

Post Scripts



Ohio Chapter-United Postmasters and Managers of America
October-November-December 2026



STAR CHAPTER AWARD –2026



**2026 NATIONAL SECRETARY
TREASURER AWARD-BILL JUDGE**



**2026 STAR CHAPTER AWARD-
LUIS ROSADO, PRESIDENT**



FIRST TIME NATIONAL CONVENTION



NATIONAL PAC RECOGNITION-LAURA REESE



OHIO CHAPTER AT NATIONAL CONVENTION 2026

Ohio Chapter Shines Bright as 2026 UPMA National STAR Chapter of the Year

There are many ways to measure the success of a chapter, but true success is never one-dimensional. Like a true star, a successful chapter shines because of its ability to excel in many areas. In 2026, the Ohio Chapter proved just that by being named the National STAR Chapter of the Year.

The award was presented at the 2026 National Convention in Puerto Rico, recognizing the Ohio Chapter for its commitment, participation, leadership, and accomplishments throughout the year.

The UPMA STAR Chapter Award recognizes chapters that demonstrate excellence across five essential areas: Recognition, Membership, Communication/Training, Legislative/PAC, and Chapter Administration. Together, these five areas form the five points of a star and represent the characteristics that successful chapters have in common.

Five Points of a Star

- **Recognition** is about celebrating the people who make our organization strong. Recognizing achievements, contributions, and milestones helps build pride and reminds members that their efforts truly make a difference.
- **Membership** is the foundation of a strong organization. Recruiting new members, retaining those already involved, and encouraging participation help ensure that our chapter continues to grow and thrive.
- **Communication and Training** keep members informed, connected, and prepared. Sharing information and providing opportunities for education and professional development strengthen both our members and our organization.
- **Legislative/PAC** represents our commitment to advocacy. Staying informed and engaged in legislative issues—and supporting the efforts of our organization—helps ensure that the voices of our members are heard.
- **Chapter Administration** brings it all together. Strong leadership, organization, planning, and accountability provide the framework necessary for a chapter to succeed in every other area.

Being named the 2026 National STAR Chapter of the Year is about much more than receiving an award. It represents the countless hours of work, dedication, participation, and teamwork contributed by the members of the Ohio Chapter. Every meeting attended, every member welcomed, every accomplishment recognized, every training opportunity shared, every legislative effort supported, and every task completed behind the scenes played a part in this achievement.

As I reflect on this honor, I am filled with an overwhelming sense of pride and gratitude for our Ohio Chapter. I am proud of the dedication I see in our members and the way they continue to step up, support one another, and work together. I am proud of the leaders who give their time and energy to move our chapter forward. Most of all, I am proud of the spirit of teamwork that makes Ohio such a special chapter.

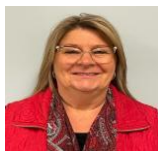
This award belongs to all of us. It belongs to every member who contributed in a big way and to those whose contributions may have happened quietly behind the scenes. It belongs to those who have been part of our chapter for decades and to those who are just beginning their journey with us.

Standing together at the National Convention and seeing the Ohio Chapter receive this recognition was an incredibly meaningful moment. It was a reminder that when we come together with a common purpose, our collective efforts can accomplish great things.

The five points of the STAR may be Recognition, Membership, Communication/Training, Legislative/PAC, and Chapter Administration, but the light that makes each point shine comes from you!

Congratulations, Ohio Chapter, on being named the 2026 UPMA National STAR Chapter of the Year! Our STAR is shining bright—and this is an achievement we can all be proud of.

Laura Reese
Past President



Ohio UPMA Executive Committee

President	Luis Rosado	
Postmaster Dalton OH	440-506-5330	luisrosadoupma@gmail.com
Executive Vice President	Patty Schag	
Postmaster Berlin Heights	419-565-2685	ps1schag@gmail.com
1ST Vice President	LeeAndra Serio	
Postmaster Millbury OH	419-320-5823	karszfam1@gmail.com
2nd Vice President	Rotishia Smith-Young	
Manager Cleveland OH	216-682-8948	rotishiasmithyoungupma@gmail.com
3rd Vice President	Shirley Snyder	
Postmaster Caledonia	740-361-0199	sqrrlley21@gmail.com
Secretary Treasurer	Bill Judge	
POOM Retired	513-702-9702	upma.billjudge@gmail.com
UPMA Retired President	Lou Stuckey	
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Editor	Cheryl Judge	
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Immediate Past President	Laura Reese	
PM Retired	419-551-1908	laura.s.reese@gmail.com
Parliamentarian/Webmaster	Jordan Davenport	
PM Retired	419-341-4979	mlna43452@gmail.com

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Chapter Member Rep	Tracy Reimer Canby	
PM Retired	937-725-4191	TracyReimerCanbyUPMA@yahoo.com
Scholarship	Rita Schemmel	
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Membership	Bill Judge	
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Convention	Andrea Leyes	
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Convention	Lou Stuckey	
PM Retired	419-215-2227	stuckey31@msn.com
Legislative	Laura Reese	
PM Retired	419-551-1908	laura.s.reese@gmail.com
PAC	Lee Andra Serio	
PM Millbury OH	419-320-5823	karszfam1@gmail.com

Message from Ohio Chapter President

Greetings, UPMA members.

Thank you for taking time from your busy schedules to read and support our Postscripts. A great deal of effort goes into sharing this information and keeping you updated on what is happening in Ohio. After a successful convention in Puerto Rico, the Ohio Chapter proudly stood out by earning Star Chapter of the Year. Special thanks to Laura Reese and everyone whose hard work helped make this achievement possible.

Thank you as well to all our members for your continued support—we are the best chapter in America. We can't stop here. Let's keep growing, engaging, representing, and raising our voices to improve our working conditions. There is still much work ahead, but progress is easier when committed members are willing to step up and move this organization forward.

Where is the Ohio Chapter going?

We are developing the next generation of leaders, welcoming many new members, helping improve e Career profiles through the KSA Assistance Program, and strengthening interview skills through the Interview Assistance Program. I will not be in this position forever, and I want to know that when the time comes, members will be ready to continue growing this organization.

The Ohio Chapter is all about its members. We are here for you in good times and in challenging ones. I receive many calls and emails about situations that need attention, as well as requests for guidance—and that is exactly why we are here. Thank you for being a member, and I hope you enjoy this PostScript.

Sincerely,
Luis J Rosado

President



"Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved." - Mattie Stepanek

FALL UPMA RETIREE LUNCHEON

OCTOBER 7, 2026

9:00 am-2:30 pm

Der Dutchman 445 S Jefferson St. Plain City, Oh 43064

If you did not receive an individual invitation via first class mail, please
Let me know and I can validate your address. This is a yearly event, and always a great time to visit
with old friends and make new ones.

