



ZIP LINE

MAY JUNE 2023

AMERICA'S MISSING PERSON TABLE

If you can read this, thank a Teacher....If you can read this in English thank a Veteran

As you entered the dining area, you may have noticed a table at the back. The table is set to call your attention to its purpose -- it is reserved to honor our missing loved ones [or missing comrades in arms, for veterans].

I (we) would like to explain the meaning of the items on this special table.

The table honors the men and women Missing from Home from each of the five services,

Army, Navy, Marine Corps, Air Force, Coast Guard.

The table is set for one, symbolizing the fact that some are missing from our ranks.

The table is round- to show our everlasting devotion and concern for our fallen and missing comrades.

The chair is empty and tilted -they are not here- and will remain so until they return or are accounted for.

The tablecloth is white- symbolizing the purity of their motives when answering the call to duty.

The single red rose, displayed in a vase, remind us of the life, and the blood that was shed, and their loved ones and friends who keep the faith and await answers.

The vase is tied with a red ribbon, symbol of our commitment, and continued determination to account for our missing. The yellow ribbon represents loyalty in waiting for those who are serving away from home.

A slice of lemon on the plate is to remind us of the bitter fate of those captured and missing in a foreign land.

The salt is to remind us of the tears endured by those missing and their families who still seek answers.

The black napkin is a reminder of the isolation, deprivation, and cruel fate of our missing.

The Bible represents the strength gained through faith to sustain those lost from our country, founded as one nation under God.

The wine glass is inverted- to symbolize their inability to share this evening with us.

The Candle is reminiscent of the light of hope that lives in our hearts to illuminate their way home, away from their captors to the open arms of a grateful nation.

The Flags represent the 5 branches of the Armed Forces, defending our freedom.

"You are not forgotten so long as there is one left in whom your memory remains"

Even though the initial purpose of the Missing Person Table was to honor those **Missing in Action and Prisoners of War**, it can also honor all those **Missing from Home**. Those who are still serving or fighting on the seas or on foreign soil. Those who have been injured and are in hospitals around the world and those who gave the ultimate sacrifice will always be **Missing from Home**.

ALL GAVE SOME – SOME GAVE ALL



**Wisconsin UPMA
State Convention
MISSING PERSON TABLE**



**Wisconsin UPMA State
Convention Veterans**

Chris Kulke	Air Force
Jim Rozewicz	Army
Galen Freymiller	Army
Jeff Jarrett	Army

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**Melissa Tarlton, PM Shawano
President 2023**

Membership is FREE !



It has been a whirlwind of a spring for me....both Jeannie McLaughlin, our WI Chapter Executive Vice President and Laurie Bue, our WI Chapter President recently retired. The WI Chapter By-Laws require both positions to be filled by active EAS members. I was appointed as Executive VP by the WI Chapter Executive Board in March after Jeannie's retirement. Laurie's retirement followed and in accordance with the By-Laws I stepped up to serve her remaining term. At the WI Chapter Convention in May I was elected to a two year term of President. I look forward to leading the WI Chapter and supporting its members. Congratulations to our two newest UPMA RETIREE MEMBERS!

Thank-you to our new Past President, Laurie for making the transition smooth and taking care of my PAC duties. And a big thanks to all those who helped make our WI Chapter Convention memorable! We had 72 people in attendance including six first timers. 97 attended the banquet where we awarded \$7,000 in scholarships to seven very deserving high school seniors.

There is so much uncertainty in the future of the USPS and the 10 year Delivering For America plan along with

the looming possibility of Sorting and Delivery Centers (SDC's) in Wisconsin. We need continued strong UPMA leadership advocating for our positions as Postmasters and Managers and for our Post Offices and the communities we serve. **I truly believe we have**

The screenshot shows the UPMA website interface. At the top, there are buttons for 'CONTACT US' and 'JOIN UPMA TODAY'. Below that is a 'MEMBER LOGON' button. The main header features the UPMA logo with an American flag graphic and a search icon. The central banner reads 'Membership Offer for New EAS Members' and states 'UPMA is offering New EAS Members 1 Year Free When You Join By December 31, 2023.' A red call-to-action box says 'See the details and many benefits of UPMA Membership'. The bottom of the page shows a mobile browser address bar with 'unitedpma.org' and navigation icons.

strength in numbers. I am asking each one of you to make the ask,ask a fellow Postmaster, Manager, Supervisor, Retiree, OIC, 204B or PMR to join

UPMA. Membership is FREE for a year for all new EAS members. OIC's, 204B's and PMR's can join for the low, low dues of \$2.52 a pay period. Also, encourage Retirees to join for \$5.45 a month so they can keep up with USPS news and legislative issues that affect them. As I visit offices I find managers searching for support and representation. We should not feel like we are on an island (unless of course we are on Annual Leave). Your UPMA family is here to help!

UPMA has made it so easy to sign up a new member. Just grab a cellphone and go to unitedpma.org and CLICK on JOIN UPMA TODAY on top. It takes just 2 minutes to sign up! Our WI Chapter Membership drive is still on through the end of the year. Sign up your first new member and you will receive \$50.00 and each additional new member gets you \$25.00.

I hope everyone has plans this summer to take some time off from work...If you are short-staffed reach out to a neighbor-

ing office. Make the time to take care of yourself and make memories with those you love.

Melissa



Dean Miller, PM Westfield
Executive VP, Membership 2023

Greetings Team Wisconsin!

I would like to introduce myself to everyone as your newly elected VP. My name is Dean Miller Here is a little background on me for some that do not know who I am. Currently I am the Postmaster of the Westfield office 53964 Wisconsin. I started with the post office August of 1993 as a City letter carrier in the Deforest post office. I stayed there for 12 years and then transferred to the Beaver Dam post office in 2005 and carried for another 10 years. I was recruited by Michelle Thorn for a 204B position in 2014, and she thought I would be great fit for management. (I now take that as you would be a great sucker to do this:) anyway I did some 204B work in Portage plant for 1 year under the management of Amy and Lenny working nights there I learned a lot from Lenny. I landed a job for su-

pervisor Fond Du Lac in 2015 shortly after to Columbus post office OIC for Pardeeville, Horicon, and Columbus awarded Postmaster in 2018 Westfield since.

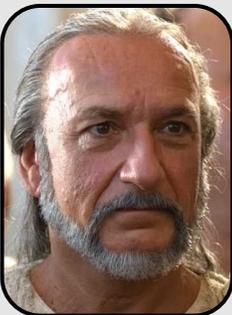
Now onto the important stuff and that is you the members. We had a great state convention in the Dells again this year. In the short time I was there I connected with everyone as if I were their family. I want to thank everyone for making me feel at home and I am very sorry for drinking all the "beverages" in the hospitality room, you should have never told me about that. By the way if you don't know who 5 o'clock somewhere is, this may be reason enough for every member to show up, find him and listen to his stories. I believe he stated his carrier with the post office in 1973 come hang out before he is no more.



As always, we are looking to recruit new members the goal is all of them. Standing together as a whole, we can do great things. Reach out to our new postmasters, supervisors, plant managers and plant supervisors to say you are not alone and we can help. With the ever new and changing post office environment that we are in today, UPMA can help.

Thank you again Until next time Stay Safe and as 5 o'clock quote of the day "suck them down".

Dean



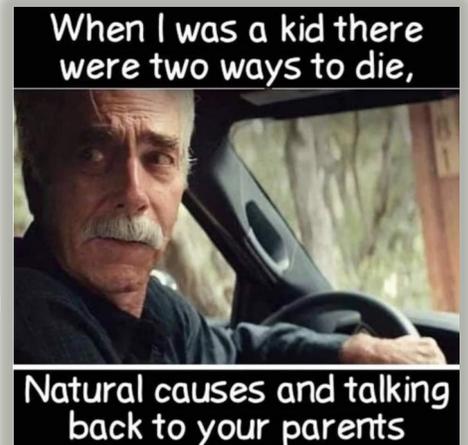
Rick Dama, PM Retired
Editor, Website Administra-

My Bit's and Pieces

We have gone to printing the Zip Line in full color. Everyone I talk to likes the color print over the mono version that we had previously. Unfortunately to help defray the cost of the color printing the Executive Board voted to cut one issue of the Zip Line. Hopefully the one less issue will cover some of the additional cost of color. One less issue will also make it less painful for Julie when I submit the Zip Line voucher. The following is the new article submission deadline:

January - February	January 15th	July - August - September	August 15th
March - April	March 15th	October - November - December	November 15th
May - June	May 15th		

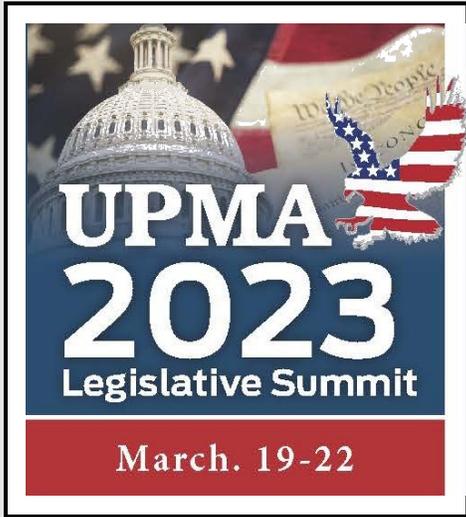
If I receive articles timely, I can have the Zip Line ready to print in 5 - 7 days The printer may take additional 5 - 7 days before he get's It in the mail. Timely articles makes a difference. ***I hope everyone has a fantastic and safe summer.***





**Joan Baumgart, PM Princeton
Vice-President, Legislative 2023**

Hello Everyone!



The Legislative Summit held March 19-22, 2023, in Washington D.C. went well. On Monday we heard from PMG, Louis DeJoy, on how the Postal Service is doing. DeJoy also talked about the direction we are taking to be more efficient in moving the mail and correcting delivery issues. DeJoy updated us on where we are at with obtaining new delivery vehicles for the field. Tuesday, we went up on the "Hill" to talk with our representatives about Postal issues. It was so nice to be able to go up to the Capital and visit with our Representative's Legislative Aides without restrictions. And no masks.

