

The Massachusetts BayState Postmaster



NAPUS SM

Postmasters—Proudly Serving America





President John Fitzpatrick

Pavlov's Point

*Are you training your boss to treat you like a dog?
Stimulus. Reaction. Ring the bell. The dog salivates.*



A friend of mine recently rescued a 7-year-old dog from a puppy-breeding factory. She was a cute little thing with a very questionable temperament. Without provocation, she would occasionally snap at him or another family member. For several weeks they waited in vain for the behavior to change. The family wracked their collective brains trying to figure out why the attacks, and came up with nothing. They did not want to return the dog, but the dog could not be trusted. They were advised by a dog trainer to carry small pieces of chicken in their pockets and feed the dog whenever she snapped at them, to let the dog know they were her friends. My friend quickly realized that this only served to affirm the bad behavior.

Are you reaffirming your boss' bad behavior?

Early on in our management careers we learned how to consciously manage our employees with positive or negative stimulus. If our employees did a good job we provided positive stimulus such as "Thank you. Nice job." to reinforce their actions. If our employees behaved badly we provided a negative stimulus to try and curb their actions.

At our very core we are all animals. We react to stimulus whether positive (a dolphin gets fish for doing tricks) or negative (a circus elephant performs to avoid getting poked with the sharp end of a stick). We try to avoid pain (Oh God, the POOM is on the phone again). We seek pleasure (just leave me alone and let me do my job).

The stimulus we receive is intended to induce a reaction. How you react to your boss' actions, will influence his/her future actions with you. You determine how you are treated. If you jump whenever your boss yells, you are rewarding his/her bad behavior. Expect more bad behavior, because you're training your boss to treat you like a dog.

If you give a dog chicken whenever she snaps at you, you're training your dog to snap at you.

BTW, the family eventually returned the dog. Bad behavior repeated often enough becomes habit. Some old dogs can't be re-trained.

John

COME TO STATE CONVENTION

Postmasters from across Massachusetts will convene at the Red Jacket Resort in South Yarmouth MA on beautiful Cape Cod June 10 -12. After the winter you have just endured, you deserve to be there too. Actually, you need to be there. Here is why. You need to burn off your frustrations with all of the other Massachusetts Postmasters who are going through the same ordeal you're going through:

working 6 days a week for Rural Count... you can't work more than 15 hours BUW... you can't work less than 15 hours BUW... you have to fill out the same information 3 different times in 3 different programs and then send a separate email to your POOM and you better do all three because duplication of work isn't enough it has to be tripled... you have to open your office 2 hours early to accommodate Amazon who will drop 30 minutes/ work on your dock (and you better make your budget)... you have to work 7 days a week because you're an Amazon hub... you have to work 7 days a week because the EAS at the Amazon hub is tired of working 7 days a week and the POOM wants to share the pain... you are told you have to take your personal time the same

week you work it but you're working 7 days a week so how do you take it???

Email your POOM right now and tell him/her. "I will be away from my office 6/10/2015 – 06/12/2015. I will be taking Personal Time for N/S days worked 03/14, 03/21 and 03/28. xxxxxx will be H/L in my absence. His/her cell phone is xxx-xxx-xxxx. Hardcopy 3971 to follow." Then send a properly completed 3971 to your POOM.



The convention kicks off with a 50 mile bike ride and a 5K walk/run. You must have collected donations for PAC N A Cure from at least three donors to enter, First Timers/ Retirees Lunch (everyone is invited of course!), District Managers Panel, Training (better than any training you've taken on

LMS), a little downtime to relax by the pool with a cold beverage, BBQ 50/50 Raffle, Nascar Races (with a new high tech track) Auction (make sure you bring an article to be auctioned off), free evening (whatever you do, stay away from animal house.) The next day is our General Business session where we will attend to important state business, like elections for State Editor and

State Secretary Treasurer. One of the most pressing issues is the NAPUS/League consolidation. National NAPUS President Tony Leonardi is scheduled to speak. WE NEED YOUR VOTE. Your vote on this issue will be carried to the National Convention at the end of August and your vote here will determine this issue. There will be a free afternoon for golfing, shopping, swimming, ping pong, napping.....and there will be a banquet with entertainment and then more time to visit animal house (but don't go...I'm warning you).

The convention will wrap up on Friday with a breakfast and a guest speaker. You may have time to get back to your office, close out your pay week and not even have to burn any leave for that day.

Come to Convention. I guarantee you will say it was well worth it. You will relax, and you will learn, and you will laugh longer and more deeply than you have laughed in a very long time. I guarantee. I'll see you there.
John



Secretary Treasurer Donna Legro

DON'T MISS YOUR MA NAPUS 2015 STATE CONVENTION

Don't waste another minute thinking about whether you should go to the 2015 MA State Convention this year. The answer is, "YOU SHOULD NOT MISS IT!" We already have over 40 members registered to attend.

The MA Executive Board voted this year to lower the registration fees. The 2nd early registration fee was \$105 if postmarked by May 1, but your State President John Fitzpatrick has just extended this deadline until May 15. Register today.

This is a great opportunity to network and make new friends. Although MA Postmasters are in two separate Districts (Connecticut Valley and Greater Boston), we all experience the same demands every day. No matter what size office you are in or what District, we are all Postmasters, facing the same challenges every day. We receive similar emails, mandates and orders from people we have never met. We are all frustrated that the District staff, our supposed support system, does not answer their phones, emails or return calls when we need assistance. We all share the same feelings of unnecessary micromanaging and loss of authority even though we are the ones that will be held accountable for our offices. Maybe you need some answers or ideas, maybe you need some support, or maybe you just need to vent to someone who is going through the same thing. Whatever you are experiencing, the MA State Convention is the place to be. Register now. Do not miss the 2nd early registration deadline to save a little money.

DATES: June 10-12, 2015

PLACE: Red Jacket Resort in South Yarmouth

EARLY REGISTRATION: \$105 – Postmarked by May 15

The convention will start on Wednesday morning with an Executive Board meeting, followed by a luncheon for everyone at noon and a District Managers' panel at 1 PM, then some training, a First Timers' meeting, a BBQ which will include a 50/50 raffle for the scholarship fund, the NASCAR races and the

auction. The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring an auction item with you. If you cannot attend the convention and would like to donate an item, contact me and I will make arrangements to get your donated item to the convention.

In August, at the National Convention in Mobile AL, all states will be voting for or against a consolidation of the two Postmasters Organizations, NAPUS and the League. On Thursday at the MA State convention, NAPUS Nat'l President Tony Leonardi will give a presentation regarding this proposed consolidation and the affects it will have on your NAPUS national organization. This change will also affect NAPUS at the state level. If the consolidation is approved nationally, NAPUS' name will change to Postmasters and Managers of America (PMA). The vote taken at our MA State Convention will determine the MA vote cast in Mobile AL. Tentatively the state vote is scheduled for Friday morning.

On Thursday there will be elections for the MA Editor and MA Sec/Treasurer positions for 2016-2017. The duties and responsibilities are outlined in this issue of the BayStater and are also in the MA Bylaws on the website at www.masschapternapus.shutterfly.com. Or you can call the incumbents, Deanna White, PM North Chelmsford and Donna Legro, PM Haverhill or State Parliamentarian Mike Quinn, PM Dracut for more information.

Again this year, there will be some free time on Thursday afternoon for everyone. The registration form with hotel information and a tentative agenda are included in this newsletter and on the website. Due to increased convention costs such as meeting space and supplies, there will be a Daily Business Session Fee of \$20 for persons attending only the business and/or training sessions. Anyone deciding to stay for meals will have to pay the individual meal costs.

The Red Jacket is in the heart of Cape Cod and is located right on the ocean with a beautiful beach, an outside and indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate is \$149 for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is NAPUS.

Please take the time to nominate a NAPUS Postmaster for 2014 Postmaster of the Year. I'm sure there is a NAPUS Postmaster that has been there for you whenever you needed help or just listened when you were overwhelmed and needed to vent. The process is now easier than ever as the Chairman of the Committee Rich Hui is accepting email nominations and the winning Postmaster does not have to be present at the convention to be awarded.

Don't forget to take an ad in the Convention Ad Book. This is another fundraising effort to support the MA Scholarship

Program. Submit a business card, a picture of your kids or grandkids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note and we'll take care of it.

There is so much that your MA NAPUS State Convention has to offer. Make the commitment and put June 10-12 on your calendar. Register early and save money. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

**REMEMBER TO DONATE A QUALITY
ITEM FOR THE AUCTION!!!!!!**



Again? Really? You don't want to read this!

