



VOLUME 9 ISSUE 1

ZIP LINE

JAN FEB 2025

UPMA Membership Academy
Dallas, TX
Saturday January 18, 2025



As busy as Melissa is taking care of Wisconsin UPMA she found time to sign **101** new members in 2024 ranking 7th in the nation.



**2024 UPMA
Membership Drive
300+**
New Members Signed
Dominic Spadaro, 353
Earl Husbands, 349
Scott Christiansen 301

NEXT ISSUE DEADLINE: MARCH 15TH, 2025

EXECUTIVE BOARD 2025



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MEMBER REP 2025



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WISCONSIN AUXILIARY



Wisconsin Auxiliary
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715 630-8249
katiehughartupma@gmail.com

RETIREES 2025



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608 434-0647
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Sec/Treas Retirees
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Memorial Service Chair
Linda Hobbs
715 435-3267
lhobb@wctc.net

Email address for Wisconsin UPMA, President and for Adverse action is wiupma@gmail.com



Melissa Tarlton, PM Shawano
President 2024

Representing both sides of the table.

I often am asked how UPMA represents members when the Postmaster/Manager and Supervisor in the same office are both UPMA members. Depending on the situation UPMA may be representing two or more members for the same incident. When I get the call, I select one of the seven certified WI Chapter Member Representative's (CMR) that is a best fit for our member and the situation. I may select two CMR's to represent two UPMA members in the same office



if they are both threatened with possible discipline for the same issue.

At times, we mediate between two neighboring Postmasters that are UPMA members. Most often the conflict is with the interpretation of policies or postal regulations where we can offer guidance with the situation.

When the CMR is assigned a member the member receives prompt, confidential, outstanding representation throughout the disciplinary process. Our CMR's also work closely and are trained by our UPMA National Member Representatives. It is important that before, during and after the investigative interview that the member feels confident that their CMR will support them through this tough time.



DO NOT go into a PDI/Investigative Interview without a CMR. Remember, you have rights under ELM 650. If your manager won't tell you why they want to meet with you or you ask if the meeting could lead to discipline and they say I don't know, maybe or yes tell them you are more than happy to answer any questions once your UPMA representative is present. **Cut out page 24**, fold it up and tuck it under your computer monitor. Please know I am just a phone call away.

UPMA is here to protect your career!

Take care,
Melissa

**YOU'RE
INVITED!**

The 9th Annual UPMA Wisconsin Chapter Convention is coming to beautiful Lake Geneva April 25-26, 2025....Take a few days away for yourself and your career. Come alone or with your family. Or road trip it with your neighboring UPMA Member!

Get your registration (page 5) in **NOW** before the price increase on **3/15/25**. Registration includes 5 meals and a 2 hour **Friday evening sunset Cruise** on Lake Geneva. **1st time attendees: Get your registration refunded after convention!**

Relax at the Abbey Resort and Spa, the only full service resort on the shores of Lake Geneva for \$119.00 a night plus tax and resort fee.

We will again have informative and engaging **ON THE CLOCK Training** 1:00-5:00 PM Friday April 25th

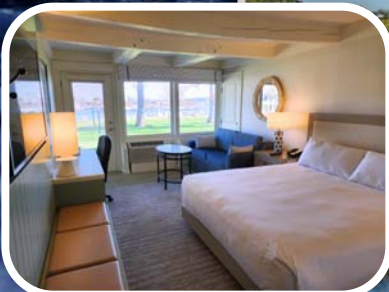
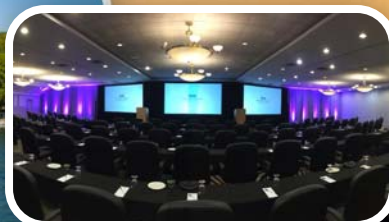
The Saturday night banquet will be a fun filled 1920's Speakeasy Casino theme. Come dressed in your best 1920's flapper girl or Gatsby attire. Don't forget to bring items to donate for Saturday's Silent Auction.

The UPMA Auxiliary will have supervised activities available for your **CHILDREN** during Friday training and Saturday's meeting. Call or text Katie Hughart for details at 715-630-8249 or by email at katiehughartUPMA@gmail.com

To get your first round of **GOLF** in for the season call or text Greg O. Palecek at (262) 707-9604 for more details!

Contact Convention Chair Rachel Cayce by text or phone at 608-566-7146 for more information.

*Come Sail Away with us to Lake Geneva
at the Abbey Resort and Avani Spa
April 25-26, 2025
Wisconsin Chapter UPMA Convention*



As the only full-service resort on the shores of Lake Geneva, The Abbey Resort offers unique activities from lakeside dining and boat rentals to a virtual reality entertainment center, along with resort amenities such as indoor and outdoor pools, family activities, live music, and of course, our full-service Avani Spa. Enjoy luxurious accommodations with amenities including plush bedding, free WiFi, HD flat screen televisions and a relaxing outdoor patio or balcony.



United Postmasters and Managers of America

9th Annual Wisconsin Chapter Convention

Friday April 25 - Saturday April 26, 2025

Convention Registration (*only one person per form*):

First Name: _____ Last Name: _____

First Name (for your badge) _____

Post Office You Represent: _____ Zip: _____

Your Mailing Address: _____

City: _____ State: _____ Zip+4: _____

Cell Phone: _____ E-mail: _____

- ☐ ← Postmaster
- ☐ ← Supervisor
- ☐ ← Manager
- ☐ ← OIC
- ☐ ← Associate
- ☐ ← PM Retired
- ☐ ← Spouse
- ☐ ← Guest
- ☐ ← Child

Veteran? Branch of Service _____ Years Served From _____ To _____

First Timer ☒ Yes ☐ No ☐

Please circle the appropriate fee:

* Before 3/15/25
3/15/25 4/15/25

Full registration includes:

Friday Lunch and Dinner		
2hr Lake Geneva Cruise/Tour,		
Saturday Breakfast, Lunch and Banquet.	*\$95	\$125
Business session and training (only, no meals)	*\$25	\$25
Saturday Banquet (only)	*\$40	\$50
On Site Registration after 4/15/25		\$150

Payment Information

Convention Registration: \$ _____
Additional (Banquet only) tickets: \$ _____
Total Payment: \$ _____

**Mail with full payment to: UPMA Convention Registration,
PO Box 1, Shawano WI 54166**

Active Wisconsin Chapter (current employees) first timers at the Convention
will receive their registration fee refunded at the close of convention,
provided they attend all business and training sessions.

Questions?
Contact Rachel Cayce,
Email: rachelcayce1@gmail.com
or Call: 608 566-7146

→ **Sign up early** ←

Hotel Reservation

UPMA has a special room rate of \$119/night at the convention hotel plus \$15 per night resort service fee. You must call the hotel directly to make a reservations by April 7, 2025. The UPMA Wisconsin Chapter will not handle room reservations. All room cancellations must be made directly with the hotel.

*When reserving your room, please identify yourself as part of the UPMA convention

The Abbey Resort
269 Fontana Blvd
Fontana WI 53125
800 709-1323

theabbeyresort.com

Be sure to request the
UPMA Convention rate.

Convention

Registration Cancellation

Refund Policy

Requests for cancellation refunds must be emailed to the UPMA Wisconsin Chapter President by March 23, 2025 for 50 percent refund. No refunds after March 23, 2025. These dates will be strictly adhered to; exceptions may be made with approval of the UPMA Wisconsin Chapter President.

The Abbey Resort and Avani Spa
Fontana, on Lake Geneva



January 8, 2025

UPMA Chapter Presidents, UPMA National Executive Board

Re: Special Exemption- to deliver mail

HRSSC has cut PS-Form 50s effective 12/31/2022, making all Exempt Postmasters 18-22 and all Exempt Station Managers Special-Exempt with a reason code allowing them to be eligible for "additional pay when delivering mail."

After a long struggle by UPMA, a temporary modification to Postal pay policy will allow select exempt non-bargaining employees to be eligible for additional pay when those employees are needed to deliver mail due to staffing shortages. Based on a UPMA request and conversations at the St Louis UPMA National Convention, the Service has decided to temporarily modify policy and allow employees permanently assigned to the following positions to be eligible for additional pay at the straight-time rate if authorized to deliver mail.

Title	Grade	Occ-Code
MGR Customer Services	EAS-19	23057064
MGR Customer Services	EAS-20	23057039
MGR Customer Services	EAS-21	23057091
MGR Customer Services	EAS-22	23100002
MGR Customer Services	EAS-24	23100010
Postmaster	EAS-18	23016118
Postmaster	EAS-20	23016120
Postmaster	EAS-21	23017121
Postmaster	EAS-22	23017122
Postmaster	18 (B) EAS-43	2301621

The policy will provide extra compensation for the time a Manager or Postmaster delivers mail, provided the total work hours are more than 8.5 on a scheduled day or any hours on a non-scheduled day. This temporary pay policy is applicable only in those circumstances. Management must meet all contractual requirements before authorizing non-bargaining employees to deliver mail.

This temporary policy commenced on December 31st, 2022, and is now set to end on April 18, 2025.

UPMA is hopeful this will continue to stay in place until such time as the staffing shortage is rectified. UPMA appreciates this change and looks forward to further discussions with The Service on this and other issues facing our members. This is another example of what can get done when we work together. Please share this with your Area/District Managers as you need to; no further announcement will come from the Postal Service.