We look forward to seeing everyone! Photos and update will be shared in next Post Scripts!

NATIONAL CONVENTION DINNER PHOTOS



RETIREEES RULE THE NATIONAL CONVENTION



It has been a fact that for the last several years the retirees of Ohio have stepped up and made UPMA an even greater organization. This was very evident at National convention in Puerto Rico when they recognized some of our extra special members.

For the last 5 years Ohio has led in PAC contributions. That's thanks to everyone who donated by E-PAC, mail in, and especially the famous auction at state convention. Probably no where else in the country does a jar of honey go for \$90. Or a box of cookies for \$100 (yes I'm sure because I was one of the ones who paid that). Or about a bag of Chex Mix for \$50, plus many more items that you donated to make the PAC auction a success. But every good fundraiser needs a leader and this year the national office recognized Laura Reese as that amazing person. Now the fact that she almost missed picking up the award because she was in the bathroom is not relevant but a little tense for those trying to find her to get her back in time! Congratulations Laura!

When this years pictures for the calendar were announced, Marie Martin of Covington was the choice for September. Check it out! Congratulations Marie!

Next our very own Bill Judge (BJ) was chosen as Secretary Treasurer of the Year! He has been our state Secretary Treasurer for the last 22 years. This is his second time he was chosen. Well, deserved BJ!

Speaking of BJ, he and Cheryl Judge have taken on the task of leading our membership drive. Ohio is leading the Central Area in membership and is seventh in the nation. Keep the members coming.

Now that seems like enough right? No way! Every year each state can submit paperwork that has specific requirements to be a STAR chapter. Ohio has been a Star Chapter a few times but this year we were the Star Chapter of the Year! Thanks to Laura Reese for doing an excellent job in her submission. I guess you could say we were represented well. We had a great time at a beautiful resort. Please consider becoming a part of this amazing group. I hope to see you at Der Dutchman in Plain City on October 7.

Lou Stuckey Retiree President



“RETIREMENT IS NOT AN END, BUT THE START OF A LIFE FILLED WITH CHOICES YOU TRULY ENJOY.”-Margaret Hale

Laura Reese-PAC National Recognition

We have a Chapter amongst us that has led in PAC Contributions for at least the past 5 years. That is as far back as we researched. Honestly it's more than likely goes back further.

This Chapter Raised \$8043.50 in 2021

This Chapter raised \$9149.00 in 2022

This Chapter raised \$11,834.00 in 2023

This Chapter raised \$10,633.00 in 2024

This Chapter raised \$9507.00 in 2025

And so far, this chapter in 2026 has raised \$9311.50 and it's not over yet.

That is a total of \$58,478.00 in 5 ½ years towards our Political Action Committee.

This Chapter contributes this outstanding success to the PAC Chairperson. This chairperson took this position and turned it into goldmine for PAC.

Her creativity and unique ideas to make money are instrumental in this chapter's success. The Chapter PAC auction is the largest fund raiser. Members have bought room keys for over \$400, a jar of Honey for \$150, Jelly for \$80, Chex Mix for \$110, and 72 cookies for \$150. The ducks always raise a lot of money, and the newest money maker is the arrow and balloon game. Tony actually won \$100 at our convention this year throwing darts.

William Judge-National Secretary Treasurer Award

It is with enthusiasm that I would like to nominate William (Bill) Judge for Secretary-Treasurer of the Year. Bill joined our Postal Service management organizations in the year 2000 and in 2004 became our Ohio Secretary-Treasurer. He has always displayed visionary leadership, fiscal stewardship, and transparency. His dedication to UPMA and the employees of the USPS has put Ohio in the best place for long term growth and fiscal stability.

Bill started in 1973 as a City Carrier in Loveland, Ohio. He began his supervisory journey in 1988 and obtained his first Postmaster appointment in 1995. His final position was that of Post Office Operations Manager, level 23. He retired in 2024 after 46 years of honorable service.

During his time in NAPUS and UPMA Bill has served as the Ohio Secretary-Treasurer but also served in many national offices. He is also currently serving as the Membership Chair for Ohio.

Bill has completed our financial reporting and ensured all audits have been completed flawlessly year after year. He has made it easy for our board and membership to understand our financial status and communicated this clearly without fail. He keeps our membership informed with detailed minutes and is our go-to person for many of our historical policy and procedure questions.

What I believe has set Bill apart has been his willingness to help guide our new and old board members to ensure that all understand the financial standing of the chapter, and policies and procedures of the organization. He has unwavering dedication, a collaborative spirit, and really has a profound commitment to provide all members with support and the answers to the questions that they may have.

Please consider Bill for the honor of UPMA Secretary-Treasurer of the Year he is truly deserving of this award.

The 10th annual UPMA Convention in Puerto Rico is in the books. What an amazing convention. For those of you who attended, I am sure you share many beautiful memories of the convention, the people, and the environment. The El Conquistador is a beautiful venue. I visited the El Conquistador 20 years ago, by accident, while driving around the island. We stopped to see the resort and had lunch there. It was beautiful then and had a casino. The renovation after the 2017 hurricane really changed this already gorgeous resort. Ohio had great attendance at National with many first timers.

Every National Convention holds its own special memories. I have been to twenty-five Nationals and have enjoyed every single one. For those of you who have never attended a National, I encourage you to do so. The networking, training, entertainment, and general business sessions are amazing. We had over 100 first timers this year, that can attest to the fantastic convention they experienced. The PMG, Doug Tulino, Elvin Mercardo, Mike Elston, and Jennifer VO were all in attendance and provided so much USPS information. We had great training presented by Denise Meurch; SWC's and the 150, Mike Chestnut; Rural Delivery, Shayne Hensley; Labor, and Ohio's very own Mike Calvey; NPA. They all provided very educational classes and made themselves available for questions.

Next year the UPMA National membership will experience another great location in Salt Lake City, Utah. I know that the Utah chapter is already planning the 11th annual UPMA National convention, in beautiful Salt Lake City. From the ocean to the mountains, it will be a guaranteed great convention. We will be in attendance during their official state holiday, on July 24th. That date commemorates the entry of Brigham Young and the first group of Mormon pioneers into the Salt Lake Valley on July 24, 1847. I have heard there will be a huge parade right outside our convention hotel on the 24th at noon. It will last 2 hours, plus. When you are doing your convention travel plan keep this in mind. There will be fireworks, rodeos, and much more.

At the National office, I have been issuing checks for all the first timers' attendees for their registration fees. Some have taken the time to write a note of thanks, appreciation, and have indicated that they have registered for SLC and are looking forward to being two timers! During convention so many approached us, thanking us for the experience. I heard a few say, I don't know why I did not attend these before. That's okay, your experience starts now.

