

Post Scripts

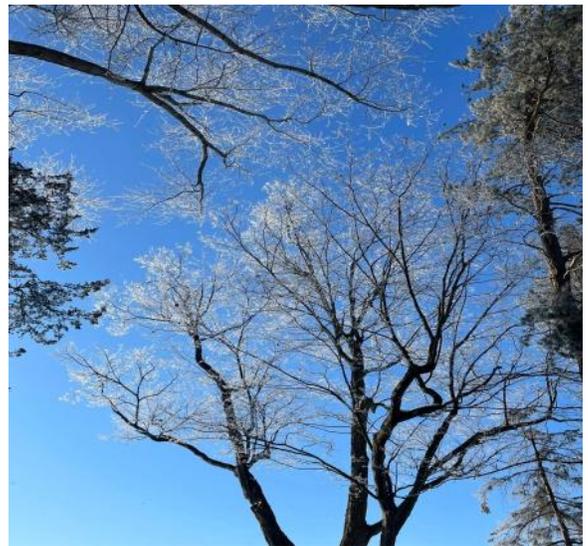


Ohio Chapter-United Postmasters and Managers of America
March-April-May 2026





**Photos from Jo Anne Tressler-retiree. Jo Anne retired after 26 years of Postal service. Since then she attends many of the State Conventions, Legislative Summits and a National Convention when time allows. She works with her husband on the family farm where they grow crops of pumpkins, gourds, squash etc. Family rescues are a big part of this retiree's life. Spending time capturing these beautiful photos and enjoying the season changes with her helpers daily.
Cover-Pages 2,3 and 28 Thank you!!**



Thoughts from down on the farm: Jo Anne Tressler

When Winter approaches, farm life undergoes dramatic changes.

Once the holidays are behind us and the decorations are down, because we live in NE Ohio, we're looking at two to three months of little sunshine and lots of grayness.

Then January arrives and brings with it lots of snow. Living in the snow belt can prove challenging but we're Ohioans and we're tough.

Isn't it strange how the long days of Summer seem to fly by and the short days of Winter slow to a crawl?

They crawl unless you count the shoveling of sidewalks, the plowing of driveways, and the hauling of bird seed to their feeders.

They crawl unless you count the six or seven walks our very energetic Aussie/Border Collie, Jemma, insists we take. She guarantees that we experience every weather change first hand. She seems blissfully unaware the conditions are often less than ideal for walking, so we walk.

As we walk, I have an overwhelming compulsion to snap pictures. That compulsion reaches to my very core. Some days it's difficult amid all of the grayness to find something I want to commit to my photo collection but there's almost always something that reveals itself if you're looking for it.

Beauty exists in the most unexpected places.

Then there are the days of blue skies, sunshine and an icy splendor that only Winter can provide. Those rare but magical days make it seem all worthwhile.

Well, we've survived another one and we've made it to March. Spring is almost here with it's promise of warmer days, more sunshine and life renewing itself everywhere we look.

For me it means endless photo ops and a lot more walks. It's time to celebrate!



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***Welcome to the 10th United Postmasters and Managers of America
Ohio Chapter Convention!***

Our team is working hard to make this year great. From the location to the entertainment to the food, along with beautiful Dublin, Ohio. Our hotel is at The Embassy Suites Dublin, 5100 Upper Metro Place May 15-17th. This is a great location to host this year's convention. We have information in this edition to help you plan to attend and would love to see you this year. This is a great way to network and learn more about UPMA. You may find something that interests you in participating in additional ways to support the Ohio Chapter. We have the Cleveland Keys, Dueling Pianos, booked after the Presidents reception on Friday night. This is always a great event with lots of fun for all.

Hope you can attend.

CHAPTER MEMBER REPRESENTATIVE

Chapter Member Representatives; do you know who we are and what we do?

I am the Chapter Member Representative Chair, and I assign others to represent members within the State. As a member of the United Postmasters and Managers of America you are entitled to representation when ever an Investigative Interview or Pre-Disciplinary Interview is being conducted. We are here for guidance and information when you need it.

If your POOM says you are to receive an interview please reach out to a representative. It is your right. If you go into the interview by yourself, we lose an opportunity for a settlement. If you receive corrective action there are steps that must be followed for your appeal. These are stipulated in the action.

If you call and we don't answer, leave a message and we will get back to you as soon as possible.

Chapter Member Representatives

Alan Metzcar:Chair 437,438,430,433,444,445,439

Patty Schag: 448,449,446,447,443

Luis Rosado: 440,441,446,447,442

Laura Reese:434,435,436,458

Bill Judge: 453, 455

Cheryl Judge: 454

Tracy Canby: 450,451,452

Jerome Canady: 431,432,456,457

This is the list as of now, as we add more representatives, the list will change, but you can call anyone on the list for help. SO please read your Postscripts and watch for updates as more members get trained to be Chapter Member Rep.

Alan T. Metzcar
Chapter Member Representative Chair
Chapter President Ohio UPMA



DISCOUNTS FOR SENIOR CITIZENS SHARED BY THE HONORABLE RETIRED POSTMASTER ROSA GONZALES

Aging comes with its perks, notably the variety of discounts available to seniors. From dining to entertainment, these savings can enhance your lifestyle. Here are just some discounts seniors may qualify for!

