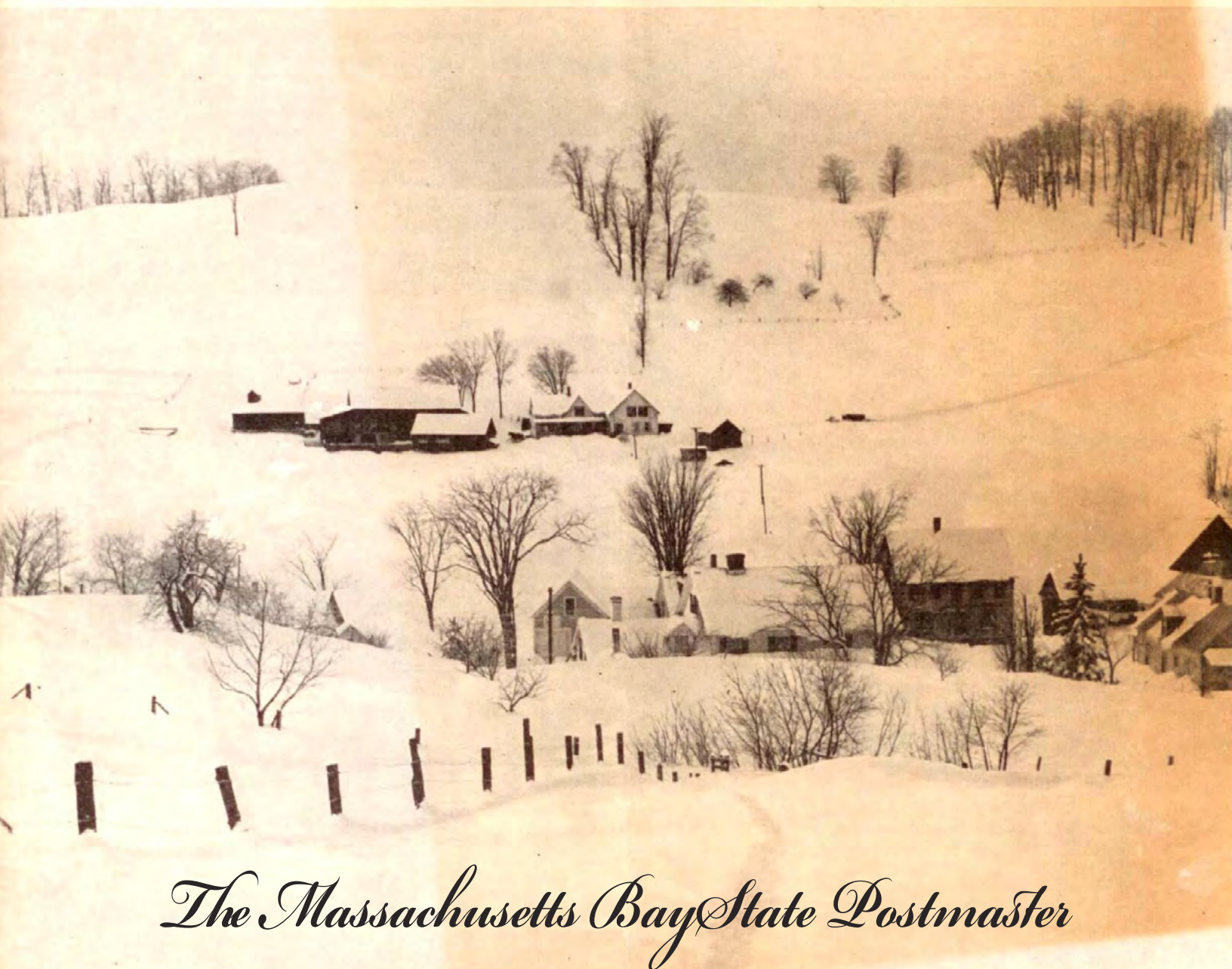


Volume 60 Issue 1

# POSTMASTERS GAZETTE

OFFICIAL MAGAZINE OF THE NATIONAL ASSOCIATION OF POSTMASTERS OF THE UNITED STATES



*The Massachusetts Bay State Postmaster*

It's Winter Again—In Some Places—See page 2

JANUARY, 1950

Vol. XXVIII, No. 1

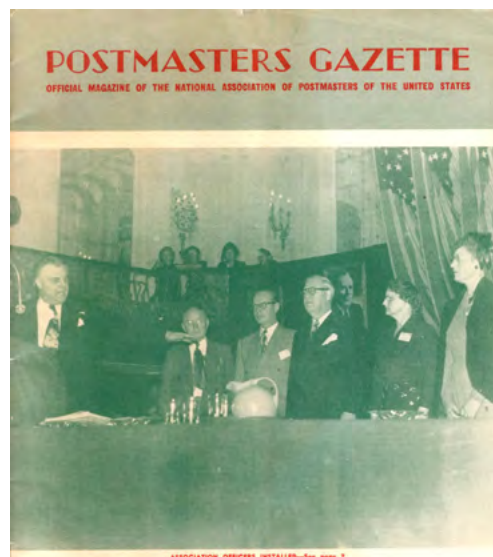
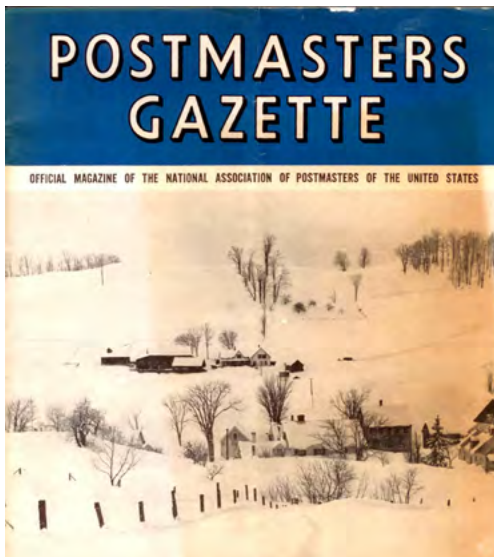




# The Massachusetts Bay State Postmaster



**Front cover photo** was provided by PM Rich Hui. Rich had been dutifully emptying postal equipment full of “stuff” in his office for some time. Emptying equipment in the Leominster Post Office is no easy task as it is one of the largest and oldest buildings in the state. Rich, dedicated Postmaster that he is kept at it each week tackling a different area. Months into this monumental task Rich came across four issues of the Postmasters Gazette that were printed in 1936, 1949, and 1950. The entire issue of the Postmasters Gazette January 1950 Volume 1 can be viewed on the Massachusetts Chapter NAPUS website at [www.masschapternapus.shutterfly.com](http://www.masschapternapus.shutterfly.com) or simply scan the above query code with your smart phone. Be sure to check our website often to view the remaining issues . They will be scanned and posted in the next few weeks.





# Keep Your Perspective

Many times throughout my life I have asked myself the question “Where do I fit in?” When I was a teenager I had feelings of not fitting in with most of my peers in school. Oh sure I knew I was not an outcast by any standpoint. But even though I hung out with different groups of people I never felt like I really fit. I mean, I hung out with the jocks but I wasn’t much of an athlete. I hung out with the nerds but I wasn’t much of a brainiac either. I also hung out with the hippies but still felt like I wasn’t much of a stoner. I guess I always kept my guard up and never gave any of my friendships 100%. Not because I didn’t have time, but because I didn’t realize that everyone else kind of felt the same way I did.

As we all did, I grew older and I gained more confidence and experience and learned how to apply myself to my work groups and trust my friends. Now as I get up in years I sometimes feel I am so busy and don’t have the time to apply myself. I am sure you have felt the same way. So I’ve kind of gone full circle but I still have the skill and the desire to be the best I can whenever I have the opportunity and to allow people in my life.