The national office staff has been reviewing the survey results from the membership that attended that national convention. President Tony takes these survey results very seriously and requires us to read through them all. We will meet in September to discuss the reviews. The importance of these reviews determines future planning. Please know that taking time to complete these surveys is very beneficial for future planning.

We are now through UPMA's chapter convention season and the Career Conferences. UPMA had great exposure at many of the career conferences. Membership grew and we assisted so many with future career planning. UPMA's presence is always beneficial to the USPS at these events. I was unable to attend the Ohio Career Conferences, but I heard they were very good and that UPMA had a great presence. I encourage all our membership to attend their chapter conventions. Business of the chapters is very important. Involvement is important and rewarding. Ohio's chapter convention was very successful this year with many first timers and the UPMA National President in attendance.

I am very excited to see the Ohio Chapter "blooming" again. We have new members on board that are very enthusiastic. Our President, Luis Rosado is doing an outstanding job of leading the Ohio chapter. The Ohio chapter has telecoms every two weeks and they are very productive. The entire group seems to be very engaged. I will be serving as the Retiree Chapter President next year and hope to hold a candle to Lou Stuckey's leadership. The direction Ohio is headed in is great. Even our National President, Tony Leonardi, recognizes how well Ohio is doing.

So, let's talk about Ohio at National. We had many first timers that really enjoyed the National forum. Ohio was a shining Star. Laura Reese received a special award for her accomplishments leading the country in PAC contributions in the past 5 years. Ohio's very own Secretary Treasurer, Bill Judge, received the 2026 National Secretary Treasurer award, and the Ohio Chapter received the Star Chapter award. I could not be prouder.

The Central Area Officers Conference is September 17-20 in Bloomington, Minnesota. I know that plans are in progress to provide a very educational conference for the Central Area. Top notch training is provided at this conference, mixed in with a little fun.

The best thing about memories is making them. "Things end but memories last forever." -Kumar Milan. Special thanks to the Puerto Rico Chapter and Ohio Chapter for the memories.

Mari Beth Kirkland

How well do you know our 76th Postmaster General?

At the UMPA national convention in Puerto Rico, we got to know David Steiner a little better. Last year was the first time I heard him speak and he was new to the postal service, barely a month in. Mr. Steiner spoke of the big hopes and dreams he has for the post office and the service we provide. He was pleasant and upbeat. He had not been ruined yet by the politics and the recent struggles we are having with finances and service. The recent PMG Steiner has now had to face congress and the postal commission and feels the pressure of the job he has committed to. Mr. Steiner kept repeating what a vast network we have with so many moving parts. He never realized the USPS moves and delivers to 360 million addresses a day as well as driving 5 million miles a day. One of his first statements this year was” Do you know how freaking fast a year goes”.

As we all know by now Headquarters has quit funding our retirement so we can still have funds to operate. The PMG spoke of how he has asked for subsidized funding for a short time to get us restored financially. His goal is for the USPS in 5 years, to return to being self-sustaining. He spoke of the results of the consulting firm’s recommendations. They of course think 5-day delivery will work and save money, as well as downsizing the locations that we must maintain. He is surprised by how every government agency is not using our services exclusively, especially the VA. They are giving millions of dollars to our competitor’s. One of his points to the sub committee was the use of forever stamps, purchasing at old rates and now using them for the current rate at a loss for the postal service. He is also looking at the growing return service and trying to capture that revenue.” On the outside looking in, it looks so simple but it’s so unbelievably hard.” Headquarters is not making any changes until after peak then they are planning on updating the plan.

Working with congress on a couple ideas, but nothing drastic like mass closings. Stay out of the rumor mill and business as usual. A question that was asked from the floor was, Do you think Congress realizes anything? “nothing, except overreacting” Crisis drives the Action was a statement he used often. Last words- “I will not be the Postmaster General when we run out of money”

Patty Schag

Executive Vice President



Chapter Secretary Treasurer Report

Over the years our financial policy has been hit and miss. So, the Executive committee worked on a policy that is spelled out, and all members can know how the committee gets reimbursed for their expenses. We modeled it after National's. We have several events each year the Executive members need to attend to keep up on the things to run the chapter and help provide up to date information for the membership. It's 12 days of annual leave each year. How it works: A travel order is issued per event and expense report with receipts are submitted for permissible reimbursement. Mileage is paid at the government rate. Executive members are allowed \$60 per diem per day subtracting \$20 for any event or hotel provided meals. Lodging is covered and any out of state travel over 300 miles one way requires a cost comparison between air and car. Active executive members are eligible for an administrative fee that is taxable at the end of the year for the annual leave used. No one receiving travel reimbursement is eligible for any stipend for associated events. We continue to review areas for cost reductions and revenue grows through dues. There are a couple changes that the national team is making to save us expenses by combining multiple events with only 1 travel event. For instance, next year the membership meeting is the same weekend as the legislative meeting at the same place. The state is changing one of the Executive committee meetings to ZOOM to save the travel and food expenses. We will continue to implement cost cutting measures and still try to give incentives for involvement. Input is always welcome from you the members.

Ohio UPMA Travel Policy

The intent of this policy is to ensure that the officers and members of the Ohio chapter traveling on Ohio UPMA business will be reimbursed for expenditures with no personal financial gain. Hotel points and airline miles are not considered as personal gain. The purpose of this policy is to provide guidance to those responsible for authorizing and accounting of UPMA expenditures and property, and to provide for the routine review of such expenditures and procedures. The Travel Policy shall only be amended by a 2/3 vote of the Executive Committee. Ohio UPMA Members are expected to travel in the most cost-efficient method, to include carpooling and sharing rooms, when possible, to reduce expenses.

Reimbursements to attend the following events will be paid by Ohio UPMA to the officers or representatives of the Ohio Chapter of UPMA provided they have been issued a travel order showing authorized travel points and places. Attendance is required at all pertinent meetings, training sessions, and general sessions.

UPMA National Convention

Ohio Chapter Convention

CAOS or other officer training

CMR training

Membership training

Ohio UPMA Executive Committee meetings

Travel Policy Continued

Approved expenses can include hotel/lodging for the number of nights listed by the event, travel by POV, air or public transportation, airport parking, shuttles, event registration fees, baggage fees, or other necessary identified expenses. Ohio Executive Committee members may also receive per diem and active Ohio UPMA Executive Committee members may also be compensated an Executive fee in specific situations.

Mileage for POV: If driving over 300 miles one way, you must provide a travel comparison form comparing mileage and airfare costs. The member will be reimbursed for the lower of the two. Any mileage over 50 miles will need a MapQuest or similar attached to the expense report. Mileage will be reimbursed at the rate established by the USPS for mileage. Any side trips or unauthorized stops will not be reimbursed.