Sincerely,

Tony Leonardi, UPMA National President

United Postmasters and Managers of America
8 Herbert Street, Alexandria, VA 22305-2600
(703) 683-9027
Unitedpma.org

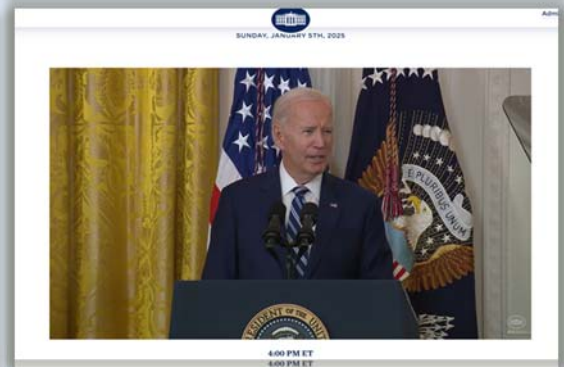
President Biden Signs the Social Security Fairness Act



President Biden took a selfie with UPMA President Tony Leonardi and UPMA Retiree President Charley Peters

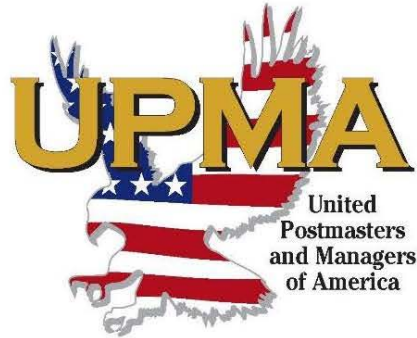


UPMA Zip Line



SOCIAL SECURITY FAIRNESS ACT

- Repeals the Windfall Elimination Provision (WEP)
- Repeals the Government Pension Offset (GPO)
- Ensures public sector workers and their families can receive full Social Security benefits



UPMA Member of the Year Nomination

There are those who have significantly contributed to UPMA who have done an outstanding job in performing their duties as a Postmaster, Manager or UPMA Member and who have actively participated in their communities or this organization.

We can recognize these people by nominating them as UPMA Member of the Year. From the nominations, an individual is chosen as the Wisconsin UPMA Member of the Year. Members are not limited to one award.



Name: _____

Office: _____

Date Appointed: _____

Date Joined Management Organization: _____

Offices held in UPMA: _____

Other Postal Positions: _____

Civic Awards, Honors, etc. _____

Attendance at State, Area, and National Levels: _____

Nominated by: _____

If you know of a UPMA member you feel is worthy of consideration for this award, submit your nomination by April 1st _____

Attn: UPMA Member of the Year
PO BOX 11
Elkhorn, WI 53121-0011



**Paul Petrovich, PM Stoughton
VP (Legislative/PAC)**

Hello readers, I am back!



I am back, baby! I'm surprised they still let me write in the Zip Line. I hope everyone had happy holidays and a successful package season. I would like to thank Joan Baumgart for her time as Legislative and PAC chair. Joan did an incredible job leading the Wisconsin district in everything legislative and PAC related from news to events. I have some big shoes to fill, and I will do my best to make sure everyone is up to date on everything legislative and PAC related. My term started on January 1st, so for the next 2 years you are stuck with me, or they fire me. Can they do that even? Well, until somebody replaces me or I get ousted I look forward to serving you as legislative and PAC chair.

Alrighty let's pitter patter and get at it, many of you may or may not know this but H.R. 82 was signed into law on Jan

5th, 2025. This was to eliminate the windfall elimination provision as well as the government pension offset, which basically reduced or eliminated social security from hard working postal employees that are CSRS retirees. The speed at which this piece of legislation was signed into law once it was approved by the house I think took many of us by shock. It was passed by the house on November 12th, 2024, then passed by the senate on December 21st, 2024. It was signed into law on January 5th, 2025, by President Joe Biden. In just a mere 55 days H.R. 82 was signed, I haven't seen the government be this efficient in a long time, maybe they realized after over 40 years the burdens placed on our retirees. UPMA can't take all the credit though; this really was a group effort by everyone involved. Firefighters, teachers, and police were just a few

legislation including working on Title 39 and retirement "Buy Back" for postal and federal employees who were casual employees before being appointed to a career position. We are still trying to find our feet at the moment after so many years of disappointment with coming so close to repealing WEP/GPO. I have a meeting next month to hopefully receive some more information on what we shall be doing with Title 39. Title 39 was passed Sept 2nd, 1960, since I wasn't even born yet (yes, I am a youngin) I will have to do a little research on this bill. It is quite vast, covering general postal service procedures, personnel and transportation, and a little bit of everything in between.

And for my last trick we shall talk about our UPMA legislative trip to D.C. in March. I have no clue I mean, come on it's not like it's my first time or anything! If you are interested in going to the hill with us let me know. I'm assuming alcohol will be consumed at some point during the trip. Thanks for reading my article till next time reader!

Stay well my friends
Paul



that were affected by WEP and GPO, but we did it!

I enjoy the fact that it was signed just as I was starting my term. It will allow me to be fully involved in the next pieces of

Hospital regulations require a wheel chair for patients being discharged. However, while working as a student nurse, I found one elderly gentleman already dressed and sitting on the bed with a suitcase at his feet, who insisted he didn't need my help to leave the hospital.

After a chat about rules being rules, he reluctantly let me wheel him to the elevator. On the way down I asked him if his wife was meeting him. 'I don't know,' he said. 'She's still upstairs in the bathroom changing out of her hospital gown.'



Marshfield 3 digit meeting

November 10th
12-2 PM
Pizza Ranch
Marshfield

**MEMBERSHIP
IS THE LIFE
BLOOD OF OUR
ORGANIZATION**



Sign up a New UPMA Member TODAY!

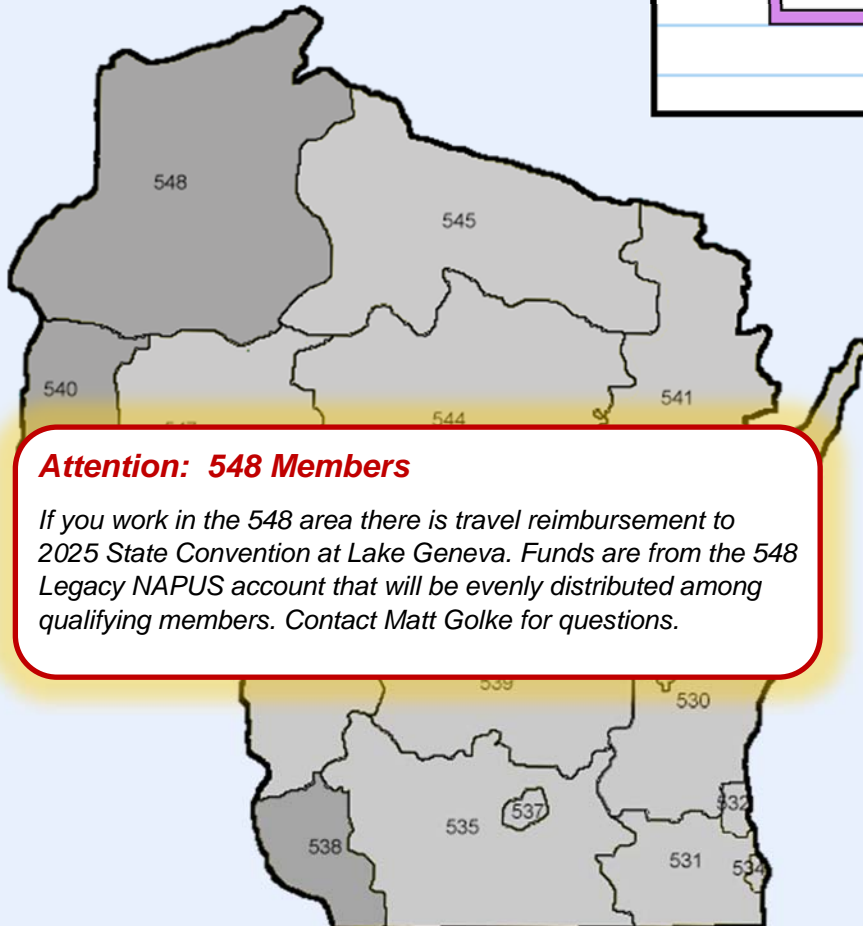
JOIN
ON-LINE
AT
UNITEDPMA.ORG

REMAND THE NEW
MEMBER TO ADD
YOUR NAME TO
THE BOTTOM OF
THE 1187/1187R
OR WHEN
JOINING ONLINE.

NEW
EAS MEMBERS
GET THEIR FIRST
YEAR OF
MEMBERSHIP FOR
FREE!!

CRAFT EMPLOYEES
ASPRING TO
BECOME
MANAGERS ARE
WELCOME TO JOIN
FOR \$2.65 A PP

RECEIVE \$100 FOR EACH EAS AND \$50 FOR
EACH CRAFT EMPLOYEE YOU REFER.
CHECKS ARE MAILED MONTHLY
FROM THE NATIONAL OFFICE.



Attention: 548 Members

If you work in the 548 area there is travel reimbursement to 2025 State Convention at Lake Geneva. Funds are from the 548 Legacy NAPUS account that will be evenly distributed among qualifying members. Contact Matt Golke for questions.