H. R. 82 is gaining momentum in Congress. At the end of April, there are 250 cosponsors for the bill. We need 290 to force action on the bill. If we maintain 290 or more cosponsors for a period of 25 legislative days, the bill can be placed on a Consensus Calendar. The sponsor must submit a motion in writing to the House Clerk requesting placement of the bill on this calendar. The Speaker will designate and schedule for floor consideration at least one bill listed on the Consensus Calendar.

Only one Wisconsin representative is signed on as a cosponsor, Mark Pocan. Please call, write, send an email or a text to your representative and ask them to cosponsor H.R. 82. If you have personal experience as to how WEP/GPO affects you, let your representative know this. They want to know how many in their district are being affected by WEP/GPO, and how it is affecting them. Having this information will allow them to make an informed decision on whether to cosponsor the bill.



UPMA President Edmund Carley sent out Fact Sheets on the new Postal Service Health Benefits Program (PSHB). PSHB is a new, separate program under the Federal Employees Health Benefits (FEHB) Program, which will be administered by OPM. Coverage for the new Postal Service Health Benefits Program will be effective January 1, 2025. Additional information will be sent out in the coming months.



liteblue.usps.gov

To review the fact sheet if you are a **current employee**, you can go to: [https:// liteblue.usps.gov](https://liteblue.usps.gov)

OPM.gov



Email retirementbenefits@usps.gov
Mail 475 L'Enfant Plaza SW
Suite 9670
Washington, DC 20260
Fax - (202) 268-3337
Accessibility – Federal Relay Services: 1-800-877-8339

retirementbenefits@usps.gov

You can also receive information by signing up for our text messaging notifications by texting "PSHBP" to **39369**.



If you are **annuitant**, go to: Online [https:// www.keepingposted.org](https://www.keepingposted.org)
OR use one of the other above methods.

keeping posted.org



**Julie Erdmann, PM Retired
Secretary/Treasurer**

Happy Summer To All!

Happy Summer To All! What a great convention! On the Friday before it my good friend Rose talked me into golfing again. My once a year swing was in full view of my gracious teammates, but the weather that day was the best I can remember for early May. If you want to know how I did, my \$5 award bought me a soda for the way home. □

We have new leadership in the state! Congrats to new President Melissa Tarlton and Executive Vice President Dean Miller. We appreciate you stepping up. Also thank you Past President Laurie Bue and Past Executive Vice President Jeannie McLaughlin.

You supported our state during the difficult last few years. Welcome to the retired side of the group! There have been many changes and I know we will live to see many more.



With my treasurer hat on I wanted to report that all tax returns have been filed and total funds on hand for our association are



\$100,140.37 as of May 1st.

Attendance at convention was up significantly this year! It's been a long road back from the pandemic but we are firmly growing our Wisconsin membership. I encourage each of you to ask your neighbor, supervisor, OIC, and others interested in management to join our association. You might not know it but when you help others they develop admiration and respect for you and all your achievements!

Sharing knowledge is a gift and only helps you both grow!

Take care, Julie



**Pam Ritchie, PM New London
Vice President, (Education) 2023**

2023 IS IN THE BOOKS

Wisconsin UMPA 2023 is in the books, fun and instructive. It was great to have many first timers join us. Fortunately for most of you, I lost my voice Friday and was unable to speak for the rest of the weekend. A huge thank you to Kerry Nichols for speaking during the postmaster training time. Taking us to the Blue Page and deep diving into Work-

force Planning. This program show's where the new hires are at in the process of getting on board as employees of the USPS. It was discussed how important training on new programs is and how we might be able to get more training approved by the district. We went over having a first-class HERO profile, and the possibility of NPA and PSE being removed with all raises



coming through HERO in the future. With so many requirements being put on your plates everyday as EAS, networking among postmasters is very important, we each have strengths we can share with one another. Hearing all

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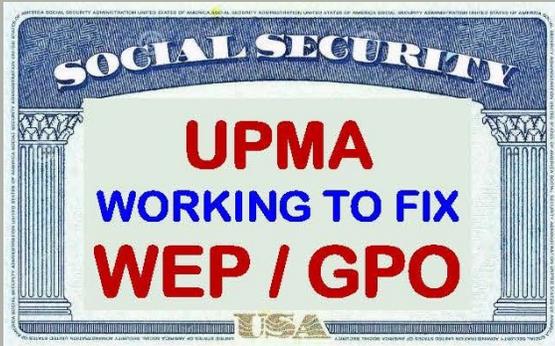
**Matthew Golke, PM Shell Lake
Legislative Update**

Legislative Summit 2023



Building long term relationships is the goal of the UPMA PAC Legislative Summit. The purpose of the summit is to engage our elected officials personally at in person meetings with the intent to build familiarity with our organization and lobby for our causes. Building relationships over time and continued education is what lead to the passing of meaningful postal reform last year. Current UPMA President Edmund Carley and past President Dan Heins have been working for years to establish and maintain relationships with a number of high ranking members of the Senate and House. One of the goals of UPMA PAC is to make UPMA the one organization that speaks for EAS employees on the hill. Keep in mind that the Postal Service is comprised of many labor organizations, all with different agendas. The key to ensuring that we as EAS receive fair and equitable treatment is to ensure that UPMA is looked at as being the organization that speaks for all EAS.

With the success of the 2022 summit, 2023 was a challenge to bring the same energy and passion to the issues at hand. This the major focus was on eliminating or overhauling the WEP/ GPO provision that effects our CSRS retirees. The current WEP/GPO provisions penalize American's for simply working for or being married to someone who received a certain type of pension. Basically, the WEP/GPO creates a social security penalty that robs American's rightfully earned SSA ben-



efits merely by working a job that had a specific type of pension plan. This provisions effects more than Postal Retirees. It also effects police, fire fighters, teachers and many other public employees. I encourage you to read Dan Heins article in the May 2023

UPMA Leader for a great in depth look at why WEP/GPO reform is on the top of the UPMA PAC agenda.

Reminder, your UPMA dues DO NOT fund the legislative efforts to create and reform legislation that impact you. This is why it is important to contribute to the UPMA PAC. UPMA PAC is a separate wing of the organization and only the dollars contributed to it can be used to spearhead the efforts to create meaningful changes to the Postal Service, it's employees and retirees. If you are a regular contributor I say thank you. For those new to the organization or have not thought about contributing, please consider sending in a contribution with the form found in the Zip Line. To make things easier, you can set up regular E-PAC contributions through payroll deductions.

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the frustration in our open discussion time, I would like to encourage everyone to always do the right thing, keep your integrity and remain proud of the position you hold in your community as the local postmaster. The 10-year plan for the post office is bringing many changes to our company, it will be very

important for each of us to keep up with what is happening. Communicating with each other and understanding what is expected of all employees will be vital in making our jobs easier. Change is part of our lives, learning new things helps keep us sharp. If there is a program or policy you are struggling with, please reach out and ask for

guidance from another postmaster or UPMA, don't allow confusion to derail your career or your peace of mind. Hope to see you at the National Convention in August.

Pam





THE ADVANTAGES OF MEMBERSHIP IN UPMA

Greetings UPMA Family,

Often times while I am out recruiting new members for UPMA, I get the question, "What is the difference between UPMA and NAPS?" This is how I answer that question.

There are only two agencies that the United States Postal Service recognizes as official organizations that they must consult with on a national level. The first one is NAPS, the National Association of Postal Supervisors, and the second is UPMA, the United Postmasters and Managers of America. Both are great organizations! The difference between the two is that NAPS is primarily a supervisory organization, and the Postal Service only consults with them on pay talks for level 17 positions. The Postal Service consults UPMA on level 18 positions and higher. Postmaster positions range from levels 18 through 24, and include Postal Career Executive Services (PCES) employees. Both organizations can represent any level 17 or higher if any discipline is issued to a member.

Another difference is that UPMA only allows active postal employees to hold positions of leadership in UPMA, whereas in NAPS, many of the leadership positions are held by retired postal employees. While we have retired members of UPMA that we love and cherish, it is a fundamental belief of UPMA that it is better to have our lead-

ers be currently employed by the USPS. Current employees know what is happening in today's Postal Service. We feel our active members would be better served by current employees when discussing topics such as the "6 to 9 play", RRECS scanning, and the CRDO scorecard for example.

UPMA Leadership positions all have 3-year term limits, which means after 3 years, it's time for another member to become a leader in UPMA. In NAPS they do not have any term limits, and in my opinion, could perhaps lead to someone becoming too complacent in their role.

UPMA has an Associate Member program that allows our acting supervisors (204B) and other craft employees to join. NAPS does not let any craft employees join until they become a supervisor. We feel it is important to allow all employees to become Associate Members, because we realize that is how most of us started our career path to the Executive Administrative Schedule (EAS) position we now hold. We are focused on building a bench and assisting our Associate Members in their efforts to become EAS employees.

The last big difference between UPMA and NAPS is that UPMA has a program that provides our new members one year of free membership when they join, and NAPS does not. New members receive a free "1-year test drive" of the organization. We are so confident that when new members

join,, they will be so hooked on the benefits of UPMA,, that they will never leave.

After one year, it is only \$15 per pay period, and you will have access to our Legal Defense Fund to provide you with a Merit System Protection Board (MSPB) specialty attorney if you are ever facing an adverse action from the Postal Service. **UPMA represents members** for less serious discipline matters, such as Letters of Warning, and 7-day suspensions, **from the moment they join**. NAPS does not allow any free membership period, and in fact won't even represent you in any disciplinary issues until you have been a member for at least one month. So basically, you are paying for the first month and not even eligible to be represented in any disciplinary issues.

As I said, both NAPS and UPMA are both great organizations. But, for the reasons I list above, I prefer to be an Active Member of the United Postmasters and Managers of America, otherwise known as UPMA!