RESTAURANTS

- A&W 10% OFF (55 plus)
- Applebee's (10-15 depending location)
- Back Yard Burgers
- Ben and Jerrys (10% 60 plus)
- Boston Market (10% 65 plus)
- Burger King (up to 15% depending location)
- Chick-Fil-A (10% 55 plus)
- Dairy Queen (10% 55 plus depending location)
- Dunkin (10% 55 plus depending location)
- IHOP (special senior menu)
- KFC (10% 55 plus depending location)
- Steak and Shake (10% 55 plus)
- TCBY (10% 55 plus)
- Waffle House (10% 60 plus depending location)
- Wendy's (10% 55 plus depending location)

GROCERY

- Fred Meyer (10% first Tues. 55 plus)
- Kroger (5% senior discount day each month)
- Piggly Wiggly (5% specific days 60 plus)

TRANSPORTATION

- American Airlines (55 plus varies)
- Delta (Varies)
- Trailways Transportation System (10% 55 plus)
- United Airlines (varies)

RETAIL & APPAREL

- ACE Hardware (10% senior days)
- Bealls Outlet (10% first Tuesday of Month)
- Dress barn (10% every Tues and Wed)
- Goodwill (10-30 every Tues 60 plus depending location)
- Hallmark (10% on day week depending location)
- Kohls (15% Wednesdays 60 plus)
- PetSmart (10% off purchase, 10% grooming Tues. 10% overnight boarding 65 plus)
- Ross (10% every Tues 55 plus)
- Salvation Army Thrift Stores (10% 55 plus)



TIPS TO MAXIMIZE SAVINGS

- **Always Ask-Many establishments offer discounts for senior citizens but may not advertise them.**
- **Carry Identification-some places may require proof of age to grant discount.**
- **Join AARP-Membership can provide access to numerous discounts across service and retailers.**

WORDS OF (RETIREMENT) WISDOM

I have decided to try something new for Postscripts. It will be an advice column for current and almost retired. I have enlisted the help of two experts, Ms. Aches and Mr. Pains. They wish to remain anonymous because their advice mostly stinks but hopefully you will find humor and a little wisdom in what they have to say.

Our first question comes from Wasting Time.

Dear Ms. Aches and Mr. Pains,

I retired 6 months ago, and I must admit that I am a little disappointed. I have all this time to do all the things I never had time to do but nothing seems to get done. What am I doing wrong?

Dear Wasting Time,

It is true! Retirement is a promise that we will get that closet cleaned out and floors will always be clean. But the truth is we realize that the reason those things were not done before is because we just did not want to do them. Now it is easy to say, "I will do it tomorrow" and tomorrow does not come because it is always today!

So, our advice is so what? It has not been important for the last 30 years so why make it a priority now? Play games on your phone, take a walk, or visit friends. Let's face it, you are on the downhill slide so enjoy the ride!
Ms. Aches and Mr. Pains

So, there you have it. Our first question but hopefully not the last. Send your questions to me at stuckey31@msn.com and I will get our duo to answer. They can be about anything you need advice on.

Lou Stuckey
Retiree President



Update from the Secretary Treasurer

As the chapter secretary treasurer, I am pleased to report the chapter finished 2025 with a total balance of \$164,547 in our general fund and scholarship accounts. We are financially stable, and our budget should keep it that way. If you have any questions, feel free to reach out to me (State Convention would be a great place for this).

There is a lot going on in the Postal Service and this hasn't changed in as long as I have been involved with the Postal Service (1973). UPMA was notified all level 18s and 18Bs (E43) will be evaluated when vacant to see if they still meet the requirements of these levels. So closer to home offices that become vacant might not get posted. Your current office will remain unaffected.

UPMA was just given recognition as the representatives for non-supervisory non managerial EAS employees. Postal Headquarters seems to be moving in the right direction in some areas.

I want to bring you up to date about membership. Currently we have added 96 members. Why is this important? USPS takes notice. Capital Hill notices when we report in Congress. It will take all of us to make the Postal service a better place. And since you spend at least one fourth of your life at work, the better it is, the better for you. One of the best ways is for you to sign up your 204Bs. They are future supervisors and Postmasters/Managers. And make sure all your neighboring EAS are members.

On the career development front UPMA offers KSA assistance and beginning in April we are rolling out interview preparation assistance. So, all of you upwardly mobile people take advantage of these 2 services.

We are continually trying to have better communication with you. Please check your membership record for accuracy. We have over 400 members without email addresses. We send breaking information that way. If something is incorrect, reach out to me and I can correct it.

State convention is coming up in May. We continue to try to make it worth your while. We need you to attend and tell us what would make it better for you. I have attended for 27 years. I always learn something about the Post Office or about you—which gives us a better understanding of each other. So bring your smiling faces to convention this year.

See you in Dublin in May.

Bill Judge-Secretary Treasurer

Membership Chair



State Convention-Check it out

My first UPMA state convention was truly memorable. It marked the beginning of my involvement with the organization at the state level, opening doors to valuable learning opportunities and networking experiences.

During the convention, I met many people who played a significant role in helping me grow both in my postal service career and within UPMA. These connections have been instrumental in my development and have provided ongoing support and guidance.

I was fortunate to bring my family along to the event, and together we enjoyed activities such as exploring scenic trails and swimming in the pool. The convention offered a welcoming atmosphere that encouraged family participation and enjoyment.

After formal sessions concluded, various social events provided opportunities for everyone to get acquainted and build lasting relationships. These gatherings fostered a strong sense of community among attendees.

Based on my positive experience, I highly recommend joining us for our upcoming State Convention at the Embassy Suites Dublin, OH, scheduled for May 15-17. This event promises further opportunities for learning, networking, and enjoyment.

Luis J Rosado
Executive Vice-President



The graphic features the UPMA logo (United Postmasters and Managers of America) at the top left. A large red star with motion lines is at the top right. The main text reads "LOOKING FOR a seat at THE INTERVIEW TABLE?". Below this, two 3D white figures sit at a red table with a QR code on it. The figure on the left has a thought bubble that says "Try KSA Assistance! Scan the QR code for help". The figure on the right has a thought bubble that says "Don't wait until the last minute to begin working on your eCareer Profile and KSAs". Three gold stars are at the bottom of the graphic.

OHIO CHAPTER STATE CONVENTION- YOU are invited

Please attend YOUR state convention and meet the Ohio members, network and learn what we are all about. Every year we have put on a great convention and get only a few to participate. We would love YOU to join us. We have shortened it to Friday evening and Saturday to see if that would help attendance. I know our work schedule is tight and it is hard to get away but one weekend to network and meet your peers is worth it. Please join us, it is worth your time and we would love to meet you in person.

