

The Massachusetts Baystate Postmaster

April 2016



Winnie McLaughlin
May 21, 1932-Jan. 27, 2016

There Will Never Be Another Winnie McLaughlin



If you said her name anywhere in Wrentham where she raised her family of four kids or anywhere in the Post Office, everyone knew her. Winnie was a class act! She was always willing to help anyone in need. I was lucky enough to grow up next door to Winnie and she was a second mother to me. She was my mom's best friend and I've known her all my life. I remember her always telling all the kids in the neighborhood, myself included to "Take the Postal exam it's a good job". Winnie was always looking out for everyone.

If you were lucky enough to be invited to her home, or lived next door, she was the best cook!! She always invited you in for her soup, pot roast, or famous baked stuffed shrimp. No one could copy her recipe or make it taste as good as she did. She should have patented her homemade gravy! It was the best and she could have made millions!

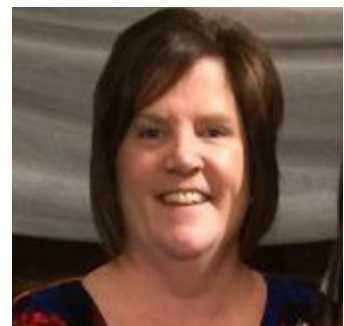
Winnie was always giving out advice whether you wanted it or not, and it was always because she cared for you or loved you! I will miss her weekly visits to my office just to "check in" or chat about things going on in the Postal Service. She always listened or gave a much needed hug when you needed to vent.

She was a wonderful mother and a great and "cool" grandmother. Her kids: Karen, Dennis, Steven, and Laura, their spouses, and her grandchildren loved and respected her and the feelings were mutual. She loved talking about them all. She would always ask how you and the family were doing and never forgot anything.

If you ever had an issue with mail, or a problem at any post office you just had to call Winnie. She would advise you on what to do or better yet help get the issue resolved. But if it was on a Saturday, you had to wait till she had her weekly hair dresser appointment! Winnie was always impeccably dressed and her hair always done because of course she wanted to look her best representing the United States Postal Service and that she did with pride! God bless you Winnie, you were one of a kind and will be dearly missed! Until we meet again.....

Jean Burchill

Honorable Postmaster
Wrentham MA



Come To State Convention Relax, Reconnect, Rejuvenate ...and Take Home Your Share of over **\$6,000.00 !!**

That's right. We are giving away \$5000 , YES \$5k over the course of our 3 day State Convention and we are raffling off another \$1,100.00. Actually, combined with the (5) \$1000.00 Scholarships we will be gifting over \$11,000.00 back to our members, plus the NASCAR Races, 50/50 raffles....don't miss out on your share. Details will appear in Donna Legro's, Secretary report and Dave Branga's PAC Report.

- Tony Leonardi, National President NAPUS, will be with us for the entire 3 days.
- Sean Acord, National President League of Postmasters, will be with us and has agreed to conduct some training on the PS 150.
- Rick Uluski Northeast Area Vice President, will join us Thursday morning to address the Membership.
- Mike Powers, District Manager Greater Boston District and...
- Dave Mastroianni, District Manager Connecticut Valley District have both committed to join us for the always popular District Managers' Panel.
- (Insert your Name Here), Honorable Postmaster of (Insert your office here) will join us to reconnect with old friends to share memories, sing loudly off key, laugh until it hurts and join in the general revelry of this convention.

Let's face it. This has been one of the most difficult years Postmasters have ever faced. You need this time away from your office. Make plans to have someone cover your office for May 25-27. Send your 3971 to your POOM now (before someone else decides they want the time off).

Come to State Convention!

Relax, Reconnect, Rejuvenate

May 25-27
Red Jacket Resort
1 S Shore Dr
S Yarmouth MA 02664



John Fitzpatrick

19 MASS NAPUS Members Attend Final (?) Leadership Conference

The 2016 Leadership Conference was a success. MA was represented by 15 Postmasters, 2 Retirees and 4 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 that postal relief legislation must address the Postal Service's prefunding issue by repealing or modifying the current prefunding requirement. It must encourage postal product and service innovation; postal pricing must accurately reflect the true cost of mail acceptance, processing and delivery; and the protection of earned Postmaster and retired Postmaster benefits. We reiterated that NAPUS opposes any legislation that would eliminate 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; and the elimination or reduction of the employer match to TSP. We also discussed the ongoing subject of the unfair treatment of CSRS annuitants known as the Windfall Elimination Provision (WEP) which reduces the Social Security benefits of workers who participate in pension plans from employment not covered by Social Security, such as CSRS; and the Government Pension Offset (GPO) which reduces a CSRS retiree's Social Security spousal or survivor benefits of the CSRS annuity.

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.

Unfortunately this may have been the last Legislative Conference held in this manner. The contract with the hotel expired and NAPUS has not signed with anyone else. It is my opinion that the Leadership Conference was the most important event held by NAPUS. The combined effort of MA NAPUS Postmasters to meet and discuss important Postal matters with our elected leaders was second to none and I hate to see this endeavor eliminated. In the future, as a state, we may have to organize something on our own. We will wait for guidance from the national office and will consider other options and the suggestions of the MA Executive Board.

Donna Legro
Secretary Treasurer



2016 Model NPA Promises Many Improvements; 2015 NPA In Breakdown Lane Waiting For Repairs

Greetings Postmasters and Managers,

As I sit down to write this article, the Northeast area was hit by a snow storm, on the second day of spring, no less. Sometimes you just have to say to yourself, these are the things that are out of our control.