Earl Husbands
UPMA Illinois Chapter President



Reprinted with permission.

uspsnewsbreak

April 26, 2023

Promotions and New Assignments

I am pleased to announce the following selections for management positions in the Wisconsin District for the period of March 12, 2023, through April 22, 2023.

Management appointments are important career milestones that deserve recognition. Please join us in congratulating these employees and give them your full support.

LAST	FIRST	JOB TITLE	OFFICE	EFPEC-	LEV
BUZZA	BRIAN	POSTMASTER	RICHLAND CENTER	3/25/202	20
DEBAUCHE	AMY	POSTMASTER	APPLETON PO	4/8/2023	22
DEKOEKOEK	ROBERT	SUPV CUSTOMER SERVICE SPRT	RACINE PO	4/8/2023	17
DRIPPS	MICHAEL	SUPV MAINTENANCE OPERATIONS	MADISON WI P&DC	4/22/202	17
HOTTENSTINE	NICOLE	POSTMASTER 18 (B)	IOLA PO	3/25/202	43
KLOTH	JON	POSTMASTER	ELM GROVE PO	4/22/202	18
MCDONOUGH	JEREMY	SUPV CUSTOMER SERVICES	CHETEK PO	4/8/2023	17
MENDOZA	JOHN	POSTMASTER 18 (B)	MENASHA PO	4/22/202	43
MILLS	JESSICA	SUPV CUSTOMER SERVICES	KAUKAUNA PO	3/25/202	17
NIKOLAIDES	JOHN	SUPV CUSTOMER SERVICES	GRB-COFRIN STA	4/22/202	17
PRYSE	SHANNON	MGR CUSTOMER SERVICES	KEN-CARRIER ANX	4/22/202	21
WILDS SMITH	JOHN	MGR MAINTENANCE	GREEN BAY WI P&DC	4/22/202	21

Jeff Drake
Acting District Manager

MEMBERSHIP OPPORTUNITIES



United Postmasters and Managers of America
8 Herbert St
Alexandria VA, 22305
Phone 703-683-9027
Fax: 703-683-0923

Monthly Membership Status Report

05/01/2023

STATE	POSTMR MBR PO	NONMBR P.O.	TOTAL LOCNS	MBR PO/ TOTAL=%	POSTMR MBRS	MGR/ SUPVR	ASSOC MBRS	PMR MBRS	RETD MBRS	COMP MBRS	TOTAL ACTIVE	TOTAL MBRS	
Wisconsin	WI	174	159	333	52.25%	175	64	39	2	247	7	241	534
Totals:		9256	4864	14120	65.55%	9306	4897	2260	74	7546	409	14277	24492



PS 1187



PS 1187
(on line fill and
submission)



PS 1187r



**Laurie Bue, PM Retired
Member Rep**

Greetings Team Wisconsin!



The postal service plays a vital role in facilitating communication and commerce, connecting people and businesses worldwide. However, like any large organization, the management style within postal service has a significant impact on its effectiveness and overall culture. The

sult in a lack of empowerment, communication gaps, and stifled innovation.

To maintain order and ensure consistent performance, management establishes controlled parameters that guide employee behavior within an organization. In the context of the

tions of their subordinates.

Middle managers often find themselves in a position where they are required to enforce policies and guidelines while also championing the well-being and concerns of their teams. This balancing act can create ten-

Treat people with dignity and respect and they will give it right back to you.

prevailing top-down management approach in the postal service can present challenges and hinder the establishment of a truly respectful and efficient workplace. Unfortunately, the impact of top-down management and the need to foster a culture of dignity and respect at all levels within the Postal Service has a long way to go to get the organization where it needs to be.

Renowned management expert and author, Tom Peters, once said, "Organizations rot from the top down. They do not rot from the bottom up." This statement holds particular relevance to the Postal Service, where the management hierarchy exerts significant influence on the organization's functioning. In a top-down management structure, decision-making authority lies primarily with upper management, with limited involvement from frontline managers. While this approach may provide efficiency and direction from a "numbers" perspective, it can also re-

Postal Service, this becomes crucial. Without clear parameters and expectations, the system can become chaotic, impacting service quality and customer satisfaction. As the aforementioned quote suggests, "If management does not establish the controlled parameters that everybody is expected to behave **within** the organization, you are flirting with tickling the belly of the dragon."

While the top-down management style may effectively disseminate directives from upper management to frontline employees, it often falls short in maintaining a culture of dignity and respect, especially when it comes to middle management. As the interface between senior leaders and frontline staff, middle managers play a critical role in translating organizational goals into actionable plans. However, they can face challenges in balancing the demands from above and the expecta-

tions, potentially compromising the promotion of a respectful work environment. To address this issue, organizations must ensure that middle managers receive proper training and support to navigate these complexities, fostering an environment where dignity and respect are upheld at every level (ESPECIALLY Postmasters, Managers, and Supervisors).

As an organization, the Postal Service faces the challenges in promoting and practicing a culture of dignity and respect across all levels. While initiatives and messages may be communicated from the top, it is essential to ensure their implementation and reinforcement throughout the hierarchy. This requires a commitment from all leaders, including senior executives, middle managers, and supervisors, to model the desired behaviors and address any discrepancies promptly.

To create a respectful culture, the Postal Service must foster open communication channels, provide platforms for feedback and collaboration, and recognize and reward employees

(Continued on page 11)



(Continued from page 10)

for their contributions. Furthermore, training programs should focus not only on technical skills but also on interpersonal and leadership skills, equipping employees at all levels with the tools necessary to foster a supportive and inclusive work environment. A

“Performance Improvement Plan (PIP)”

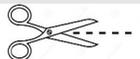


is not the correct method, but rather an engaged conversation between subordinates. Again, I would like to emphasize that the focus should be on **equipping employees at all levels with the tools necessary to foster a supportive and inclusive work environment!**

The top-down management style prevalent in the postal service can present

challenges in maintaining a culture of dignity and respect. Recognizing the potential for organizations to "rot from the top down," it is crucial for management to establish controlled parameters while empowering and engaging employees at all levels. The messaging on dignity and respect must be applied to all levels within the Postal Service to create a culture of respect, transparency, and collaboration. By addressing these challenges, the USPS can continue to be a vital service to the country and its citizens.

Legislative Report 2023

As professionals dedicated to the United States Postal Service, we recognize the significance of active participation in the political process. The UPMA Political Action Committee (PAC) allows us to amplify our collective voice and influence policies that directly impact our careers and the Postal Service as a whole. By making a contribution to the UPMA PAC, you contribute to the strength of our advocacy efforts, enabling us to support candidates who champion our cause. We urge you to donate to the UPMA PAC and  join us in ad-

vocating for the USPS and the postal managers who drive its success.

You can contribute to the Political Action Committee (PAC) in two convenient ways. Firstly, you may make a cash donation by sending your contribution to **UPMA at 8 Herbert Street, Alexandria, VA 22305**. Your generous support will directly benefit the efforts of PAC in advocating for postal employees' rights and interests. Secondly, you can opt for ePAC automatic deductions, which can be arranged through various channels such as Postal Ease (payroll deductions), Sig-

nature Credit Union direct transfers to UPMA PAC, APCU direct transfers to UPMA PAC, OPM Annuity Allotment, or through authorization to directly have a credit or debt card disburse funds directly to UPMA PAC. This ensures a hassle-free and consistent contribution to PAC, allowing us to sustain our advocacy efforts effectively. Your participation in supporting PAC is greatly appreciated.

Together, we can make a difference!



UPMA PAC CONTRIBUTION

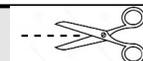
Mail to: **United Postmasters and Managers of America Political Fund
8 Herbert Street**

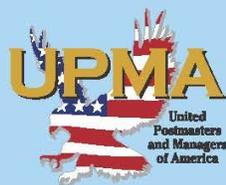
Date _____

\$ _____ Check Enclosed Credit/Debit Card (one time) Credit/Debit Card (recurring)

Member ID: _____ (if known) Credit/Debit Card Contributions:
Name: _____ Acct.# _____
CVV: _____
Exp. Date: _____ / _____

UPMA PAC will neither favor nor disadvantage anyone based on the amount of contribution,





7th UPMA National Convention

Aug. 26-Sept. 1, 2023

Official Registration Form

Registration also available at www.unitedpma.org

Register on-site in St. Louis and save!

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title:

- Postmaster/OIC
- Supervisor
- Manager
- EAS Professional
- Associate
- UPMA Retired
- Spouse
- Guest

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/20/22- 8/25/22	8/26/22- 3/31/23	4/1/23 6/30/23	After 6/30/23
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$150	\$165	\$200	\$250
Daily registration is available at \$75/day.				
First-Timer*—Active	\$95	\$95	\$95	\$95
UPMA Retired or Guest† (UPMA Retired Luncheon included)	\$122.50	\$133.75	\$160	\$197.50
Auxiliary/Spouse/ Postmaster Guest	\$140	\$155	\$190	\$245
(Does NOT include UPMA Retired Luncheon)				

Children (17 and under) \$80; includes child's meal at the Grand Banquet.

*First-timers must pay their registration fee in advance using this form; online registration not available. After attending the convention, they must submit a form to the National Office to be reimbursed.

†UPMA Retired member may have one guest (not an active member) register for the same price.

Grand Banquet: Aug. 31, 2023

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code imprinted on card)

Signature: _____

Mail with full payment to UPMA National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2600.