New member list October 29 -December 31, 2024

Kimo K Scott	Francisca Rodriguez
Tiffany R Montgomery	Jamie M Meyer
Mikayla K Michael	Stephanie N Davis
Chenequa Byers	Sarah A Noblin
Pepytho Mayuma Kakesa	Leon Stone
Karen L Polakowski	Tammy J Lehr
Racheal A Shackles	Tammi L Sanchez
Ebony Anderson	Mikayla I Grim
Falissia D Mitchell	Jennifer M Ranic
Napewter L McBroom	Richard G Seefeldt
Jessica K Butler	Matthew J Ver Hulst
Keshonda D Essex	Romely T Deacon
Tracey Merrill	Mira Erylne A. Ducao
Laura Raasch	Robert A. Snodie
Sandra M Craun	Tina M O'Connor
Charnissa L Crawford	Jason E. Deer
Angela Davis	Erica Sampson

Wisconsin District

uspsnewsbreak

January 22, 2025

Promotions and New Assignments

I am pleased to announce the following selections for management positions in the Wisconsin District for the period of November 3, 2024, through January 11, 2025. Management appointments are important career milestones that deserve recognition. Please join us in congratulating these employees and give them your full support.

OFFICE	LAST	FIRST	JOB TITLE	EFFECTIVE	LEVEL
PEWAUKEE PO	BARTZ	KRISTIN	SUPV CUSTOMER SERVICES	11/16/2024	17
NEW RICHMOND PO	BOUTHILET	PHILLIP	SUPV CUSTOMER SERVICES	12/14/2024	17
KENOSHA PO	BRANDT	ANDREW	POSTMASTER	12/28/2024	22
MILWAUKEE WI P&DC	CORONA SR	JUAN	SUPV DISTRIBUTION OPER	1/11/2025	17
DE PERE PO	DARON	COLLEEN	POSTMASTER	12/14/2024	21
STEVENS POINT PO	DAVIS	STEPHANIE	SUPV CUSTOMER SERVICES	11/16/2024	17
MUSKEGO PO	DONNELLY	JILL	SUPV CUSTOMER SERVICES	11/30/2024	21
CEDARBURG PO	EKSLER	YURIY	SUPV CUSTOMER SERVICES	11/30/2024	17
OSCEOLA PO	FOX	GREGORY	SUPV CUSTOMER SERVICES	11/16/2024	17
APPLETON PO	FOXX	RAVEN	SUPV CUSTOMER SERVICES	12/14/2024	17
MILWAUKEE WI P&DC	GODBOLT HENDERS	DEMETRIOUS	SUPV MAINT OPS (RELIEF)	11/16/2024	17
SOUTH MILWAUKEE PO	HANSEN	TRICIA	SUPV CUSTOMER SERVICES	1/11/2025	17
OAK CREEK WI P&DC	HANSON	ZACHARY	INDUST ENG (PROCESSING)	1/11/2025	21
EAGLE RIVER PO	HESS	MITCHELL	SUPV CUSTOMER SERVICES	12/28/2024	17
MADISON WI P&DC	INDRA	KYLE	SUPV MAINTENANCE OPER	11/30/2024	17
WAUTOMA PO	JOHANNES II	STEVEN	SUPV CUSTOMER SERVICES	12/14/2024	17
MAD-CAPITOL CARRIER A	KLEMZ	BRAD	SUPV CUSTOMER SERVICES	12/14/2024	17
SPRING GREEN PO	LEA	ADRIANA	SUPV CUSTOMER SERVICES	12/14/2024	17
MIL-TEUTONIA STA	LUCKETT	WANDA	SUPV CUSTOMER SERVICES	12/28/2024	17
MAD-CAPITOL CARRIER A	MESCH	DONALD	SUPV CUSTOMER SERVICES	12/14/2024	17
WEST BEND PO	MICHAEL	MIKAYLA	SUPV CUSTOMER SERVICES	12/28/2024	17
MADISON PO	MURRAY	LAJUANTE	SUPV CUST SVCS (RELIEF)	1/11/2025	17
MOSINEE PO	NOBLIN	SARAH	SUPV CUSTOMER SERVICES	11/16/2024	17
HUMAN RESOURCES-WI	PAAPE	KATHERINE	MGR FIELD SAFETY & HEALTH	11/16/2024	23
MILWAUKEE WI P&DC	PARK	DUK	MGR PROCESSING SUPPORT	12/28/2024	25
MIL-SHOREWOOD BR	RANIC	JENNIFER	SUPV CUSTOMER SERVICES	11/16/2024	17
WEST BEND PO	REYES	GINO	SUPV CUSTOMER SERVICES	12/28/2024	17
WHITEWATER PO	RONDORF	TIMOTHY	SUPV CUSTOMER SERVICES	1/11/2025	17
OAK CREEK WI P&DC	SEILER	JOHN	SUPV MAINTENANCE OPER	11/16/2024	17
OREGON PO	SMITH	BETHANY	POSTMASTER	12/28/2024	20
MILWAUKEE WI P&DC	SMITH	BRITTANY	SUPV MAINTENANCE OPER	12/28/2024	17
MILWAUKEE WI P&DC	SYVOCK	PAUL	PROCESSING SUPPORT SPEC	1/11/2025	17
HUDSON PO	UNGER	AMANDA	POSTMASTER	12/14/2024	21
PRESCOTT PO	WANDZEL	MARK	POSTMASTER 18 (B)	1/11/2025	43
MILWAUKEE WI P&DC	WEST JR	DWIGHT	SUPV MAINTENANCE OPER	11/16/2024	17
COLEMAN PO	WILINSKI	KENNETH	POSTMASTER 18 (B)	1/11/2025	43

District Manager (D)

Nationwide Sponsorship's With 30 plus signed 2024

Sponsor	January	February	March	April	May	June	July	August	September	October	November	December	Total
Dominick L. Spadaro	6	27		27	15	45	84	60	2		43	44	353
Earl Husbands	1	8	1	32	32	47	73	70	7	7	26	45	349
C. Scott Christiansen	12	42	16	18	41	13	25	58	4	47	16	9	301
Anthony D. Leonardi	5	1	13	8	35	44	25	36	8	5	9	11	200
Jeff R Jarrett	5	17	11	13	16	11	15	19	6	8	5	23	149
Online Advertisement/email	9	9	11	14	12	2	11	8	11	8	8	14	117
Tania Cason		2	2	6	1	20	17	53		2	1	1	105
Melissa A. Tarlton	3	3	7	3	4	9	12	21	3	8	13	15	101
Roy Shaffer	1	7	6	6	6	12	10	7	5	22	11	7	100
Stacy A. Taplin	7	9	3	7	18	5	30	6	6	1	1	6	99
Danny Estrick	8	26	20	11	9			2	3	2		2	83
LaVelma Mizelle	4	2	2	4	12	2	25	5		8		17	81
Daniel T. Leonard		4	4	8	41	3	1	8	4		1	4	78
Darwin A Adams		2	3	8	16	2	28	2	6	4	4	1	76
Sherry Bridges	5	7	1	8	10	2	24	9	4			2	72
Paul Joseph		9	1	4	40	1		8			1	2	66
James Sayles	1	2	4	6	6	3	9	3	14	4	2	10	64
James W. Maher	4	1		2	5	3	19	7	5	5		4	55
Tony Terwey	5	9	6	4	8	7	5	1	7	2			54
Douglas Wachtel			6	1	3	29	1	1	2	1	8	2	54
Dawn Woods	2	1	11	16	14		9						53
Kerri Brandow	2	5	8	12	10	1	7	5		1		1	52
Alex Paulsen	8	11		1	2	7	6	3	7	3	3		51
Laurene McDonough				6		22			3	10		8	49
Gabriel Bauer	1	10			18		14		1	3		1	48
Michael Beutel	6	1	1	8	3	3	5	4	3	1	3	3	41
Angelia Hicks													37
Kizzie Austin											2	33	37
Brian Wade											1	2	36
Mari Beth Kirkland											3		35
David S. Clark												7	34
Cleveland Williams												6	34
Sonia E Telles-Simpson												2	33
Rebecca Dzormeku													31
Tenia M. Thompson											1	25	31
Angela Byers													30
Sidoine Mahougnon Afanou													30



The New National Recruitment Incentive

- The UPMA National Office will no longer be sending the \$195 recruitment incentive checks to the Chapters they have sent in the past
- Instead, the UPMA National Office will be sending the recruitment incentive checks directly to the individuals responsible for signing up the new members
- \$100 for new EAS members
- \$50 for new Associate members



PS 1187



PS 1187
(on line fill and submission)



PS 1187r



Lisa Wojnarowski, EAS HQ
Vice-President, Education

Workplace Harassment



Together We Can Prevent Harassment In the Workplace

We all deserve to feel safe when we come to work.

I am pulling this information from **PUB 553, Employee's Guide to Understanding, Preventing, and Reporting Harassment.**

In the opening statement it states in part, "The USPS wants you to know that harassment and other inappropriate conduct ... will not be tolerated in the workplace." "Although not every instance of inappropriate behavior may fit the legal definition of harassment, such behavior in the workplace undermines morale and violates the USPS standards of conduct." "You as an employee must do your part ... and report improper behavior." The Supreme Court has ruled that workplace harassment is improper and unlawful. The law requires employers to take reasonable steps to end harassment in the workplace.

You have a right to work in an environment free of harassment. The Postal Service is committed to providing its employees with a safe, productive, and inclusive workplace. Violation of the "Postal Service Policy on Workplace Harassment" may result in disciplinary action up to and including removal. Any inappropriate conduct, even that which does not meet the legal definition of harassment, may result in disciplinary action.