WOW Finally I hired an RCA! Now What

I know we are all struggling to hire RCAs. Workforce planning posts 7,000 RCA jobs weekly, you are not alone in the struggle. If you have POV route it is even more of an issue. Postings go up and come down with no applications. As a Postmaster we must take the initiative to post jobs in our local communities and ask our customers if they know anyone interested. If you are lucky enough to have hired an RCA here is their training schedule.

First- ONE day of orientation

Second- Shadow in your office / meet and greet with Management

Third- Defensive Driving Course in class safety course (DDC)

Fourth- 2 days of vehicle driving LLV and METRIS/PROMASTER

Fifth- ACADEMY This is 4 days learning the basics and delivering a mock delivery area.

Sixth- On Job Training (OJT) this is where all their training comes together. At least 40 hours.

Please be sure to message Safety! Safety! Safety to your employee. Be patient, our world and language is different than any other job they have done. Don't expect them to hit the ground running without any direction and guidance.

Remember your 1st DAY!

Social Media and the Postal Service

Everyone now days use social media in their daily lives. We email and text friends and family more than we call them. Even though it's a great way to catch up and stay in touch there are still rules of use as a Postal employee. For us as Postal employees we are required to get permission from District Media team to post information about the post office in any media platform, ncluding Newspaper, radio or social media. Do not film video inside postal facilities, vehicles or other postal properties. We need to keep our employees and the public safe. There have been Management and craft employees up for removal for this very thing, do NOT let this be YOU or your employees. Please pass this information on to your employees as well. Let's do our part and keep negativity out of the public eye.

Patty Schag-Vice President



The 2026 Convention season and Career Conference season are fast approaching. This opens opportunities for the Ohio Chapter in so many ways.

It will be great to meet again at the Ohio Chapter Convention on May 15-17. It will be nice to welcome new members and attendees. We have chapter business to conduct but we will also have plenty of fun and time to visit. Our National President, Tony Leonardi will attend the Ohio convention. He also plans to attend the Ohio 2 Career Conference. This will be beneficial to our chapter. I look forward to seeing all my Ohio family yearly at this event.

The Ohio chapter has a bid for the 2029 UPMA National Convention in Cincinnati at Duke Energy. The National event planners are working on pricing, and I will let you know as soon as I hear anything. This is a beautiful convention center which is brand new. In 2028 an attached hotel will be complete and ready for occupancy in 2029 or before.

Ohio has two Career Conferences this year. These events are beneficial for USPS active employees for career paths and development. UPMA can attend these conferences to assist and drive new membership. We have a table where we can meet with attendees to discuss all the benefits of becoming a member of UPMA. The Executive board meeting on 2/28/2026 was very productive. The board worked hard on the bylaws for Ohio and conducted all the normal business. All committees were assigned by President Alan Metzcar and approved by the board. The Ohio chapter has a lot of work ahead of them but has great members in the leadership role to accomplish this.

Working at the national office, I wanted to share some information with all my Ohio people. Many new programs and committees have been implemented. Our National President, Tony Leonardi has formed a new 18-18B committee to review duties that they can add to compensate for their workhours. We now have a Veterans Committee that has many plans for veterans' recognition in the future. There is an awards committee that will look at recognizing our members for contributions that they have made to the organization. Coming soon will be an Interview program that will be very similar to the KSA program, but the team will conduct interviews for different levels.

UPMA now has an APP and their own song. The APP honestly simplifies looking up information for our members. The website has been "a work in" progress since we arrived in January 2025. We still have a way to go, but it is progressing.

I want to share something personal and fun with you. We have all heard about mailing children. Between 1913 and 1915 a few children were mailed via Parcel Post in the US. They were shipped on mail trains with the mail clerks taking care of them. The first case was in OHIO. Jesse and Mathilda Beagle of Batavia Ohio mailed their 8-month-old son to his grandmother. James weighed under the 11-pound limit and cost 15 cents to mail. The stamps were attached to his clothing. The USPS banned this practice in 1915 because children were being mailed cheaper than the train ticket costs they were traveling on.

A recent photo shared with me reminded me of the fun fact of mailing children. My Grandson shared this photo with me of my brand-new great grandson, Paul Sherman Hines. What a beautiful package this is.

Please let me know if there is anything I can help you with at both the national and local level.
"Alone we can do so little; together we can do so much." Helen Keller

Mari Beth Kirkland



IMPORTANT DATES TO REMEMBER

Ohio Chapter Convention

May 15-17, 2026
Embassy Suites Dublin
5100 Upper Metro Place
Dublin, Ohio 43017



10th Annual National UPMA Convention

San Juan, PR
August 1-7, 2026



Central Area Officers Summit (CAOS) 2026

September 17-20, 2026
Minneapolis Airport Hilton
3800 American Blvd. E.
Bloomington, MN 55425



Legislative News

Did you know UPMA is a bipartisan leader on Capitol Hill? One of the most effective ways to get our message out is to attend The United Postmasters and Managers of America Legislative Summit. This is where we learn about the issues and communicate with our lawmakers on Capitol Hill.

Our legislative priorities this year:

*H. R.1522: Allows employees who started as non-career to count that time towards retirement.

*Postal Supervisors and Managers Fairness Act: Improves the negotiation process for UPMA members pay and benefits.

*Halting another potential attempt at reconciliation that could cut federal employees benefits.
If you have any questions on our legislative priorities please contact me, laur.s.reese@gmail.com.

Laura Reese
Legislative Chair



Check out all the information on the 10th Annual Ohio Chapter Convention included in this issue.

We will share more information on Legislative Summit at the Chapter Convention along with what our continued focus will be and how you can help.

Our PAC fundraising is always one of the highlights of convention and you will enjoy all the fun activities we have to offer.

Look forward to seeing you in May!

SPEAKEASY Password Hint= *MUSIC*

Clue 23=E, 26=S

21 4 23 19 1 13 20 3 1 11 13 25 26 1 26
14 10 23 7 11 14 26 2 23 25 8

10th Annual UPMA OHIO State Convention

Guide to Exploring Downtown Dublin, Ohio

Where Bridge Park and Historic Dublin are connected by the Dublin Link pedestrian bridge.