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 3, 2022. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 24, 2023.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 24, 2023, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Sheraton Denver Downtown Hotel

1-888-627-8405

\$159—single/double/triple/quad

Be sure to request the UPMA group code: UPMA 2023

Registration Cancellation Refund Policy

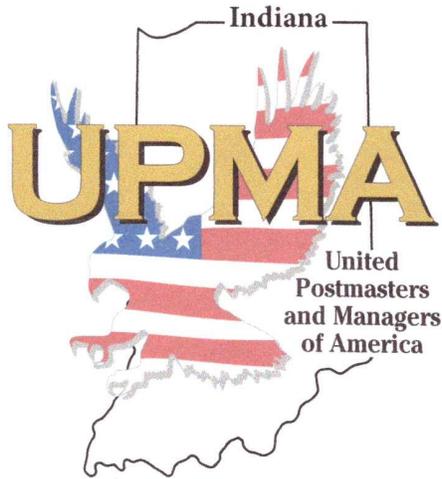
Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2023; no refunds after that date. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

**Questions?
Call 703-683-9027**

DENVER
COLORADO





Registration Form

Central Area Officers Summit

September 22-24, 2023

Indianapolis, IN

Omni Severin Hotel

First Name: _____ Last Name: _____

UPMA Chapter: _____

UPMA Chapter Board Position: _____

Your Mailing Address: _____

Email: _____

Phone: _____

One attendee per registration form

**We look forward to seeing
you in September!**

Registration Fee:	Registration
On or before July 31, 2023	\$100
After July 31, 2023	\$150

Registration fee is due by September 1, 2023 and can be paid using VENMO (@IndianaUPMA), or by check/money order payable to "Indiana UPMA." Mail a copy of your registration form and payment to: Indiana UPMA, PO Box 355, Oakland City, IN 47660

If using VENMO, please email a copy of your completed registration form to IndianaUPMAConventions@gmail.com be sure to include your VENMO username so we can track payment.

Hotel Information

Contact the Omni Severin Hotel at 317-634-6664

The room rate is \$128 per night. This rate will be honored until September 1, 2023.

Use block code: 092223UPMACENTR

Each reservation will require the 1st night deposit.

Any reservation not cancelled 72 hours prior to arrival will be subject to a one-night room and tax cancellation fee.

Additional information can be found on our Facebook Group "UPMA, Indiana Chapter"



A little bit of this and a little bit of that.

2023 Legislative Summit



If you're an Eskimo,
I have some Ice Cubes you might
be interested in.



Owey (ca. 1887 – June 11, 1897)
The unofficial mascot of the U.S.
Railway Mail Service.



Val, Melissa, Laurie and Pauline

Somehow, while transferring pictures to the new phone I lost pictures of myself Laurie and Galen having a couple of beers, offered us while in one of our Congressman's office. "That information will not be shared here, we might need it for next year."



Galen, Bill, Rick and Julie and some strangers hand on Julie???



Val doing selfies with Julie, Melissa and Bill

From your editor: This years Summit was a bit of an expense for me. Any pictures I took at a distance just never turned out very good. Every picture Val took looked great. Long story short, a phone trade in and \$835 later I can take pictures as good as Val's.



"Here rests in honored glory an American Soldier, Known but to God."



The UMPA Learning Center



Welcome to the UPMA Learning Center, The United Postmasters and Managers of America online training website dedicated to the career, professional and personal development of its members. UPMA is committed to you, the members, by providing training which will help you be successful in your career goals.

[Welcome to the UPMA Learning Center](#)

[eCareers with Kerry Nichols](#)
Duration: 18:41

[Future Career Hiring Process with](#)

[Political Action Committee \(PAC\) with](#)

[Personal Absences](#)
James T Dunlap Duration: 03:40

[UPMA vs NAPS with Kate Evertson](#)
Duration: 05:18

[Respectful Recruitment: Sharing the Value of UPMA](#)
Richard Hui, Mari Beth Kirkland, Kathy Frame
Duration: 11:26

[650 Mediation Process](#)
John Sertich Duration: 10:09

[Supervisor's Guidelines for Attend-](#)

[Choosing the Right Health Plan](#)
Erica Hayton Duration: 24:43

[Members Matter!](#)
Stephanie Jett Duration: 15:30

[Legislative Engagement and Lobbying Why It's Important to UPMA Members](#)
Chris McCannell Duration: 09:22

[What is the UPMA Political Action Committee And Why it is Important to Support It](#)
Chris McCannell Duration: 07:29

[Managing Your RMPO with Katrina Frey](#) Duration: 25:53

[Legislative Summit with Jim Dunlap](#)
Duration: 11:26

[Planning for Retirement with Carla](#)

[Powerpoint 101](#)
John Galera Duration: 16:33

[FMLA for You](#)
James T Dunlap Duration: 03:16

[Advisement of Rights, The History of And How They Apply](#) Jackie Deter Duration: 06:35

[Parliamentary Procedures - Part 2](#)
John Galera Duration: 17:53

[Chapter Officer Website Training](#)
Frank Augustosky Duration: 18:39

[Top 10 Do's and Don'ts for Chapter](#)

[Article 16.7 - Emergency Placement](#)
Jim Maher Duration: 11:33

[Career Awareness Conference](#)
LeAndra Beckemeyer Duration: 10:45

[Unit Mitigation Process Overview](#)
Wayne Francis Duration: 08:44

[Parliamentary Procedures](#)
John Galera Duration: 24:00

[Labor Relations and Grievance Han-](#)

[Microsoft Outlook Advanced Features](#)

[Conflict Resolution with Edmund Car-](#)

[UPMA vs NAPS with Kate Evertson](#)
Duration: 05:18

[What's Happening on HERO](#)
Kenna Orioha Duration: 16:17

[UPMA PAC 2020](#)
Edmund Carley Duration: 20:35

[Member Retention](#)
LeAndra Beckemeyer Duration: 03:50

[Timely Appeals And Request For](#)

[Outlook Basics](#)
Angela Greene Duration: 05:07

[How to Figure NPA Mitigation](#)
Wayne Francis Duration: 12:07

[eCareer - Your Future Is In Your](#)

[Get What You Earn - Does My Office Earn a Supervisor\(s\)?](#) Stephanie Jett Duration: 10:52

[Chapter Member Representation - Part 1of 3 - The Investigative Interview](#)
John Sertich Duration: 08:10

[Planning and Negotiating Chapter](#)



**Jeannie McLaughlin, PM Retired
Member Rep**

Greetings Team Wisconsin!

I just came home from attending our state convention that was held in Lake Delton this past weekend, and I believe a good time was had by all. I am happy to say that we closed out our membership contest and 23 vouchers were turned in to compensate the members who participated. 43 members were signed up since last year and our membership percentage is currently at 52.25%. We still have a long way to go, so the great news is that the contest has been renewed, and will continue until 12/31/23. If you sign up a new member and they include your name on the form 1187/1187r or online as a sponsor you will receive \$50.00. By following this same process if you sign up more than one member, you will receive \$25.00 for each one. The National incentive is still in place until



12/31/23. Any EAS member who signs up before this date will receive free membership for one year, Craft level Associate members can join for only \$5.04 per month.

The Core values of UPMA is to support their members with Education, Communication and Representation, it is

deeply depressing that what people need the most right now is representation. I have spoken to numerous people about the way they are being treated by their higher level management. Here are a few, but not all examples of what is happening in Wisconsin and the country:

People being shamed, called out and belittled on Group Telecoms

People being forced to work 7 days per week, some working open to close without assistance. They are being instructed to not clock their time and being held accountable for not answering their phone when they do have a chance to not be at work.

Long term EAS employees that have never received discipline or corrective action are receiving it in droves now, sometimes several in a short span of time.

EAS employees are being placed on Emergency placement for extended periods of time when they have not done anything wrong. While they are in a pay status, putting someone out on placement tarnishes someone's hard earned reputation and provides the

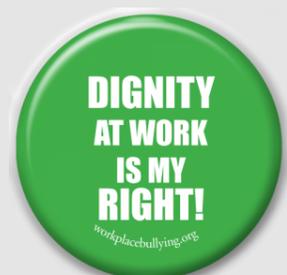
perception that the person has done something wrong, and we all know perception is reality.

There are so many other things happening out there right now, I can't stress this enough. If you are called into an investigative interview for any reason, call for a representative to



come with you, even if you haven't done anything wrong, you STILL need a representative. If the OIG comes into your office, there is a statement that you should have available to read. If you want that statement email me at jeannie9966@sbcglobal.net from your personal email with a subject line of UPMA and I will gladly email that to you.

Team Wisconsin, Every person that is in a management capacity, worked hard and sacrificed much to be there. If you are being treated with anything less than dignity and respect, that is a problem. It is very hard to be respectful when you are not being respected. At a minimum, respect yourself and your boundaries and remain professional. Please don't allow someone to talk down to you or treat you as if you don't matter, you do. Document, Document, and Document some more, file an EEO if you need to. If you hear someone else being called out and belittled on a telecom, document that also, there is only one way to change the environment that everyone is living in right now and that is to push forward the message that we are not going to take it anymore. The change starts with you, be the change you wish to see. Stay well Wisconsin, Hang in there and reach out if you have any questions, I can be reached at **847 529-8067**.



