountable means acknowledging when you've erred, analyzing what went wrong, and implementing measures to prevent it from happening again. This proactive approach not only mitigates future risks but also builds credibility, showcasing your commitment to continuous improvement.

As you move forward in your professional journey, remember that your credibility is one of your most significant assets. By holding yourself accountable, you invest in your reputation and lay the foundation for long-lasting relationships and success. **Simply put, a reputation built on accountability will enhance your standing within the USPS and UPMA.**

**Earl Husbands**  
**UPMA Illinois Chapter President**  
**(708) 785-1253**

## Chapter Member Representatives

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

NAME	AREA COVERED	PHONE #
Patty Schag	448, 446	(419-565-2685)
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	(513-435-0573)
Tracy Canby	450, 451, 453	(937-725-4191)
Brian Schroeder	453, 458	(419-236-8600)
Paul Joseph	458	(419-236-0166)
Luis Rosado	448,433	(440-506-5330)
Bill Judge	437,455,456,457	(513-702-9702)
Jerome Canady	430,431,432,434	(614-902-0041)

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

**As you read on pages 12 and 13, please reach out to any of our CMR's listed above for assistance, advice or to help another EAS employee you know who might be headed in the wrong direction.**

**All of our CMR's are trained, work in confidentiality and are here to ASSIST all of our EAS members before a CRISIS comes up.**

**And of course, let's remember that EAP is a resource as well for all employees:**

**800-EAP-4YOU  
800-327-4968**



# 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.



## Tis the Season for PAC Donations

Keep the donations coming! Ohio members we need a strong finish for 2024. We are one of the top contributing chapters in the country.

Every contribution to UPMA PAC makes a difference. Your PAC funds will be used to educate and build new relationships with the next Congress. These Members of Congress will make important decisions that protect your job and benefits.

To help guarantee your current and future benefits, send in your donation today by using the attached contribution card.

Thank you for supporting PAC!

Laura Reese  
Ohio Chapter President  
PAC Chair

# Patty Schag - Vice President

## WOW-You made it through another peak!!

This peak season had many challenges - Historic number of parcels, Late arriving mail, Not nearly Enough help. Most of us EAS were delivering Mail and parcels, every year it seems we are short on help.

But every year we EAS step up to the challenge and crush it.

THANK YOU for the long nights and exhausting days. WE are the ones that make our office a success. All of our efforts is what keeps the post office surviving another year. Thank YOU again for what you do!

The year of 2024 is behind us and we can all start a new year. Let's start the year with a positive attitude and keep the good vibes though out the year.

**When we work with a sense of urgency, we work with purpose**  
**You deliver first impressions**  
**Our customers' perception is reality**  
**A greeting is an opportunity**  
**Choose positivity! It is a choice**

With all the changes in Washington in 2025 and all the heat Postmaster DeJoy has been under, I am sure we are going to have major changes too. Please stay up on all the current events that affect the Post Office. We are under scrutiny with the amount of money we lost in FY24.

Changes are coming probably for the good of the service. It may not be what we want but it may be what we need. We need to focus on our office and be sure to get all our compliance requirements done in a timely manner.

Scanning is in the front of all we do, CPMS, SPMS, placards and thousands of parcels. Integrity with scanning is a major issue Please be aware of these of the issues we have delt with to keep yourself out of trouble.

## CPMS

Do not copy - take pictures or duplicate CPMS scans. It records the location of the scan.

SPMS- retain your carriers and clerks be sure to document on a PS 2432 as refresher training.

## Inventory complete

Put it on your check list and check in RIMS daily to be sure it is done by Noon.

Placards - 2 scans daily Unload and Distributed

Parcels - Never after 3 in your facility Have the carrier deliver them. Everything we do is visible now.

DO NOT falsify any parcel scans! If they are failures, they are failures. You wont be disciplined for that.

Falsifying brings discipline and you do not want any part of that.

**Patty Schag**  
**Ohio Vice President**  
**UPMA**  
**419-565-2685**



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

Prsrt. Std.  
U.S. Postage  
**PAID**  
Celina, Ohio  
Permit No. 117

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

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

***Saturday, March 1st,*  
***2025*****

***Also, check out our website for the latest  
info, forms, on events to come at:***

***[ohioUPMA.com](http://ohioUPMA.com)***