From historic architecture to world-class restaurants, **Downtown Dublin** proves that this is where historic connects with contemporary, traditional blends with trendsetting, and where Irish-approved and world-inspired blend together. Walk the brick sidewalks on both sides of the Scioto River and find different worlds of architecture, entertainment, taste, shopping, activities, and accommodations are uniquely united.

Downtown Dublin includes **Historic Dublin, Bridge Park, The Dublin Link** and **Riverside Crossing Park**. Situated along the banks of the Scioto River, is where the original village of Dublin stood (1810). Take a self-guided walking tour and among the charming examples of early 19th-century architecture -- where the buildings are now listed on the National Register of Historic Places. Stop by the new Dublin History Museum at 35 S. High Street to see some of the area's history come to life.

Bridge Park is Dublin's newest development that combines upscale residential living with unique dining, shopping and attractions in **Downtown Dublin**. The new **Riverside Crossing Park** lines the Scioto River with green space and easy access to the river while the Dublin Link pedestrian bridge connects Historic Dublin and Bridge Park. (<https://ohio.org>)



The outdoor **Dublin Market** returns to Bridge Park on Saturday, May 2! Shoppers can expect the same great local produce, baked goods, flowers and more this year with live entertainment. Head to Bridge Park each Saturday morning from 9 a.m. – 12 p.m. this spring and summer for some family fun.

And more to explore....

The **Columbus Zoo and Aquarium** are only 15 minutes away from Dublin, Ohio. The zoo's sights and sounds of the 'Heart of Africa' Mudiwa Village is only open to visitors during warmer months and spans 43 acres featuring zebras, wildebeests, ostriches, gazelles, and cheetahs. Home to over 11,000 animals with nearly 600 species from around the world. The Zoo complex includes the 22-acre **Zoombezi Bay water park** and 18-hole Safari Golf Course. The Columbus Zoo also operate the 'Wilds', a 10,000-acre conservation and safari park in southeastern Ohio.

Franklin Park Conservatory and Botanical Gardens are 88-acres featuring exotic plant collections and displays, seasonal exhibitions, outdoor gardens and a variety of educational programming. It's famous not only for its plants but also for its James Turrell light installation and its Dale Chihuly glass exhibition.

Just south of downtown Columbus lies **German Village Historic and Brewery District**, one of the most idyllic neighborhoods in the country. Hundreds of years ago, the area is defined by its German settler-built brick homes and shops, and brick-lined streets. Local businesses include pastry and coffee shops, unique restaurants, the truly extraordinary 32-room **Book Loft**, quaint shops and beautiful holiday lights and markets during the winter.

Located downtown on the Scioto Mile, **Columbus Center of Science and Industry (COSI)**, has combined science learning and fun since 1964 with 300+ hands-on exhibits, Ohio's largest planetarium, Giant Screen Theater, live shows and more. In 2017, a permanent Dinosaur Gallery exhibition was added, which includes a full-sized cast of a Tyrannosaurus rex, 100-million-year-old fossilized amber, and an eight-foot titanosaur femur cast. COSI also features a special area for the youngest explorers and the country's only high-wire unicycle. Voted best science museum in the nation five times by *USA Today's* 10Best awards. ([://visitcolumbus.com](http://visitcolumbus.com))

Come join Us and have fun exploring the area around the city. This convention is just for you, our valued members, and we look forward to seeing you there!

Our Convention theme this year is a “**Speakeasy**”. We will be kicking off the Convention with dinner at 6:00 pm on Friday evening, May 15, 2026, followed by the popular music entertainment of “**Dueling Pianos**”.

Psst! Password for entry is hidden inside this Newsletter!

**Come as a flapper or come as you are,
Dress as a gangster or silent screen star,
It’s going to be fun – no matter the dress,
Just bring yourself, and we’ll do the rest!**

Our tentative agenda will be opening with a business meeting on Saturday morning followed by lunch, activities and entertainment in the afternoon. Our popular PAC auction will be immediately following our evening dinner. Donations of PAC auction items are welcomed!

Sunday morning will be the closing business meeting. National and State representative announcements, reports, bylaws, and voting will take place during business meetings and are subject to a time change.

Your Convention registration packets will be available on Friday evening and Saturday morning. The Hospitality room will be open at varied times to be announced in your agenda program.

Your Ohio Chapter will be providing meals, lunch, dinner, activities and entertainment. A Convention registration form is included in this newsletter, that provides information for UPMA group code hotel accommodations, to use when making your reservations. We are also offering a \$300 stipend to any Ohio UPMA member attending all business sessions.

Andrea Leyes
Convention co-chair





EMBASSY SUITES

by Hilton™

Registration Form: May 15 – 17, 2026

Embassy Suites Dublin
5100 Upper Metro Place
Dublin OH 43017

columbusdub-
lin.embassysuites.com
(614) 790-9000

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

Will this be your first time attending an Ohio UPMA Convention? YES NO
 (*Accommodations and Registration information below*)

All members and guests must be registered to participate in any meals and events.
Registration Payment information: \$75.00 Check Payable to: **Ohio Chapter UPMA.**

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

\$75.00 Check Payable to:
Ohio Chapter UPMA
Mail Registration Form and payments to

Andrea Leyes
994 Hampton Ct
Lebanon OH 45036

Hotel Reservations: To secure the special UPMA discounted group rate, please reference 2026 UPMA Ohio Chapter Convention Group Code: 92Y when booking your room. (<https://www.hilton.com/en/attend-my-event/2026upmaconvention-92y/>)
 Or call the Embassy Suites Hotel to reserve your room, 614-790-9000.
 Room Rates per night: May 15 – 17, 2026, \$149 + tax.

*A **\$300 Stipend** will be paid to any OHIO UPMA MEMBER attending business sessions, Friday – Sunday, May 15 – 17, 2026, Ohio UPMA Convention at Embassy Suites Dublin Ohio.

***First Time Ohio UPMA Member attending receives Free Registration.**

Postmaster Spotlight: Welcome to Dublin Ohio



Jericho Mendieta became the 24th Postmaster of Dublin Ohio's on May 2025, after serving two years as the Officer in Charge.