What Harassment Is. Although it's a familiar term, harassment is not always easy to define. What one person might think of as harassing behavior, another may think of as kidding or joking around, or, if the harassment is sexual in nature, as mild, inoffensive flirtation.

Harassment can cover a wide variety of behaviors. It may consist of words, actions, or, most often, a combination of the two. Under federal antidiscrimination laws, harassment is defined as unwelcome verbal or physical conduct that demeans or shows hostility or aversion toward an individual or group of individuals ... To be considered harassment under the law, the behavior must also (1) result in an intimidating, hostile, offensive work environment; (2) unreasonably interfere with an individual's work performance; or (3) otherwise adversely affect an individual's employment opportunities. Examples of harassment may include: (1) making offensive or derogatory comments, nicknames, or slurs; (2) engaging in negative stereotyping; or (3) engaging in physically threatening, intimidating, or humiliating actions. Petty slights, simple teasing, annoying behavior, offhand comments, or isolated incidents (unless extremely serious) will not rise to the level of illegality.

Tangible Employment Action or Quid Pro Quo Harassment. Tangible employment action harassment is the harassment of a subordinate by someone with supervisory authority that results in a tangible employment action. A tangible employment action is an action that significantly changes an employee's employment status, such as hiring, firing, promoting, demoting, changing work assignments, and reassigning an employee.

Hostile Environment Harassment: Crossing the Line Between Social Nuisance and Harassment. Hostile environment harassment covers a broad range of behaviors and situa-

tions. It is most often defined as a pattern of continuing unwelcome behavior that unreasonably interferes with an employee's work performance or that creates an intimidating, hostile, or offensive work environment.

Who Is Protected From Harassment. Under the law, all employees are protected from harassment.

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" that identifies which comments and behaviors constitute harassment. However, if a "reasonable person" would find the behavior so offensive as to interfere with his or her work performance, then it is likely to be considered harassment. The Postal Service's 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.

Importance of Communicating That Words or Actions Are Unwelcome. If you are being harassed, you should let the harasser know in no uncertain terms to stop the behavior. If you are not able to do so alone, you could ask a friend, a union representative, or a trusted coworker to help you talk to the harasser. This does not mean that you have to confront the alleged harasser or put it in writing.

Sexual Harassment and the Office Romance. The Postal Service strongly discourages supervisory and managerial employees from engaging in

(Continued on page 14)

romantic and/or physical relationships with their subordinate employees.

How to Tell If Your Behavior Amounts to Harassment. Sometimes actions intended as innocent fun may be perceived as harassing behavior. The line between harassment and overly friendly actions or joking around is often a fine one. The important distinction is that harassment is unwelcome. The workplace should not be a place where people are subject to offensive comments, actions, or behavior. Be alert for signs, verbal or nonverbal, that your behavior is unwelcome. If you are unsure, consider asking.

Inappropriate Behavior. Inappropriate behavior in the workplace, even if it does not rise to the legal definition of harassment, may violate the Postal Service's policies and/or standards of conduct. Inappropriate behavior often leads to incidents of harassment.

First, Tell the Harasser to Stop! Sometimes, people are unaware that their behavior is offensive or harassing until it is brought to their attention. Communicating your belief that the behavior is offensive and making it clear that you want it to stop may be sufficient to end the offensive or harassing behavior.

Second, Report It! Whether or not you get the harasser to stop, report harassing behavior to those in authority who are responsible for stopping the harassment, and who will make a record of it. Once you report the harassing behavior, it is management's responsibility to act to stop any inappropriate behavior, investigate, and ensure that harassing or inappropriate conduct does not recur — even if the behavior doesn't rise to the legal definition of harassment.

What Supervisors and Managers Must Do to Prevent Harassment. The law requires employers to take reasonable steps to end harassment in the workplace and to remedy the situation when harassment is found. Managers or supervisors who receive information regarding a situation that may involve harassment are required to:

- Conduct a thorough inquiry or ensure that the information reaches a manager or supervisor who has the authority to conduct the inquiry.
- Determine if the employees involved need to be moved apart.
- Take prompt action to put an end to the harassment.
- Follow up with corrective action when appropriate.

What You Can Do to Prevent Harassment. You can help stop harassment in the workplace by the following actions:

- Do not condone harassment or inappropriate behavior by participating in the activity or remaining silent.
- Do not ignore teasing, jokes, remarks, or questions directed at you or at others that may be hurtful, inappropriate, or illegal.
- Ask the person or persons doing the harassing or behaving inappropriately to stop, even if the behavior is not directed at you.

Report harassing behavior to your immediate supervisor or manager, another supervisor or manager, or the Manager of Human Resources.

If you were getting harassed & threatened every day, or getting intentionally smacked with a package by a coworker; would you want to show up to work?

We all need to step up and do what's right for our employees. What would you do if you witnessed harassing behavior?

Respectfully,
Lisa Wojo





**Greg Palecek PM Retired
Convention Golf Chair**

Golf 2024

Our State Convention Golf outing is on Friday, April 25th. We will be golfing at a beautiful course called Abbey Springs, with stunning views of Lake Geneva. Course is only 2 miles from our hotel. Address is One Country Club Dr. Fontana, WI 53125. Tee time is at 9 AM cause of meetings being held later. Only 9 holes are scheduled. Cost is \$45 with cart. Please call or text Greg Palecek at 262-707-9604 if you are interested, so I can keep the course updated.



"I know I'm getting better at golf because I'm hitting fewer spectators."

Need help with eCareer? 991 application? Interview Skills? KSA's?

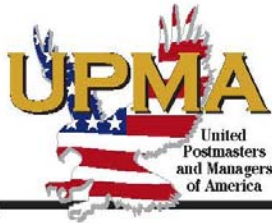
We are here to help . . .

Schedule a confidential **ZOOM eCareer Review** with one of our UPMA leaders. In the session we will review your application, get your questions answered and help prepare you for the interview process.

Email -

wiupma@gmail.com





Form 1187

Request and Authorization for Voluntary Allotment
of Compensation for Payment of Employee Organization Dues

*Fill Out Form On-line, Print it out, and Return to
UPMA National Office at the Address Below for Processing*

Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

Section B (Check One): ☐ Postmaster ☐ Manager/Supervisor ☐ Associate ☐ PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization

P

Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
-----------------------	------

Section E

☐ Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

☐ Career Awareness Conference ☐ USPS Provided Training ☐ Other

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT



Taking Initiative

Share UPMA With These Non-Member Offices

Office		Phone	Office		Phone
Algoma, WI 54201	43	920-487-2587	Mukwonago, WI 53149	21	262-363-7741
Appleton, WI 54911	22	920-993-3055	Muskego, WI 53150	20	414-422-9510
Baileys Hbr, WI 54202	18	920-839-2023	Neillsville, WI 54456	43	715-743-2842
Beaver Dam, WI 53916	20	920-885-3073	New Richmond, WI 54017	20	715-243-7713
Belleville, WI 53508	43	608-424-1776	Oconomowoc, WI 53066	21	262-567-7241
Beloit, WI 53511	22	608-365-7757	Oneida, WI 54155	18	414-869-2278
Bloomer, WI 54724	43	715-568-3130	Oregon, WI 53575	20	608-835-1705
Boulder Jct, WI 54512	43	715-385-2110	Oshkosh, WI 54901	22	920-236-0625
Clam Lake, WI 54517	E	715-794-2367	Osseo, WI 54758	43	715-597-2018
Cleveland, WI 53015	18	920-693-8671	Peshtigo, WI 54157	43	715-582-3330
Cochrane, WI 54622	18	608-248-2650	Plover, WI 54467	20	715-344-7342
Colby, WI 54421	18	715-223-2626	Plymouth, WI 53073	20	920-892-6906
Coleman, WI 54112	43	920-897-3850	Poynette, WI 53955	43	608-635-2623
Danbury, WI 54830	43	715-656-3527			
De Forest, WI 53532	20	608-846-5910	Racine, WI 53401	24	262-632-6214
Delafield, WI 53018	43	262-646-8423	Random Lake, WI 53075	43	920-994-9221
Delavan, WI 53115	20	262-728-2100	Reedsburg, WI 53959	20	608-524-2211
Eagle River, WI 54521	20	715-479-8981	Reedsville, WI 54230	43	920-754-4228
Edgerton, WI 53534	20	608-884-6442	Ripon, WI 54971	20	920-748-3287
Egg Harbor, WI 54209	18	920-868-3623	Roberts, WI 54023	18	715-749-3766
Fontana, WI 53125	E	262-275-3325	Sauk City, WI 53583	43	608-643-3217
Galesville, WI 54630	18	608-582-2068	Schofield, WI 54476	21	715-359-3464
Green Bay, WI 54303	24	920-498-3885	Sheboygan Falls, WI 53085	20	920-467-6510
Greenville, WI 54942	20	920-757-1005	Sheboygan, WI 53081	22	920-458-3741
Hartford, WI 53027	21	262-670-6974	Sparta, WI 54656	20	608-269-2811
Hartland, WI 53029	20	262-367-3187	Spooner, WI 54801	20	715-635-8716
Horicon, WI 53032	20	920-485-4429	Suamico, WI 54173	43	920-434-2183
Hubertus, WI 53033	18	262-628-3535	Superior, WI 54880	21	715-394-6643
Independence, WI 54747	18	715-985-2211	Suring, WI 54174	43	920-842-2556
			Trempealeau, WI 54661	18	608-534-6571
Kaukauna, WI 54130	21	920-766-5750	Turtle Lake, WI 54889	18	715-986-2222
Kohler, WI 53044	18	920-452-8308	Two Rivers, WI 54241	43	920-794-7014
Lake Delton, WI 53940	18	608-253-4793	Washburn, WI 54891	18	715-373-2771
Lake Mills, WI 53551	43	920-648-6706	Watertown, WI 53094	21	920-261-5929
Lakewood, WI 54138	43	715-276-7667	Waupaca, WI 54981	20	715-258-2010
Luxemburg, WI 54217	43	920-845-2551	Wausau, WI 54401	22	715-261-4231
Manawa, WI 54949	18	920-596-2600	Whitewater, WI 53190	20	262-473-2103
Manitowoc, WI 54220	22	920-682-6166	Wilmot, WI 53192	18	262-862-2728
Menasha, WI 54952	43	920-722-0326	Winneconne, WI 54986	43	920-582-9405
Merrill, WI 54452	20	715-536-2800	Wisc Rapids, WI 54494	21	715-423-2130
Mondovi, WI 54755	43	715-926-4988	Wisconsin Dells, WI 53965	20	608-254-6411
			Woodville, WI 54028	18	715-698-2976



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

Scholarship 2025



Scholarships

Welcome 2025!