Speaking about things that are out of our control; do you think some of the goals in our PFP/NPA format are totally out of our reach and not within our control? It was such a frustrating year for most of the Postmasters that did not receive a raise under the broken NPA system but yet find themselves shut out of the mitigating steps with no recourse.

On March 11, 2016 our EXEC board met with Postal Service Human Resource Chief Jeff Williamson. Mr. Williamson sat with us for 90 minutes answering questions on NPA process. He admitted that the system needs upgrading in order to achieve its purposes. He laid out his plan with several key points. He believes in transparency in the system, and by achieving that he needs to upgrade the system in automation. This will allow Postmasters and managers to file mitigating circumstances through the system with check and balances. Time sensitive for responding and equitable budgeting are also key factors that Mr. Williamson's team is working on.

This is all encouraging news for the 2016 NPA process. However, one cannot lose sight that we still have unfinished business with 2015 NPA problems and mitigating results that were not accepted by us. Our national leaders will continue to pursue and try to reach resolutions with the Postal Service to resolve the problems.

Our final NAPUS Leadership Conference has come and gone. It was a bittersweet feeling for most of the Postmasters and Managers that attended this Conference. For many years we came together and stormed the Hill. We walked the halls and asked our congressional leaders to listen to our postal issues. We bonded as one unit and together, we shared our thoughts and were able to lean on each other. We shared some joys and laughs; we were able to recharge our spirits and returned to our office rejuvenated.



I truly understand that we can still achieve our legislative goals by speaking with Congressional leaders back home. I also believe that having a Conference will bring all of us together and be more united. With the two Postmasters' organizations consolidating as one, it would be even more beneficial to have us together to voice and share our beliefs and thoughts, and we can all march to the hill once again.

Respectfully,
Richard Hui
National Vice President, Area 2.



So, You've Decided To Become A Postmaster

Seven Things You Should Consider Before Sliding Into The Big Chair

I worked in the craft for 10 years in a very busy associate office where I was exposed to many opportunities that weren't available at many other offices, and like many of you I was good at it. I then became a front line supervisor and for 10 years I availed myself to the district, learned many new skills and like many of you I was recognized for my contributions to the Postal Service. I read about leadership and continued to work on my people skills until I was ready to become a Postmaster, Or so I thought.

Sure, everyone says they want to sit in the big chair. But do they really? Before you step into a leadership position it is important you "get ready" for these seven things:

1- Get ready to be unpopular: As a fellow craft employee, most of your co-workers like you. You are a teammate and friend. As a front line supervisor you can soften some of the edges because the boss is making you do it. As the Postmaster, that won't be the case. The happiness of my employees is really important to me, probably too important at times. Let me be the first to tell you, not everyone will be happy and they will more than likely blame you.

2- Get ready to be questioned: As a fellow employee you could discuss or question the wisdom of new programs. As a Postmaster it is your responsibility to build alignment in your unit with the Postal Service goals. There is a huge difference and everyone knows more than you. People with fractions of the information will tell you what you are doing wrong. The questions will come from everywhere and you may not have all of the answers. Can you be confident enough in yourself to make it work? Can you stay strong and not allow outside influences to affect your ability to get everyone on board?

3- Get ready to have your character challenged: There will be programs rolled out by the Postal Service that don't appear to make sense and the information you receive will be insufficient to properly defend the onslaught of questions and doubt. You may be crunched for time and tempted to take shortcuts or lie about compliance issues. Don't do it. People are watching what you do, even more than what you say. If you decide to lead you will be attacked at some point. People will take shots at you either directly or more often than not, behind your back. How will you handle this?

4- Get ready for a different type of relationship with your employees: This may be the toughest challenge. As a clerk or carrier, typically, you have a very close relationship with your co-workers. However, as a co-worker or front line supervisor, you are not making the final decision. The leader, the Postmaster, needs to maintain a healthy distance. You will have to guard against getting too close; you have to make sure it doesn't appear that you are "playing favorites."

5- Get ready to deal with people who just don't get it: You will work around the clock trying to provide guidance and training for those you lead. You will sacrifice your personal time for others. And, there will still be some people who don't get it. You will strive to teach the life long lessons you can provide. It won't matter to some. This will hurt. Can you stay the course? Can you continue to try to do what's right despite of the criticism?

6- Get ready to have your family affected: Yes, your family will feel the impact of your leadership position. If you think becoming a Postmaster will be easier on you, don't let anyone fool you; this will be tougher on you and your family. The hours will be longer and you will seldom be completely "off" from the job. I cannot tell you how many times I've come home from a long day at work and tried to shift gears into dad and husband when I've received the "emergency" text or email. This absolutely impacts the family. Yes, dad is home but now dad is distracted.

7- Get ready to be on an island: There will only be a very, very select few people who know what you are going through. They are called Postmasters. Other people may think they know but they don't. You won't have the ability to "vent" to many people. You will have to find a core group of friends that will be there to support you, provide you with advice and help you through the difficult times. NAPUS!

This article actually appeared as sports blog about leadership. It really struck home for me. I took the premise of the blog to create this article.

John Fitzpatrick, President MASS NAPUS

It's Not About Me

Many of you are probably aware that MA NAPUS has the highest percentage of membership in the country. 82% of Massachusetts Postmasters belong to NAPUS. Whenever I attend National Conventions or Conferences I invariably get the question, "How do you do it?" The truth is, it's not about me. It's about the members of MA NAPUS. It's about State Membership Chair, Pam Boudreau, who tirelessly follows up with potential new members to make sure they get signed up, brought on board, and made to feel welcome. It's about State and National PM Reps Lorna Edie and Rich Hui, who drop everything to run to the aid of a Postmaster in need. It's about your local chapter presidents who organize meetings, schedule speakers, try to get answers to your questions and value your input. It's about new members Matthew Imbergamo and Dominic Delle Chiaie who are signing up many new members, mostly Station Managers and Supervisors in Boston. It's about Worcester Postmaster Dan O'Neill inviting MA NAPUS to speak to his Station Managers and Supervisors about NAPUS. It's about D.C. first timers like Adam Laverture and Robert Dragon who attended the Legislative/Leadership Conference and are now relating their experience with their friends both postal and non postal.