Starting his career as a PSE clerk in 2012, and then became a career employee in 2013, he entered management serving as Customer Service Supervisor at the Bellefontaine post office working under the Honorable Steve Dutton, 33rd Postmaster of Bellefontaine. Jericho went on to serve as the Kenton Postmaster before Dublin.

Dublin currently has fifty-five routes and is a Sorting and Distribution Center (S&DC), which has a Small Delivery Unit Sorter (SDUS), and they process their parcels in house. Four supervisors report to Jericho along with RMPO and Finance Unit.

The most influential person Jericho has the pleasure of working with was Steve Dunton. As a mentor and someone who leads by example keeping things positive and working together, many of Jericho's management styles were developed under Steve. It is important for all of us to have mentors to help develop us, and then to be a mentors to help others. Jericho displays that with his staff and you can tell when you visit the Dublin office, pride and teamwork from the employees. Jericho says that everyone knows and does their job and has ownership to provide quality customer service to the Dublin area.

Welcome to the 10th annual Ohio Chapter Convention 2026!





Happy Spring!

Ohio strong! We made it through another winter and are excited for warmer weather, fresh flowers and everything Ohio has to offer at Springtime. I hope you enjoy this issue featuring the cover and added photos of Jo Anne Tressler. She has a special talent for capturing beauty, no matter the conditions.

We are focused on sharing what the 10th Annual Ohio Chapter State Convention has to offer you, and we hope you will add to your calendar and check it out. Those of us that attend every year have formed a strong bond and we are here to share our knowledge and support with you.

So, take a chance to meet new people, find a new friend or mentor that will help you in your postal career or if you are planning retirement, we have a few that have navigated that and can also support you.

To share some of what happens at the convention, I will just run through some of the highlights, and please read Andrea Leyes, article for additional information. We have a board vacancy along with two positions that are up for elections, so three in total. Check out the By Law changes that are published and you will also receive a hard copy at the convention. A reading by Jordan Davenport our Parliamentarian and then discussion before a vote by active members. Please check out the PAC information and share in the fun. We have 50/50 drawings, Ducks, and the always fun Head/Tails game. We will also have all meals provided, entertainment and door prizes. The PAC Auction is also a fun way to collect something you may want and raise money.

Networking, making new friends and finding a solid support system is one of the biggest benefits we have to offer. From KSA assistance, to Interview techniques we have a large expertise that is here to assist you in your goals as you grow in the Postal Service.

One of my favorite events is the scholarship awards. Seeing children and grandchildren of fellow postal workers makes me proud and knowing we are supporting the next generation is a added benefit.

We hope to see you in May!

Cheryl Judge-Editor



Candidate Information

Hello! I am Rotishia Smith, Manager of the Parma Post Office in the City of Cleveland. I began my career with the Postal Service on July 5, 1997. Starting as a PTF clerk in Automation at the Cleveland P&DC for seven ½ years and then switching to Mail Handler PTF. I made regular Mail Handler in 2014. I obtained 5 years as an acting supervisor in the Cleveland Plant. I have a total of eighteen ½ years of plant experience and 11 years of customer service experience. I joined NAPS in 2016 and joined UPMA in 2016. I have had advocacy training in both NAPS/UPMA. I have participated in 650 Mediation, arbitrations, and hearings. I also have a love for the people and their well-being. I have trained craft employees, who have not just become EAS but move to other areas in the Postal Service. Such as HQ, UPIS and current managers. I continue to hold “learn and grows” or Zoom meeting for new or up and coming EAS. I believe in moving toward a strong future: you must invest now. If we do not remember our past and grow from it, we are destined to repeat it.

Each One, Teach One!

I look forward to meeting you at the State Chapter convention in Dublin and joining the board in an open position.

Thank you,

Rotishia C. Smith

“True leadership involves guiding by example, accountability, inspiring confidence, fostering growth rather than seeking glory authority.”

Hello! I am Shirley Snyder, currently Postmaster in Caledonia, Ohio, Level 18. I have worked for the United States Postal Service since 1983. I started as an RCA in my hometown of Caledonia and then 18 months later I received career appointment as a PTF clerk in Mount Gilead, Oh. I was the first female hired in that office. They still had a political appointee as a Rural Carrier. I was also seven ½ months pregnant when I was hired in Mount Gilead.

I was in Mount Gilead for 13 years before receiving my first Postmaster appointment to Fulton, Oh. I have been Postmaster in Fulton, Caledonia, Mount Gilead, Kenton, Mount Vernon, Marion and Richwood. These range from level 16 to level 22. Caledonia was level 16 for the first time around and now is level 18. I have also been supervisor in Delaware, Powell and Mount Vernon. I have been OIC in Mount Liberty, Centerburg, Cardington, Mount Gilead and Marion.

With all these positions I have dealt with city, rural and retail; safety, transportation and labor, compliance issues along with unrealistic expectations and unreasonable directives.

I am proud to work for United States Postal Service, still, after 42 years! I joined NAPUS/UPMA in 2001. I feel UPMA is necessary communication tool between Postal upper management and Postmasters. I would like to bring in more accountability to and from upper Management and Postmasters. I would like to bring more accountability to/from upper management.

Issues need to be addressed on how to successfully be resolved, rather than blanket statements that are not applicable to all.

I would encourage more involvement from peers, similar to our old quarterly meetings where networking was a valuable tool.

Roundtable discussions on how to handle situations others have already dealt with and various results, even if done by ZOOM.

Postmasters, especially in Level 18, are put in a no support position. There needs to be more support

More knowledge about why policies are what they are and the results of not following.

Possibility of implementing a mentoring program for the newer postmasters, supervisors and managers.

If selected to be on board, know that I will give my all to help UPMA continue to grow the Postal Service to not just survive, but to thrive.

Thank you,

Shirley Snyder-Postmaster

Political Action Committee (PAC)

Thank you, Ohio membership for your continued support! Your contributions help level the playing field, ensuring UPMA members have a voice in shaping policy that affects our jobs and retirement.