But yet, here you are, and you are reading this. You could have avoided the pain and aggravation of subjecting yourself to this by doing one of two things. First, you could have paid attention to the title of this article and followed the instructions. But since when do you follow instructions? You can try to argue this point, but, um, you've already lost! The alternative choice would be to see who is writing this, which would then trigger your brain to say, "Damn! Another Scholarship Auction Article." (I put this in caps because it is a big deal, at least in my world.) "What could Jerry possibly have to say that we haven't heard before?" you ask yourselves. Good question. I'll have to get back to you on that.

This is a first. It's the last time I will be your auctioneer as an active Postmaster. I don't know what that means, other than I won't have to filter my comments as much. If you are one of the bidders in the crowd I may have enough compassion to spare you embarrassment. Unless you put some totally ridiculous thing on the table to auction off. Then you're fair game. If I don't see your cherubic face in the crowd, it's no holds barred. You will be sitting somewhere that evening when all of a sudden your body will tense up and your ears will start burning and you won't know why. Or maybe you will. Why take the chance? Just show up at the MA NAPUS Convention in June and avoid all that embarrassment.

Here's something else new, relatively speaking. Get it? Relatively? Now, in addition to children, grandchildren, great grandchildren, etc... nieces and nephews can all apply for scholarships. Which really opens up opportunities for you to get that loved one out of town and on their own so that it's harder to come begging. Who knows? Your loved one may become the doctor that discovers a cure for cancer. Or even an editor who finds a cure for poorly written articles! The possibilities are endless. Seriously the one thing that hasn't changed in this world is that we need really smart, dedicated people to save this planet and its tenants.

We have awarded scholarships to our extended postal family for a lot of years, and we have one of the best scholarship programs of any NAPUS Chapter. It is not possible without your help. Make up your mind to come to the Cape in June. Yes it will rain again, but there is always the chance you could get a free therapy session with that obnoxious parrot. Go buy a really cool gift that you yourself would like to bid on, put it on my table, and bid on everything else on the table.

One final thought. Try hitting up some local merchants for donations. When you explain what it is for you may find many of them are very generous. If everyone did that I'll bet I can make the auction last until midnight! Scary thought, isn't it?

Jerry

Convention Registration Form

NAPUS STATE CONVENTION JUNE 10 – 12, 2015

NAME: _____ TITLE: _____ OFFICE PHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

FULL REGISTRATION FOR EVERYONE – Includes Wednesday luncheon, Wednesday BBQ, Thursday Banquet with Entertainment and Friday Continental Breakfast. Dress for the Banquet is business casual. Please check which meals you plan on attending to ensure proper meal counts and cost savings:

_____ Wed Lunch _____ Wed BBQ _____ Thurs Banquet _____ Fri Breakfast

MEMBERS ONLY:

RETIREES: _____ \$85.00 ~~Postmarked by May 1, 2015~~ **MAY 15, 2015**
 _____ \$115.00 ~~Postmarked after May 1, 2015 & Walk-ins~~ **MAY 15, 2015**

_____ **Free First Timer ACTIVE MA Postmasters Only – Must be postmarked by May 1, 2015 MAY 15, 2015**

POSTMASTERS, OIC’s, AND ASSOCIATES:

_____ ~~\$89.00 EARLY BIRD SPECIAL – Must be postmarked by April 1, 2015~~

_____ \$105.00 Registration – ~~Must be postmarked by May 1, 2015~~ **MAY 15, 2015**

_____ \$125.00 Registration – ~~Postmarked after May 1, 2015 & Walk-in Registrations~~ **MAY 15, 2015**

NON-MEMBERS & GUESTS:

_____ \$150.00 Full Registration includes all meals & activities -NAME _____

PARTIAL REGISTRATION FOR EVERYONE – Includes specific day activities and/or meal(s). Check all that apply:

_____ Wed Lunch \$25.00 _____ Wed BBQ \$40.00 _____ Thurs Banquet \$65.00 _____ Fri Breakfast \$20.00

_____ **\$20.00 DAILY BUSINESS SESSION FEE without meals**

Make checks payable to: MA NAPUS and mail completed registration form and payment to:

Donna Legro, Secretary/Treasurer, 6 Cedar St, Wilmington MA 01887-3612

DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS

HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA, 1-800-672-0500

Reservation cut-off May 22, 2015 Group Code: NAPUS

- Rooms \$149.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night’s deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee. Guest deposits will be forfeited in the event of “no shows” and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.

AUCTION JUNE 10, 2015 – PLEASE BRING A QUALITY ITEM

MA NAPUS
STATE CONVENTION
OFFICIAL PROGRAM BOOKLET

Contact Name: _____

Company Name: _____

Address: _____

City: _____ State: ____ Zip: _____

Telephone: _____

E-Mail: _____

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

If desired, email or enclose a picture, business card, advertisement or just words on a piece of paper for your ad.

If preferred, we're happy to design an ad of any size for you. Just let us know and we'll do all the work.

Please make your checks payable to:

"MA NAPUS" and mail them to:

Donna Legro
6 Cedar Street
Wilmington, MA 01887-3612

Send email to:
BayStateEditor@verizon.net

1 / 4 PAGE - only \$25.00

1 / 2 PAGE – only \$50.00

**DEADLINE
MAY 17, 2015**

FULL PAGE – ONLY \$100.00

PRELIMINARY AGENDA – 2015 MA STATE CONVENTION

WEDNESDAY, JUNE 10, 2015

TBD	PAC'N A Cure Event
8:00–4:00 PM	Registration, Donate to PAC & Buy your NASCAR
10:00-10:30 AM	Executive Board Meeting
TBD	Greet PAC'N a Cure participants
12:00-1:00 PM	Lunch for everyone honoring First Timers & Retirees
1:00-2:00 PM	District Managers' Panel
2:15-3:45 PM	2 Training sessions (Finances and Stress Mgmt)
	Blue Cross Blue Shield Chair Massages
3:00 PM	Hotel Check In
4:00-4:30 PM	First Timers Meeting
5:00–7:00 PM	BBQ & 50/50 Raffle for Scholarship Fund
7:00-8:00 PM	NASCAR races
8:00 PM -	<u>AUCTION-DON'T FORGET AN ITEM</u>

THURSDAY, JUNE 11, 2015

7:30– 8:15 AM	Registration
8:15 AM-1:15 PM	General Business Session
	Memorial Service
	Pledge of Allegiance
	Remarks from President John Fitzpatrick
	NAPUS Nat'l President Tony Leonardi
	Elections for State Editor & Sec/Treasurer
	Proposed Bylaw Changes
	Officer Reports
	FREE AFTERNOON
6:30 PM	Cash Bar
7:00 PM	Banquet & Entertainment (Business Casual)
	Newly Elected Officers Swearing In
	Scholarship Awards
	First Timer Awards
	2014 Postmaster of the Year Award
	50/50 Raffle for PAC & General Fund
	Entertainment – Murder Mystery

FRIDAY, JUNE 12, 2015

8:30–10:30 AM	General Business Session
	Continental Breakfast
	Speaker TBD
	Unfinished Business
	President's Closing Remarks

WHEN FINALIZED, A DETAILED AGENDA WILL BE AVAILABLE AT

www.masschapternapus.shutterfly.com

Nomination Form

Postmaster of the Year for 2014

The coveted NAPUS State Chapter **Postmaster of the Year Award** is an award that can be conferred upon any NAPUS Postmaster. The only two requirements are listed below. Massachusetts NAPUS Officers encourage all NAPUS members to take the time to nominate a Postmaster. Many Postmasters are deserving of this award and need only be nominated. If you feel that a Postmaster you know is deserving of this award, then take a moment of your time and nominate that Postmaster. The annual **Postmaster of the Year Award** will be conferred upon a NAPUS Postmaster at the 2015 NAPUS State Convention. Neither the nominator nor the nominee is required to attend the convention. Requirements for nomination are simple:

1. Nominee must have been an active Postmaster during 2014
2. Nominee must be in good standing in the Massachusetts State Chapter NAPUS

Please include the below information with your nomination and a narrative stating the reasons you feel this Postmaster should be selected. Please be as specific as possible.

I nominate as 2014 Postmaster of the Year:

Nominee's Name: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____
(Postmaster, OIC, Retired PM, or Associate Member)

Your Phone: () _____

Your Office: (if any): _____

Your Signature: _____

Nominations must be received no later than May 22, 2015.