Wisconsin Non-Member Offices

May 18, 2023



Adams	Egg Harbor	Little Chute	Port Washington	Waupun
Algoma	Ellsworth	Luck	Poynette	Wausau
Alma	Elm Grove	Luxemburg	Prairie Du Ch	West Bend
Altoona	Fennimore	Manawa	Prescott	Westby
Appleton	Fish Creek	Manitowoc	Princeton	Weyauwega
Ashland	Florence	Marathon	Racine	Whitehall
Augusta	Fond Du Lac	Marshfield	Random Lake	Whitewater
Baileys Hbr	Fontana	Mayville	Reedsburg	Williams Bay
Baldwin	Franksville	Menasha	Rice Lake	Wilmot
Bangor	Galesville	Menomonee Fls	Richland Ctr	Winnebago
Baraboo	Grafton	Mercer	Ripon	Winneconne
Beaver Dam	Grantsburg	Merrill	Roberts	Wisconsin Dells
Belleville	Green Bay	Milwaukee	Sauk City	Woodville
Beloit	Greendale	Mondovi	Schofield	Wrightstown
Birchwood	Greenville	Mount Calvary	Sheboygan Falls	
Blair	Greenwood	Mount Horeb	Sister Bay	
Boscobel	Hales Corners	Mukwonago	Solon Springs	
Bristol	Hartford	Muskego	Sparta	
Brodhead	Hartland	Neenah	Spooner	
Butler	Holmen	Neillsville	Spring Valley	
Cameron	Horicon	New Glarus	Sturgeon Bay	
Cashton	Hubertus	New Lisbon	Suamico	
Chilton	Independence	New Richmond	Sun Prairie	
Clam Lake	Iola	Oakfield	Superior	
Clear Lake	Iron River	Oshkosh	Three Lakes	
Cleveland	Janesville	Osseo	Tomahawk	
Cochrane	Jefferson	Pardeeville	Tony	
Coloma	Kaukauna	Park Falls	Trempealeau	
Columbus	Kenosha	Pembine	Turtle Lake	
Crandon	Kewaskum	Peshtigo	Two Rivers	
Cudahy	Kohler	Pewaukee	Valders	
De Forest	La Crosse	Phillips	Walworth	
Delafield	La Farge	Pittsville	Waterford	
Delavan	Ladysmith	Platteville	Watertown	
Denmark	Lake Geneva	Plover	Waunakee	
Edgerton	Lake Mills	Plymouth	Waupaca	

153 Non-Member Offices
May 18, 2023



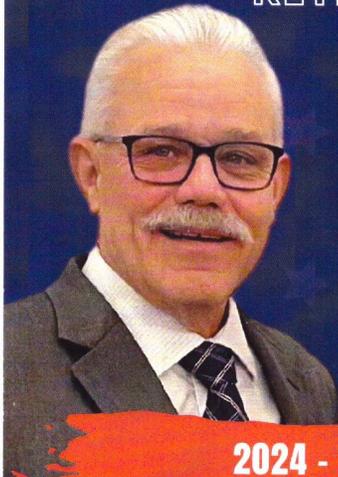
163 Non-Member Offices
March 17, 2023

MEMBERSHIP OPPORTUNITIES

YOUR VOTE IS YOUR VOICE

John Powell

CANDIDATE FOR NATIONAL
VICE PRESIDENT UPMA
RETIRED



2024 - 2026

JP + YOUR VOTE = VP

Fellow members of UPMA Retired,

At the National Convention in St. Louis, I announced to you my intention to run for National Vice President of our organization. The considerable encouragement and support I have received since that time is greatly appreciated. Now, as the chapter convention season approaches, I humbly ask for your vote. Please allow me to serve you as a proud member of the National UPMA Retired Executive Board.



VOTE
John Powell

POSTMASTER RETIRED WALHALLA SC

South Carolina
Chapter Positions

Offices Retired

President
Vice President
Editor

Offices Active

State President
State Vice President
Parliamentarian

South Carolina
Committees

Chapter Member Rep
Membership Committee
Bylaws Committee
Sergeant of Arms
State Convention
SOC
First Timers
Legislative Attendee

As your candidate for National Vice President UPMA Retired with nearly 12 years of experience as a retiree, I am determined that dignity, respect and representation shall be maintained for our members.

National Retired

Area 6 Representative
Registration Committee
Tellers Committee

JP FOR VP

I began working for the US Postal Service in 1985 as a City Letter Carrier. In 1993, I became a customer service supervisor in Charleston South Carolina. After multiple Higher Level and OIC assignments in various offices, I became the Postmaster of Walhalla SC in 2004. I continued to work in higher level OIC and detail assignments in critical offices to include level 22 – 26 positions. I retired from Walhalla (EAS 20 without a supervisor) in 2012.

During my tenure I served as State President throughout the DUO process. By reviewing the criteria and following up with Postal Leadership, I was able to remove several offices from implementation. This resulted in saving multiple office levels and keeping Postmasters in their positions.



Jim Maher
Candidate for National Secretary-Treasurer

While working for you as a National Vice President the last two years and as your National Secretary-Treasurer for the prior three years, it's been my honor to help move our organization forward in many ways. With the amazing growth in membership this year, it is an exciting time to be part of this organization. Still, a great deal of work remains to be done to make UPMA the world-class management association our members deserve. For UPMA to fully realize its potential, we need strong, experienced leaders to help move us forward. With your support, I would like to be part of that.

As your past National Secretary-Treasurer, I authored many national policies that are still in place today. I participated in and chaired numerous budget committees. I've served on EAS Pay Talk teams, multiple Ethics Committees, and the Article and Bylaws Committee. I have been the National Advisor to the Adverse Action Committee and have helped facilitate the training of all our Chapter Member Representatives for the last four years. I established the EAS Professional Committee and will again be one of the National Board advisors to it this year. I also instituted the UMPA National Secretary-Treasurer of the Year Award.

My experience and skills make me the candidate best prepared to monitor your funds and ensure that all national expenditures add value to the membership. My goal is to ensure that all of our members are represented at the national level and that their voices are heard. I've demonstrated that I will work tirelessly for you at the national level. With your help and support, I'll continue to do so.

When deciding who you will support for National Secretary-Treasurer, please ask yourself, "Who has the dedication, the experience, and the proven ability to get problems resolved and keep UPMA moving in a positive direction?"



GERRI SWARM
Signature FCU Board of Director's

My career with the National Association of Postmasters/United Postmasters and Managers of America began in July 1981; the span of my career has included more than twenty national presidents. As the Executive Assistant to the National President, I fulfilled all aspects of running and managing a government association.

As national meeting planner, I facilitate the site selection process for Leadership Summit/National Convention/CMR Academies. Duties include budgeting, contract negotiation for hotels, convention centers, audio visual, decorators, food & beverage suppliers, tour companies, transportation, and the golf tournament. I process registration fees by check as well as the PayPal virtual terminal. I maintain registration excel reports. I liaison with national officers on travel arrangements, room reservations, oversee the master account.

I have served as Chair/Financial Chair/Executive Board member of the Postal Employees Relief Fund (PERF) for twenty years. As a senior member of the Board, I actively participate in their bi-monthly Board meetings. As Financial Chair I am involved in day to day activities, including investment of PERF funds and meet regularly with financial auditors to maintain the integrity of the Fund. We participate in the CFC campaigns and monitor funds collected in those campaigns. As chairman of the PERF committee, I report directly to the Grantors, including the Postmaster General and leaders of postal management organizations and unions. As Chair, I provided the annual State of the Fund report.



**Peg Szymanski, PM Retired
Scholarship Chair, Chaplain**

**2023 Scholarship Award Night
"Peg's KID'S"**



How fitting on the Seventh Annual UPMA Convention, we would have seven recipients of our UPMA Scholarship Awards.

Two years ago the Executive Board agreed to approve up to 10, \$1,000.00 Scholarships. It was a great decision by the Executive Board.

The first reason being was that we had the money. (Currently, the Scholarship fund holdings are just over \$44,000.00).

The next reason in expanding the number was that fewer applications were being submitted. Back in the day, we would get up to 30 applications. Yes, the number applying now has dwindled, but most recently, we would receive only 6-7 per year. When we were giving out 5 - \$1,000.00 Scholarships, it was more disappointing because all the students qualified, and one or two students would miss out because of our limit on the number offered. So this is a win-win situation. We need to distribute the Scholarship funds, AND we have the families and students that are most deserving.

It is important to also mention here that this money does not come from the Organization Dues. It has been by and large generated through the generosity of hardworking members of UPMA that attend convention and participate in the fundraising. This speaks volumes of the backbone of this organization. The members reach out to "our" families to help in continued education for "our" children. We take time out for an evening of fun and kick off the fundraising (our Silent Auction) and then we celebrate the students, with their families, during our Banquet night. It is wonderful to meet the students. For many of us, we have met or know of these students through past conventions. We have shared pictures and stories over the years. It is heartwarming to be able to know that our friends and colleagues are passing on the value of education in this way. The Scholarship sends forth the graduates reminding them they are not alone; they have their family and UPMA family that are rooting for them and believe in their potential.

This year at the banquet, we were delighted to have Alexis Hauser and her boyfriend, join us for dinner. Alexis is a 2019 Scholarship recipient and set her sights on teaching primary education. She was a gem to join us and it was touching to see the pride of her grandparents, Galen and Peggy Freymiller. They were beaming as she addressed the crowd of almost 100. Alexis thanked UPMA for the scholarship once again, and confirmed the great financial aid it provided.

Our congratulations to all the Postmaster families receiving scholarships this year;

- Postmaster Retired Tom Derey,
- Postmaster Retired Pauline Colamatteo,
- Postmaster Carrie Pellmann.
- Postmaster Retired Carol Hudson,
- Postmaster Retired Dan Guell,
- Postmaster Scott Hughart,
- Postmaster Rachel Cayce

We send our best and dearest wishes to your families.





Afton Ann Frank

Afton Ann Frank is the daughter of Al Frank III and Jill Frank.

Her grandfather is Tom Derey Postmaster Retired.

Afton is a senior at Chilton High in Chilton WI. She has been accepted at Marquette University in Milwaukee WI where she plans to study Early Education.

Afton has been very busy in participating in the FUTURE BUSINESS LEADERS OF AMERICA (FBLA).

They have placed Regional champions in their category of Broadcasting Journalism and moved up to state completion on April 17th and 18th 2023. Afton loves swimming and has been competitive swimming since she was in first grade. This has taught her if she was going to be successful she would need to put in the work to make that happen. Afton was Swim Captain this year and thoroughly enjoyed the team bonding and building team spirit. She states she has learned much about leadership in this position.

Afton also has a love of dance and a love for serving her Church. Another love she has is in Volunteering “in the Big Brothers Big Sisters Organization. For one day, every other week, she mentors a “little sister”. Afton’s love of her faith, life, hobbies of swimming, dance, running, reading, and learning seems to complement and even model for the Big Brothers Big Sisters Organization. In writing a letter of recommendation, the Head Coach for the Varsity Dance Team stated that “Afton is responsible, motivated and disciplined as well as honest and humble.