It's really about you, the member, who reaches out to help your neighbor when they are struggling or short-staffed. It's about the member who reminds their neighbor of impending compliance issues and offers their assistance and knowledge, especially to

John Fitzpatrick
President
MA NAPUS



newly appointed PM's, Managers and Supervisors. It's about the member who checks on their neighbor to make sure everything is ok, or to be a sounding board for them to vent. It's about the member who becomes your friend. Someone whose company we enjoy.

Go to your local meetings. Bring a neighboring Postmaster, Station Manager, Supervisor, OIC even if they are not a member. Bring your questions. Offer your answers. Make suggestions. Share experiences.

And come to the State Convention May 25-27. Relax. Reconnect. Rejuvenate. You won't regret it.

It's A Little Bit Me,
It's A Little Bit You...
- The Monkees
c. 1967 Neil Diamond

It Is About You

I've just finished putting this edition together and in doing so I've once again realized that for the number of NAPUS members in Massachusetts, there is a small percentage of us who put the time and effort into an organization that benefits all of us. In spite of this your PM Reps, your state President, Secretary Treasurer, local chapter Presidents, and various chairpersons (look at the back page to get an idea of everyone who is working for you) take a lot of time and a lot of pride in preserving our organization and its standing as part of the USPS. Add to this the eighty or ninety folks who attend the state convention and you'll have an idea of our active base. I would love to see the number of active participants increase. It's more about quality than quantity. As we transform into UPMA this year we have the opportunity to welcome all Postal Managers and Supervisors to

join our group. What better way for us all to become "active" as we let our Delivery Supervisors and Station Managers know the benefits of being a member of NAPUS. There are so many other areas where your knowledge and expertise is welcome, as well. Just as someone helped you as you learned everything you know, there are younger, greener colleagues who really need to know what you've come to take for granted over the years. As a result, everyone stands to benefit.

And if you would like to write an article for the Baystater, I welcome all contributions. While I'm at it, thanks to Jean Burchill for her elegy to Winnie McLaughlin. It means so much coming from you.

Deadline for next issue: JUNE 10. Thanks for reading. I hope you enjoy your Baystater!

Jerry Robertson, Editor

Fact or Fiction?

No, this title does not refer to the Presidential election. I am referring to meaningful Postal reform in Congress, including Financial Relief for the Postal Service. You may know that nothing new is happening in Washington. Still no appointees to the Postal Board of Governors; still no movement on the much discussed S. 2051, introduced by Sen. Tom Carper, D-DE, nor on S. 1742, the "Rural Postal Act of 2015", introduced by Sen. Heidi Heitkamp, D-ND. Both of these Senators, staunch supporters of the Postal Service, spoke to NAPUS members at the Leadership Conference in March. Sen. Heitkamp attended and spoke at the banquet.

Nothing yet, but not for lack of trying by Massachusetts NAPUS! Our dedicated group spent four busy days in DC at what may have been the last Leadership Conference as we know it. We attended training seminars, listened to the PMG and many other national figures, networked with Postmasters from across the country, and went to the Capitol to lobby for Postal Reform. On Tuesday, March 15, we visited the offices of 2 Senators and 9 Representatives from the House of Congress, to ask them, or their aides, the following questions:

- Does the Representative/Senator believe the current Postal Service retiree health prefunding requirement is unfair?
- Does s/he support the key elements of S. 2051?
- Would s/he support a moratorium on further post office hour reductions?
- Would s/he support an extension of the exigent rate adjustment beyond April 10?
- Does s/he oppose an increase in the employee retirement contribution?
- Would s/he support H.R. 711?

Robin Driscoll
Vice President,
Legislative Chairman



Some of us had gone to the Hart Senate Office Building earlier on Tuesday to hear six Representatives and Senators express their support for the Postal Service. Our heroes Sen. Tom Carper, D-DE and Rep. Elijah Cummings, D-MD, Ranking Member of the Committee on Oversight and Government Reform, joined Rep. Steny Hoyer, D-MD; Rep. Jose Serrano, D-NY; Rep Ted Lieu, D-CA; and Rep. Barbara Comstock, R-VA in expressing how valuable and necessary the Postal Service is, and complimented us on our dedication and leadership. Sen. Carper told us that "Leaders are people who build you up, not tear you down."

We hope that our leaders see the value in continuing the Leadership conference annually, in some form. We fear that visiting our Congressmen at home will not have the same impact.

Back to the Facts. Here are some facts about PAC, and some information on the impact the Postal Service has on jobs, and the economy, in Massachusetts. We receive impact statements for each Congressional District to give to the Congress, so each Representative and Senator would know how many employees, offices, and routes are in their respective districts. The Chart below is the MASSFacts for the state.