Submit a narrative with this form, or if you prefer, email your nomination to rghui@msn.com including the above information and a narrative.

**Richard Hui, Chairperson
PO Box 745
Gardner MA 01440**



MA NAPUS - 5K and PAC'N A Cure KICK-OFF



SPONSOR SHEET: Donations can be made by personal check or M.O to Massachusetts NAPUS. Cash donations are also accepted. Sponsors can make donations by lump sum or per mi/km. Donations can be made by anyone!! Any donation is welcome and appreciated, THANK YOU!!!!!!

PLEASE START SOLICITING TODAY!!! Sponsor sheets are requested to be returned with donations by May 25, 2015.

Send donations to: Donna Legro, Sec/Treasurer, 6 Cedar St, Wilmington MA 01887-3612 or your local NAPUS Chapter President

SPONSOR	OFFICE	PHONE	AMT PLEDGED	COLLECTED Y/N



Membership Pam Boudreau

Greetings MA NAPUS Family

Our fall membership drive promotion was a huge success. Nationally we were able to recruit 424 new members. As a result of our success, the National Executive Board extended the contest through the winter. The contest ran from January 1 through March 31, 2015 with the same incentives. The winter contest was a competition between the East (Areas 2 and 3) and the West (Areas 1 and 4). The winter contest had the following incentives:

- Any new active member signed up during the contest period will receive free membership for six months, regardless of how long they have been in office.
- \$25 to the sponsor that signs up a new Postmasters.
- \$10 to the sponsor that signs a new OIC, PMR, or Retired Postmaster.
- All new members name's will be put into a raffle—we will then pull five names in April and they will receive free registration to the National Convention in Mobile (non-transferable)
- All sponsors of the members will have one ticket with their name placed in a raffle for each member they sign up. We will pull three names in April for one of the following cash prizes.

First prize \$250 Second prize \$150 Third prize \$100

There are so many benefits to being a NAPUS member that this was an easy sell. NAPUS members enjoy the benefits of the NAPUS Federal Credit Union; they receive our National magazine, *The Postmasters Gazette*, and they receive our state publication, *The Massachusetts BayState Postmaster*; all members have top notch legislative representation on Capitol Hill; our legal defense fund and the ability to actively participate at the local, state, and national levels.

As always, I am happy to assist with recruiting opportunities. Please do not hesitate to contact me.

Best Regards,
Pam Boudreau, MA NAPUS Membership Chair



NAPUS WINTER MEMBERSHIP CONTESTS FINALIZED

Congratulations and thank you very much to everyone who participated in the Fall and Winter membership contests. The last one, the Winter contest, has now been finalized and closed out as well. That is, checks to the sponsors of new members have been mailed, the checks for cash dues members converting to OPM dues deduction have been mailed, recipients of the free registration awards have been notified, and the checks for the cash prize award winners have been sent.

There will be no Spring or Summer membership contests. However, the National Executive Board has agreed to allow us to continue free membership to any active member who joins regardless of how long they have been in office. Effective April 1, 2015 through October 1, 2015 you can offer six (6) months free to anyone who joins during that timeline.

There are many benefits and reasons they should join NAPUS--- the many benefits they receive if they join: the Signature Credit Union; our NAPUS Website at www.napus.org –the NAPUS Knowledge Base which offer thousands of searchable topics to help Postmasters be successful; our national magazine, the Postmasters Gazette, which addresses key issues monthly; and your chapter newsletter which addresses issues closer to home and how to handle them.

Remember to mention our legislative department that lobbies to make sure our health and retirement security is safeguarded, now and in the future. And, another important benefit for our active postmasters is access to our Legal Defense Fund should they find themselves in need of representation and support in disciplinary matters.

Simply have them complete a form 1187 and mail it to the attention of the membership department at the national office at--8 Herbert Street-Alexandria VA 22305. Or, you can have them sign up on line at www.napus.org under the “Join Now” tab.

If you need assistance or have questions, you may call the National Office at 703-683-9027 and ask for Cora Martins or send your questions to membership@napus.org. As always, please contact either of our National Membership Co-Chairs at their contact information below:

Layton Hansen (CA) West – Areas 1 and 4
National Membership Co-Chairman
wcpmlah@aol.com

Barbara Whidden (FL) East – Areas 2 and 3
National Membership Co-Chairman
barbara.whidden@aol.com

Sincerely,

Anthony Leonardi

Anthony Leonardi
NAPUS National President

LIFE TRANSITIONS

Coping With Life's Transitions

Nothing stays the same for very long. The way time flies, often we look up and suddenly see changes coming in our lives. We may see that it's time to find child care for a new baby, send kids off to school for the first time, locate caregiving services for an elderly parent, or cope with the loss of a family member. These transitions in life can be challenging and overwhelming. Having coping strategies can make transitions smoother.



Lean on your social network. Talking to friends and loved ones about the changes coming your way almost always helps. Talking it out lets you share your feelings, gain support, get constructive feedback, and find the way forward when you're faced with major changes.

Have an optimistic attitude. Remind yourself that you have the skills and abilities to cope with the transitions you face. The challenges may be new and difficult, but it is important to remain hopeful about a good outcome.

Manage the stress that transitions can bring. Big life changes and stress often go hand-in-hand. They can drain you mentally and physically. When you're in the middle of a transition, remember to keep yourself healthy by getting regular exercise, eating a balanced diet, and getting enough sleep. Plus, use techniques such as meditation, progressive muscle relaxation or deep breathing to help you relax.

Get the help you need. Maybe you need expert help in arranging caregiving services for an elder parent or a child. Or, your family is moving and you need help with the transition. You can access your program's EAP for more help and guidance. In addition to counseling, your EAP can work with you to identify local resources that you can use to help you in your transition.

Moving Through Grief

Coping with major losses in life is one of the hardest journeys we can take. Losses can include not only a loved one passing away, but things like the end of a long-term relationship. Or it could be the loss of a job. It could be loss of something valued, such as a home due to natural disaster. Whatever the loss, it helps to remember certain truths about grief:

- **Everyone grieves differently.** There is no right or wrong way to react to a great loss. Everyone copes differently – according to their own personalities and coping styles.
- **There are often many “stages” of grief.** The complex process of grieving may include denial, anger, bargaining, depression and finally acceptance. But each stage can appear in any order, or not at all.
- **Give yourself time.** Some people don't fully work through their grief for several years. Be patient, and accept your ups and downs.
- **Don't walk the path of grief alone.** Sharing your feelings with friends and family, and reaching out for compassionate counseling support when needed, will help you heal in time.

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust 

800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com





ARTICLE 5

ELECTION OF OFFICERS

As stated in the MA Bylaws, the election of Officers shall take place during the Annual Convention of this Chapter and it shall require a majority of the vote be cast to elect. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot.

Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office in addition to those selected by the Nomination Committee.

Elected officers shall be installed following election during the State Convention and their term of office and responsibilities shall commence on the first day of the month following the NAPUS National convention.

This year the position of Secretary/Treasurer and Editor are up for election. The duties and responsibilities of these positions are outlined in the MA Bylaws as follows:

SECRETARY/TREASURER - The duties of the Secretary/Treasurer shall be to attend all meetings of this Chapter and of the Executive Board and such other committee meetings as he/she may be directed to attend by the President. He/she shall keep the minutes of the meetings of said Chapter and committees in a neat and orderly manner and such other records as may be committed to his/her care. He/she shall incur no indebtedness, nor shall he/she make or enter in any agreements or contract in the name of this Chapter, unless first authorized to do so by the Executive Board. He/she shall perform such other duties as usually appertain to the office and may be paid, upon authority of the Executive Board, such expenses as are deemed proper.

The Secretary/Treasurer shall also be the custodian of all records and moneys and funds of the Chapter, including the operation of the State Convention, see Article 8. He/she shall furnish a surety bond for an amount not less than the current balance of all accounts. The premium of said bond to be paid by the Chapter and the bond to be held by the President during his/her term of office.

The Secretary/Treasurer shall pay no moneys out of the funds or moneys of the Chapter except with the approval and authority of the President or the Executive Board.

It shall be the duty of the Secretary/Treasurer to faithfully keep the books and accounts of the Chapter in a business-like manner showing all amounts received and expended.