This Holiday season we were especially challenged. First, by the heavy parcels and mail during the fall mailing season which transformed into pretty much heavy everything? Then, having only three weeks between the Thanksgiving holiday and Christmas holiday. I was not mentally prepared to handle all the customer

complaints that came along with new package tracking, nor the continuous flow of complaints of delayed first class mail and packages since our mail was taken over by the Boston Plant. I mean I knew they were coming (the complaints) but they just became overwhelming and I have to tell you I left work feeling very low and exasperated most nights over the last 2 weeks. Working, no I mean running 11 hours a day, shuffling packages and mail around, dealing with many unhappy customers, not getting my workouts in and lapsing on my normal diet and routine sure can take a mental toll on me.

I really was wondering how the heck I am going to be able to do this for another three to five years or more! I was feeling really depressed. Poor me right?

Well, I got up this morning and was watching the news and they were reporting on a man who was struck and killed while getting his mail yesterday. It was on a road I am very familiar with as I drive it every day to work. I knew the exact corner the reporter was standing on well because I often saw one of my gym friends (MJ) out there walking her dog. I was concerned that it was her husband John that was hit but they lived a few houses down from the intersection and their mailbox was in front of their house. Then I received a call with bad news. That John went out to the get the mail and when he didn’t come back his wife went out and found him in the snow bank. My heart sank....

What does it take for us to maintain our perspective? Why do we naturally lose perspective on what is important in life until something happens and we get a slap in the face that stings us for a long time or even forever? None of this work stuff is paramount. None of it is going to change my life. Mail is not going to have a profound effect on me, and I cannot control customers who are unreasonable or the fact that I do not always have the tools to get things done. What really matters is being the best that I can, sharing time and love with my spouse, family and friends and putting my best efforts in the organizations that I participate and work in and finding time to enjoy some moments of every single day.

Today, although I am very sad about the loss of my friend and broken hearted for his family. I am feeling so humble to have made the friendships and work relationships I have through our NAPUS organization. If it wasn’t for this great organization I would not have met the most knowledgeable, professional and caring people in the US Postal Service. I am so thankful to have you all as friends, acquaintances or whatever you want to call yourselves. I will never forget the camaraderie and help that I have received from many of you over the years. So I am going to ask you today, “What really matters and where do you fit in?”

Don’t let the Postal Services busy agenda outweigh your desire to stay involved and be active in our organization. Get involved and be



the best that you can be for yourself and for others. Remember you all fit in NAPUS. Never forget what is important in your life, family and friends. Take time to enjoy part of everyday and always try to keep your perspective. When things seem to be too much take a step back and think about it.

I want to take this opportunity to announce my candidacy for re-

election as your State President. I have enjoyed representing Massachusetts Postmasters and bringing your issues to the table. I continue to learn from your elected representatives and with their help building a better State organization. I hope I have represented you well over the last 18 months and look forward to visiting with all of you at some point over the next six months. I appreciate the faith that you put in me to hold this

position and feel I do really “fit in”.

I hope to see you in DC at the Legislative Conference or at your next local Chapter meeting.

Merry Christmas and Happy Holidays to you all!

Fondest Regards,  
Kenny Vengren



Vice President / Legislative Chair Robin Driscoll

# Legislative News

**T**ime to Register for the 2014 Leadership Conference! March is almost here! Registration form is in this issue! Also in this issue is the registration form for the 110th National Convention in Atlantic City, NJ September 13 - 18, 2014.

We had a great turnout last year, and we hope you all can come this year. We fly down on Saturday and back on Tuesday evening. If you need any info about the schedule, or flight plans, please contact one of the E-Board members.

Also, the latest news from Bob Levi:

In case you missed the news, Senate committee action on S. 1486 (the Carper-Coburn postal reform bill) has been deferred until next year.

Background information is included in my December Postmasters Gazette column, and updated information was posted earlier on the NAPUS website, [www.napus.org](http://www.napus.org), under “Legislative News”.

As all of you can appreciate, this past year has been legislatively treacherous; budget attacks on our benefits and postal reform legislation that included provisions that could harm our members. However, we are fortunate to have successfully repelled repeated attempts to cut Postmaster pay through increased federal pension contributions and attempts to undermine our health benefits. In addition, we secured an additional FEHBP option, self-plus-1, which may reduce the FEHBP

premiums for many active and retired Postmasters. These modest victories, however, do not offset the frustration we all share in the inability of Congress to pass constructive postal legislation that would relieve the USPS of the requirement to pre-fund retiree health benefits. So, the struggle continues. Our efforts will persist to push for a good bill – not just any bill, and we will use our resources to that end. In the midst of our disappointment, it’s important to recall the civil rights legislation took about a decade to be enacted.