Here is a good example of how our PAC funds are used. Most recently our PAC funds were used in the fight to remove harmful provisions from the One Big Beautiful Bill. With the help of UPMA PAC, our legislative team and officers at the national office worked tirelessly attending events to educate members of Congress. This played a leading role in removing measures that would have increased federal employee contributions and reduced retirement benefits. The average UPMA member potentially saved thousands of dollars thanks to this effort.

Supporting UPMA PAC is an investment in your career and future. Your contributions help ensure our priorities are heard, protecting the Postal Service and your livelihood. We encourage you to support UPMA PAC through direct contributions. PAC contributions election forms can be found at www.unitedpma.org under the Government Relations tab click on UPMA PAC Forms.

Another way to contribute is to fill out the contribution form in this issue of Post Scripts and send it into the National Office: UPMA PAC, 8 Herbert St., Alexandria, VA. 22305. Let me know if you would like a pin for your contribution of \$25.00 or more. If you have any questions or need help, please contact me at laura.s.reese@gmail.com.





UPMA
United
Postmasters
and Managers
of America

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.



Political Action Committee (PAC)

As we get closer to The Ohio UPMA Convention May 15-17th at the beautiful Embassy Suites in Dublin Ohio, I look forward to seeing everyone! It is not too late to register. Go to ohioupma.com to register. Some of the PAC events this year will be; “Quack for PAC”. The ducks will be numbered and sold for \$20 each. We will pull numbers and give prizes along the way. The last duck will split the pot with PAC. We will have 50/50 drawings on Friday and Saturday. There will be an auction. Please bring any items you would like to donate. Our goal for 2026 is \$10,358.70. Ohio has always been a leader in PAC. We do our best to reach our goals and we appreciate it so much!

If you have any ideas to help raise money, please feel free to share them. We would love to hear them.

Everyone stay safe and be kind. You never know what someone’s struggles may be and a kind word or smile goes a long way.

Lee Andra Serio
1st Vice President



Benefits of Supporting PAC

- ◆ Amplifying Worker Voices
- ◆ Policy Influence
- ◆ Bipartism Support
- ◆ Sustained Advocacy

The Federal Retirement Fairness Act (HR.1522)

More than just a technical change to retirement law; it is a corrective to decades of inequality in how service counts toward federal retirement. For non-career employees and many federal workers, it provides the opportunity to retire on time and receive the benefits they earned through years of service.

**Proposed Bylaw Amendments to be reviewed and voted upon
during the 2026 Ohio Chapter Convention**

Amendments proposed at suggestion of Secretary Judge to bring the chapter bylaws in line with the National bylaws. Committee formed at October 11, 2025, executive committee meeting.
Bylaw Committee members: P. Schag, L. Rosado, T. Gebhart, J. Davenport- chair

Amendment 1. 2026

Ohio Chapter Bylaws,

Article II. Purpose

Previously adopted:

Article II – Purpose

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

Proposal: strike the word “part” and insert the word “chapter” to read as follows:

Proposed Amendment:

Article II – Purpose

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

Reasoning:

The Ohio Chapter Executive Committee met February 28, 2026, and recommends the amendment to match *National Articles of Incorporation Art 1 sec. 2* “The affiliated units of this organization shall be “known as “Chapters.”, and *National Bylaws Art 2 sec 1* “The Organization may establish a Chapter in a state”

Amendment 2. 2026

Ohio Chapter Bylaws,

Article III. Membership

Previously adopted:

Article III – Membership

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

Proposal-strike the wording, “but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions”.

Proposed amendment:

Article III-Membership

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter.

Reasoning:

The Ohio Chapter Executive Committee met February 28, 2026, and recommends the amendment. *Dues are not paid to the chapter, therefore should not be written into the chapter bylaws. In the Nat. bylaws, however, dues are explained in Nat bylaws Art 1. Sec 1. “Members may, by execution of the proper form, authorize the United States Postal Service to withhold dues from their salary for membership in the Organization.”*

Amendment 3. 2026

Ohio Chapter Bylaws,

Article IV. Meetings

Previously Adopted:

Article IV – Meetings

Section 1. The annual convention of the chapter shall be held at the time and city as set at the prior annual convention, provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. The chapter convention must be completed prior to the start of the National Convention. (amended June 2022)

Special meetings may be called by the president and shall be called on the request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the paid-up membership of this chapter.

The chapter secretary/treasurer shall notify members of the executive committee at least seven (7) days prior to the date specified for such meetings.

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

Section 2. The Executive Committee may participate in a meeting by means of a conference telephone call or similar communications equipment through which all persons participating in the meeting can hear each other. Participation in such meeting shall constitute presence in person at a meeting.

Robert Rules of Order Newly Revised (current edition), shall govern the deliberations of this chapter except where any provisions of these bylaws are inconsistent or in conflict with Roberts Rules of Order Newly Revised, then these Bylaws shall prevail.

Proposal-

add 'Membership Meetings' after Section 1. Add "Executive Committee Meetings" after Section 2. To differentiate the type of meeting addressed.

Add "held on, or after April 1" and add "all members who are registered and present shall constitute a quorum." In the first sentence

Strike "paid up" from the second sentence. Add "all members who are registered and present shall constitute a quorum." To the second sentence.

Move the third sentence from section 1. To the end of section 2, for clarification

Strike the fourth sentence

substitute "committee" for "board"

Article IV – Meetings

Section 1. Membership Meetings

The annual convention of the chapter shall be held at the time and city as set at the prior annual convention, provided however, that the president may, with the approval of the majority of the executive **committee**, and for good and sufficient reason change the time and or place previously fixed. The chapter convention must be **held on, or after April 1, and** prior to the start of the National Convention. All members who are registered and present shall constitute a quorum.

Special meetings may be called by the president and shall be called on the request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the membership of this chapter. All members who are registered and present shall constitute a quorum.

Section 2. Executive Committee Meetings

The Executive Committee may **meet in person or** by means of a conference telephone call or similar communications equipment through which all persons participating in the meeting can hear each other. Participation in such meeting shall constitute presence in person at a meeting.