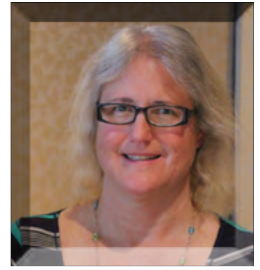
The Secretary/Treasurer shall receive \$300.00 per month as compensation for services rendered. All records of the Secretary/Treasurer shall be audited and reported upon at the State Convention and the results of this audit shall be published in the BayState Postmaster.

EDITOR - It shall be the duty of the Editor to publicize the activities of the Chapter and to write articles about the Chapter for the BayState Postmaster, a publication sponsored by the Chapter; an updated Roster and the Constitution and Bylaws shall be published once every two years in said publication. The Editor shall have the power to appoint assistants to aid him/her in his/her duties. It is permissible to solicit advertising to pay the cost of the BayState Postmaster. Expenses incidental to the publishing of the BayState Postmaster must have the approval of the Executive Board. The Editor shall receive \$200.00 compensation for each edition published.

Also, it's important to mention that any changes to the State Constitution must follow Article 9 which states: This constitution may be altered or amended at any meeting of the Chapter by two-thirds (2/3) vote of the members present. All proposed amendments must be submitted in writing and signed by any member by sending it to the Secretary/Treasurer and the Chairman of the Constitution/Bylaws Committee at least thirty (30) days before the Annual Meeting. All proposed amendments must be reviewed by and presented by the Constitution/Bylaws Committee.

Mike

Support your local chapters by attending your local meetings and paying your dues.



The Good and The Bad

The Good:

From the opening chant (“Super Bowl Champs”), to the dance floor, to the halls of Congress, everyone wanted to be Massachusetts. We have great leadership, lead in membership, and are very well respected all-around. Let’s take this further by getting EVERYONE involved in Chapter Meetings, donating to PAC, and visiting napus.org for the latest news. Each year, a few more Postmasters step up. I would like to thank First Timers David Branga, Lynne Martineau and Jerry Robertson for joining the rest of us and taking the time to attend the Leadership Conference in DC this year. Our delegation accomplished quite a bit. We learned a lot. From our new Postmaster General, we learned that the Postal Service is finally establishing a Privately Owned Vehicle Program for EAS employees who use their own cars in performance of their duties, and that Postmaster training will be reinstated, a 1 week program. Some of us heard about Amazon Fresh, a grocery delivery service by USPS, and 1260 tracking for the first time. The ongoing issues of hiring, POSTPlan, and Postmaster workload were also discussed.

We also spent a day on Capitol Hill, visiting 11 offices of our Congressional Delegation: each of the 9 Representatives in the House, and the 2 Senator’s offices as well. At the time, we were lobbying for pricing flexibility and the right to innovate and to eliminate the prefunding of health benefits. There was no specific legislation on the table, so we were reiterating what we have said in the past regarding Postal Service needs. We were well received by all of the aides; we are fortunate that our all Democratic Congressional Representatives support the needs of the Postal Service. However, after we returned home, we learned about...

The Bad:

After we left DC, the House approved House Concurrent Resolution 27, which would have a devastating impact on federal and postal employees and retirees. The House Budget Chairman, Tom Price (R-GA), introduced the bill. It passed 219-208. All but 26 Republicans voted YES; every Democrat voted NO. Please visit napus.org for more details, and to see which Republicans voted no.

In brief, these are the 4 areas that affect the Postal Service and employees:

- Pensions: The bill proposes to require FERS members to contribute more.
- Retirement Savings: The bill proposes to lower the interest rate earned on TSP contributions into the G Fund.
- Health Benefits: Replacing FEHBP with a voucher system, OR longevity-based retiree health plan contributions.
- Postal Operations: The proposal references unspecified changes in “frequency and type of delivery”, and we assume this is promoting 5-day delivery, and centralized or curbside delivery.

It is very important to note that as a Resolution, it will not become law. However, Budget Reconciliation is very complicated, and there are a limited amount of programs from which to cut. Therefore, any of these proposals could be included in a Budget Reconciliation Bill, which if passed by both Houses, goes to the President for a signature or veto. This is a special appeal to retirees living out of state in Republican districts: please contact your Congressman and express your displeasure with House Resolution 27. Everyone should stay tuned to napus.org for more information.

Thank you,
Robin Driscoll



NAPUS, LEAGUE OF POSTMASTERS PROPOSED CONSOLIDATION MOVES FORWARD

The proposed consolidation of NAPUS and the League of Postmasters has progressed to written submission of Chapter Bylaws, Articles of Incorporation and National Bylaws for the new organization. The documents are the results of discussion, collaboration and compromise by the committee working on the consolidation. Representing NAPUS on the committee was National Secretary Treasurer, Dan Heins, from MN and retired Postmaster and National Parliamentarian John Galera, from HI. Representing the League of Postmasters was retired Postmaster, Jack Jameson, from NC and retired Postmaster, John Olson, from MN.

The new proposed organization will be incorporated as a non-profit organization and shall be known as the “Postmasters and Managers of America” (PMA).

The proposed [Chapter By Law Template 1 21 2015](#) provide a document for the state chapters to use to ensure compliance with new national bylaws and consistency with between state chapters.

The proposed [Articles of Incorporation 1 21 2015](#) define purpose of PMA, as well as new member classifications.

The proposed national [Bylaws 1 21 15](#) provide information on dues, Executive Boards and their duties, conventions and committees.

Extensive discussion of the proposed consolidation of the organizations will be held at our Leadership Conference in March. The vote for consolidation will be held at each organization’s national conventions to be held later this year.

POSTAL SERVICE ESTABLISHES EAS PRIVATELY OWNED VEHICLE (POV) PROGRAM

The Postal Service has announced the establishment of an EAS Privately Owned Vehicle (POV) Program. This program addresses the fact that many EAS employees have been reluctant to use their personal vehicles for work in part because of the cost of obtaining a business use policy.

The POV Program is designed to compensate Postmasters and Supervisors for the use of their vehicle for work related purpose. Under the program employees will be reimbursed for (a) their mileage, and (b) the cost of adding business use coverage or a commercial rider on their existing insurance policies if necessary.

The program is strictly voluntary. No employee will be required to participate in the program. Furthermore, management will have complete discretion as to whether an employee may participate. Either the employee or management may discontinue the employee’s participation in the program at any time.

The program is in the process of implementation and requires a signed Participation Agreement and is funded through eTravel.

Read the details of the proposed consolidation ([Chapter By Law Template, Articles of Incorporation and Bylaws](#)) and the POV Program ([Participation Agreement, and Quote Request](#)) at www.NAPUS.org or go to the MA Chapter NAPUS website at www.masschapternapus.shutterfly.com, breaking news section or simply scan this code with your smartphone.



“LET US DO TOGETHER WHAT WE CANNOT DO ALONE”

The Most Important Event



The 2015 Leadership Conference was a success. MA was represented by 15 Postmasters, 2 Retiree and 2 guests.

Our Legislative Chair Robin Driscoll did a great job organizing the MA legislative meetings for us. We talked with our Congress Representatives' and Senators' aides about our concerns and NAPUS' position on several issues including NAPUS' belief that postal relief legislation must address the Postal Service's prefunding issue by repealing or modifying the current prefunding requirement. It must enable the Postal Service to offer innovative and customer-desired products and services, including providing limited financial services to Americans who's banking needs are not being met by traditional banks. We discussed the need to have postal pricing be reflective of the true cost of mail acceptance, processing and delivery. NAPUS opposes any legislation that would elimination the current weighted average premium contribution FEHBP formula and replace it with a fixed-dollar contribution indexed to the CPI. We oppose legislation that would replace the current formula for calculating the retirement cost of living adjustment with the so-called chained CPI; legislation that would increase employees'

retirement contributions; legislation that would change the federal pension computation formula from the current high 3 average to a 5 year average; and legislation that would eliminate FERS.

We are very fortunate in Massachusetts, as our political leaders are on the same page as NAPUS Postmasters so we don't have to spend time discussing opposite views on the issues. This forum allows Postmasters a chance to thank them for their support and discuss any of their concerns or concerns of their constituents.

It is my opinion that the Leadership Conference is the most important event held by NAPUS. Washington is a great place to visit. The trip is fun and informative. If you couldn't make it this year, put March 2016 on your calendar and plan on attending next year. If you came for the first time this year, share your experience with Postmasters that have never been and bring a first timer with you next year.

Donna

National AVP Rich Hui

The Times They Are A-Changin'



Unless you were up in the Himalayas practicing Buddhism with the monks for the past few months, you have probably heard something about the possible consolidation between the two Postmasters' organizations, NAPUS and The League of Postmasters.