Her kindness towards others created a trusting bond between her and her teammates”. How refreshing it is that Afton will be teaching and guiding young students in the future.



Claire E Hinker

Her parents are Scott and Jennifer Hinker. Her UPMA sponsor is our very own Pauline Colamatteo Postmaster Ret (her grandmother)

Claire is a senior at the Wausau East High School in Wausau WI

She has been accepted at UW Eau Claire and her intended course of studies is:

Biology-Ecology and Environmental Biology will be her major with a minor in Marine Science.

Claire loves to dance and has been dancing almost as soon as she learned to walk. For 15 years she has been a member of the DDH Dance Academy, earning medals, pins and trophies. She is now also enjoying ceramics and drawing.

Her desire is to learn more about marine life and science to help protect the ocean and its life.

She wants to be part of the change in creating an environment that is once again safe.

Her desire to dance remains so she will be trying out for the UWEC dance team in order to keep up her favorite sport. Her History teacher writes that “Claire is an exemplary student. She is bright, hardworking, involved and responsible. She is great to have as a student and sets an excellent example for her classmates. Claire Hinker is most deserving of your scholarship”.

Congratulations to our 2023 Scholarship Recipients!



MacKenzie Grace Thom

MacKenzie is the daughter of Rachel and Brandon Thom. Her Grandmother, Carrie Pellmann, is the Postmaster of Oconomowoc.

MacKenzie is a Senior at Jefferson High School

She is pursuing the Criminal Justice field so to become a law enforcement officer. MacKenzie recognizes how always being involved, with her family, in community service and the leadership and teamwork skills she has built through involvement with sports has lead her naturally to this profession.

Her English teach Mr. Beil was not hesitant is stating that MacKenzie is capable of accomplishing whatever she puts her mind to. He notes that she has lived on the High Honor Roll and in the National Honor Society. She is a fervent Volley ball and Softball player. Her involvement in 4H makes it evident that she is a doer. He states she is responsible, honest and goal oriented and knows that she will do great things when it is her time to shine!

We are thrilled to know you MacKenzie and we too know you will shine!

Best wishes and Congratulations!



Emily Grace Hudson

Emily Grace Hudson is the daughter of James and Kelly Hudson. Her grandmother is Carol Hudson, Postmaster Retired. Emily is a senior at Bonduel High School and a very busy senior.

She participates in the Early College Credit Program and anticipates achieving her undergraduate degree in three years instead of four. Her goal is to become a Forensic Psychologist with a minor in Criminal Justice. Emily assists the Speech and Language Pathologist in the Bonduel Elementary School. This teacher states that “Emily is disciplined and hard working and a wonderful role model for her students. Emily inspires and challenges the students in creative ways”. This specialist has stated that in her 27 years of working in schools, she has never had a more outstanding student- helper as Emily. Emily has a love for learning the Spanish language, and serves as the Spanish club president. She is a Wrestling manager and member of the Student Council as well.

Emily has been accepted to the University of Wyoming, Laramie with her primary in Psychology and secondary in Criminal Justice. Her hope is to be a benefit to the community she resides in.

Congratulations Emily. You have already made straight your path, our best wishes as you travel and explore.





Madeline Bartons

Madeline is the daughter of Tara Guell. Her grandfather is Dan Guell Postmaster Retired. She attends Sheboygan Falls High School.

As a senior she plays Varsity Soccer and Select Soccer and Cross Country, the Volunteer Service Club and is a leader in the Connections Mentoring. The School Counselor writes "Maddie is one of those students that you wish you could clone. She is a beast when it comes to involvement inside and outside of the classroom. She is always respectful, insightful, outgoing and compassionate".

Maddie has been accepted to the University of WI River Falls this fall. She plans to major in Business Management and Leadership with a minor in Agriculture and Food Science.

After completing college Maddie would like to start a coffee shop with a greenhouse attached. The greenhouse would contribute to a small menu, with the hope starting a business that is capable of being fully sustainable, while being healthy and affordable. Maddie, it is so refreshing to hear of a young person with drive to begin their own business. Our confidence is with you and in four years, we can be there at your Grand Opening.

Stay in touch with us. Congratulations Maddie.



Sophia Boudreau

Sophia is the daughter of Katie Hughart and the step-daughter of Scott Hughart.

Scott is the Postmaster of Mauston WI and Katie is a SSA Clerk with the Postal Service.

Sophia is a senior at Necedah High School where she holds a full class load. This year she is the Class Secretary. She has a schedule of Extracurricular Activities, such as Dance at the Rapids School of Performing Arts and Art Club where she serves as the President. Since 2019 she had been involved in many Community Service groups.

Sophia has been accepted to the University of Wisconsin Eau Claire and plans on majoring in Biology Pre-med with a secondary in Spanish. She stated on her application that she knew she wanted to go into healthcare, specifically a medical doctor. While not certain which specialty she will pursue she is certain she wants to have the ability to improve people's

lives. Her Geometry teacher, also her homeroom teacher since freshman year, states "Sophia is a unique and outstanding student with a consistent positive attitude and desire to learn and achieve more".

Congratulations Sophia, we are delighted to offer financial support to help you achieve your heart's desire.



Brianna Mae Cayce

Brianna is the daughter of Michael and Rachel Cayce. Her mother Rachel is the Postmaster of McFarland and her father is a City Carrier in Madison.

Brianna is a senior at Waterloo High School. She has been accepted at UW Oshkosh and plans on a Psychology major.

Brianna plays the trumpet and participates in concert band, pep band, jazz and marching band.

She also holds a part-time job at the local Kwik Trip where she receives a glowing account, from her Manager as "a hard worker, who is reliable and honest with a work ethic that is second to none. Her guest service and attention to detail sets her apart from other employees".

Brianna, these are traits that will get you far in achieving your goals. Congratulations and we wish you the best of luck
UW Oshkosh in achieving your goals.



**Pauline Colamatteo, PM Retired
President, Wisconsin Retirees 2022**

State Convention & Jamboree



It's a bright sunny morning along the South Shore of Lake Superior, always a welcome sign, oh, but wait five minutes and it will change, reminds me of working for the USPS!

The 7th Annual WI State Convention is a wrap, what a wonderful event that was, all of us who attending learned so much from the National Officers in attendance, our State officers, the District Manager, but mostly from the members that shared their stories. As a retired postmaster, I am always interested in the state of the Postal Service, and the current happenings, some very much the same as when I was active, most so very different.

There is so much to offer you by attending, do consider joining us next year in May at Eau Claire WI, you won't regret attending. The Retirees

had a good turn out, we held elections for the Secretary/Treasurer position, and the Vice President/Legislation, congratulations to both incumbents, Marianne Zarling, and Bill Tierney. Along with Galen Freymiller, Executive Vice President/Membership, and myself, we are your Retiree Executive Board, Next year we will be electing a new President, and a new Executive Vice President, so please consider getting involved. There are so many people to thank, I could go on, but if I start mentioning names, it will get long. Needless to say, everyone pitches in to make UPMA a successful organization, and things get done. Next up is the National, Convention in Denver Colorado, at the end of August. We do offer some incentives to attend, so I hope you consider going. After that we can all relax at the Retirees 31st Annual Jamboree held at Deer

Valley Lodge, September 17-19th, in Barneveld WI. The title is deceiving, as all are welcome. Look for the registration form in this Zip Line, or on the WIUPMA.org. website. Hope your Spring is full of showers, sun, and flowers. Not to mention good health and happiness.

Pauline



**Re-elected to the Board of Directors
Bill Tierney and Marianne Zarling**



Retirees 2023

RETIREEES 31st ANNUAL JAMBOREE

DEER VALLEY LODGE 401 Industrial Drive Barneveld WI 53507

Sunday, Monday, Tuesday **SEPTEMBER 17-19, 2023**

Activities: Sightseeing, Pool, Golf, Casino, Hiking/Bicycle trails

There are several scenic areas to visit in the area with three casinos within an hour drive.

Deer Valley Golf Course has 27 holes to challenge any level.

For information regarding the Barneveld/Mount Horeb/Madison area, check out www.uplandsguide.com/



Sunday: Registration starts at 2:00pm in our hospitality room. Room check-in 3:00pm

Golfers – Please make reservation for Sunday morning if you care to golf early on Sunday, Woody will be teeing off at 11:00am

Sunday night: Dinner 6:00pm with 50/50 drawing

Monday: Casino, golf outing (scramble) will take place on Monday at 10:00am

Monday night: Meal 6:00pm

Registration's must be paid to Dennis Wood, **by July 4th, 2023**

Hotel Reservations: Room -Rate: King or Queen/Queen; \$79.00 per night plus tax, one night stay \$89.00 plus tax some suites are available for additional charge.

After August 17th rates go up to \$129.00 per night.

To receive this rate, call toll free 1-888-924-1601 or 608-924-1600 (mention Postmaster Jamboree).

Rates not valid for Online Reservations

Blocked rooms will be released on August 17th, 2023.

Web page (www.DeerValleyLodgeWI.com)

Hotel Rooms include Continental Breakfast, Water Park Passes, Wireless

Internet, and a golf discount at Deer Valley Golf Course

A one-night deposit is required at time of reservation. If you must cancel your reservation, do so within 48 hours of arrival date or lose your one-night deposit.

Jamboree "First Timers" will receive their rooms at, reduced price of \$59.00+tax per night, one night stay \$79.00+tax.

(Recent retirees-what a deal) This is a very great room rate.

Your Jamboree is very relaxed and a lot of fun.

Please bring a treat for the hospitality room. (NO GIFTS)



Please bring a friend retiree or active !!

NEVER BEEN TO A JAMBOREE? WHAT ARE YOU WAITING FOR?
REMINDER: THERE WILL BE NO SEPARATE MAILING FOR THE JAMBOREE.

PLEASE MAIL THE ATTACHED FORM IN TODAY!