Robert Rules of Order Newly Revised (current edition), shall govern the deliberations of this chapter except where any provisions of these bylaws are inconsistent or in conflict with Roberts Rules of Order Newly Revised, then these Bylaws shall prevail.

The chapter secretary/treasurer shall notify members of the executive committee at least seven (7) days prior to the date specified for such meetings.

Reasoning:

The Ohio Chapter Executive Committee met February 28, 2026, and recommends the amendment. These

changes specify convention dates as in our National bylaws, clarify the types of meetings , and change

sentence order for applicability.

Section 1 explains meetings of our membership, and Section 2 explains executive committee meetings.

Amendment 4. 2026

Ohio Chapter Bylaws,

Article V. Election of Officers

Previously Adopted

Article V – Election of Officers

The officers of this Ohio Chapter shall be a president, an executive vice president, 1st vice president, 2nd vice president, 3rd vice president, and a secretary/treasurer, the president of the Postmasters retired, the editor and the immediate past president. The immediate past president shall serve a term of one year beginning on January 1 of the year a newly elected president shall assume office.

(continued on page 24)

The officers shall constitute the executive committee and the governing body of the chapter.

The president, executive vice president and 1st vice president shall be elected at the annual chapter convention to serve a term of two years in odd numbered years. The term of office shall commence on January 1 and will end on December 31. The secretary/treasurer, 2nd vice president and 3rd vice president shall be elected at the annual chapter convention to serve a term of two years in even numbered years. The term of office shall commence on January 1 and will end on December 31. All officers shall be limited to two full consecutive terms of office. The secretary/treasurer may be elected to serve unlimited terms of office.

The new executive committee shall hold an organizational meeting within 60 days of January 1 each year. (amended June 2023)

Section 1. Additional nominations may be made from the floor and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast. (amended June 2023)

Section 2. With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, retired postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office.

Section 3. Any active members who are officers of this chapter, who during their term shall resign or be removed for any cause, whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant. An active member that is an officer of this chapter, who during their term shall retire from the position that qualified them for active membership, shall serve the remaining term of their elected position. (amended June 2022)

Proposal:

Rewrite paragraphs one and two to specify which members of the executive committee are elected, which are appointed, and which constitute the committee.

Rewrite Section 2. To explain which office holders may be Active or other members.

Rewrite Section 3. To explain office vacancies.

Proposed Amendment

Article V – Election of Officers

The **elected** officers of this Ohio Chapter shall be a president, an executive vice president, 1st vice president, 2nd vice president, 3rd vice president, and a secretary/treasurer.

These elected officers, along with the editor, the immediate past president, the President of the Ohio Postmasters Retired, and a parliamentarian if appointed, shall constitute the executive committee and the governing body of the chapter. The immediate past president shall serve a term of one year beginning on January 1, of the year a newly elected president shall assume office. The parliamentarian is a non-voting member of the executive committee.

The president, executive vice president and 1st vice president shall be elected at the annual chapter convention to serve a term of two years in odd numbered years. The term of office shall commence on January 1 and will end on December 31. The secretary/treasurer, 2nd vice president and 3rd vice president shall be elected at the annual chapter convention to serve a term of two years in even numbered years. The term of office shall commence on January 1 and will end on December 31. All officers shall be limited to two full consecutive terms of office. The secretary/treasurer may be elected to serve unlimited terms of office.

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Section 2. With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, **any chapter office, may be filled by a member in good standing of retired postmasters, retired EAS, or a Postmaster Relief, provided no active EAS member seeks the office; with the exception of the office of the Chapter secretary-treasurer, when a retired postmaster or retired EAS may run for the office even if an active member is seeking the position. Only active members will be included in the casting of ballots for all chapter officer positions.**

Section 3. Any active members who are officers of this chapter, who during their term shall resign or be removed for any cause, whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant. **With the exception of the positions of President and Executive Vice President,** an active member that is an officer of this chapter, who during their term shall retire from the position that qualified them for active membership, shall serve the remaining term of their elected position. (amended June 2022)

Reasoning:

The Ohio Chapter Executive Committee met February 28, 2026, and recommends the amendment.

Article V addresses election of officers...the rewrite addresses which positions are elected and notes

nonvoting members per Nat bylaws Art III sec 1. g .” (f) Parliamentarian shall be a non-voting member

Section 2. Article 5. copied from Art II sec 4 c. Nat bylaws “with the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of retired Postmasters, retired EAS or a Postmaster Relief provided no active EAS member seeks the office; with the exception of the office of Chapter Secretary-Treasurer when a retired postmaster or retired EAS may run for the office even if an active member is seeking the position. Only active members will be included in the casting of ballots for all chapter officer positions.

Section 3. clarifies service after separation.



EMBASSY SUITES

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Registration Form: May 15 – 17, 2026

**Embassy Suites Dublin
5100 Upper Metro Place
Dublin OH 43017**

**columbusdublin.embassysuites.com
(614) 790-9000**

The Ohio Chapter UPMA, United Postmasters & Managers of America will be holding their 10th Annual State Convention at Embassy Suites Hotel located at 5100 Upper Metro Place, Dublin OH 43017, from the evening of **May 15 through Sunday May 17, 2026**. We invite you to join us as a vendor at our Ohio State convention. Table set-up will begin at 6:30 am on Saturday, May 16 with the General Business Session 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 look forward to seeing you at Embassy Suites Hotel!

Business Name _____

Product/Service _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

Attendee # for Friday Dinner \$30 _____

Attendee # for Saturday Lunch \$30 _____ Saturday Dinner \$30 _____

Total Enclosed \$ _____ Check if electricity is requested _____

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 UPMA group room rate, May 15-17, 2026, \$149. Call 614-790-9000 or visit columbusdublin.embassysuites.com to reserve your rooms online. Call in guests must reference United Postmasters and Managers Ohio to secure the discounted group rate. Check-in is at 4:00 pm on arrival and Check-out is at 11:00 am.

Welcome New Members-Check out our information on the upcoming State Convention-we would love to see you this year!