Fifteen years ago when I first joined NAPUS, I remember one of my questions to our then State President, James Maisano was, "How come we have two organizations representing Postmasters?" The answer was both organizations are looking for common ground and will eventually become one. Well, in the past few years there were talks about a possible merger, but it had never come to fruition. Maybe because back then it was a luxury to have both organizations and membership was never a concern.

Well, times have changed; POSStPlan is now fully implemented. As a result, both organizations suffered a huge membership drop, directly threatening the well-being of the infrastructure of both organizations. The luxury then becomes the necessity now.

For those of you that have attended the Leadership Conference in March, you will already have a full understanding of how this will and shall work. For some of you that missed the conference please go to www.NAPUS.org and you will find all of the information regarding the consolidation. Read this carefully so you can be a participant of history in the making by voting during your State Convention.

Our National President, Tony Leonardi will be on hand at the convention to give us a presentation and answer any questions. Remember, you have to vote at your convention to have your opinion count. You as a member want to be part of the solution. I personally believe that it is past time that we consolidate the two Postmaster organizations.

Postmasters and Managers of America, PMA, one organization, one voice, its time!

Respectfully,
Richard Hui, National AVP



You Can Make A Difference

Like most people, going to work and facing the many challenges and frustrations each day can be stressful and at times overwhelming. When I go to the Leadership Conference and spend time with the friends I have made all across the country, I find it very relaxing and energizing. I always learn something new and come back hopeful and re-invigorated. This year was no exception.

We had two days of Executive Board meetings before the conference began. The Executive Board met with Doug Tulino, Vice President of Labor Relations and Jeff Williamson, Chief Human Resources Officer, both from USPS Headquarters. The new e1260 program, work hour budgets, NPA, and staffing were the hot topics of discussion. One of the concerns was rounding up to the nearest 15-minute increment. That really is falsifying a time document and may result in ending the week over the 15-hour limit when in fact the Postmaster only worked 15 hours. I asked why we couldn't just input the actual start and end time of each task we do. Our concerns were duly noted and they will take our suggestions back; hopefully they will tweak the program and make it more accurate for us to use. In the meantime, it is a requirement to complete this on a daily basis and get everything entered back 12 weeks. Do the best you can in getting this done and if you have any concerns about what you are entering, you need to discuss it with your POOM. We brought to their attention that most of the offices that were upgraded to Level 18 through POSTPlan still have not had their function 4 budgets adjusted properly now that they have clerks. We were promised all the budgets would be corrected and it would not be an issue regarding NPA and staffing would be right-sized going forward. We also discussed the time line when filing for mitigating factors and they promised to look at giving the Postmasters more time to prepare their documentation. Mr. Williamson reminded us that he has not forgotten his promise of a new training program for Postmasters. They have been working with the management organizations to be sure the training is relevant and effective, and should be rolling it out sometime in April. He also stated that they are looking at starting up a wellness program, something we have never had.

In our general session Postmaster General Megan Brennan made it clear that we need to stop having Postmasters working on Sunday. That was not the intent of the Amazon agreement. She also promised to correct the Level 18 budget issue or there will be some type of NPA forgiveness. She said it was possible to change collection box times if needed, but there is a process that must be followed. A former Postmaster, who is now a craft employee as a result of POSTPlan, asked to have Postmaster job postings open to all current and former EAS employees so those former Postmasters can have the opportunity to get back to the positions they formerly held. She agreed it made sense as they

already have the experience needed, so hopefully we will see that change coming soon.

Vice President of Delivery Operations Ed Phelan also stated that Districts need to stop mandating Postmasters to work on Sunday by April 1st. Each District has operations staff that will be manning the office on Saturday and Sunday, and they are capable of handling any issues that may arise. They now have the capability of monitoring every route in the District with the new LOC computer and super-sized monitor. If you are still being mandated to work on Sunday contact your state president so we can get this corrected. He promised that budgets would be corrected by the end of this quarter (June). He also said they are working on adjusting collection box times to better align with the reduced office hours. It makes no sense to pay someone to sit in a closed office until it is time to collect the box or to have the APO Postmaster or staff travel to the other offices to do it.

The other big topic of discussion was the proposed consolidation of NAPUS and the League. There were several opportunities to review the documents and get answers to the many questions people have. Both organizations will vote on the consolidation at their state conventions and the final vote will be held at each organization's national convention. I encourage each of you to go to the NAPUS website and read the propose articles of incorporation and bylaws, then come to convention and help us decide what our future will be. Food for thought; prior to POSTPlan Maine had 422 Postmaster positions and now we are down to 180. The question is, can we continue to survive with two organizations as we are now? Retirees will not be able to vote on this issue because our Constitution does not allow it, but we would appreciate your feedback on this issue. As President Tony stated, "We decide what we become". I met League National President, Sean Acord, and had a nice chat with him. He is very hopeful that the memberships of both organizations vote in favor of the consolidation. I think both national presidents are the right people at the right time to make this effort a success. As you can see, those of us that attended the Leadership Conference were able to make a difference by giving our feedback to those people at Postal Headquarters who make the decisions. That was the topic of the sermon given by National Chaplain James Gillispie; making a difference. The actions that we choose to take each and every day can make a difference in the lives of others. It is up to each one of us to reach out and help those who need it, just as someone reached out and helped us at some point in our lives and careers. We have the ability to facilitate change, but only if we step forward and speak up. Don't leave it up to a select few. Come to convention and let your voice be heard.

Barbara Swiderski
National AVP

Area 1 Representative for Retired Postmasters



Greetings fellow Postmasters. My name is Demosthenes (Demo) Sofronas. I have been selected to serve out the unexpired term of Steve Staples Area 1 Representative for NAPUS Retired Postmasters.

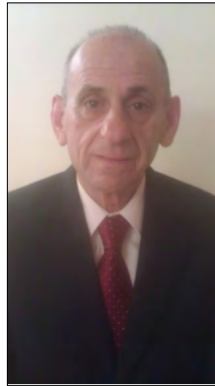
I am currently finishing my third year as the President of the Vermont Chapter of NAPUS serving the retired postmasters. I also served as Vice President for 3 years, and assisted in NAPUS PAC for both Massachusetts and Vermont.

I retired from the USPS in 2007 with a total of 34 years service. I am proud to say that 24 of those years were as a Postmaster.

My postal career began in 1973 as a PTF clerk in Lynn, Massachusetts. In 1983, I received my first OIC assignment to Middleton, Massachusetts and a year later I was promoted to a Level 13 Postmaster of Hamilton, Massachusetts. Eager to work in a larger office, I was assigned a 2 year OIC position in West Newbury, Massachusetts which led to a Level 15 Postmaster position of Essex, Massachusetts.

In January of 1993, I transferred from Massachusetts to Vermont and became the Level 18 Postmaster of Norwich, Vermont. After serving Norwich for over 9 years, I transferred to Sharon, Vermont and then to Quechee, Vermont retiring in 2007.

In Massachusetts, I served as Chairperson of the MSC EEO Committee and Chairperson of the Stamp Destruction Committee for the Sectional Center Facility. In Vermont, I was a Quality of Work Life Facilitator.



I have always been involved in the communities that I have served. I am a member and past president of the Norwich Lions Club and the American Legion where I serve as membership chairperson. I am a member of the Norwich Cemetery Commission and am also on the Board of Directors of the White River Council on Aging. I am a past board member at the local Cable Access Television Station, have served as justice of the peace and member of the board of Civil Authority for several years. I've also served 26 years in the U.S. Army National Guard, retiring in 2004.

My wife Georgia and I have been married for 38 years and have two children and four grandchildren. They are my support system and are always ready to assist and guide me in the right direction.

I pledge to continue to serve Postmasters and to work toward keeping our NAPUS organization strong for years to come.

Respectfully submitted,
Demosthenes P. Sofronas

When Tragedy Strikes

I recently attended the wake and funeral of a co-worker's son. A death of a family member is always sad but after a period of time may be accepted as a fact of life. It is entirely different though when an unnatural event takes the life of a child from their parent. My heart broke for this family.

I attended the services because tragedy struck a co-worker in my area, and I wanted to offer him some support and comfort. I gladly spent several hours over two days driving across Massachusetts to pay my respects to him and his family in their time of need. This is what postal employees do, or as I came to realize what we used to do. I was disappointed to be one of only a dozen or so postal employees in attendance.