In closing I would like to take this opportunity to announce my candidacy for re-election.

Happy New Year, Robin Driscoll

Vice President/Legislative Chair

# NAPUS LEADERSHIP CONFERENCE

## MARCH 15- 19, 2014

Registration also available on line at [www.napus.org](http://www.napus.org). Please Note: one attendee per registration form

First Name (as it should appear on your badge): \_\_\_\_\_

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title (please check one that applies):  Postmaster  Postmaster Retired  Associate Member  Guest

Post Office You Represent: City: \_\_\_\_\_ State: \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Day Time Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

<b>Registration Fee:</b>	(please circle fee that applies)	Registration
	On or before February 8, 2014	\$160
	After February 8, 2014	\$180

**Payment** (Payment in full using one of these options must accompany this form):

- Check payable to NAPUS
- Visa
- American Express
- MasterCard

Card Number: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Card Security Code: \_\_\_\_\_

Signature: \_\_\_\_\_

**Registration Cancellation Refund Policy:**

Requests for cancellation refunds must be made in writing and be sent to the address below. Requests must be postmarked by February 8, 2014.

**Hotel Reservations:**

NAPUS has reserved a block of rooms at the discounted rate of \$234 Single/Double/Triple/Quad plus tax. You must call the Crystal Gateway Marriott Hotel directly to make reservations at (703) 920-3230. This rate will be available on a first come, first served basis until February 8, 2014; rooms may be depleted well before January, so please call as quickly as possible. ***A first night, non-refundable room deposit will be charged on February 14, 2014.***

**Banquet Seating:**

Registrants will be seated with their chapters on a first come basis. Registrations received after **February 8, 2014** are not guaranteed to be placed at chapter tables and will be seated where space is available. Banquet tickets will be enclosed in your conference materials distributed at the beginning of the conference.

**Please mail/fax registration forms to:**

NAPUS Leadership Conference Registration  
NAPUS Headquarters  
8 Herbert Street  
Alexandria VA 22305

Secretary Treasurer Donna Legro



# LEADERSHIP CONFERENCE

*T*he 2014 Leadership Conference will be held March 15-19, 2014 at the Crystal Gateway Marriott Hotel, Arlington VA. Early online registration is available at [www.napus.org](http://www.napus.org) at \$160 until Feb 8, 2014. Registration after Feb 8 is \$180 and does not guarantee a place at the MA Chapter table for the banquet. Hotel rooms are \$234 plus tax for single/double/triple and quad on a first-come, first-serve basis until Feb 8, 2014. Call the Crystal Gateway Hotel at 703-920-3230 to make your reservation. When calling, identify yourself as being with the NAPUS Leadership Conference. Only

2 days of annual leave are needed to attend this worthwhile event as we fly home early Tuesday evening.

The MA Chapter of NAPUS collects a \$2.00 monthly assessment fee with the monthly dues from all active Postmasters. This assessment fee money is used to help offset eligible expenses for Postmasters and Retirees to attend the annual Leadership Conference. The number of people that attend and the cost of eligible expenses determine the reimbursement amount. Last year attendees received reimbursement for early

registration, transportation and some additional funds towards their hotel room. Obviously a hotel room shared with other MA Postmasters helps all of you with expenses. Washington DC is an exciting place. Don't miss this opportunity to meet with the senate and congressional representatives of Massachusetts to discuss postal issues that are important to all Postmasters and Postmasters Retired and to get up to date information about our jobs and the USPS from our NAPUS and Postal leaders, including our new NAPUS National President Anthony Leonardi.

# 2014 MA STATE CONVENTION

*I*t is time to mark your calendar for the 2014 MA NAPUS State Convention. The E-Board has decided to return to the Red Jacket Resort in South Yarmouth for this annual event. The convention dates are June 4-6, 2014, with varying registration fees, the lowest amount for the earliest registrants.