Garvin Keller	Adrianna Steele	Carolyn Crumpton	Isaac Jackson
Teneisha Black	Solitaire Knott	Linda Miller	Katlyn Ross
Maleah Nier	Tashanna Neal	Nicole Shiner	Kellie Skinner
Jeremiah Springer	Robert White	Ariel Harris	Christie Balthis
David Gilbert	Ladella Strode	Meghan Gomez	Amanda Clarke
Cornell Nunley	Laketta Jones	Amanda Hagedorn	Noelle Gannon
Derin Keith	Mario Moore, Sr.	Mouhammed Ngegba	Tiffany Nieves
Jarrett Holden	Diamond Zachary	Saundra Jackson	Latonya Owens
Brianna Kidd	Tiamya Coley	Kevin Lyons	Shatara Anderson
Kristina Hughes	Dianne Johnson	Erica Lucky	Robert Quetschke
Tammy Davis	Tasherra Fenderson	Sammy Aldsah	Amanda Lowe
Laurette Gilchrist	Latrice Spears	Jamie Tylisha Collins	Tera Young
Renee Mays	Miguel Henderson	Kyndas Cornett	Barbara Carson
Antonio Hutsell	DeAndre Yancey	Francis Shaw	Holly Miller
Brinton Conley	Brian Maher	Frank Manzo	Linda Sue Naylor
Erica Springer	Jose' Rivera	Rosita Benford	Courtney Stickel
Tauhiyyah Cooper	Kaiheem Harris	Nicholas Kubasky	Amy Brady
Dylan Iles	Philip Cianciolo	Bridget Sims	Kimberly Walker
Brendia Hoyle	Jessica Oder	Patrick Busche	Mark Heffernan
John Ross	Joseph Self	Shanay Tolliver	Kvina Wilson
Luis Mercado	Jessica Powell	Scott Davis	Shawn M Johnson
Dante Hill	Randy Mullins	Deanna White	Donnishes Maddox
Chance Carlile	Azjhon Taylor	Angela Morton	Commander Bemgako
Diane Hall	Adriene Pippins		
Alondra London	Jennifer Hutsell		

Remembering those we lost and those we cherish who are with us.

I have been and am so very blessed and lucky to have so many mentors, coaches, and supporters, in my NAPUS/UPMA years. From day one, I felt welcomed and encouraged towards involvement.

Fortunately, not all of my helpers have passed but I cherish all that has been there for me over the years. I really miss Howard Foust, Ted McCord, Gary Levitt, Frank Goldie, and Bill Landman. They helped me so much over the years. They were a wealth of knowledge, and they were very special to me. Howard was a wealth of information leader. Ted McCord was a true leader and loved to have fun. He overcame so much in his life and was an inspiration to all. Frank Goldie was an incredible dancer and served in many higher-level offices however he never boasted, just helped wherever he could. Gary Levitt was my first contact with NAPUS. He reached out to me the first day of my installation. I always admired his legislative knowledge. I have so many words for Bill Landman. He was truly an inspiration, caring, kind, and also a wealth of information.

I am thankful for supporters like Myrna Lyons, Helen Gage, Doug Clark, Steve Miller, Earl Mottashed, Sara Krietzer, Betty Wilson, BJ and Cheryl Judge, Paul Joseph, and so many more who have been such a big part of my NAPUS/UPMA upbringing. I have gained so many friendships over the years and will continue. I cannot imagine why anyone would not want to get involved with UPMA. It has changed my career and life.

Mari Beth

Debra J. Little



Debra J. Little, age 72, of Centerville, passed away Friday, November 21, 2025, at the Ohio State University Wexner Medical Center. She was born January 26, 1953, in Jamestown, Ohio. Debra was a lifelong resident of Jamestown and was currently serving as Postmaster of the Post Office in Jamestown. She was a 1971 graduate of Greenview High School where she played basketball and tennis, she was also a member of the marching band. In her spare time, she enjoyed going to the YMCA in Xenia. She was a concert goer, enjoying many types of music, and liked going to car shows. She was a NAPUS and UPMA member.



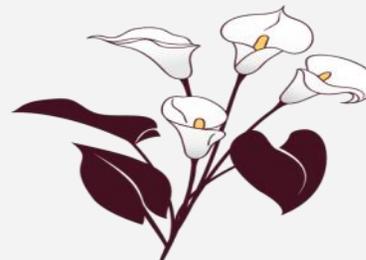
William L. "Bill" Landman



William L. "Bill" Landman, 91, of Waverly passed away on December 25, 2025, to spend Christmas in heaven with his beloved wife of 67 years, Shirley (Smith) Landman. Bill had numerous occupations and interests to include retired Postmaster of Waverly, served 39 years in the military (Army Reserves, Air Force (EOD), and the Air National Guard), served 32 years at both Pike and Ross County Sheriff's Offices. He was a lifetime member of the VFW, AMVETS, American Legion, Shriner's and Masons. He also had a bachelor's degree in criminal justice from Ohio University. Member of Waverly Church of Christ and served as an Elder and Deacon at Bridge St., Adena Road and David Road Church of Christ. He was a NAPUS and UPMA member and served the chapter as Chaplain for many years. He lived a life full of purpose, deep faith and unwavering integrity. His generous spirit was rooted in his family and touched many lives.



Paul Carney



Paul Carney passed away on Saturday, February 28, 2026. He had been declining in health for the last couple years but never lost his gentle nature.

Paul was the retired postmaster from Conneaut Ohio, and his wife, Judy is retired postmaster from Christiansburg. They were longtime members of both NAPUS and the UPMA. Paul and Judy were annual convention attendees. They ran the hospitality room for many years.

Joseph Baily

Joseph Bailey Postmaster of Jackson OH passed away on February 21, 2026 at the age of 46. He was promoted to Postmaster in Jackson on February 22, 2025. A contribution was made in his name to the scholarship fund.

**UPMA Ohio Chapter
The Post Scripts Update
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Tipp City, Ohio 45371**

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ADDRESS CHANGES for The Post Scripts Update can be made at www.upma.org under Membership Services, change my record using your Membership ID found on the mailing label of the LEADER above your last name. Or contact the Secretary-Treasurer.

SPRING...COMING SOON TO OHIO!