Mail Registration for to:

Dennis J Wood

1808 East St

Black Earth WI 53515-9773

phone (608-767-3665)

Registration is fee is \$65.00
Registration fee must be paid by July 4th 2023

NAME _____ Spouse/guest name _____

Address _____ City _____ State _____ Zip Code _____

Phone # _____ Email address _____

Wisconsin UPMA State Convention, Lake Delton WI, May5 - 7, 2023



Wisconsin UPMA State Convention, Lake Delton WI, May5 - 7, 2023



Rich, the man behind the woman.



Peg Szymanski,
Member of the Year



It's 5 O'Clock Somewhere Award and
Little Miss Sunshine Award



Retiree Certificate of Appreciation
Val Nehls, Bill Tierney,
Marianne Zarling



Welcome to our FIRST TIMERS
and Rose, like your editor,
an old timer.



Central Area Vice President, Kerry Nichols
Oath of Office to Executive VP Dean Miller and
President Melissa Tarlton



Bill Tierney, PM Retired
Bill's Buzz

Hello Everyone,

2023 is moving right along. Along with that are ongoing issues with the USPS and delivery issues. I struggle trying to wrap my head around the day to day pressures postmasters/managers are feeling. I last delivered a route as a craft employee in 1981. Now did I ever deliver mail again, of course I did when all else failed but I can count on one hand from 1981 until I retired in 2010 the times I helped out on a route (not counting the time in FDL during the food drive when I delivered and the union president took pictures and collected the food). Now, it's a daily occurrence for higher level EAS. OK, I get it, times change, but really is this better? Can you spell - - -

POSTAL REFORM?



Speaking of Postal Reform, be sure you educate yourself on Postal Service Health Benefits (PSHB). 2025 will be here before you know it and you **HAVE to enroll in PSHB and select your insurance carrier.** Failure to self-enroll will cause you to be put into PSHB and in a plan that most resembles what you had in 2024 under FEHB. Keeping posted.org and OPM.gov are excellent ways to keep yourself informed of the upcoming changes.

And this edition:

What are the best health tips for the spring season? Spring safety tips for

seniors and health tips for seniors can really reduce the risk of some common challenges springtime brings.

Read on for the top health tips for seniors in the spring, including safety concerns!



Seasonal Concerns for Seniors in the Spring

Just like any season, spring comes with some concerns. Along with the lovely changing of the leaves, there are a few things to look out for.

1. Allergies & Inflammation

For seniors who are prone to allergies, it can be helpful to do the following during the springtime:

- *Keep windows closed*
- *Consider wearing a face mask when outside to filter pollen and other allergens*

Purchase an air filter for inside your house

Along with this, activities like gardening or housekeeping in the spring can cause inflamed joints. It can be helpful to talk with your doctor or physical therapist about how to best manage these issues.

2. Falls

Even though fall and winter have

passed, ice isn't the only risk for slips. Water, rain, and other spring occurrences can cause an increased risk of falls and fractures.

3. Weather Changes

Spring is sometimes thought of as a subtle, delicate season. The truth is that extreme weather can strike during this transitional time between winter and summer.

4. Delivery Delays

With changes in daylight hours and weather shifting by the second (it sometimes seems), commonly delivered items or scheduled deliveries can be delayed. It can be helpful to have freezer meals on hand.

For family members, try checking in with an elderly loved one weekly to make sure they have everything they need.



Spring Safety Tips for Seniors

Don't let a lack of safety ruin spring fun! Here are six tips for preventative practices to take on in the springtime.

1. Protect from the Sun

Humans can become more prone to sunburns with age, so remember to wear sunscreen each day that you venture outside.

Try finding a body or face lotion to use daily that is fortified with at least SPF 15. Also, be sure to spend time sitting

(Continued on page 29)

(Continued from page 28)

in the shade when you can and wear a hat to shade you.

2. Safeguard from the Weather

In addition to fortifying the skin against sun exposure, there are other steps to take when swift changes in temperature are possible.

In the spring, a hat can also protect from unexpected elements of the outdoors (such as rain). Wearing loose-fitting clothes can also help the skin stay well ventilated.

Speaking of weather, prepare for possible power outages and serious storms as well.

3. Ease Into Movement

Going from almost no outdoor activity in the winter to more movement in the spring can pose some unique dangers. Be sure to gradually increase movement and physical activity, especially outdoors, according to your needs.

Also, plan to stay hydrated properly!

4. Double Check Lighting

With daylight hours shifting in the spring, it's important to make sure your home still has bright sources of light.

Long-lasting LED light bulbs can make it so you don't have to replace lighting as frequently or risk falling to access the light fixture.

5. Tackle Spring Cleaning

A seasonal sweep of the house for spring cleaning can become more overwhelming with age. Be sure to ask for help as a senior.

If you are a caregiver or loved one, ask if there are some special spring tasks you could assist with.

6. Mitigate Tripping Hazards

It can be easy to avoid tripping hazards in the winter when the instinct is to hibernate. In the spring, check to make sure home fixtures (i.e. throw rugs) and furniture are secure so that they don't make falls more likely.

In line with spring cleaning, it can be helpful to clear the clutter in walkways and main spaces to reduce fall risk. Invite an expert to perform a safety assessment on your home if you are worried.



Top Health Tips for Seniors in the Spring

Along with safety tips, there are also helpful health habits to try during the spring. Pick one and start today!

1. Check for Expired Medication

Spring is a great time to check your medicine cabinet for expired goods. Be sure to throw away or dispose properly of anything that is expired or empty.

On a similar note, make sure your first aid and emergency kits are up-to-date, just in case.

2. Schedule a Check-Up

Winter seems to be back-to-back holiday celebrations, which can tire out older adults and throw routines to the side. Spring is an excellent time to touch base with your healthcare team and make sure everything is going smoothly.

3. Ensure Healthy Lifestyle Habits

With warmer temperatures and new seasonal produce, spring is perfect for reinvigorating your health goals. And

with a new season, comes new possibilities!

Try a new healthy meal, enjoy fresh herbs (and plant a [DIY garden!](#)), or discover a new type of exercise of movement that you enjoy. But also do not neglect the practices that prove to work best, whether it may be taking a walk to reduce stress or simply spending time outdoors with a loved one.

Overall, tend to physical, mental, and emotional health throughout the spring season – and throughout the year!

In Summary on Springtime Senior Health

Spring is a youthful season of rebirth, and seniors can also experience that exciting energy! Achieve your best health and safety yet.

Put a spring in your step with these top safety and health tips for seniors in the spring!

Thanks silvercuisine.com for the info

In closing let me remind retirees of some ways you can stay informed:



UPMA GOLD:

Send an email with your name, email address and office of retirement to our Email Coordinator, Linda Carter, at lhcarter@hotmail.com. Linda publishes UPMA GOLD as she receives information from various sources with no set frequency. If you would like to share newsworthy info with her, just send her an email once you have joined our network.

(Continued on page 30)



IN THE MAILBOX:

This is our official publication/ newsletter that is printed and mailed bi-monthly. If you would like to get on the mailing list, please send your name and address to our Editor, Eva Finley, P O Box 500, Graford, TX 76449-0500, or email to IntheMailboxEditor@usa.net. This publication is also posted on the [UnitedPMA.org](http://www.unitedpma.org) website by clicking the link below:

<http://www.unitedpma.org/resources/publications/retirees---in-the-mailbox>

Keepingposted is available at <https://www.keepingposted.org/>

Until next time, be sure you mail something today.....you know I will!!!!

As always be safe out there !

Bill

GRAMMAR LESSON

Is it "complete", "finished", or "completely finished"?

No English dictionary has been able to adequately explain the difference between these two words - "Complete" or "Finished".

In a recent linguistic competition held in London and attended by, supposedly, the best in the world, Samdar Balgobin, Guyanese man, was the

clear winner with a standing ovation which lasted over 5 minutes.

The final question was: 'How do you explain the difference between COMPLETE and FINISHED in a way that is easy to understand? Some people say there is no difference between COMPLETE and FINISHED.'

Here is his astute answer:

"When you marry the right woman, you are COMPLETE.

When you marry the wrong woman, you are FINISHED.

And when the right one catches you with the wrong one, you are COMPLETELY FINISHED!"

He won a trip around the world and a case of 25 year old Scotch.



One of our Wisconsin UPMA blankets was presented by Marianne Zarling to Ruth Tubbs, Postmaster Retired from Plainfield WI.

Ruth is very appreciative and would like to thank UPMA for the wonderful warm blanket!



**Linda Hobbs, PM Retired
Memorial Committee Chair, 2023**

Memorial Committee



Hello Everyone,

Spring has finally arrived. On the way home from the State Convention, so many beautiful trees were blooming, just in that 3 day period of warm temperatures.

I would like to THANK everyone who helped with the Memorial Service, Sunday morning. Thank you to Tom Kelley for providing the music for singing and the choir who sang. Thank you to all who helped decorate, light candles and read the obituaries. We remembered 16 Postmasters and 1 surviving spouse at the service. The list is in the Zip Line.

Please let me know if you hear of a death, or see an obituary of a deceased Postmaster, Retired Postmaster, Associ-

ate Member or Spouse. If I get the information in time, funeral arrangements can be sent out by email. The obituary will be put in the Zip Line and included in the Memorial Service at the State Convention.

Enjoy your Summer!