Airfare/public transportation: You must travel on UPMA business at the most economical rate available at the time of ticket purchase after having performed a thorough cost comparison of suitable flights across multiple airlines before finalizing your booking. If this is not done you risk not being reimbursed the full amount for any excessive costs. The President must approve any airfare over \$600 before purchase. Purchase of airline tickets will be made at least 30 days in advance when possible. Airline tickets purchased less than 30 days in advance need approval of the President.

Airport parking: Parking fees at the airport for the duration of the event. Lowest cost or economy parking facility must be utilized. If less costly than airport parking, a cab, Uber or shuttle to the airport should be used.

Baggage fees: Fee for one checked bag for any trip longer than 3 days.

Hotel/lodging: Lodging for the number of nights listed by the event at the host hotel and at the established UPMA block room rate. Pre and/or post night accommodations will not be included in the hotel/lodging reimbursement.

Cab/Uber/shuttle: Transportation between the airport and event location at the least expensive available option.

Registration: Registration fees at the early registration cost. If registering late at a higher fee the difference will not be reimbursed.

Ohio UPMA Executive Committee

The Ohio Executive Committee officers may be eligible to receive an executive fee and per diem.

Executive fee: An executive fee of \$285.00 may be paid to an active Ohio UPMA committee member while on a travel order for Ohio UPMA to compensate for any missed salary resulting from the use of annual leave or leave without pay (LWOP) per weekday, excluding holidays. Payment of this executive fee requires attendance at all pertinent meetings, training sessions, and general sessions.

Per Diem: May be paid to any Ohio UPMA Executive Committee officer while on a travel order. Eligibility requires full attendance at all pertinent meetings, training sessions, and general sessions. Per diem can be claimed at a rate of \$60.00 for a full day of travel, less \$20.00 per hotel or event provided meals.

Chapter Member Representation

A travel order is not required for chapter member representation. However, the following requirements apply:

- Any travel exceeding 100 miles round trip requires pre-approval from the Chapter Member Chair or President.
- Any travel requiring an overnight stay due to scheduling or an expected workday exceeding eight (8) hours must be pre-approved.

REIMBURSEMENT OF TRAVEL EXPENSES

An Ohio UPMA Expense report must be submitted to the Secretary-Treasurer within 60 days of the expenditure. The Secretary-Treasurer will first review the submission and then forward it to the President for an approval signature. Once signed, the President will return the approved expense voucher to the Secretary-Treasurer, who will then issue the payment to the submitting member.

The following is required to receive reimbursement for authorized travel expenses:

The Ohio UPMA Expense Report – All receipts must be attached to the expense report. Expense items must be clearly identified and must represent monies actually expended on official business on behalf of the Association. Expenses must be detailed. Expenses paid with a UPMA credit card should not be included on your voucher. Vouchers submitted more than 60 days after the expense must have an explanation for tardiness attached and submitted through the Secretary-Treasurer to the Executive Committee for approval. Vouchers over one year old will be denied.

UPMA Travel Order – A Travel Order will be issued listing the person(s) authorized to travel on UPMA business including the points and places authorized to travel to and between. No travel costs will be reimbursed without a travel order (excluding CMR). A copy of your travel order(s) must be attached to the expense report.

Mileage reimbursement for travel by POV - The submitted Ohio UPMA expense report must also include a MapQuest or similar program for mileage of distances over 50 miles one way.

UPMA Travel Comparison form - If driving over 300 miles one way, you must provide a travel comparison form comparing mileage expenses and airfare expenses. The member will be reimbursed for the lower of the two. The comparison form must be included with the expense report.

Executive fee (if applicable) - If claiming the Executive Fee (active executive committee officers only) a copy of the approved PS Form 3971 must be included with the expense report.

Per Diem (if applicable) - Ohio UPMA Executive Committee officers while on a travel order may receive per diem. The per diem rate is \$60.00 for a full day of travel, less \$20.00 per hotel or event provided meals.

Any member who receives paid or reimbursed travel expenses is ineligible to receive any stipend offered by Ohio UPMA to members for attendance at an event.

In the event that Ohio UPMA prepays an expense for an executive committee member and that member fails to attend the event, the member is responsible for repaying those funds to Ohio UPMA. Full payment is expected within thirty (30) days. However, the committee member may appeal this action to the executive committee within that same thirty-day period. Failure to remit payment will result in the officer losing their status as an officer in good standing. In such cases, the individual will be asked to step down from the Ohio UPMA Executive Committee, subject to review by the remaining committee members.

Membership Update

What a great effort everyone! 331 new members this year so far. We can reach 400 by the end of the year. We want every current EAS and potential EAS to become members. For EAS, if you have never been a member the first year is Free. We offer career development help and if you are just starting your eCareer or dusting off the one in the system, we can help you. Once you get that looking good and you get that interview or just want to hone your interview skills we have interview assistance for the job. A lot of movement on the horizon. Get prepared.

We have an App for your phone, so the National website is at your fingertips. There is so much available there. You can access the new member discount link as an UPMA member you are eligible for discounts on car rentals, cruises, National amusement parks and more.

There is Featured Postal News from Postal Headquarters and UPMA HQ news. There is Legislative News where you can keep up on bills and movement on our issues in Congress.

Links to all the items of interest to us. Liteblue, The PRC, OIG, OPM, Postmaster Finder, Federal Times, TSP and more.

There is a link to the Retiree's pages where you can access the messages most pertinent to you. A lot of work has been done and there is more to do. Trying to keep the membership current and informed is the goal. The Postal Service is moving ahead at lightning speed and not necessarily what's best for our membership. There is strength in numbers and as we add members our voice becomes more important to decision makers in Postal HQ and the halls of Congress.

Invite a non-member to join today!

Bill Judge-Secretary Treasurer

Membership Chair



What is PAC?

What is our Political Action Committee (PAC) and who receives United Postmasters and Managers of America's (UPMA) PAC funds? Many factors are used to determine if and to what extent a candidate for federal office will receive PAC support. We continually evaluate incumbent members of Congress. The UPMA PAC strategically supports incumbent members of Congress who have a proven track record of championing UPMA's legislative priorities. The PAC fund is entirely supported through voluntary contributions made to UPMA PAC which are legally separate from the UPMA operating budget and are strictly regulated by the Federal Election Commission (FEC). A strong PAC enables UPMA to develop relationships with legislators and advance our priorities while complementing our lobbying efforts, providing an additional avenue to access members of Congress. I ask that you consider supporting the UPMA PAC through direct financial contributions.

If you have any questions about PAC and/or ideas for the 2027 Ohio Convention being held in beautiful Geneva on the Lake, please let me know.