UNITED STATES POSTAL SERVICE 114th CONGRESSIONAL STATISTICS (MA)							
Data File: February 2016							
FACILITY INFORMATION							
FACILITIES	627	LEASED	467	LEASE AMOUNT	\$29,388,821		
CPU'S	20	VPO's	4				
ROUTE INFORMATION							
ROUTE TYPE	NUMBER OF ROUTES			DELIVERIES			
CITY	4,559			2,373,567			
RURAL	934			514,279			
CDS (HCR)	47			8,842			
BOX				412,679			
CRAFT INFORMATION							
CITY CARRIERS	6,461	RURAL CARRIERS	1,419	CLERKS	4,064		
MAIL HANDLERS	1,810	PVS	311	MAINTENANCE	984		
NURSE	1	VMF	186	TOTAL	15,236		
MANAGEMENT INFORMATION							
EAS	1,115	PCES	3	OTHER *	9	TOTAL	1,127
FY	WALK IN REVENUE			FIRST HANDLED PIECES			
2013	\$325,591,916			3,690,344,268			
2014	\$320,646,466			3,724,075,185			
2015	\$306,283,005			3,649,839,671			
WAGES 2015	FEDERAL TAXES			STATE TAXES			
\$1,075,001,713	\$140,137,646			\$47,112,819			
CONGRESSIONAL STATE: MA							
NOTE: See Definitions page for explanation of all abbreviations and terms used.							
* Management Other = Non-Bargaining Employees not EAS or PCES. For full listing, see Definitions page.							

PAC Facts for the last election cycle:
No NAPUS PAC money was contributed to Massachusetts candidates. Massachusetts raised \$5,287.75 in 2015. Great, but that was from 64 people! We need more "investors" in PAC. Nationally, only 1950 of 23,000 members invested in PAC. Through March 7 of this year, Massachusetts has donated \$379.56.

Trip To D.C. Went As Smooth As Michael McDonald's Voice

Lynne Martineau NAPUS 017 President



Legislative Conference 2016 was quite a different experience for me this year! Jerry and I had a pleasant ride to Framingham. We took the Logan Express to the airport and arrived with plenty of time to spare. We never came close to the Poconos! We enjoyed breakfast and a visit from our shy counterparts, Donna, Diane, Denise and Chuck. Jabs and hearty laughs exchanged. We were off to a fine start.

The flight went smoothly. Unlike my last pilot, this one had no problem avoiding I-80 West. We arrived in DC and gathered to chat with folks, some of whom we hadn't seen for nearly a year. We agreed to go to dinner together that night. We worked up an appetite by walking several blocks. The food was very good and the company was even better! The spirits were so high that you could barely hear one another to converse.

Sunday was a free day for most of us! We ventured into the city in hopes of taking in the St. Patrick's Day Parade. Mother Nature blessed us with rain. The parade was postponed so we headed to the Postal Museum. I was filled with a sense of pride to be a part of this history. The stories of those before us that weathered many challenges to get mail delivered. The mere fact that mail delivery bound the nation together during some very difficult times made me realize the importance of what we do each day. How often have you reflected on that? It's so easy to get caught up in the demands that are placed on us each day that we overlook the impact our service has on the world.

Sunday night was our State Dinner. All the MA delegate attendees gathered for another night of camaraderie. Having patronized this establishment before, we were

warmly greeted and seated in the downstairs function room. There were two tables – one raucous, the other subdued. I suspect that if I listed the names you could successfully identify who sat at which table. The folks upstairs must have thought there were more than 100 people down there!

Monday's General Business Session opened with the Pledge of Allegiance and an uplifting performance by the Marine Corp Band. That music raised the spirits of everyone in attendance. Again, I found myself wrought with pride to be experiencing this great American culture. We do live in the greatest country in the world and we were afforded an opportunity to listen to some of the nation's best. Oh, to be able to bring that enthusiasm to the workroom floor each day!

At the end of the day, Robin Driscoll prepared us well for our visits to the Hill on Tuesday. Deanna White and I also visited with Mike Capuano's aid. She was very cordial and receptive to the information we were sharing. She didn't know a lot about the issues we addressed but gladly accepted the information we brought to her. It was a pleasure to visit with Representative Jim McGovern. He is an avid supporter of the Postal Service and is well-versed on issues regarding our business. His office looked more like a living room filled with old friends as several of us attended that appointment. Our work complete, we headed back to the hotel.

We exchanged niceties with fellow conference goers and headed to the airport for our return home. I reflected on the events of the last few days while in the air. I pledged to remember what is most important – PEOPLE; those we serve and those that support us – peers and customers alike. I am truly blessed.

Legislative / Leadership Conference Moments



Postmaster General
Meagan Brennan

David Williams
Chief Operating Officer
Executive V.P.

NAPUS President
Tony Leonardi

Sen. Heidi Heitkamp
(N. Dakota)



Congressman Jim McGovern proudly talks about his favorite tea.



Really? The PAC Chairman Wants To Give ME Money? The Dave Branga Challenge

As you know, PAC is the tool by which we influence Congress to better our careers and benefits. Between now and the state convention, I am challenging all the Chapter Presidents to help raise money for PAC by participating in a 50/50 raffle. Each Chapter President will commit to selling twenty (20) tickets at \$10 each. This will raise \$2200. PAC will get \$1100 and the winner will get \$1100. The drawing will be held at the state convention. You do not have to be present to win, but it would be nice. And who wouldn't like an extra \$1100 before vacation season???

In addition to this windfall, the state chapter is giving away a total of \$5000 throughout the convention. Now this one, you will have to be present for. The amounts will vary between \$100 and up, so it literally pays to be present at the convention. Drawings will occur randomly during meeting and training sessions. Someone could walk away from this year's convention with their summer vacation already paid for!

If that's not enough reason to come down, we'll be having the NASCAR races again. This time, I think we'll get rid of the gate as it seemed to be the root of some problems last year.

Jerry has agreed to emcee the auction again. Whether you win or lose, you can't say you didn't have a good time when Jerry has the mic!