Thank you,

Linda Hobbs
PO Box 65
Rudolph WI 54475-0065

Phone # 715-435-3267
or email address clhobb@wctc.net

2023 UPMA MEMORIAL SERVICE REMEMBERED

NANCY L. BROWNSON – SHIOCTON

MYRNA EBERT – WRIGHTSTOWN

RONALD DEAN HENTZ – WISC DELLS, MENASHA

ERNEST LOYD IRWIN – PLYMOUTH

DARLYN J. JACKSON – PICKERAL, STETSONVILLE, ROTHSCHILD, RHINELANDER

DEBRA JEAN JENKINS – KINGSTON, CAMBRIA

MARY LOIS (SCHLICHT) JOHNSON – ROCKLAND

BARBARA J. KREB – ZENDA

DOROTHY M. LANGETIEG – FALL RIVER

RICHARD (DICK) LIETZ – CABLE

DANIEL “DAN” F. LIND – BRANTWOOD, RIB LAKE

PATRICK FRANCIS O'DONNELL – HOLLANDALE, ARGYLE

LOUIS STEPHAN SKARDA – COLEMAN

KATHERINE SMUGALA – CATAWBA

RUTH E. STELZER – VESPER

SHIRLEY A.L. UDEEN – SOUTH RANGE

ARDELLE C. VANDEHEY – SURVING SPOUSE - AUBURNDALE



Shirley A.L. Udeen

1933-2023

Shirley A.L. Udeen, 89 of Superior, died Thursday, February 2, 2023, at her residence surrounded by her family.

Shirley was born at her home in South Range on Feb. 7, 1933, the daughter of Alfred and Alma (Schvette) Stolzman. She married Floyd 'Bob' 'Duff' Udeen on April 3, 1954, and they celebrated 60 years of marriage until his death in 2014.

She had worked for many years as Post Master for the Post Office in South Range. She was a member of Bethel Lutheran Church. Shirley enjoyed being outdoors at her lake home and spending time with family and friends.

She was preceded in death by her husband, Floyd; daughter, Lori Nollet; and grandsons, Peter and Joshua Udeen.

Shirley is survived by her two sons, Donald Udeen of Amnicon Lake and Randy (Sandy) Udeen of Amnicon Lake; son-in-law, Mark Nollet; grandchildren, Jonathon Udeen, Christopher Chruscielski, Marilyn Udeen, Eric Udeen, Chelsea Rasmussen, Branden Nollet, Steven Udeen, Andy Udeen, and Donald Udeen, Jr; 16 great grandchildren; sister, Marilyn Moll; and brothers, Al (Diane) Stolzman and Richard Stolzman.



Ernest Loyd Irwin

1951-2023

Ernest Loyd Irwin, 71, of Center, Texas, passed away on February 23, 2023, in Center, Texas. He was born on November 16, 1951, in Longview, Texas, to the late Prentis Loyd Irwin and Reba Faye (McCasland) Irwin.

Loyd's wishes are being honored through cremation.

Loyd moved to Henderson, Texas at the age of 11 years old. He graduated from Henderson High School. He followed his father's footsteps and got a job with the United States Postal Service. He attended a Postmaster's Convention in San Antonio in 1984, there he met the love of his life, Debra Cantrell, and the two were married on November 16, 1985. They spent over 38 years together. He was a loving husband, father, great grandfather, great great-grandfather, and brother. Loyd served many capacities throughout his employment through the postal service. He retired as Postmaster in Plymouth, Wisconsin. After retirement he moved back to Henderson, Texas to be closer to his parents who needed help with care. Loyd and Debra returned home to Shelby County in 2021 and built their home. He enjoyed fishing and hunting. His love for gardening was the greatest. Loyd enjoyed NASCAR, even attending the Daytona 500. He loved watching sports on television, Fox News, and was a conservative man.

He is survived by: Loving wife Debra, son Wayne Irwin, daughter Amanda Gardiner and husband Chris, brother Danny Irwin, 4 grandchildren, 7 great-grandchildren and numerous nieces and nephews.

A host of family and friends that will miss him dearly.



Katherine Smugala

1946 - 2022

Katherine Smugala, 76, of Ogema passed away peacefully December 7, 2022, at her home surrounded by family under the care of Hope Hospice. She was born to Frank and Katherine (Mindock) Budaj on August 5, 1946, in Phillips, WI.

She graduated from Phillips High School then married Michael (Mickey) Smugala on November 14, 1964, at St. Mary's Church in Phillips. It was a pleasantly warm day for the celebration. She enjoyed being a housewife and raising her six children. The home was always full of laughter.

She loved spending her time in her garden. She enjoyed everything outdoors, cooking, her family, owls, quilting, and canning. In 1993, she went to work at the Catawba Post Office for many years and worked her way up to Postmaster.

Katherine's Last Words of Wisdom were, be kind to one another, always! I Love You, All!

She is survived by her husband, Michael; children, Michelle (John) Kurth, Michael, Scott (Rosie), Krissy (Travis) Custer, Clarissa (Joe) Schmitt, Rachel (John) Pocock; grandchildren, Alex (Megan) Kurth, Nicole (Tyler) Johnson, Tanner, Ashley (Jeremy) Leu, Katie (Wyatt) Newstrom, Jacob, Roman and Savannah Schmitt, Zachary Wacholtz; 6 great-grandchildren; siblings, Frank Budaj, Susan Budaj, Betty (Duane) Bauer, John (Edie) Budaj, Rosemary Korb, Patty (Doug) Nutt, Tony (Kathie) Budaj.

She is preceded in death by her parents.



Send Obituaries To:

Linda Hobbs
PO Box 65
Rudolph WI 54475-0065

Phone # 715-435-3267, email clhobb@wctc.net



This one is for Navy Veteran Steve Bacher

The Dolphin Trainer

An elderly man rear-ends a guy driving an expensive sports car.

Enraged, the guy hops out of his car and confronts the old man. "Look what you did to my car," he yells. "You're gonna give me \$10,000 right now or I'm gonna beat you to a bloody pulp!"

Oh my!" says the old man, I don't have that kind of money. Let me call my son, he trains dolphins and he'll know what to do.

Dolphins, the other driver huffs, while rolling his eyes. The old man pulls out his phone, dials his son and just as the son answers, the irate man snatches the phone away from the old man.

So, YOU'RE a dolphin trainer, huh? Well, your old man here just rear-ended my car and I need ten grand right now or I'm gonna beat you AND your old man to a bloody pulp."



"I'll be there in 10 minutes," says the voice calmly on the other end.

Exactly ten minutes later a jeep pulls up and a guy hops out and proceeds to pulverize the bully, leaving him in a bloody heap on the side of the road.

When he's finished, he walks over to his father and says,

For the **LAST TIME**, Dad...I train **SEALS... NAVY SEALS... NOT ...dolphins!!**"



Honoring our Wisconsin Veteran's Stand Up and be Recognized

If you are a Veteran or know of a Veteran, please send me their name, Branch of Service, years of service and if at all possible a photo in uniform and a current photo. If anyone would like to write up their experience while in service, I'll publish it in a future Zip Line. This recognition is for **ALL UPMA MEMBERS - Postmasters, Managers, Supervisors, Associates, Retired and Spouses that served**

If you need assistance scanning in photos, send them to me. I'll scan them and return them to you. Another option is to take a picture of the photo(s) and attach them to an email with your information,

It's never to late to honor those that served!

Memorial Day 2023 is Monday, May 29.

Memorial Day is an American holiday, observed on the last Monday of May, honoring the men and women who died while serving in the U.S. military.

Originally known as Decoration Day, it began in the years following the Civil War and became an official federal holiday in 1971. Many Americans observe Memorial Day by visiting cemeteries or memorials, holding family gatherings and participating in parades.

Unofficially, it marks the beginning of the summer season.

As Americans we are able to enjoy summer and our freedom, due to the sacrifice of our Veterans.





Honoring Wisconsin Veteran

Steven R. Bacher, Retired Postmaster

I served in the U S Navy for 6 years during the Vietnam War from 1970 to 1976. I served aboard the USS Von Steuben, SSBN 632, a fleet ballistic nuclear submarine. I was in the Reactor Controls Division where I operated the nuclear reactor and maintained & serviced all of the equipment associated with the nuclear reactor. In 1975, I received a Special Commendation from the Captain of the USS Von Steuben, SSBN 632 for meritorious service.

After leaving the Navy, I spent the next 4 years with a commercial contractor overseeing required maintenance of nuclear power plants during their shut down periods. While working at a nuclear power plant in Maine in 1977, I met the love of my life, Deborah Ann, and we were married 3 years later in June of 1980. We have been together for 46 years



and have 2 adult children and 2 grandkids.

In 1980, I started my 32 year career with the US Postal Service as a PTF clerk at the Brodhead P.O. In 1985, I was appointed PM of Mazomanie, WI and in 2006, I was appointed PM of Cross Plains, WI. During my postal career, I served OIC assignments in Orfordville, Reedsburg & Sauk City, and I also served a stint as Supervisor of Operations at Sun Prairie. I also served on various POOM projects including criss-crossing the bottom half of Wisconsin where I performed audits of post offices, some with the infamous Rick Dama. I also helped the USPS bring computers into P.O.'s by installing & setting up computers in numerous P.O.'s, and I conducted numerous training classes on various subjects. I served as District Director for the "535" area in NAPUS under President's Bill McClain & Bill Tierney.



I happily retired in 2012.

Sincerely,
Steve Bacher





UPMA

United Postmasters and Managers of America

UPMA Zip Line
N6196 County Road F
Sullivan WI 53178-9733

Non-Profit
Organization
US Postage
Paid

CHANGE SERVICE REQUESTED

**Email address for
Wisconsin UPMA President
and Adverse Action is
wiupma@gmail.com**

***Today's 3-year-olds can switch on laptops and open their favorite apps.
When I was 3, I ate mud.**



HELP SAVE OUR UPMA BUDGET!!!

*Send your change of
Address Information to:*

Rick Dama
N6196 County Road F
Sullivan WI 53178-9733
radpm3262@gmail.com
Or log into unitedpma.org

Zip Line

**Next Issue deadline:
August 15, 2023**

Submit articles to:
radpm3262@gmail.com
subject line
(Zip Line UPMA)

wiupma.org

Website updates and articles can
be submitted anytime to:

radpm3262@gmail.com
subject line (UPMA Website)

DATES TO REMEMBER

2023

7th Annual - National Convention
August 26 - September 1, 2023

31st Annual Retirees Jamboree
September 17 - 19, 2023

Central Area Officers Seminar
September 22 - 24, 2023

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