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 Red Jacket Resort has agreed to hold room rates

at last year prices of \$135 per room for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is NAPUS. The cut-off for this room rate is May 16, 2014, so book early.

The registration form and hotel information is included in this newsletter and also on our website at [www.masschapternapus.shutterfly.com](http://www.masschapternapus.shutterfly.com). Postmasters attending the convention for the First Time do not have to pay a registration fee if they register by May 1, 2014. For the rest of us, the Early Bird special registration fee for Postmasters, OIC's and Associates is \$99 if postmarked by April 1. The registration fee increases

to \$115 after April 1 and increases again to \$125 for registrations postmarked after May 1 and for walk-ins. Due to increased convention costs such as meeting space and supplies, there will also be a Daily Business Session Fee of \$20. This fee is for persons attending only the business and/or training sessions and does not include any meals. Anyone deciding to stay for meals would also have to pay the individual meal costs outlined on the registration form. Plan ahead and take advantage of the Early Bird Special.

**Please help the Chapter plan and keep costs down by registering early and indicating on the registration**



**form which meals you will be attending.**

A couple of years ago the Executive Board rearranged the convention schedule by shortening it 1 day which saved those that attended the entire function 1 day of annual leave. This was a good decision by your Executive Board. Again, your Executive Board has studied the agenda and attendance and decided to make additional changes to the agenda. By starting our Chapter convention business on Wednesday, we will be able to finish earlier on Friday morning allowing attendees to head home earlier or return to their offices.

Some of the changes include registration beginning 8:00 AM Wednesday morning and an E-Board meeting at 10 AM. Chapter events begin with greeting the PAC'n A Cure riders at 11:30 AM in front of the hotel. This is followed by a luncheon for everyone at 12:00 PM which leads right into the District Managers' panel in the same room. **THE DISTRICT MANAGERS' PANEL WILL BE WEDNESDAY!** Two training sessions will be held from 2:15-3:00 and then again 3:00-3:45 PM and the First Timers meet and greet will be 4:00 PM on Wednesday. The First Timers' Committee is gearing up to ensure that all Postmasters new to the convention navigate the convention with ease and have a great time. I have yet to find a first timer that has not thoroughly enjoyed themselves and made many new friends. The BBQ, raffles, NASCAR races and auction will be held in the evening.

The perfect place to renew and begin friendships is at the BBQ the first night. This is followed with the very serious NASCAR races and our ever important scholarship auction will be held after the races. The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring an auction

item with you on Wednesday as the new agenda will leave little time to run out and get something at the last minute. Also, please encourage Postmasters who cannot attend the convention to donate an item for the auction and volunteer to bring it with you or find someone who is going so they can bring it.

More information about the training will be posted on the website as it becomes available.

The business session will begin at 8:15 AM on Thursday with the opening ceremony, followed by a speaker to be determined, elections for President and VP/Legislative Chair, any proposed bylaw changes, and reports from your State Executive Board members. And then for the first time in a long time, some free time for everyone in the afternoon before the banquet.

Newly elected officers will be sworn in at the banquet and the 2013 Postmaster of the Year Award will be presented. Also new this year, will be the presentation of the scholarship awards at the banquet.

The Friday business session will include a continental breakfast and one guest speaker. We should be able to close the convention around 10:30 AM allowing everyone an early start home, a day to enjoy on the Cape or an early return to their office.

There is so much that your MA NAPUS State Convention has to offer and I have only touched on some. Make the commitment and put June 4th – 6<sup>th</sup> 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.

If you are interested in running for President or VP/Legislative Chair, you can contact the incumbents, State Parliamentarian JJ Donovan, or any member of the State Executive Board for more information about the positions. You can also view a full list of duties and compensation as outlined in the bylaws posted on our website mentioned above.

Please take the time to nominate a NAPUS Postmaster for 2013 Postmaster of the Year. I'm sure you know someone who is deserving of this award. Take a few minutes to complete the nomination form and submit it with a narrative explaining why your candidate deserves to be selected. The 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 and ask your family and friends to post an ad too. 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 Deanna or Ken to design an ad for you, just send the check with a note and they'll take care of it for you, but please just take an ad to support the kids and entertain your fellow members.