I would like to wish all our readers a wonderful New Year.

I received a lovely note from Postmaster Retired Lorraine Thome. Lorraine's granddaughter Carli was one of our nine scholarship recipients last year.

Lorraine regretted missing convention and offered her deep appreciation to all those contributing to the scholarship fund.

I also received an energetic email from Natalie Olson, a 2024 recipient as well.



She sends her deepest thanks once again and is thoroughly engaged at UW Madison! She has made the transition from her class of 55 to 9000

quite smoothly.

She's particularly enjoying her History course. Our best wishes go out to Natalie. Natalie is the granddaughter of Postmaster Retired Bill Tierney.

I am sure there are many of our UPMA families with graduating seniors this year. Please be sure to check out this ZIPline and our website which contains the application form and the FAQ's about our 10, \$1000.00 Scholarships that we offer to our membership's families. The deadline is March 7th. The presentation of the awards will be made at our Annual State Convention in Lake Geneva. As I have mentioned in the past this is where our Organization shows the dedication to the youth of our members and the value of higher education.

Best wishes to you all in this New Year!

Peg



UPMA WISCONSIN CHAPTER SCHOLARSHIP DONATION

Member ID: (if known) _____

Name: _____

Address: _____

City St Zip: _____

Date _____

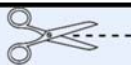
In Memory of: _____ \$ _____ ☐ Check Enclosed

Mail to:

WI UPMA
Scholarship Fund
PO Box 1
Shawano WI 54166

Thank-you for your donation!

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



Not just for the
female gender.
Perfect scenario
for a man too.

A woman at work was seen putting a credit card into her DVD drive and pulling it out very quickly. When I inquired as to what she was doing, she said she was shopping on the Internet and they kept asking for a credit card number, so she was using the ATM thingy.

(Keep shuddering!!) and never stop LEARNING

2025 APPLICATION FOR A UPMA WISCONSIN CHAPTER SCHOLARSHIP

Please use black ink, do not use a pencil or colored pens in the completion of your application. Please use an additional sheet if space is limited. Please answer all questions.

PERSONAL INFORMATION

I am applying for a: ☐ College Scholarship ☐ Technical School Scholarship

Student's Full Name _____

Permanent Address _____

Student's email address _____

Date of Birth _____ Telephone Number _____

Date Graduated or will graduate _____ Rank in Class ____ of ____ (Class size)

Name & Address of High School _____

Name of Principal _____ Name of Counselor _____

Name of UPMA member that qualifies you for this scholarship _____

☐ Dues Paid Member ☐ Dues Paid Retired ☐ Deceased Retired ☐ Associate Member

Your Relationship to this UPMA member _____

Please list this member's involvement in UPMA or the former Associations: NAPUS or National League of Postmasters. (i.e.: a member, or an officer's position that was/is held): _____

Name & Address & Email

Father or Guardian

Mother or Guardian

Name _____

Address _____

City St Zip _____

Email _____

Occupation _____

Employer _____

Phone number _____

How many siblings receive support from your parents? _____ How many currently attend College? _____

List any known scholarships, grants or loans you will be receiving

Source _____ Amount _____

Source _____ Amount _____

Do you plan to live at school or commute? _____

Do you plan to work during college? No ☐ Part-Time ☐ Full-time ☐

Previous Work Record (Account for all positions since the age of 16 years old)

Place of Employment	Hours per Week	Employment Term
---------------------	----------------	-----------------

_____	_____	_____
-------	-------	-------

_____	_____	_____
-------	-------	-------

_____	_____	_____
-------	-------	-------

What College, University or Technical School do you plan to attend?

Name of Institution _____

School's Mailing Address _____

Intended course of study, Primary _____ Secondary _____

Have you applied for admission? _____ Have you been accepted? _____ Cost of annual tuition \$ _____

Please use an additional sheet of paper if needed for the following questions:

What scholastic honors have you received? (State year and nature)

What extracurricular or civic honors and awards have you received?

What offices and positions of leadership have you held?

What activities, either school related or non-school related have you participated in?

What hobbies do you have?

In order for your application to be considered complete and advanced for judging, **ALL FIVE** of the following documents must be submitted

- ☐ This application completed to the best of your ability, including all signatures and contact information.
- ☐ On an additional sheet of paper, please write a biographical sketch discussing your plans for college, your vocation and the future. Please explain who or what has motivated you to pursue the specific field of study
- ☐ Submit a copy of your scholastic grades and attendance record (Can be obtained from your school or guidance counselor).
- ☐ Submit a copy of your ACT and/or SAT scores, if these exams were taken.
- ☐ Furnish an endorsement from a responsible person not related to you, who has had an opportunity to personally observe you, and who can offer a worthwhile opinion of your character, and work ethic.

STUDENT'S STATEMENT:

I state that the information presented in this application is accurate and truthful to the best of knowledge.

Student's Signature _____ Date _____

PARENT'S STATEMENT:

I acknowledge that I have read, understood and agreed with this application information that my son/daughter has submitted.

Parent's Signature _____ Date _____

YOUR APPLICATION MUST BE POSTMARKED BY **March 7th 2025
TO BE ACCEPTED FOR CONSIDERATION.**

It is suggested that you use a service such as Priority Mail with USPS Tracking and address it to:

Peg Szymanski,
UPMA Scholarship Program
W7641 Evergreen Ave.
Westfield, WI 53964-8247
(608)-296-3653

Refer to the UPMA, Wisconsin Chapter website at www.wiupma.org
for Frequently Asked Questions or updated Scholarship Information

UPMA Wisconsin Chapter Scholarship FAQ's-2025



What Scholarships are available?

The members of UPMA Wisconsin Chapter will be sponsoring **TEN** \$1,000.00 scholarships for the 2023-2024 Academic Year.

Who is eligible to apply?

An applicant must be a child, stepchild, ward, grandchild or step grandchild of a Dues-Paid Member, Dues-Paid Retired Member, or a Dues-Paid deceased Member's spouse of the UPMA Wisconsin Chapter.

AND all of the following:

- ** A High School Graduate of the current school year that is enrolled as a FIRST YEAR STUDENT for fall admission to an accredited College, University, or Technical School. The applicant must be maintaining a "C" grade average, be capable of pursuing further education and must be capable of providing means for his/her living expenses while attending school either from his/her own funds or reasonable assurance of earning same while in school.**

What documentation must be submitted to apply for a Scholarship?

1. A completed UPMA Wisconsin Chapter Scholarship application signed by both the applicant and a parent. (Please use an additional sheet if space does not allow on the application).
2. On an additional sheet of paper, a biographical sketch outlining

your background, your decision to pursue higher education and how you view your future once you complete your education.

3. A copy of the student's scholastic grades and attendance record.
4. A copy of the student's SAT and/or ACT scores if these exams were taken.
5. An endorsement letter from a responsible person not related to the student, who has had an opportunity to personally observe the student, and who can offer a worthwhile opinion of character, work ethic and other personal attributes.

**** IMPORTANT NOTE: Please use a black pen or use the fill-in function for the online form www.wiupma.org. Without the UPMA Wisconsin Chapter Scholarship application being fully completed and ALL of the documentation described above, your application cannot be thoroughly evaluated. An incomplete application packet will not be advanced to the judges. The missing documentation or a second application attempt will not be accepted after the application deadline.**

How will the Scholarships be awarded? Each application will be judged individually, taking into consideration the factor of ability, proven performance, community involvement, the sincerity of purpose and the need of cultivation of the applicant's initiative and ambitions.

How are the Scholarship applications judged? There is a great deal of effort put into maintaining the integrity of the Scholarship Program. Judges from various areas of the state of Wisconsin, judge the submitted applications. Only the Scholarship Chairperson knows the Judges. These Judges

cannot adjudicate the application of a relative. Once all applications are received and recorded as a complete application, by the Chairperson, they are sent on to the Judges for review. Once the applications have been circulated through all of the judges, the ballots are tabulated; the Scholarship Chairperson verifies the ballot results and begins the notification process.

After a Scholarship is awarded, how does the recipient go about receiving the payment? The UPMA Wisconsin Chapter Scholarships are paid in two equal payment of \$500 each. The recipient must submit proof of enrollment for Fall admission to an accredited College, University, or Technical College to the Scholarship Chairperson. Because students can be accepted to several colleges, a copy of the enrollment letter or email, from the College, University or Technical College showing the classes enrolled is required documentation. If by email, the email must be printed, signed and dated by the student and mailed, hard copy, to the Scholarship Chairperson. Again, it is the enrollment, not acceptance, information that is required.