Lee Andra Serio-1st Vice President, PAC Chair







UPMA PAC CONTRIBUTION CARD

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

Date _____

☐ \$ _____

☐ Check Enclosed

☐ Credit/Debit Card (one time)

☐ Credit/Debit Card (recurring monthly)

Member ID: (if known) _____

Credit/Debit Card Contributions:

Name: _____

Acct.# _____ CVV: _____

Address: _____

Exp. Date: ____ / ____

City St Zip: _____

Signature: _____

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



Legislative News

UPMA's legislative agenda is to support the United States Postal Service and ensure that UPMA active and retired members benefits are protected.

Legislation Supported By UPMA

*H. Res 70/S. Res 147 - Protecting USPS Independence: A resolution expressing the sense of Congress that the U.S. Postal Service should remain an independent establishment of the federal government and be protected from privatization.

*H.R. 491 - Equal COLA Act: Would provide FERS annuitants with a full cost-of-living adjustment tied to inflation, eliminating the current formula that reduces COLAs when inflation exceeds 2%.

*H.R. 1522 - Federal Retirement Fairness Act: Would allow temporary postal and federal employees who later enter career service to "buy back their non-career service time and count it toward retirement.

*H.R. 2095 - Postal Police Reform Act of 2025: Would expand the authority of U.S. Postal Service police officers (Title 18), restoring their ability to protect postal employees, mail, and assets beyond postal real estate.

*H.R. 7600: Would revise the process (Title 39) for establishing pay and benefits for USPS supervisors, postmasters, and other managerial personnel - the proposal most directly affecting UPMA members.

*H.R. 2103 - Protect Postal Performance Act: Would tighten the procedures USPS must follow before closing or consolidating post offices and processing facilities, including public hearings, waiting periods, and Postal Regulatory Commission review.

*Postal Financial Stability Needs

*Mail-In Ballot Politics

The 2027 UPMA Legislative Summit will be held at the Hyatt Regency, Crystal City, VA, February 21-23, 2027. There will be more information posted on the website as soon as it becomes available.

Laura Reese
Legislative Chair



WORK ENVIRONMENT TRANSFORMATION

What kind of work environment do you have in your office? What kind of employees do you have in your office? Is it difficult, is it uncomfortable or is it unbearable?

What happened, what caused it or how did it get like this?

All these questions, and where are the answers and where do they come from?

Are All Postmasters/Managers the root cause? Why did I say that? We create our environment. Are we pleasant; are we approachable? Do we speak when spoken to? Are we on time? Do we invest in ourselves? Do we always complain? Are we judgmental? Are we stand offish? Do we have integrity in our actions? Are we honest? Are we truthful? Do we celebrate wins or just complain about everything? Do you assist your supervisor when they need help? Do you nurture/groom your supervisor for upward mobility? Are you a problem solver or just an agitator? Are you a peacemaker or just a mess maker?

Think about it, ARE YOU THE PROBLEM??!!

How can we correct this situation? What can we inject into the office to shift the atmosphere? The following are needed:

1. **ATTITUDE:** Come to work approachable, willingness to serve
2. **INTENTIONAL:** Be intentional on making an amicable environment for everyone
3. **ACCOUNTABILITY:** Own it, you made a bad decision/call acknowledge and correct
4. **CHARACTER:** Be the employee you want to manage. Be exemplary in your actions
5. **INTEGRITY:** Don't cheat the employees to beat them. Be truthful/honest. lead by example
6. **RESPONSIBILITY:** Take responsibility for your operation/don't be a deflector
7. **CARE:** Show the employees that you care, and you are concerned about them/office
8. **RESPOND/FOLLOW UP:** Get back to your employees about their concerns
9. **INVEST:** Share with your employees the qualifications/opportunities available to them within the USPS
10. **BE KIND EVEN IF IT HURTS**

Just some tips to create a better environment in your office. Character, Accountability, Responsibility! It's never too late to change!!!

Humbly Yours,

Rotishia C. Smith-Young

2nd Vice President

"The quality of a leader is reflected in the standards they set for themselves."-Ray Kroc

INTEGRITY

When writing on a subject I like to start by looking up the official definition. Several sources did define Integrity as doing the right thing when nobody is looking. One of the definitions however stated it as ‘The Choice’ to do the right thing. The light bulb went off. Isn’t that really the bottom line? We make the choice to do or not to do. Yes, there is gray area as to whether somebody *knew* what was right. That is why we train and educate. Those incidences really are minor or able to be proven as not intentional.

Years ago, the advice that the manager that started me on my management journey gave me in the very first week of working with him was: “Do not falsify. They may not like your numbers. They may not like your answers. They may yell. They may get mad. But they cannot fire you. Falsifying any one thing can and most likely will get you fired.”

Times when I have been told: just punch the numbers in-just change the numbers- it doesn’t need reported-there is only a scratch-just put him off the clock, he is on his way back-I meant to, so it’s okay-nobody will know.

That advice has stayed with me for 30 years. Even if the ‘infraction’ seemed little or of no consequence, I heard that voice. It wasn’t worth taking that chance. It was my ‘choice’ which path to choose.

Your Integrity level affects and defines so many other aspects of your management career. Let’s call them the ‘fruits of Integrity’: Trust, cooperation, respect, inspiration/motivation, office morale.

Trust- I had a supervisor for a couple of years and then I had something I asked her not to repeat. She did. One month later, something happened and she said you didn’t tell me. I replied “No, because the last time I did you repeated it.” Her response was “it was just one time.” It only takes *once*.

Cooperation -are you going to want to work with someone that you feel could change information that could undermine or lower the value of your performance?

Respect – *Earned* over time and lost in a split second.

Inspiration/Motivation – makes you *WANT* to do better job, because you know they are also.

Office Morale – yes, it is a ‘*job*’, that doesn’t mean it has to be a torture chamber or a battlefield.

A telecom was recently closed by saying “We have to be good, not look good”. Isn’t that the very definition of **choosing** Integrity above all else?

It is your choice.

Shirley Snyder
3rd Vice President

“Integrity is the choice between what is convenient and what is right.” -Tony Dungy

2026

UPMA CHAPTER MEMBER REPRESENTATIVES

ACTIVE	3 DIGIT ZIP SERVED	PHONE	EMAIL
Shirley Snyder	433, 458, 447, 443	419-845-2285	sqrrley21@gmail.com
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Tamla Bruton	453, 454, 455	937-830-3347	brutoncrawl@gmail.com
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RETIRED REPRESENTATIVES

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Tracy A Reimer Canby	450, 451	937-725-4191	TracyReimerCanbyUPMA@yahoo.com
Cheryl Judge	458	513-405-9041	judgey66@yahoo.com
Laura Reese	434, 435, 436	419-551-1908	laura.s.reese@gmail.com
Bill Judge	437, 455, 456, 457	513-702-9702	upma.billjudge@gmail.com

IF you need a representative please use this chart to find one in your 3 digit area.