*I hope to see everyone
make a contribution at the
convention. Come to the Red
Jacket. If you can't make the
whole convention, come for
a day. You will be very glad
that you did. We need each
other!*

Robin Driscoll

Five \$1000 Scholarships To Be Awarded -Again!

Dear Fellow Postmasters/OIC's/Managers,

By the time you receive this issue of the Baystater, the deadline for this year's Scholarship submission will have come and gone. I hope all who were able to apply took advantage of this great opportunity to be awarded a \$1000.00 scholarship for their child/grandchild/niece/nephew. The scholarship committee will be meeting soon and awards will be handed out at this year's State Convention. This is a very exciting and rewarding process that the committee and I look forward to every year.

While the deadline has passed, there are ways you can continue to support the Scholarship Committee and the awards we give out annually. Maybe a 50/50 raffle at your next chapter meeting with proceeds going to support the scholarship fund? The greatest way to show your support is to attend the State Convention and get involved with the auction we have after the BBQ. Money raised at the auction goes to support the scholarship fund. We have successfully given out a minimum of five \$1000.00 scholarships annually over the past few years, and this event goes a long way to ensuring that continues. I hope to see many of you in attendance at this year's Convention.

Rob Leary
Postmaster, Holden, Ma.
Scholarship Chair



A 222 in Math and 210 in Reading? Nothing wrong with those SAT scores. Looks like you will get to play football for Nortford, Rob!



ABC's For RCA Hiring

David Branga

Training and Development Chairman

As the chairman of the state training committee, I am starting a new series of articles to be included in the Baystater. I will be asking for subject matter experts to share information that may be useful to us. I will be focusing primarily on information that may be useful to newly promoted Postmasters. And I will be asking for your input. If you are a newly promoted Postmaster, what is giving you a headache? If you are one of our seasoned pros, what are some of the questions you receive from the newbies? Email your topics to dbranga@hotmail.com.

You may already be a SME (Subject Matter Expert) in some of the areas that will be presented in upcoming issues. Sugestions and shared knowledge is always welcome. I hope to cover a wide range of topics so that everyone can get something out of them. For this article, I want to talk about RCA hiring. I've had plenty of issues myself trying to navigate this process.

To begin with, Keith Dinsmoor is our point of contact for rural hiring. Last year, the hiring process for RCA's was changed by Shared Service. If you need an RCA, you need to send a complement request to Operations Support. Operations Support will send you back a confirmation or a denial letter and they will copy Keith. If approved, Keith will create the position and send you posters to display in your office announcing that you are hiring RCA's.

Once the position has been approved, Shared Services will then post the position in eCareer. They will monitor who applies and send out and also verify the background checks. Once the posting closes, they will send you a hiring list along with instructions and you can now begin calling applicants in for interviews. When you start your interview process, the background checks will have been ordered by Shared Services, but they may not be completed yet. Once you have completed the interviews, you

only have to submit 5 sheets of paperwork – the recruitment survey, the appointment affidavit, special agreement checks with inquiries (SACI), and the 2 pages of the employment eligibility verification. You then send those forms along with the application to Keith Dinsmoor. You do not have to send the entire package to him. Only send the package for those you want to hire. Included in the package from Shared Services that you received will be the instructions on how to answer the questionnaire on the interactive hiring list so they know who you are choosing.

To access the hiring list, log onto the blue page, click My Life, Jobs/E-Career, Review & Select and then click on Interactive Hiring list to access it. Everyone needs to be acted upon in order for the list to close. Keep in contact with Keith. He is a valuable resource when it comes to RCA hiring. I hope this article has shed some light on how to hire an RCA. If I've left something out, let me know and we can pass that information along to the rest of us.



Strength in Numbers....

If you thought that membership was an easy sell then we are about to make it even easier.... Effective now through September 30, 2016 the NAPUS National office will give away money! That's right....give away money. For each 1187 that you personally sponsor NAPUS will reward you with either \$25 or \$15. \$25 to the sponsor of a new EAS member and \$15 for a new associate, OIC, PMR or Postmaster retired.

Okay, I get it. You want even more. In that case.... the NAPUS National Office executive board has also approved to add additional incentives for the membership drive. All new members' name will be put into a raffle. In October, five names will be randomly drawn and the winners will receive free registration to the National Convention in Louisville, KY (non-transferable) in 2017.

When recruiting for NAPUS please remind people that there are many benefits to joining our great organization.

- As an active member they have the privilege to vote and hold leadership positions at all levels of the organization.
- After being an active dues paying member for six months they have the benefit of top notch representation should the need arise.
- Collective strength of two organizations representing their members for over 100 years
- Automatically becoming a member of UPMA (United Postmasters and Managers of America) on November 1, 2016
- A national magazine and our state publication, The Baystater, that contain information that is important to your current position and information that will help you in your future endeavors.
- You gain a network of fellow members that can assist you in your day to day duties and will give you the ability to network nationwide.

You will also notice a few changes in your dues structure. Effective November 1, 2016 we will no longer be deducting the \$2 assessment that was used for those that attended the legislative conference in DC. In addition, your dues will be streamlined because instead of deducting your dues monthly it will now be deducted bi weekly. Therefore, your net pay will be more predictable and consistent.

There is a reason that MA is still a leader in membership. The reason is YOU! Our great state of Massachusetts has always worked well as a team and maintained enviable levels of communication and leadership.

I thank each of you for all that you do to make us a success.

Respectfully

Pam Boudreau
MA NAPUS Membership/Service Rep.



Get Your Name In The Ad Book

The 2016 NAPUS State Convention is scheduled for May 25-27, 2016, at the Red Jacket Resort in So Yarmouth MA. If you've attended conventions in the past, you realize the important part the Official Program Booklet plays.