While talking with the other Postmasters present we shared the common memory of how supporting a co-worker at their time of need was standard practice. I remember the days when our funeral parlors were standing room only and the line to enter started somewhere outside the entrance. More importantly, I remember the days when postal employees (from craft to the DM and everyone in between) came together to pay their

respects and offer support for one of our own.

I realize times have changed, but this is one quality that should not have changed. We all have something we are dealing with be it family or social commitments, family obligations, and of course, our work, but we should never lose sight of our humanity and compassion.

We are all in this thing called life together. Please remember to reach out to someone in need. Drop a card in the mail, stop by and take someone out for a cup of coffee, or pick up the phone just to say, "Hey, I'm thinking of you." It's the little things and the thought behind them that will be remembered and uplifting.

I believe the following quote says it best.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." –Maya Angelou

Deanna



Jeffrey Schoch Candidate for National Vice President Area 2

My name is Jeffrey Schoch, and I'm running for National Vice President of Area 2.

Let me start by telling you a little about myself. I started in the Post Office in 1984 as a Clerk/Carrier (31 years ago).

I was selected for the Leadership Program in 1985, and was trained in all areas of the Postal Service, such as; Customer Service Supervisor, Postmaster, Finance Manager, Labor Relations Specialist, Field Operations, MDO on all tours in the Plant, as well as a supervisor in all areas of the plant.

In 1987, I became the Superintendent of Mails, a Level 19 position.

In 1990, I was awarded my first Postmaster position, a Level 21 position in Paoli, Pennsylvania.

In 1993, I lateraled into the Postmaster position in Phoenixville, Pennsylvania, another Level 21 position. During my time in this position, I served on a few more details; Post Office Operations Manager, Route Inspection Team Leader for four years, IOP Coordinator for two districts, and Finance Manager.

In 2003, I became the Postmaster of Norristown, Pennsylvania, a Level 24 with 10 stations.

In 2008, I took a lateral/down grade into my present position as Postmaster of Pottstown, Pennsylvania, a Level 22. Since taking this position, I have had details as the POOM, OIC - Acting Plant Manager/Postmaster of the new Tri County Annex. I consolidated a large Level 24 office, two Level 21 offices, and a Level 20 office into one facility, while overseeing 10 stations, a VMF, and the plant.

I have been active with NAPUS since 1987, and try to be as active in as many things as I can to promote our great organization. I was Pennsylvania's Vice President in 2013, and was Pennsylvania's President in 2014. For the last 13 years, I have been serving Postmasters as a Postmaster Representative (PM Rep), and this has truly been my passion - making sure everyone is being treated fairly and properly. Throughout my career, I have mentored many new managers to grow in our organization, and I am proud of their accomplishments.

I have been married for 39 years, and my wife and I have three children; one son and two daughters. In addition, we have seven grandchildren that range in age from one to 19 years old.

My interests are my grandkids, softball, basketball, and soapbox derby. I belong to two service clubs in my local area; AMBUCs - a civic club devoted to "Creating Independence and Mobility for individuals with disabilities" and PAL - Police Athletic League - which is involved with seeing that all children from the ages of five through 19 have the opportunity to play sports in our area at a minimal fee.

I am committed to NAPUS and helping my fellow Postmasters. I am also looking forward to the future, which includes the consolidation of our great organization with The League of Postmasters. I hope you will support me, and cast your vote for me as your next National Vice President, Area 2 for 2016.

Thank you for your consideration.

Jeffrey Schoch
Postmaster, Pottstown, PA 19464
215-272-9561

Massachusetts Welcomes 74th PMG



New PMG '74 Megan Brennan, the first female PMG, took over for outgoing PMG '73 Pat Donahoe in February of this year. As Deputy PMG/COO Brennan was a strong proponent of and for Postmasters.

We wish her luck in her new position and hope she continues to support the functions and responsibilities of Postmasters.



MA President John Fitzpatrick with former PMG Pat Donahoe 2014.



MA President John Fitzpatrick meets with NAPUS National Sec/Treasurer Dan Heins and National President Tony Leonardi

One of the ‘moments’ you missed if you didn’t go to Legislative Conference this year

Nicholas Torcia, son of Joe Torcia, PM Palmer, Chapter President 010, chats up Pierce Brosnan in the Cannon Building, Washington DC on March 17. When Brosnan asked Nicholas “Do you know who I am?” Nick responded “Sure, you’re the guy from the James Bond movies”.



Actor Pierce Brosnan talks with self-proclaimed James Bond fan, Nick Torcia, 13, of East Longmeadow, Mass., on Capitol Hill in Washington, Tuesday, March 17, 2015, prior to participating in the launch of an effort to boost the nation’s investment in groundbreaking cancer research. Celebrities appeared on behalf of Stand Up To Cancer (SU2C) and the American Cancer Society Cancer Action Network (ACS CAN) on the “One Degree” campaign to urge Congress to increase funding for the National Institutes of Health by \$6 billion over two years, including \$1 billion for the National Cancer Institute. (AP Photo/Cliff Owen)

Banquet Night



Dance Like No One's Watching!



Winding Down or Just Getting Started?



Neither Snow Nor Rain...

As a “first timer” to the Legislative Conference, I anticipated a memorable trip. I assure you, I wasn’t disappointed.

The car ride to TF Green was pleasant! The valet parking like none I’d ever before experienced! The thrill of being told I qualified for preferred check through security so I didn’t have to endure a TSA “pat down” had me convinced this trip was off to a great start.

My dear friend, Jerry Robertson, kept me entertained with all his stored smart phone treasures. We had over an hour to wait before boarding. I decided to review some of the legislative material supplied by Robin Driscoll. A number of young children excited by planes taxiing down runways repeatedly distracted me so I decided I’d peruse the material in flight.

An announcement came over the PA system that our flight was delayed. A short time later, another announcement of a further delay was made. Jerry decided it was a good time to seek out lunch. I thought for sure that as soon as he left we’d be told it was time to board the plane. To the contrary, five minutes after he left, the announcement was made that our flight was cancelled. Hauling Jerry & my belongings, I proceeded to the “hurry up and wait” line. Jerry returned with a fine selection from Wolfgang Puck’s kitchen. Forty minutes into the wait, we learned that the earliest booking we could get to DC wouldn’t get us there until mid-day on Monday. Unacceptable!

Jerry doesn’t just “wheel & deal” at the State Convention Auction – he made a phone call & before long, our shuttle to the valet location arrived. Now what? We travelled aboard Crosstour Airline; piloted by, none other than Jerry himself. I can’t tell you what altitude we cruised at but I never heard the landing wheels retract.

The weather was rainy and dismal. We arrived in NY in record time; decided to travel via the GW Bridge and made it over in minutes! Not the usual parking lot of traffic jams that are usually encountered. Having been assured that he knew his way as far as Baltimore, I decided to send a text to my son on my antiquated device, this is a slow process. When done, I looked up and remarked that I’d never seen so little traffic on the NJ Turnpike. Shortly after, Jerry remarked that he’d never seen hills, then mountains on either side of the pike. Right he was! In a few short miles, we were both enlightened when we saw

a sign indicating that we were on 80 West. WEST? Headed for? My vision of reaching DC in six hours vanished. The navigation system was reprogrammed a number of times. I suspected it was endorsed by the Pennsylvania

Chamber of Commerce. That’s where we were! This trip was intended to be educational so Philly seemed the logical destination. Wrong again! Does the Pocono’s sound familiar to any of you? With rain beating against the windshield, night fall upon us, Jerry forged on. The GPS, tweaked one more time, and we cruised at a respectable speed in a southwest direction. Ahhh, southwest, back on track. No need to pressurize the cabin, you could feel the cold, damp, electrified atmosphere of Explorer Robertson. We skirted Philly and were soon back on track to DC. Inclement weather & all, Jerry drove unabashed.

Mother Hen Boudreau, called to check on us. Had we brought our Passports, were we still in the US, was DC still in our plans? We agreed to call her when we got to Baltimore. Uncanny as it seemed, once in Baltimore, the phone rang. Again, it was Pam. She wanted to know our ETA. We guessed 10:45 – 11:00 p.m. Jerry begged for an Old-Fashioned on the rocks to be waiting for him. She assured him it would be no problem.

You youngsters may love your GPS; personally, I prefer an atlas or the wisdom of a resident. I enlisted the experience of my son who previously lived in DC to get us to the Crystal Gateway Marriott. You can imagine our delight when we found the landmarks we were given and then saw the well-lit Marriott sign. AMEN! It was 10:45 p.m. Outstanding job, Jerry!