If you cannot find one to serve your code, please contact Tracy A Reimer Canby. We will find a rep for you.

Effective 09/02/2026
OHIO Chapter of the United Postmasters and Managers of America
Standing Rules

Standing Rule 1

Omitted 2/3/24.

Standing Rule 2

Omitted 2/3/24.

Standing Rule 3

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

Standing Rule 4

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

Standing Rule 5

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

Standing Rule 6

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

Standing Rule 7

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

Standing Rule 8

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

Standing Rule 9

Any Executive Committee member attending the annual National UPMA Convention shall be reimbursed for expenses by the Chapter as drafted in Standing Rule 3, and Standing Rule 4 above. 09/02/2026

Standing Rule 10

Any Executive Committee member attending other UPMA National or Area meetings shall be reimbursed for expenses by the Chapter as drafted in Standing Rule 3, and Standing Rule 4 above. 09/02/2026

Standing Rule 11

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

Standing Rule 12

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

Romance in the Office, where to begin with this delicate subject? Normally in secret or unpublicized. Between two consenting adults in the same workplace. Office romances are more common than many might want to believe exists. Work amour is a fact with many organizations and employers most often will establish some type of policy surrounding the practice. Another certainty we know is that it will continue to happen, it's a part of our biology and social human nature.

As our Chapter Member Representatives can attest to, all CMR's have known of a case of an office relationship that has turned into a conflict. And when these partnerships become strained, they are invariably seeking help from their management organization in their working environment, with their unresolved personal issues. Most of these cases have similar characteristics. One or both partners in the relationship have become emotionally detached or have felt wronged in some way.

Why would we even begin a workplace romance? Many reasons why coworkers become attracted include finding many shared interests outside of work; sports, vacations, social activities, the other person also understands the work common goals and can share various aspects of their jobs, they may have little time outside the office to meet anyone socially, and over time many become comfortable and friendly with each other.

But what happens when the relationship goes sour....so many scenarios, of when the closeness fades and one partner would like to have some distance or end the encounters completely. This is when things can get tough for all parties involved, the office staff, direct reports managers and the CMR's that have been pulled into it.

An in-office tryst can come with many risks. It may jeopardize an already permanent commitment to another, gossip among coworkers and how they were treated, jealousy and resentment, accusations of favoritism, decisions on promotions, fear of breakups, the consequences of losing your position if threats of sexual harassment are claimed from either side. The most problems come with dating your supervisor or boss. Not really needing to be explained, the level of authority is not equal, can lead to conflicts of interests, perceived favoritism, and professional ethics violations. In the case of a troubled relationship, sexual or not, can lead to filings of EEO's and sexual harassment. Employees should cautiously weigh whether these relationships are worth the risks.

In our world of social media and workplace communications, refrain from flirting with your partner using work email, text or instant messages. This includes all suggestive texts, pictures and photos. Your work computers and phones are owned by the company and can and will be monitored for internet use and inappropriate and unauthorized messages that you thought were confidential.

Now, what can you do when you want to send a message to your new love? Leave the "playful" messages for outside of work and through your own personal accounts and just so you know that even these may become part of a disciplinary case in a sexual harassment claim. (*career-intelligence.com*)

For future references and guidelines, I have included a copy from Pub 552 for all USPS employees. It is worth a quick review!

USPS Publication 552 Manager's Guide to Understanding, Investigating, and Preventing Harassment

"Sexual Harassment is a violation of Title VII of the Civil Rights Act of 1964 and a legally prohibited form of discrimination based on sex. Federal employees reported experiences that reflect the following three categories of sexual harassment: September 2024 Publication 552 Manager's Guide to Understanding, Investigating, and Preventing Harassment :

- **Gender Harassment** – Unwelcome behaviors that disparage or objectify others based on their sex or gender.
- **Unwanted Sexual Attention** – Unwelcome behaviors of a sexual nature that are directed toward a person.
- **Sexual Coercion** – Pressure or force to engage in sexual behavior.

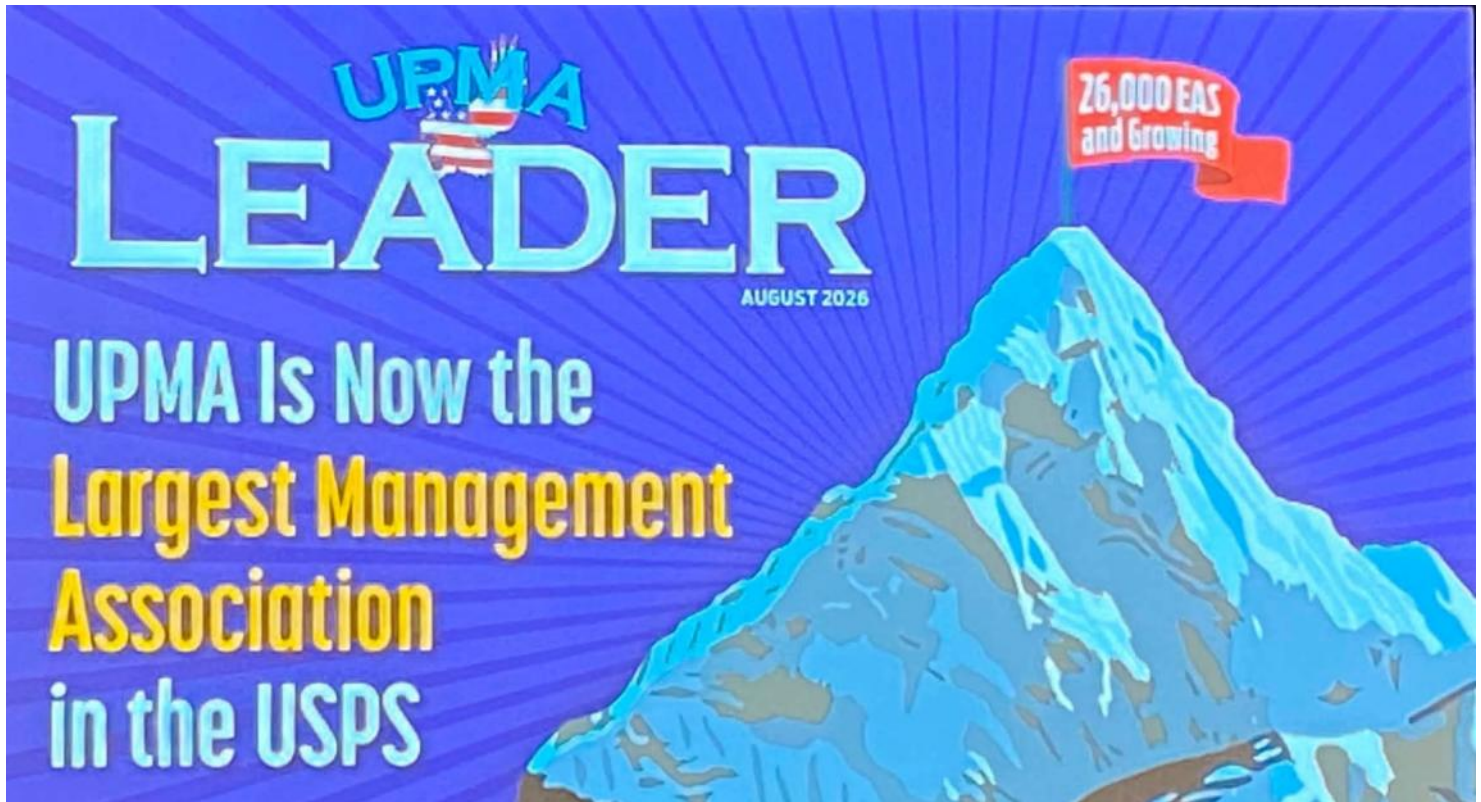
Examples of Sexual Harassment Jane’s supervisor subjected her to frequent obscenities — crowded her in her office, made knee-to-knee contact with her, and slapped her on the buttocks. The court found sexual harassment, saying, “A slap on the buttocks in the office setting has yet to replace the handshake.” Darla and two other women were subjected to crude and obscene name-calling; were intimately touched; and, when they used the restroom at their station, were spied upon by the men. The men also flashed pictures of couples engaged in sexual acts and scrawled obscenities on the women’s vehicles. The women reported the abuse to their supervisor, but nothing was done. The three women eventually moved to lesser positions in other facilities. The court found sexual harassment was so severe and pervasive as to alter the women’s working environment. The Problem of Perception What one person considers offensive, another may consider harmless. Distinguishing between harassment and social insensitivity is very difficult. Unfortunately, the law does not provide a “bright line” rule about exactly what comments and behaviors constitute harassment. However, bear in mind that, if a “reasonable person” would find the behavior so offensive as to interfere with his or her work performance, then they would likely consider it harassment. Postal Service policy is to act to STOP any inappropriate behavior, investigate, and ensure that the inappropriate conduct does not recur — even if the behavior doesn’t rise to the legal definition of harassment. The Importance of Communicating That Words or Actions Are Unwelcome If someone is being harassed, he or she should tell the alleged harasser in no uncertain terms to stop the behavior. If the employee is not able to do so alone, the employee can ask a friend or a trusted coworker to help him or her talk to the alleged harasser. This does not mean that the victim is required to confront the alleged harasser or put the allegation in writing. Nonverbal behavior can also be sufficient in some cases to communicate that the behavior is unwelcome.