The Official Program Booklet provides a means for NAPUS to offer scholarships to deserving recipients. Last year MA NAPUS awarded five \$1000 scholarships. One way in which these scholarships are supported is through the sale of advertisements in the program booklet.

As a Postmaster, this is a unique and easy way for you to support the scholarship program. Ad prices start at \$25.00 and go up to \$100 for a full page. The schematic and submission address is enclosed. Simply send in your business card or just your name and address on a piece of paper along with \$25.00 and we'll make sure a quality ad appears in the program booklet. You can also design your own ad, submit a picture or a greeting to your fellow Postmasters. Local NAPUS Chapter ads are appreciated as well.

If you know any companies that you think would like to advertise, please ask a retiree to contact them for you. Remember, you as a Postmaster should not solicit your customers.

Thanking you in advance for your support. The deadline is May 16, 2016.

1 / 4 PAGE - only \$25.00	MA NAPUS STATE CONVENTION OFFICIAL PROGRAM BOOKLET
	Contact Name: _____
1 / 2 PAGE - only \$50.00	Company Name: _____
	Address: _____
DEADLINE MAY 17, 2016	City: _____ State: ____ Zip: _____
	Telephone: _____
FULL PAGE - ONLY \$100.00	E-Mail: _____
	Check One: <input type="checkbox"/> \$25 - 1/4 page <input type="checkbox"/> \$50 - 1/2 page <input type="checkbox"/> \$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: masspostmasters@gmail.com

Auctioneer Refuses To Give Money Away - Come Prepared To Spend

Everywhere in this issue somebody's trying to give away money. Dave Branga wants to give you eleven hundred bucks! Donna Legro and John Fitzpatrick want to share FIVE GRAND with you over the course of a couple days! You could win money with your Hot Wheels car. And it seems every twelve minutes there's another 50/50. Hell, you'd be a fool not to show up for this convention. You could potentially go home with more money than you started with. I said *could*. This is where I come in. All those people I mentioned, well they're just trying to buy you. It's kind of shameless, you know? Not me. I have every intention of making you part with your money, whether you won it or not. I'm not going to fleece you, though. I do have my (ahem) honor to consider. You're going to give me money. I'm going to give you good, quality stuff. How do I know it's good quality? Because you're giving it to me! You wouldn't give me substandard products would you? Of course not.. And that, my little lambs, is what we call a **Charity Auction**.

I fully expect you to go purchase (or produce, if you're artistically gifted) something you yourself would be proud to take home with you. I'm not expecting you to show up with a Toro Mower, a Samsung Curve or an autographed first edition of Melville's Moby Dick, but something NICE. Or drinkable, if you know how to shop at only one store. Now, you've parted with ca\$h before you've even won anything. A little optimistic, aren't you?

Then, I will put these items on display for your perusal and to whet your appetite. Right after you eat and watch the NASCAR races on Dave's four lane that Dave is so damn proud of (I haven't the heart to tell him NASCAR runs in a dizzying counterclockwise oval).

If you have won any money up to this point I will have reserved seating for you right in front of me. And don't put those Dead Presidents in your wallet or purse. I'll be taking that, thank you. Let the bidding begin!

Ultimately some sniffing kid that one of you out their will proudly claim as yours will take this money and shoot off to college where they SWEAR they're going to make a difference. Frankly, I doubt that any of you share lineage to Gandhi, but who knows? The only one who comes close is our president John Fitzpatrick, who may as well move into the Kennedy compound and get it over with. But I digress. We need your money to give to your kids so they can get out of your house and on with their life. Five young men or women a year to the tune of \$1000 each. MA NAPUS runs the most successful scholarship program in this organization. Thanks to your generosity, mostly. And because I can't find a steady job as a circus sideshow barker. Looks like we're stuck with each other. It could be worse. I could be Captain Bligh and you could be stuck on the Bounty. Speaking of Bounty, there will be plenty for all!

SO GET YOUR SELF TO THE CONVENTIOON MAY 25-27. DO NOT DISAPPOINT ME!

Wealth is disease

And I am the cure...

-The Holdup

c. 1972 Davd Bromberg / George Harrison

Jerry Robertson
PM Retired
Editor
Auctioneer



AGENDA – 2016 MA STATE CONVENTION

\$\$\$\$ CASH PRIZES \$\$\$\$ CASH PRIZES \$\$\$\$ CASH PRIZES

WEDNESDAY, MAY 25, 2016

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 *Thomas P. Costin, Jr, PM Retired Lynn, twice the NAPUS Nat'l President
2:15–4:00 PM *3 Training sessions (SOV, Form 150 & Retirement)
Blue Cross Blue Shield Chair Massages
3:00 PM Hotel Check In
4:15–4:45 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 - *AUCTION-DON'T FORGET TO DONATE AN ITEM

THURSDAY, MAY 26, 2016

7:30– 8:15 AM Registration
8:15 AM-1:15 PM *General Business Session
Memorial Service
Pledge of Allegiance
President John Fitzpatrick
NEA VP Rick Uluski
Officer Reports
Tony Leonardi, NAPUS Nat'l President
Proposed Bylaw Changes
Nat'l Area Vice President Elections
FREE AFTERNOON
6:30 PM Cash Bar
7:00 PM *Banquet & Entertainment (Business Casual)
Newly Elected Officers Swearing In
Scholarship Awards
First Timer Awards 8:30 AM *General Business Session
Continental Breakfast
District Managers' Panel
Unfinished Business
President's Closing Remarks

AGENDA IS SUBJECT TO CHANGE AND IS AVAILABLE AT
www.masschapternapus.shutterfly.com

Nomination Form Postmaster of the Year for 2015

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 2016 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 2015
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 2015 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 6, 2016.