I was stunned to see so many fellow postmasters keeping vigil in the lobby awaiting our arrival. That beacon of light was second to none after the day we’d had! Thank you all. I know a couple of you don’t sacrifice sleep for ANYTHING and seeing your faces was heart-warming.

It was a fast three days. The camaraderie shared was rejuvenating. The dinners/laughs together pure delight! The speakers were well-versed, though at times, terse.

My first trip to the Hill was encouraging. It’s an easy process when you meet with congressmen and/or their aids that support your organization, especially if you are guided by an old’ pro. Pam coached Dave Branga and me and afforded us many photo opportunities. Smooth, Pam!!! If Congress worked nearly as hard as a couple of “determined to get to DC Postmasters”; The USPS would be operating in the black with a promising future to look forward to. I highly recommend you seize this opportunity to experience

Legislative in years ahead. I believe you will find it worthwhile.

Respectfully submitted,
Lynne Martineau



Wow!

That about sums up my experience as a first timer to the legislative conference. It was great! I flew down Saturday and spent a leisurely afternoon with my fellow Postmasters enjoying a delicious lunch at Ted's Montana Grill in Alexandria (try the Bison!). Sunday was spent in training. For me it was PAC and career development. But if you aren't an officer, the day is yours to sightsee around Washington DC. A few of my friends took in the St. Patrick's Day parade and had a great time. Monday was the actual convention day. We heard from Megan Brennan, our new Postmaster General. We even got to ask her questions and have our photo taken with her. Ed Phelan, VP Delivery Operations was also a guest speaker and took questions from the floor. It was interesting to hear both speak about the conditions and future of our organization. By far the most exciting part of the trip was Tuesday. That was the day we visited Capitol Hill. We walked the halls of power



so to speak. All of the Massachusetts legislators were visited. We divided the Massachusetts Postmasters into groups and the group I was with met with Congressman McGovern and the aid for Congresswoman Tsongas. Both were very receptive to our issues regarding retiree benefits, refunding the overpayment of FERS and the cuts to health benefits. It was interesting to actually be a part of the process directly lobbying these people who make decisions and having them listen to us. It is a powerful testimony to the way our country works and Postmasters took an active role in it.

So come down next year. See how decisions are made. Be a part of that process. Meet new friends and catch up with old ones. You won't regret it.

Dave Branga

The Ballad of Jerry and Lynne *(aka Ticket to Ride)*

I picked Lynne up around nine
Said we're on our way, yeah
Got to the terminal line
They said your flight is delayed, yeah

When they cancelled the plane
We got back in the car aga-a-ain
Driving through the pouring rain
Got to get there!

She said "in spite of the rain
We're making good time," yeah
The GW Bridge had clear lanes
We'll get there just fine, yeah

Heading for the New Jersey Pike
Listening to all the weird songs I li-i-ike
This really isn't such a bad hike
We're gonna' get there!

I don't know how I took a wrong turn
I've driven down this road all my life
When Lynne looked up and saw snow and hills
She said "you missed the Jersey Turnpike!"

"The Poconos are minutes away"
Is what the sign states
"Enjoy your romantic stay
In the Keystone State"

Lynne said "what are you trying to pull
A heart shaped anything isn't co-o-ol
Do you think I'm some kind of fool?"
Just get out of here!

We got through Philly 'round eight
I was ready to cry, yeah
Hit D.C. a few hours late
Our friends thought we died, yeah

It's all my fault I confess
They said what about G-P-S?
They just won't give it a rest
But we got there!

Jerry
(Thanks, John and Paul!)



Leadership and more...

This year's Leadership Conference in Washington D.C. was very informative and a lot of fun getting together with NAPUS Postmasters and Postmasters Retired. This was my first conference as a retired Postmaster and I guess it made it that much sweeter.

I attended the Postmasters Retired meeting in which all the National Officers and committee members spoke and gave their reports. It is safe to say that the NAPUS Postmasters Retired organization is strong and viable.

We visited the Hill and we all need to be more vigilant in watching out for legislation that could affect our pensions. For example, as retirees we receive COLA's based on a CPI formula to help offset cost of inflation. Many democrats and republicans support adoption of a Chained CPI formula that would hurt retirees more than help the national debt. The alternative to current Cola CPI and the unfair Chained CPI is a CPI-E Formula, which is a more realistic and accurate measurement of inflation. CPI – E is a measurement that accounts for health care costs and other currently unaccounted for costs. Contact your representatives now and let them know you support CPI-E formula for future COLA's.

The major topic of the conference is the proposed consolidation of NAPUS and the League becoming one organization called the Postmasters and Managers of America. Many of you have been involved with the idea of just one Postmaster organization but I don't think we have come close to the reality of this until now. Nationally NAPUS Postmasters Retired will not have a vote in whether to consolidate or not but there will be more information and a possible vote taken at the MA State Convention. Register for the state convention today and don't wait. The state convention should be at the very least an Annual Reunion of Postmasters Retired to get together for some fun and rekindle some old friendships and make some new ones. Whether you still live in Massachusetts or have retired to another state make plans now and commit to attending your state convention.

Watch for a new Retired Postmasters of Massachusetts Facebook Page and join. Let us stay connected and enjoy our retirement together. Email me and I can add you to my email list to share information and fun happenings. My email is lornaedie @ [Comcast.net](mailto:lornaedie@Comcast.net).

See you all in June.
Lorna

Chris Sullivan Memorial 5K Run / Walk to support our local veterans



Born and raised in Princeton, Massachusetts, Chris was the only son and youngest child of James & Dorothy Sullivan. On January 18, 2005, just two weeks from his scheduled return home, while on a patrol of suspicious activity at a nearby bridge in Baghdad, Capt.. Sullivan lost his life when an improvised explosive device (IED) detonated. Chris is remembered by those who knew him for his quick smile, amazing sense of humor, his generous and giving spirit, his sense of responsibility to duty & honor and his deep love of family & country.



Retired Postmaster Dolly Sullivan and her husband Jim are recognized at the 4th Annual 5K Memorial in honor of their late son Captain Christopher Sullivan.



Staying Connected With



Retired Postmaster Bernie Duggan living large spending most of the winter in sunny Florida.



Retired Postmaster Joe Fanciullo looking good and enjoying life



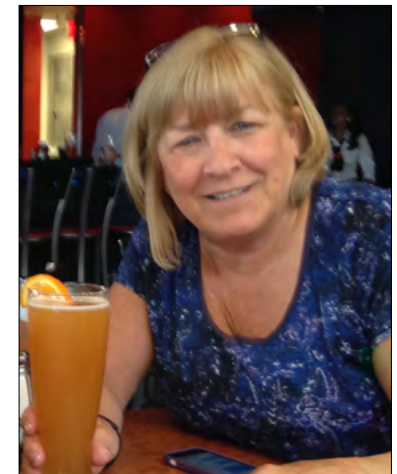
Retired Postmaster Pat LaChance tips her hat but never her beer!



Retired Postmaster Marianne Maloney spent some time in Tampa Florida this past winter



Retired Postmaster Mark DeForge still taking life seriously



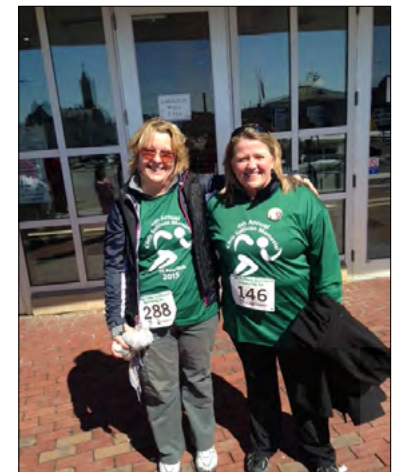
Retired Postmaster Jan Wilson completely relaxed and ready for her next adventure



Newly Retired Postmaster Ralph Devany having a hard time letting go of the tie and collared shirt



Retired Postmaster Sue Nichols and husband Nick bravely venture outdoors at the first sign of sunshine



Postmaster Heidi Salmon and retired Postmaster Lorna Edie get together for the Chris Sullivan 5K Memorial



FORM 1187-R

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

Please complete and mail to:

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

Member submitted as: WITHHOLDING _____ OR ANNUAL CASH DUES _____ (If not receiving an annuity)
 (Attach Check or Money Order)

FREE MEMBERSHIP through December 31st of Calendar Year in which you retire!