“No” means “no,” whether it is communicated verbally or nonverbally. However, a clearly communicated verbal “no” is usually more effective in stopping harassment.

In all cases of harassment, employees should also report the incident to one of the following: ■ Their immediate supervisor or manager. ■ Another supervisor or manager. ■ The Manager, Human Resources (for HQ and HQ field units, Manager, HR HQ). ■ The Manager, Labor Relations (for HQ and HQ field units, Manager HR HQ)

Sexual Harassment and the Office Romance, the Postal Service strongly discourages supervisory and managerial employees from engaging in romantic and/or physical relationships with their subordinate employees. Perceptions of unfair treatment often arise under these circumstances and undermine employee morale. When a supervisor or manager who engages in office romances appears to favor those with whom he or she is involved, the supervisor’s or manager’s behavior tends to foster a belief among other employees that their chances for advancement depend upon their willingness to engage in similar conduct with the supervisor or manager. Relationships between supervisors or managers and employees that are based on such a belief are not considered fully consensual. Therefore, to avoid allegations of harassment and/or unfair treatment, supervisors or managers should not engage in relationships with their subordinates employee.” (Pub 552, 2024)

Andrea Leyes
Postmaster Retired



UPMA MEMBER BENEFITS

Benefits of Joining UPMA as a Postmaster, Manager, Supervisor or EAS Professional

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- Annual national and chapter conventions that offer training to help you be successful.
- National officers serve one term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- A national website—unitedpma.org—offering the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publications that contain information important to you in your current position and will help you in your future endeavors.

As a UPMA member you have access to the network of Adverse Action Member reps, should the need arise. As an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action you are eligible for the Legal Defense Plan.

Benefits of Joining UPMA as an Associate

- UPMA wants to help you meet your goals and is the premier management organization that allows you to become a member before being promoted to an EAS position.
- A network of active postal employees who will help prepare you to take advantage of opportunities for upward mobility.
- All national UPMA leaders and chapter presidents are current USPS employees.
- A national website—unitedpma.org—offering the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publications that contain information important to you and in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.

UPMA 3- DIGIT MEETINGS-440,441,442,443

September 12th in Cleveland Heights. Managers, Postmasters, Supervisors and Associate members joined to discuss hot topics and to get more information about UPMA. Lead by Rotisha Smith-Young and Luis Rosado we meet in person along with a ZOOM link for our National Leadership to join as well as those unable to meet in person. Turnout from members was 23 which is a good start on a Saturday afternoon.

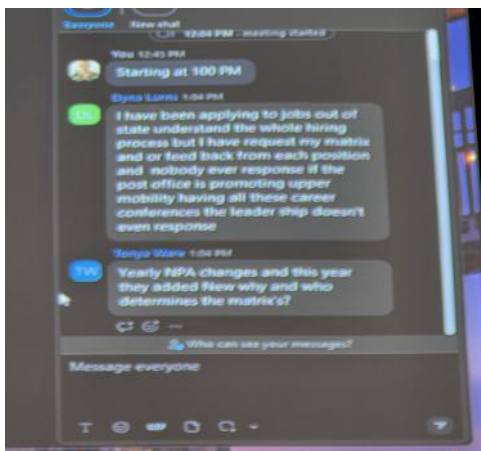
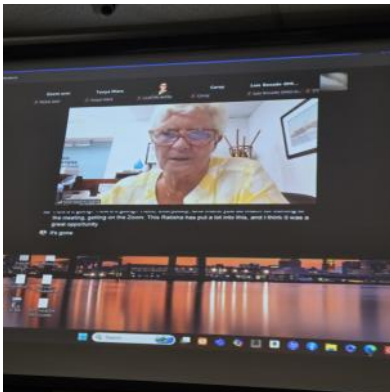
President Tony Leonardi answered many questions to the group along with Mari Beth Kirkland giving update on upcoming events.

Several issues were discussed such as job postings that appear to be filled but taken back down. Candidate interviews without any response from selector after non-selection is made. Office climate issues with Managers and supervisors as well as continued II being conducted on varies issues.

UPMA is here to assist you with mentors, KSA and Interview Assistance as well as a group of CMR representatives available for you in time of need.