Submit a narrative with this form, or if you prefer, email your nomination to donaldclockadile@verizon.net including the above information and a narrative.

**Brenda Senna, Chairperson
4 Cranberry Lane
Lakeville MA 02347**

What Better Place to Be Retired Than The Cape?

This year's NAPUS State Convention will be the last. Yes we will still have state conventions but as you have been reading as of November 1, 2016 we will be United Postmasters and Managers of America. UPMA will be an all-inclusive organization that will include Postmasters, Managers, Supervisors and other EAS employees. Now ALL retired Postmasters and Retired EAS can become members of our new organization. Please encourage and recruit friends to join our organization and be a part of something bigger than ourselves.

During our last NAPUS state convention this year we will vote to adopt a new set of Bylaws. We will decide on a National Secretary Treasurer for Retired Members to support and endorse prior to the National Convention. Also we will discuss our meeting in October. Because of changes to the Agenda our Retirees Meeting will be on Wednesday at 2:15 after the First Timers and Retirees luncheon. You will have an opportunity to win a door prize when you attend this meeting. Please plan to attend this years state convention and rekindle with old friends and make some new ones. Come for the fun of it!

On March 22, 2016 our National President of Postmasters Retired Clara McCullar testified before the House Ways and Means Subcommittee on Social Security. She urged Congress to support legislation introduced by Chairman Brady H.R. 711 "Equal Treatment of Public Servants Act". This legislation has 64 cosponsors and would modify the Windfall Elimination Provision (WEP) that unfairly reduces SS benefits to retired and disabled workers who receive annuities from employment not covered by SS. Postmasters under CSRS lose almost two thirds of earned SS benefits with WEP. She also urged support of H.R. 973 introduced by Representative Rodney Davis. This legislation would lessen the punitive effects of the Government Pension Offset (GPO) on the surviving spouses of many Social Security recipients. This is an example of your organization working for you. Show your support and see you on the Cape.

Best wishes

Lorna Edie

State President Postmasters Retired



Convention Registration Form

NAPUS STATE CONVENTION MAY 25-27, 2016

NAME: _____ TITLE: _____ TELEPHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

MEMBERS ONLY: FULL REGISTRATION INCLUDES ALL MEALS & ACTIVITIES:

Wednesday luncheon, Wednesday BBQ, Thursday Banquet with Entertainment, Friday Continental Breakfast. Dress for the Banquet is business casual. If not attending all meals, please indicate which meals you will be attending to ensure proper meal counts.

RETIREES: ___ \$90.00 Postmarked by May 1, 2016
___ \$110.00 Postmarked after May 1, 2016 & Walk-ins

FREE FIRST TIMER ACTIVE MA Postmasters Only – Must be postmarked by May 1, 2016

POSTMASTERS, OIC's, AND ASSOCIATE MEMBERS:

___ \$95.00 EARLY BIRD SPECIAL - Must be postmarked by May1, 2016

___ \$115.00 Registration – Must be postmarked by May 1, 2016

___ \$125.00 Registration – Postmarked after May 1, 2016 & Walk-in Registrations

NON-MEMBERS & GUESTS: ___ \$150.00 Full Registration includes all meals & activities

NAME _____

PARTIAL REGISTRATION FOR MEMBERS AND NON-MEMBERS attending only the business session or day specific activities and/or meals. Check all that apply:

___ Wed Lunch ___ Wed BBQ ___ Thurs Banquet ___ Fri Breakfast

___ \$20.00 DAILY BUSINESS SESSION FEE without meals

___ Wed Lunch \$25.00 ___ Wed BBQ \$40.0 ___ Thurs Banquet \$65.00 ___ Fri Breakfast \$20.00

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 6, 2016 Group Code: NAPUS

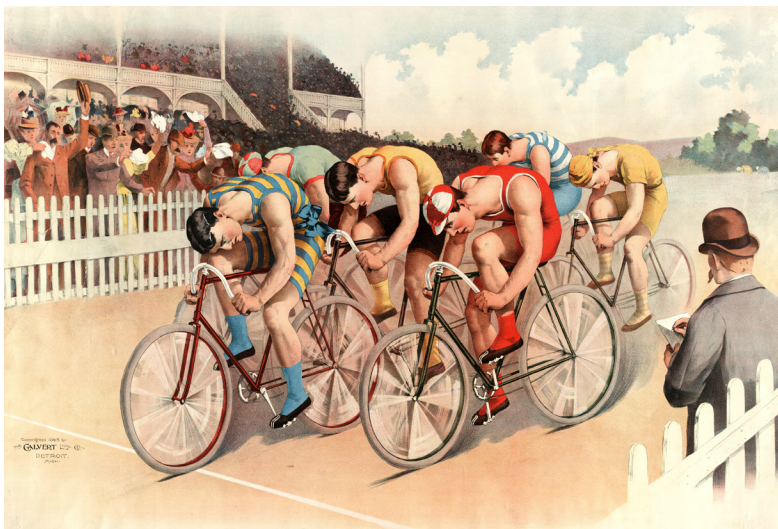
- Rooms \$129.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 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 MAY 25, 2016 – PLEASE BRING A QUALITY ITEM

MA NAPUS CONVENTION KICK-OFF

Ride, Run or Walk to Support PAC & Breast Cancer Research

Again this year, the MA State Convention will include the PAC'N A CURE fundraiser. If the urge moves you, sign up to either ride, walk or run the 5K. Whether you are a serious participant or someone who just wants to have fun, you will surely have a great time, burn off a few calories and raise some cash for a good cause while you are at it. To enter, all you need to do is have a minimum of 3 sponsors willing to make a donation of any amount on your pledge sheet. Moneys collected will be split 50/50 between NAPUS PAC and the Susan G Komen Breast Cancer Foundation. And if you don't want to physically participate, sponsor someone who is. That way no one needs to feel guilty having dessert at the banquet. So get ready! Call your neighbors and start getting some sponsors.