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 **National Association of Postmasters of the United States (NAPUS)** as the amount of dues for which I am obligated, and to pay the deducted sum to **NAPUS**. This authorization shall apply to any and all dues changes certified by **NAPUS**.

This authorization shall be valid until **NAPUS** 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 **NAPUS** 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 of Civil Service Annuitant	Date:
--------------------------------------	-------

Postmasters Retired monthly withholding are currently \$_____.

11th National Convention

Aug. 29-Sept. 3, 2015

Official Registration Form

Registration also available online at www.napus.org



Mobile, Alabama

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

First Name: _____ Last Name: _____

Title: _____ First Name (for your badge): _____

First-Timer? Yes No Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Daytime Phone: _____ Fax: _____

E-mail: _____

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

Please circle the appropriate fee:

	4/1/15- 5/31/15	6/1/15- 8/15/15	after 8/15/15
Postmaster/Spouse/Guest/OIC/ Associate/PMR	\$200	\$225	\$250
Postmasters Retired and one guest (guest cannot be an active Postmaster) <i>(PM Retired Luncheon included)</i>	\$175	\$195	\$215

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

RTJ Golf Trail at Magnolia Grove is the site of the golf tournament; fee is \$100. Are you planning on attending? Yes No

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to NAPUS

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

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

Signature: _____

**Mail or fax with full payment to NAPUS National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2600.**

Questions? Call 703-683-9027

Hotel Reservation

NAPUS has a special rate at the convention hotels beginning Sept. 1, 2014. You must call the hotels directly to make a reservation. The NAPUS 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 1, 2015.** All room cancellations must be made directly with the hotel. To secure the special NAPUS rate, you must identify yourself as part of the NAPUS convention. The rate is available only until July 17, 2015, or all rooms in the block are sold, whichever comes first.

Renaissance Mobile Riverview Plaza Hotel

800-922-3298

\$109—single/double/triple/quad

The Battle House Renaissance Mobile Hotel and Spa

866-316-5957

\$124—single/double/triple/quad

Be sure to request the NAPUS convention rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the NAPUS National Office. Requests must be postmarked by April 1, 2015, for 75 percent refund; and by July 1, 2015, for 50 percent refund. No refunds after July 1, 2015. These dates will be strictly adhered to; exemptions may be made with approval of the NAPUS Executive Board.

Congratulations Massachusetts!

We've done it again! We won the Eagle Award for chapters with 501-700 members. This award is given out each year for total PAC donations. We raised \$7380.50. Once again, Massachusetts proves to be the leader among an organization of leaders. Your generous contributions to PAC help us lobby to keep issues affecting Postmasters front and center. It reminds our legislators that we know what's right for our post office and we want something done about it. While Congress hasn't passed any legislation recently that helps us, they also haven't passed anything to hurt us. Keeping our representatives aware of our issues such as retiree benefits, universal service, health benefits and the draconian pre-funding obligation costs money. And with your generous donations, we've been able to prevent harmful legislation from going forward. So thank you Massachusetts Postmasters!



that issue that's been keeping you from being successful in your office? Anyone out there with consistently late mail??? Or maybe you just want to know something about recent changes being implemented. Whatever it is, you'll have that opportunity. It's also a chance for you to relax and unwind with like minded individuals. Have some fun. Hit the beach (please be above 50 degrees this year!) and see the sights before it gets crazy with tourists. Bring your spouse and make it a working vacation. There will be plenty of fun for all. And speaking of fun... don't forget the races! Rob Leary and I will be your hosts this year for the races. We've picked up a new 3 lane track with automatic gate to speed things along. I can guarantee some Formula 1 action on this track! We'll have 50/50 raffles so maybe you can win some of that money back you spend at the bar! The cookout, the auction, racing...how can you go wrong? I urge you to come down. If you can't make the whole trip, pick and choose a day that will benefit you the most. We always have a good time and learn a lot. Please be a part of this year's state convention.

Dave Branga

This will be the issue prior to the state convention. If you have never been, or haven't been in awhile, I urge you to "Come on down!" (thank you Johnny Olson). You'll get to hear and ask questions of Postal leadership on issues that you deal with every day. How often do you get to have their undivided attention. Wouldn't it be nice to bring up

**NAPUS
PAC for
Postmasters**

**Member
Voluntary
Contribution**

Thank you for returning this form with your contribution.

Date: ___/___/___

I'll do my share! Enclosed is: ___ \$25 ___ \$50 ___ \$100 ___ \$200 Other: \$ _____

Name (please PRINT) _____

Social Security Number _____

Home Address: _____

Street Address/PO Box

City _____

State _____

ZIP Code _____

My contribution is by (check one): Check Money Order NAPUS FCU Visa Credit Card

Please charge my contribution to the following 16-digit NAPUS FCU Visa Account Number:

Exp. Date: _____

Signature (required for credit card charges)

Office use: ___ Pin Received ___ Active Postmaster ___ Retired ___ Associate State to credit ___

PAC for Postmasters will neither favor nor disadvantage anyone based on the amount of a contribution or the failure to make a voluntary contribution to this non-partisan political action fund.



Are You Working More Than Your Five Day Schedule?

Circumstances have many Postmasters working more than their five-scheduled workdays. Whether it is Amazon delivery on Sunday, staffing and lack of adequate coverage many Postmasters are working beyond the regular scope of employment. The District Finance Manager has instructed some POOMs in western Massachusetts “the personal absence must be used during the same week that the exempt employee works the extra hour.” These instructions were sent out via email and followed by the POOMs. The ELM 519.733 states “When exempt employees are directed to work a full day on a holiday or other full day in addition to normal work days, the supervisor may grant a full day of personal absence without charging it to official leave.”

This being said are you exempt or non exempt?

The FLSA, Fair Labor and Standards Act, is a federal statute of general application, which establishes requirements for overtime pay.

Exempt positions customarily supervise two or more full time equivalent employees. If you have subordinate career employees whose total hours are equal to 80 hours or more per week, you would be exempt from overtime. Exempt employees can take personal leave if working more than 4 hours but less than 8 hours. If you work 2 hours and leave for the remainder of the day you will need to take 8 hours of leave. You should fill out a documented leave slip, notify your POOM and notate this in the remarks section of the leave slip.

Non- exempt employees are entitled to pay at the overtime rate for hours worked over 8 and over 40. If your operation requires you to work more that 8 hours then you have to document that time and be compensated for the time worked. Non-exempt employees must take authorized leave for any time you are not at work for 8 hours. You must have a documented leave slip on file and your POOM should be notified.

If you are exempt you are paid 40 hours per week, regardless of the number of hours you actually work. While exempt employees are expected to work a full day, they may request time off to attend to personal matters

during the workweek. An exempt employee must take leave in increments of 8 hours.

Personal leave is not “Comp Time”. There is no “Comp Time” in the Postal Service. There is also no bank of extra hours that you have worked that you will be entitled to use in the future. If you have no coverage and you are required to work then you need to let your POOM know and ask them what they would like you to do. If you can work something out in advance with your POOM and both parties agree then that is good but there must be two-way communications.

If you are sick or have an emergency and have done everything you can to get coverage for your office and can’t find coverage, contact your POOM. It is ultimately their responsibility to cover the office in emergency situations. You need to work with your POOM and make sure there is not lack of communication with them. We are Postmasters and are the managers of our offices but there are times that our POOMs need to intervene.

Whenever you are on leave, whether annual, sick, or personal leave, you must have a properly completed 3971 on file and notify your POOM.

Also with the summer vacation season coming there is always growing concern amongst Postmasters regarding getting time off. If you know when you want to take your vacation let your POOM know early so they can make schedules and plan coverage.

Everyone deserves to use earned leave and enjoy time off even if coverage is difficult; there is always a solution. Have a great summer.

Respectfully
Lorna

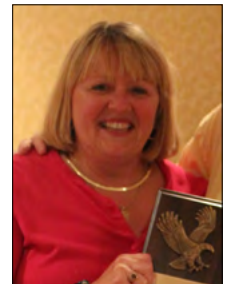
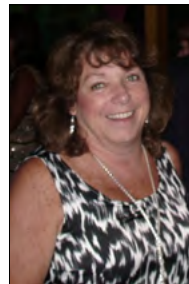


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*** Opinions expressed in the Massachusetts BayState Postmaster are those of the writers and not necessarily the views of the National Association of Postmasters of the United States.**