We encourage everyone to find out more and to let us know if you are interested in a 3-digit meeting in your area.

Cheryl Judge-Editor



Check out the UPMA APP

Introducing the NEW UPMA APP
available for Apple and Android Devices

UPMA United Postmasters and Managers of America

APPLE Scan to Install ANDROID

TWO POWERFUL PROGRAMS **ONE DEVOTED MISSION**

UPMA United Postmasters and Managers of America

"Empowering UPMA members at every step of your career journey"

KSA ASSISTANCE

- Build a Stronger Application
- Highlight Your Strengths

Our skilled UPMA team will help you create a powerful eCareer application by developing and refining your Knowledge, Skills, and Abilities (KSAs) using the STAR format.

YOU WILL RECEIVE:

- ☀ Mentoring and critique of your current eCareer Profile by experienced UPMA members
- ☀ Personalized assistance to enhance your KSAs and make your application stand out
- ☀ Guidance on requirements and the steps needed for successful application

INTERVIEW ASSISTANCE

- Prepare with Confidence
- Perform with Impact

We provide the tools, tips, and support you need to excel in your interviews, whether virtual or in person.

YOU WILL RECEIVE:

- ☀ One-on-one interview preparation session via Zoom
- ☀ Helpful tips on how to answer questions using the STAR format
- ☀ Feedback and guidance to help you present your best
- ☀ Guidance on Best Dressed Practices

HOW TO GET STARTED:

1. Become a UPMA member
2. Sign up at Unitedpma.org or on the UPMA App available in the Apple and Google Play Stores
3. Go to the Career Development tab and choose the program that's right for you

UPMA Interview Assistance Program

I have volunteered to help with the UPMA Interview Assistance program.

I attended our Ohio State Convention and came home as I always do-- motivated. UPMA has always been a way for me to learn, help others and to advance my career. It is my job, my life and my career and at times I spent more time at work than I did with my family. It's a great job but let's face it, the company is only going to teach us so much.

I learned early on in my career that UPMA was a great place to learn. They had the most up to date information, change in policies, programs and procedures out there. It was a big part of my reason for becoming a member but the primary reason I stayed was to be a part of the information. I wanted to know. I needed to know.

So fast forward 35 years and I am retired. I am working as a contractor for the USPS but technically I am retired. One foot in and one foot out of the door, but as many of you know I love to train, I love to talk. I really enjoy passing what I know on to another generation of employees that will take the company into the future.

The interview assistance program has recently been set up by UPMA to help employees prepare for their next step. The KSA assistance program helps them perfect their ECareer application and it allows them to score that all important interview, but how do they land the job? The interview assistance program provides tools, tips and support to our members to help them prepare for interviews. We are giving guidance on appropriate dress, feedback on presentation and interview answers, tips on how to answer questions during the interview and helping build confidence in these members.

Since stepping up to volunteer I have been assigned 5 cases for the Central area. I am going to be honest--my first case was a bust. The employee had too many digits in their phone number and after I emailed, I received no response. I was depressed.

Since then, I have had much better luck. My second case we talked, got to know each other, went through a mock interview and I was so excited when she called me to report SHE GOT THE JOB! After that big win I have spoken with three others and believe the employees would say they love the program. It is a little interviewing but at the same time it turns into some training too! We look up the correct answers, and I feel like I am learning along with the UPMA member. I hope I am teaching them that even if we don't know the answer we can find it.

I am here to help. Let's do it together.
Isn't that what UPMA is all about?

YOU ARE NOT ALONE.

Tracy Canby-CMR Chair

Thoughts from the Editor-

Summer is ending along with another Fiscal Year. Time to evaluate how you performed and to set goals for next fiscal year. I know that waiting for the district to give you information makes it tough, however I suggest you review last years performance and identify the opportunities. So much may not be in your control, but what is, allows you to focus on the opportunity.

This edition covers a lot of National Convention and Ohio's success. We had a tough 2025 with a lot of changes along with low membership. Evaluation was done, the team came together and set goals and we have improved so much in just one year. Under Luis Rosado's leadership the board works together and communicates on a regular basis. Bi-weekly meetings discussing hot topics keeps everyone focused.

Our Chairs work so hard for the Ohio Chapter from Legislative Planning to State Convention Planning. The goal is to improve what we have for the membership and how we can help you grow and succeed. We are always looking for more members to get involved. It is very satisfying from KSA/Interview assistance and hearing the words "I got the job" to seeing new faces at the State and National Conventions.

CMR is also important as we see more and more discipline being issued to our member. Do not go it alone, we have trained members that are here to provide representation and support you.

Check out our articles from our newest vice presidents, Rotisha and Shirley. Think about how their articles and expertise may help you in your daily role from clerk, 204B, supervisor, Postmaster or Manager. No matter where you currently are, growth is just around the corner and so much opportunity is awaiting you.

Romance in the Workplace may be something you skip over. However, I suggest you read this great article from Andrea. As with everything, we add in articles to help our membership. I am sure everyone has heard a story about a management employees becoming involved with a co-worker that reports to them. Some may have a happy ending however some may have been career ending. If you are experiencing this or know someone who is, please take the steps for assistance. There is a choice and a way to do things right, and save someone's job.

Congratulations to Laura and Bill for their National recognition. Their hard work they do year after year for the chapter was recognized this year and was wonderful to be part of.

Thank you to all of our Veterans and those currently serving. We honor you everyday and appreciate your service to our country.

If anyone has any suggestions for future articles, or would like to submit for our next edition, please contact me. If you would like to hear more on how to get involved, from 3-digit meetings, CMR representatives, KSA/Interview team as well as our upcoming Legislative Summit, State Conventions and of course Membership. We are stronger together and here to support you. Thank you for all you do and for taking time to read this edition.

Cheryl Judge
Editor





Veteran

(vet-er-uh n) noun

A person who wrote a blank check made payable to "The United States of America," for an amount up to and including their life.

Veterans Day

by Cheryl Dyson

**On Veterans Day we honor all who answered the call.
Soldiers young and soldiers old, fought for our freedom, brave and bold.
Some have lived , while others died. And all of them deserve our pride.
We're proud of all the soldiers who kept thinking red, white and blue.
They fought for us and all our rights. They fought through many days and nights.
And though we may not know each name.
We thank ALL veterans just the same.**

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IMPORTANT DATES TO REMEMBER

February 21-23, 2027 Legislative Summit at Hyatt Regency, Crystal City, VA.

May 21-23, 2027 Ohio State Convention Geneva on the Lake Lodge, Geneva on Lake, Ohio.

July 24-30, 2027 National Convention Hyatt Regency

Article Due Dates:

December 11, 2026
March 5, 2027
June 11, 2027
September 10, 2027