GOLF

Because all the other four letter words were taken

We will be playing golf on Thursday afternoon so bring your clubs.

We'll make as many foursomes as we can. Teams will be set at the convention.

Sign up at the registration table on Wednesday when you register.



Rich Hui Is Asking For Your Vote In New Orleans This September

Greetings,

For those members that may not know me personally I would like to take a moment of your time to introduce myself and ask for your support. My name is Richard Hui and I am an active and proud member of NAPUS. In addition to my responsibilities as the Postmaster of Leominster, Massachusetts, I am heavily involved in NAPUS at the local, state, and national levels. At the beginning of 2012, I was elected as National Vice President for two consecutive terms under two National Presidents. In the past three years, I served as National Membership chair, National Diversity chair on the National budget committee, and in the past two years was appointed by President Tony Leonardi as National Postmasters Representative.

At the local and state level, I was positioned for the challenging opportunities by serving as the State President of Massachusetts for four years, and as the Postmaster Representative for Central Massachusetts area, in which I presently serve.

After strong encouragement and support from many Postmasters across the nation I am announcing my candidacy for one of the Vice President positions for the newly defined Eastern Area. I believe that my enthusiasm, experience, and demonstrated ability in representing Postmasters with dignity and confidence will be a great service to not only Postmasters within the newly defined Eastern Area, but throughout our organization. Having two Postmaster organizations to become one has always been my personal goal since I joined NAPUS from day one. I had the great fortune to work with our leaders

and peers in our National Executive Board in the past two years to make this momentous task to become a reality. With both organizations marching together to become one organization on November 1st, 2016, I would love to be able to continue to be involved in this transition period and contribute to our new Organization as proud members of the United Postmasters and Managers of America. In addition to the support and encouragement I receive from my fellow Postmasters, my family is a great source of motivation, drive, and determination. My wife Susan, with whom I have been happily married for 34 years, shares in my service to NAPUS and serves our community of Gardner, MA as the School District Literacy, ESL and Grant Administrator. Together we are proud parents of two sons; Dustin, who currently serves in the United States Navy, and Christopher, a financial banker with Citizens Bank. I value your support, and would appreciate your vote at our National Convention in New Orleans, Louisiana in September, 2016.

Warmest regards,

Richard Hui



NO STATE ELECTIONS THIS YEAR

Normally we would be electing a President and Vice President this year, however, the UPMA Articles of Incorporation have designated that the period Nov 1, 2016 through Oct 31, 2017 be designated as a transition period. The Executive Boards for MA NAPUS and MA League of Postmasters met to discuss the transition process and both executive boards voted unanimously to continue with the current leadership until the end of the transition period.

- For the period of Nov 1, 2016 through Oct 31, 2017 the Executive Board will consist of the MA NAPUS State President and MA State President from the League who will serve as co-presidents.
- There will be no Vice President during this 1 year transition period.
- The MA NAPUS State Secretary

Treasurer and the MA State Secretary Treasurer from the League will serve as co-Secretary/Treasurers.

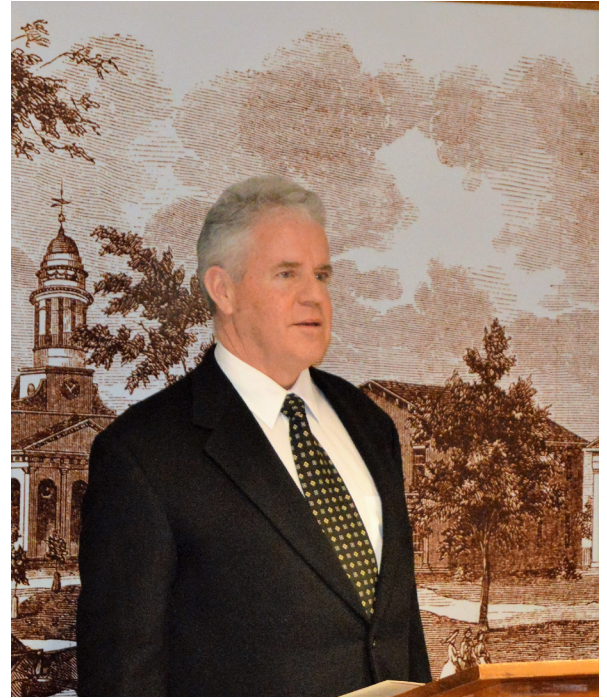
This transition plan mirrors the National transition plan as well. We will be electing a complete Executive Board next year at the first UPMA. Please consider a run to become the first MA UPMA President, Executive Vice President, Secretary Treasurer, and Editor. They will all be up for grabs at State Convention 2017.

Please don't confuse the state elections with the upcoming national elections. There will be several candidates from twenty-five states vying for three Vice President positions which will be filled at the National Convention in New Orleans.

Martha Casey Becomes Lancaster's 25th Postmaster



Martha Casey, Honorable Postmaster



Lewis Hodgerney, Jr.
Master of Ceremonies



Anthony Petracca Leads
the Pledge of Allegiance



Quillers Denise Hurley and Linda Leroux
recognized as Martha unveils the Quill Stamp