To receive the second \$500 payment: the recipient must provide their passing grades transcript from their first semester. This also needs to be printed, signed and mailed, hard copy, to the Scholarship Chairperson.

Submit your scholarship application with all required supporting documentation to the Scholarship Chairperson:

Peg Szymanski
UPMA Scholarship Program
W7641 Evergreen Ave.
Westfield, WI 53964-8247

Phone (608)-296-3653
richi@palacenet.net

Applications must be Postmarked by March 7th 2025



**Rick Dama, PM Retired
Zip Line Editor**

**"You have to have bad days,
so you know the good days."**

I'm writing my normal 'short' article early this issue. As you may know I'm a man of many faces, one of them is pretty good at putting the Zip Line together, the other is not being the best at writing articles. For me writing my article is the hardest part of putting the Zip Line together. As some State Editors do not have articles in their papers, I may take a sabbatical now and then, with the boss's approval.

A recent conversation with Melissa we discussed if AI was used in any articles in the Zip Line or other state UPMA publications around the country. (Old school.) To be honest I never even thought about AI writing my article. I'm still fond of old cars with stick shift, and four on the floor, AM radio and FM converter under the dash. Of course, now days I wouldn't want to have to give up my Satellite XM radio, and a few of the other goodies found on new vehicles. So now I'm done rambling and moving on to putting the Zip Line together for publication.

This is where I'm going to try out AI on my article. (If this old guy can find and figure out how it works.)

I'm writing my usual "short" article a bit early this issue. As you may know, I have many roles, one of which involves putting the Zip Line together. Another role, however, is not my strong suit: writing articles. In fact, I find writing my article to be the most challenging part of the entire Zip Line assembly process. Since some State Editors do not contribute articles to their papers, I may take a sabbatical from time to time with the boss's approval.

In a recent conversation with Melissa, we discussed whether AI has been used in any articles in the Zip Line or other UPMA publications across the country (I'm rather old school). To be honest, I had never considered using AI to write my article. I still have a fondness for old cars with stick shifts, four-on-the-floor gears, AM radios, and FM converters under the dash. However, nowadays, I wouldn't want to give up my Satellite XM radio and some of the other features found in newer vehicles.

So, here I am, attempting to try out AI for my article. (If this old guy can figure out how it works!)



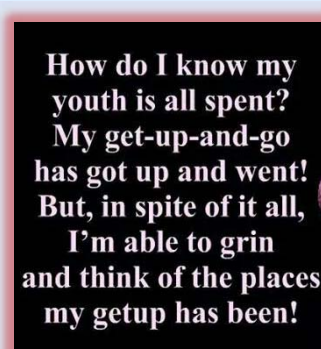
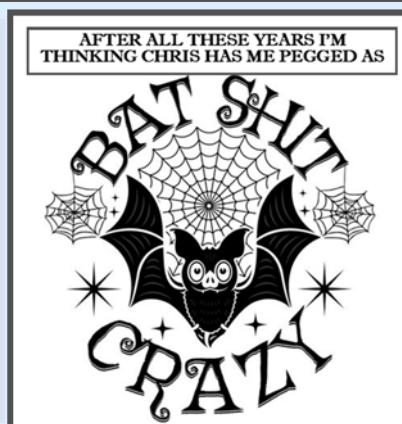
Technology advances are great and definitely has a place in today's society. But let's not forget, we still need to keep a finger on the kill switch.



Wow, AI makes my articles look good, even before Melissa corrects me.



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





Stay informed and up to date on issues that concern you;
Zip Line 5 Issues per year,
Facebook Updated weekly,
Website Updated weekly

Wisconsin UPMA Chapter Member Representatives



Member Rep.
Laurie Bue
612 720-8047
redgizzy555@gmail.com



Member Rep..
Jeannie McLaughlin
847 529-8067
jeannie9966@sbcglobal.net



Member Rep.
Nancy Ackerman
Thiensville 53092
nortoniii@yahoo.com
(o) 262-242-0955
(h) 414-544-7234



Member Rep.
Scott Hughart -
Mauston WI 53948
scotthughartupma@gmail.com
(o) 608-847-5939
(h) 309-826-7254



Member Rep
Angela Thurow
Sherwood WI
arpunk@yahoo.com
(o) 920-989-1999
(h) 920-905-0136



Member Rep
Natalie Price,
Eau Claire P&DC
natmcp@aol.com
423-903-3633



Member Rep
Thomas Zumpano
Madison
thomas@zumpanos.com
608-400-5378

CLIP AND SAVE THIS NOTICE.

The OIG or Postal Inspectors show up at your door! What should you do?

If you are questioned by the OIG or Postal Inspector about your conduct, even if you believe you are not guilty of any wrongdoing, it is suggested you do the following:

- ◆ Remain calm
- ◆ Correctly identify yourself if requested to do so
- ◆ Do not physically resist an arrest or a search of your person or property
- ◆ Read aloud to the OIG Inspector(s) the statement below
- ◆ Remain silent until you have consulted with your UPMA Representative or an attorney
- ◆ Be Your Own Protector – Take No Lie Detector –
- ◆ Do Not Sign – Get on the Phone

STATEMENT

If this interview is part of a criminal investigation, I request the presence of an attorney before any interview takes place. Until my attorney is present, I will not agree to sign any document or answer any questions. Furthermore, I will not make any written or oral statements. I do not consent to any search without a warrant. If you provide me with a search warrant, I will not resist the search while preserving my legal objections to it.

However, if this interview is not part of a criminal investigation, I request the opportunity to contact my UPMA representative for advice and to have them present during the interview. In such a case, I will be willing to orally answer questions but decline to provide any written statements. It is important to note that I retain my legal right to decline to answer any questions that could potentially incriminate me. I am committed to full cooperation, but I want to emphasize that I do not waive any of my rights, including the right to remain silent. I will not sign a waiver-of-rights form, admit or deny any allegations, or make any written or oral statements unless my attorney and/or UPMA representative is personally present to provide counsel.

Your manager informed you that they are doing a PDI or I&I. What should you do?

If at any point your manager instructs you to undergo a PDI or I&I, please remember that you have rights under ELM 650. You are entitled to choose a representative of your preference, and it's your prerogative to have your UPMA representative present during the investigation. In such circumstances, promptly get in touch with one of the UPMA Chapter Member Representatives. They will assist in coordinating with Postal management to schedule a suitable time for the interview where all necessary parties can be present to ensure a fair and just process.

Remember, remain silent until your UPMA Chapter Member Representative is present. If they ask any questions prior to your representative being present, answer all questions with "I am more than happy to answer any questions once my UPMA representative is present."



FORM 1187-R

Request and Authorization for Voluntary Allotment of
Compensation for Payment of Employee Organization Dues

Please complete and mail to:

UPMA National Office
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse

Social Security Number

				-															
--	--	--	--	---	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

My Annuity Number is:

CSA

				-															
--	--	--	--	---	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Name of Retired Employee (PRINT Last Name, First, Middle)										Date of Birth																													
Street and Number/PO Box										City										State										ZIP+4									
Month/Year Retired										Home or Cell Number ()										Gender Male _____ Female _____										Chapter									
Email Address										Sponsored by:																													

Note: If not receiving an annuity contact National Office for information on membership.

SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **UPMA** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

Signature	Date:
-----------	-------

Revised 11-19



Bill Tierney, PM Retired
 **Bill's Buzz**

Hello Everyone



As we bring in 2025 I look back at January 2010. That's the year I hung up my Postmaster's title and I can truly say I have so many fond memories. How fortunate I was to work with so many wonderful fellow employees in so many different offices. Each one had a different flavor (employees and offices overall) and each one had but one mission in mind and that was to deliver the mail each and everyday to each and everyone. Ah, if only once again that mission could be accomplished.

Next, let's look back to 1983 and 1977, the respective years WEP/GPO were created. And in late 2024, over **40** years later WEP/GPO has been repealed! So starting sometime in 2025 those CSRS retirees and surviving spouses that were so unfairly treated will finally be made whole when it comes to Social Security. But we can not rest on our laurels, because we know that the Social Security Trust Fund is shrinking and unless Congress acts to fix the funding of Social Security we could again be facing a reduction in benefits. So, enjoy the win, but don't take anything for granted. Stay informed, stay involved and thank you to everyone who made contact with their federal representatives.

Here is some info CSRS Retirees may find helpful:

If you are already receiving Social Security, once decisions on how they are to proceed, you will hear from them.

If you were impacted by GPO, Social Security is aware and should make adjustments.

If you had applied for spousal or survivor benefits and receive nothing because of GPO, Social Security

has your information and again should inform you in your change of status.

If Social Security does not have your **current address or marital status** contact them.

If you have never applied for benefits and you are a *qualified spouse, divorced spouse, or widow/widower of a Social Security beneficiary* you need to apply for for spousal or survivor's benefits now to insure Social Security is aware that you may be newly eligible.



Bottom line, this is a **huge process**, you need to be patient.

So on to this editions health tip. Much has changed in this world so I thought it was important to highlight the following:

Top 5 Health Threats to Americans

As one of the most progressive countries in the world, the United States offers some of the best medical services and top-notch doctors across the globe. Unfortunately, that doesn't mean that Americans are the healthiest population. Sadly, there are many serious health problems in the United States, and the health conditions of many Americans continue to be at risk.

In this post, we'll explore the contrast between the health of American citizens to those in other countries and examine the main health threats that Americans face today. We'll also offer local resources that can help prevent and treat these conditions for those who may be impacted by them.

HEALTH OF AMERICANS COMPARED TO OTHER COUNTRIES

It may come as a surprise, but according to the Bloomberg Healthiest Country Index, the United States comes in 35th place in a world ranking. Securing a place at the top for countries with the healthiest citizens were Spain, Italy, Iceland, Japan and Switzerland, respectively.

So, what determines the rankings? A variety of factors, including obesity, life expectancy, clean water access and tobacco use. It's believed that the health problems in America coupled with the lower life expectancy due to suicides and drug overdoses contributed to the low placement on the list.

However, there is good news. Though Americans may consume more calories than their counterparts in other countries, its citizens do tend to smoke and drink less. Furthermore, wellness and the importance of self-care are becoming more and more part of the collective social consciousness in the U.S., which may lead to better overall lifestyle changes that improve upon those statistics.

TOP 5 HEALTH THREATS TO AMERICANS

Though there are a number of conditions that can impact the health of Americans, there are five distinct issues that pose the most immediate threat. Learn about these five here:

1. **Chronic Disease**

According to the Centers for Disease Control and Prevention (CDC) It's estimated that 6 out of 10 Americans suffer from a chronic disease, and 4 of those 10 suffer from two or more. These diseases include: type 2 diabe-

(Continued on page 27)

(Continued from page 26)

tes, Alzheimer's, stroke, heart disease, cancer, chronic kidney disease and chronic lung disease.

Why do so many Americans suffer from these? A combination of poor nutrition, excessive use of alcohol, insufficient exercise, tobacco use and lack of preventative care.

2. Substance Addiction and Abuse

The opioid epidemic has claimed hundreds of thousands of lives in recent years. Both prescription drugs and illegal street drugs have contributed to these losses. Organizations like the CDC and countless other advocacy groups are fighting to reverse these outcomes through public programs, awareness campaigns, research and surveillance, and support to ensure that providers who prescribe these medications follow appropriate safety guidelines.

In addition to opioids, alcoholism continues to be a problem. According to a study by the National Epidemiological Survey on Alcohol and Related Conditions, 8 out of 10 Americans suffer from alcoholism. Genetic factors coupled with high stress levels and socio-economic challenges are believed to contribute to these high numbers.

There are several national and local programs in place to help those who are addicted, including some that are free of charge.

3. Mental Health Issues

The second leading cause of death for Americans between the ages of 10 and 34, suicide is on the rise and claims a life approximately every 12 minutes. The American Foundation for Suicide Prevention also reports that 25 million Americans currently suffer from depression. With that and other mood disorders, such as anxiety, on the rise, it's never been more important to recognize the signs of poor mental health and seek diagnosis and treatment.

4. Lack of Vaccinations

A recent report notes that 92% of HPV-caused cancers could have been prevented with a vaccine, yet just above half of the population of American teens have received it. In addition 2/3 of pregnant women have not received the two recommended vaccines for those expecting a baby. This causes unnecessary risk to both the mother and child.

Furthermore, in 2019, over 8,000 Americans died of influenza, which in most cases is preventable with an inex-

pensive (or even free), widely accessible flu shot.

5. Violence

Nearly 20,000 Americans lost their lives as a result of homicide in 2017, and those numbers are unfortunately not in rapid decline. Crime prevention, access to weapons, identifying real threats and addressing mental health issues can all help reduce these grim statistics of injury and death, in addition to building awareness surrounding safer lifestyle choices.

Consult With a Medical Professional

Thank you to www.medgroup.com for this article

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

PS: Again, thanks to everyone who contacted their representatives regarding H R 82



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Alexandria, VA 22305-2600

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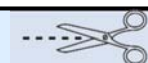
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UPMA PAC will neither favor nor disadvantage anyone based on the amount of contribution, or the decision not to contribute to the non partisan political action fund.





Linda Hobbs, PM Retired
Memorial Committee Chair, 2023

Hello Everyone



Please let me know if you hear of a death, or see an obituary of an active Postmaster, Retired Postmaster, Supervisor, Manager, Associate Member or Spouse. If I get the information in time, the funeral arrangements can be sent out by email. To join the email network, contact Rick Dama at radpm3262@gmail.com. Stay warm this January.

Linda Hobbs
PO Box 65
Rudolph WI 54475-0065

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



Catherine "Mike" Wenzel
1932-2024

Catherine "Mike" Wenzel, 92, of Sullivan passed away on Wednesday, December 25th, 2024 at Rainbow Hospice in Johnson Creek.

She was born in Jefferson on December 17th, 1932 to Cyril and Mae Aumann. Catherine attended grade school at St. John the Baptist in Jefferson, and later graduated from Jefferson High School in 1951, where she was a cheerleader. She married Lloyd "Butch" Wenzel on October 23rd, 1953 at St. John the Baptist Catholic Church in Jefferson. In 1973, she began a 19 year career with the USPS in Sullivan. She became Sullivan's Postmaster in 1982 and served as Postmaster until her retirement in 1992. She was a member of the St. Mary's Help of Christians

Parish Council across multiple decades, serving as Chairperson for many of those years. She led the St. Vincent DePaul Society in Sullivan and volunteered weekly at the store in Jefferson. She was one of the founding members of the Council of Catholic Women at St. Mary's and was instrumental in the annual Christmas Neighbors program. She helped with countless parish socials, fundraisers, and funeral lunches. Weekly and faithfully she took communion to the homebound. Her husband would say, "If the church doors were open, she was there". She delivered Meals on Wheels. She was a Girl Scout Leader, 4-H leader, and waitressed for many years in Sullivan (at Vogt's, Poole's, and Morry's) and also waitressed at The Spot in Jefferson. She taught her daughters to sew and created each of their wedding dresses herself.

She will be deeply missed by her four children, Cynthia (Robert) Steinke of Eagle, Sandra (Alfred Jr) Speich of Sullivan, Sharon (Jon) Teuteberg of Jefferson, and James (Holly) Wenzel of Sullivan; her grandchildren Lee (Samantha), William and Andrew Speich of Sullivan, Jason Teuteberg of Hartford, Ryan (Kendall) Wenzel of Lake Mills, and Janelle Wenzel of Madison; her Great grandson Walter Wenzel; her sisters Patricia Jahnke of Jefferson, and Joann "Susie" (Herbert) Schmitz of Jefferson; her brothers Jerome William (Linda) Aumann, and John Thomas (Gail) Aumann of Jefferson; her cousins Judy Gruennert, Janet Peterson of Jefferson, and Lynn (Steve) Borgstrom of Dousman; her in-laws Suzanne Vogel of Jefferson, and Don (Lila) Wenzel of Brookfield; and her many nieces and nephews.

She was preceded in death by her parents; her husband Lloyd "Butch"; her infant son William; her Uncle Joseph (Mavis) Aumann, Aunt Zita (Norman "Pest") Peterson; brothers Charles and Robert "Gopher" Aumann; Cousins Dennis Gruennert, Jim (Donna) Peterson, William Peterson, Ann Aumann, and Jane Aumann; In-laws Roy (Norma) Wenzel, Step mother-in-law Elaine Wenzel. Sibling in-laws Glenn "Pete" (Helen "Bunny") Wenzel, and Jay Vogel.

"By helping and working with other people, you are repaid double."



Diana Margaret Mullen

1947 - 2024

Mineral Point / Monroe - Diana Margaret (Thompson) Mullen, age 77, of Mineral Point / Monroe, passed away on Sunday, December 29, 2024 peacefully and surrounded by family after battling cancer for the third time.

Diana was born on May 28, 1947, in Stevens Point, WI to Chester and Esther (Paulson) Thompson. She was united in marriage to Donald Mullen on July 27, 1968 in Mineral Point, WI.

Diana started her career as a legal secretary for attorney Harry Speich in Mineral Point. She became a postal clerk/ carrier at the Mineral Point Post Office in 1971. In 1980, Diana was sworn in as Postmaster of the Mineral Point Post Office. In 1986 she had the distinguished honor of hosting the First Day Issue of the Wisconsin Territory Postcard. The event hosted many honorees including Congressman and the Assistant Postmaster General. Diana served as Postmaster for Mineral Point for 22 years. She then served briefly as the Postmaster of Cobb, WI and retired after serving her final 2 years as Postmaster in Blanchardville, WI where she could be closer to her Mother and family.

Diana's greatest accomplishment was that as Mother and Grandmother. She and Don welcomed their first child, Holly Jenalda Mullen on February 22, 1969. A second daughter, Heather Jean Mullen was born on May 3, 1970. They welcomed their third daughter, Heidi Martha Mullen on July 31, 1971. Their fourth daughter, Kate Ann Mullen, was born on May 6, 1977. Their first born son Thomas Donald was joyously welcomed on May 31, 1978. They completed their family with the arrival of their youngest son, Mathew Thomas Mullen on October 16, 1981.

The Mullen family was tragically impacted by and at the time unknown disease called Primary Carnitine Deficiency. Three of the Mullen children, Holly, Heather, and Thomas (Tommy) passed at a young age as the medical community had not yet discovered the disease nor how to care for it. Heidi remains a medical miracle who was able to help doctors discover the disease. The family's impact on the diagnosis and management of the disease is written in many medical journals around the country.

In retirement, Diana continued to break glass ceilings. She received her CDL license and drove semi as a team with her husband Don for Wick Buildings until the birth of her twin grandchildren. From that point on, she made her focus on her 11 grandchildren. She rarely missed a game or an event for her grandchildren and enjoyed many adopted grandchildren who knew her as Grandma cheering them on.

Don and Diana raised their family in Mineral Point until they retired to Monroe, WI in 2016. There they adopted Bandit, their Yorkie puppy, who brought them endless joy and love. Diana was also a fabulous artist who crafted many hand-made quilts. She has donated many military Quilts of Valor and military quilts to Veterans. She has also made many graduation quilts and even puppy blankies for friends and family. When she wasn't sewing, she was in the kitchen passing on many family traditions including pasty making, perfecting Grandpa Clyde Mullen's candy recipe, making lefse, and lots of jams and jellies.

Her greatest love was that of family and she was preceded in death by many who meant so much to her. Her children, Holly, Heather, and Tommy; her parents Chet and Esther Thompson; her in-laws, Clyde and Jenalda Mullen.

She is survived by her husband, Donald Mullen; her children Heidi (Steven) Nelson of Lodi, WI, Kate (Derek) Carpenter of Monroe, WI, Mathew (Lisa) Mullen of Darlington, WI; grandchildren Luke, Carter, Jason, Christian, Holly, Aidan, Brycen, Rylee, Jady, Cooper, and Isabel; her siblings, Alvin (Bonnie) Thompson, Donna (Gene) Ellingson, Carol (Burnell) Gilberston, Cathy (Gary) Stamm, Paul (Caprice) Thompson; many nieces and nephews and so many that she considered her adopted grandchildren.



Send Obituaries To:

Linda Hobbs

PO Box 65

Rudolph WI 54475-0065

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





In Defense of America Eyes on the olive branch, arrows at the ready

The Great Seal of the United States, used to guarantee the authenticity of American documents, symbolically reflects the beliefs and values that the Founding Fathers attached to the new nation and wished to pass on to their descendants.

On the front, or obverse side, the seal displays the coat of arms of the United States. Prominent is the eagle, America's symbol of strength and power clutching the banner inscribed with the term, "E Pluribus Unum"; from many, one. In its talons, the eagle holds both the olive branch, and 13 arrows representing the original 13 colonies prepared to defend liberty.

Always, the eagle is turned to the olive branch, signifying a preference for peace.

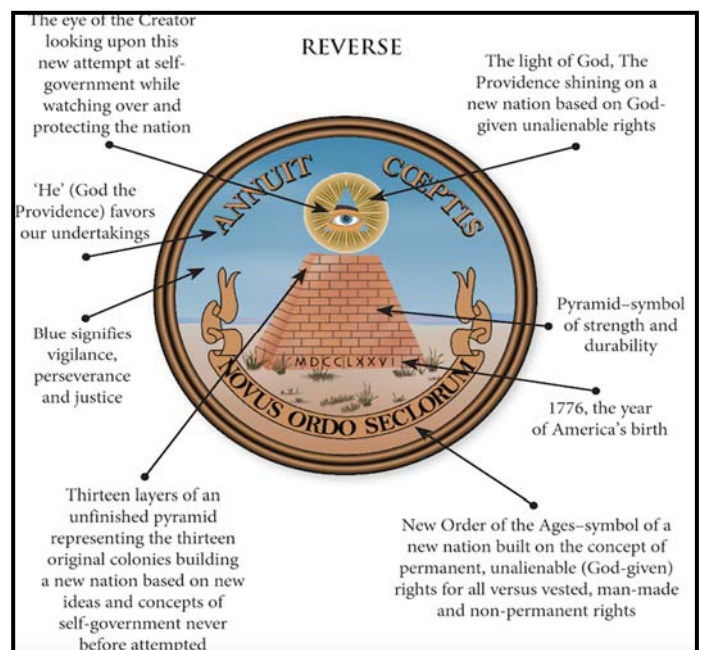
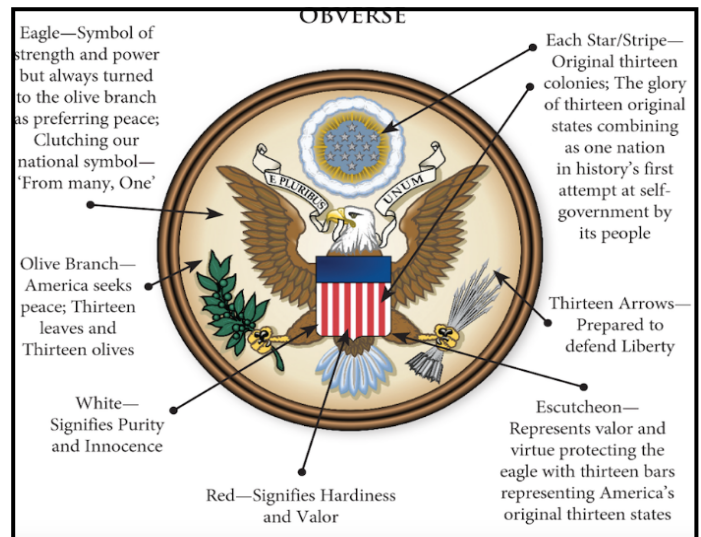
On the reverse or spiritual side, the Eye of Providence alludes to the many interpositions (coming between) of God in favor of the American cause. Novus Ordo Sedorum, or New Order of the Ages, symbolizes a new nation built on the belief of permanent, unalienable, or God-given rights. The government, the founders were telling us, works for the people.

It is significant that the responsibility of the design of the Great Seal was first given in 1776 to Thomas Jefferson, Benjamin Franklin and John Adams, the primary author and contributors of the writing of the Declaration of "... How can anyone enter a strong man's house and carry off his possessions unless he first ties up the strong man? Then he can plunder his house." Matthew 12:29. Recognize the lies that bind America. American Independence. The Continental Congress adopted the Seal on June 20, 1782; six years after design began, according to



American Cemetery at Normandy.

this information gathered from the Heritage Foundation. The Seal was first used officially on September 16, 1782 to guarantee the authenticity of a document that granted



(Continued on page 31)

(Continued from page 30)

full power to General George Washington to negotiate and sign with the British an agreement for the exchange, subsistence and better treatment of prisoners of war. Thomas Jefferson was the first Secretary of State to have custody of the Great Seal.

The Founding Fathers believed their own freedom and more importantly freedoms to be passed down to generations following were worth dying for. 25,000 patriots lost their lives in America's war for independence. Each May, Memorial Day allows America to officially "honor and mourn" more than one million military men and women who have died since in the service of their country. July 4, we celebrate our freedoms.

Will we see another? November 5th, election day, will tell us. Historically, America's enemies have been easily recognized. Because they were, Americans were most often

united in the defense of their homeland and all that it stands for. Also recognized was that there will never again be a country like this that called so many to a new destiny, or that we were born into. When needed most, common people who wanted to live instead traded their lives to ensure generations yet to be born would have the same God-given rights and opportunities handed to them. That idea was more precious than their lives and a necessary trade if that was the cost to preserve this Republic.

Our Constitution was made only for a moral and religious people. It is wholly inadequate for the government of any other." John Adams.

*Reprinted with permission:
Dick Ellis, On Wisconsin Outdoors*



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

Moving on to COLA & FERS for Retirees

Happy New Year to you from the bitterly cold, yet snowless Northwoods. I watched in awe and gratitude as the Social Security Fairness Act was signed into reality on Sunday, January 5th at the White House by President Joe Biden. Along with many other members, I can remember heading to the Legislative Conference in Washington D.C., my first year was 1989, and forever after, until now to lobby to right this injustice. As I have heard many say, I never thought I'd see the day, yet it has happened, and kudos to all the many public servants that have worked tirelessly to make this happen. Now we can move on to correct the COLA issue for FERS retirees! The strength of our membership is a vital part of a strong

organization, the commitment to make life better for retiree's is our mission, and you can see it at work when we accomplish such a feat, and if you are not a member, why wouldn't you belong? The benefits outweigh the very minimal cost. Please consider joining the UPMA retired group, reach out to a fellow retiree and sign them up too while you are at it. Let's make 2025 a year to grow and strengthen our organization. I challenge you to call a retired postmaster, supervisor, or manager that you know and get them on board. There are many ways to make this happen. There is an 1187R in this issue of the Zip Line, the UPMA WI website has a link, as does the National UPMA website, or call one of us and we will be more than happy to help.



Time does fly, and soon it will be time to meet in beautiful Lake Geneva for the UPMA WI State Convention, April 25-26. It will be held at The Abbey Resort. WI Retirees will meet and there will be elections for Secretary-Treasurer and Vice President-Legislative for the years 2026 2027. Consider becoming involved and putting your hat in for one of these positions. We want to recognize our recent retirees, and please if we missed your retirement, send an email to;

pncolamatteo@gmail.com.

"It seems I have spent a lifetime of mouthing mechanically, 'Say thank you. Sit up straight. Use your napkin. Close your mouth when you chew. Don't lean back in your chair.' Just when I finally got my husband squared away, the kids came along." —Erma Bombeck

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UPMA Wisconsin Chapter

DATES TO REMEMBER

2025

**Legislative Summit
Washington D.C.
March 17 - 18, 2025**

**State Convention
Lake Geneva
April 25 - 26, 2025**

**National Convention
Dallas
August 9 - 15, 2025**

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