**REMEMBER: THE AUCTION WILL BE THE FIRST NIGHT, SO BRING YOUR AUCTION ITEM WITH YOU. ENCOURAGE OTHER MEMBERS TO DONATE AN ITEM THAT YOU CAN BRING FOR THEM.**

# *Convention Registration Form*

## NAPUS STATE CONVENTION JUNE 4 – 6, 2014

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.

**If you are a full registrant, but will not be participating in all meals, please check the ones you will be attending to ensure proper meal counts and cost savings:**

\_\_\_\_\_ Wed Lunch    \_\_\_\_\_ Wed BBQ    \_\_\_\_\_ Thurs Banquet    \_\_\_\_\_ Fri Breakfast

RETIREES: \_\_\_\_\_ \$90.00 Postmarked by May 1, 2014    \_\_\_\_\_ \$120.00 Postmarked after May 1, 2014 & Walk-ins

\_\_\_\_\_ Free First Timer MA Postmaster Only – **Must be postmarked by May 1, 2014**

\_\_\_\_\_ \$99.00 EARLY BIRD SPECIAL for MA Postmasters, OIC's & Associates - **Must be postmarked by April 1, 2014**

\_\_\_\_\_ \$115.00 Registration – **Must be postmarked by May 1, 2014**

\_\_\_\_\_ \$125.00 Registration – **Postmarked after May 1, 2014 & Walk-in Registrations**

GUEST: \_\_\_\_\_ \$150.00 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**

\*\*\*\*\*

### DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS

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

**HOTEL INFORMATION:** Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA  
1-800-672-0500 or 508-398-6941  
Reservation cut-off May 16, 2014 Group Code: NAPUS

- Rooms \$135.00 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 4, 2014 – PLEASE BRING A QUALITY ITEM**





# Constitution and By-Laws Report

JJ Donovan

## ARTICLE 5 ELECTIONS OF OFFICERS

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 there are two positions up for elections which are:**

**PRESIDENT** - The President shall be the Executive Officer of this Chapter. He/she shall preside at all meetings, and shall call special meetings when requested as stated in Article 10, Amendments Section 4, Special Meetings; shall appoint all committees provided herein and all other committees not in conflict herewith and necessary for the proper conduct of the business of this Chapter, and in general perform each and every act and such other duties as may appertain to this office.

**VICE PRESIDENT/Legislative Chair** - Due to an excused absence of the President, the vice-president shall preside at all meetings conducting Chapter business. The vice-president shall serve the Chapter as requested by the President and/or Executive Board. He/she shall serve as State Legislative Chairperson. In the event of the President's resignation, removal or death, the vice-president shall assume the duties of the President immediately and serve in that position until the office is filled by the Executive Board as stated in Article 7, Executive Board.

President, Vice President, Secretary/Treasurer, Editor, Service Representative and one Postmaster Representative as decided by the President will have only the following expenses paid by the chapter: Registration and rooms will be paid at the Convention/Conference rate for Leadership, State & National Convention. Transportation will only be paid to Leadership Conference and National Convention. Transportation costs shall include the first luggage fee if applicable. Transportation costs will be determined by the Service Representative based on airfare from this area to the Convention/Conference city with a plus or minus 10% due to debarkation point. No transportation cost will be paid for MA State convention.

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.

Lastly, please stay active and get involved we need to be unified.

JJ Donovan,  
State Parliamentarian

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

## Nomination Form

### Postmaster of the Year for 2013

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, many Postmasters are deserving of this award and need only be nominated.** If you feel that a Postmaster you know is deserving, 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 2014 NAPUS State Convention. Neither the nominator or the nominee is required to attend the convention. Requirements for nomination are simple:

1. Nominee must have been an active Postmaster during 2013
2. Nominee must be in good standing in the Massachusetts State Chapter NAPUS

Please complete the information requested below. On a separate sheet, state the reasons why you feel this Postmaster should be selected (Please be specific).

#### **I nominate as 2013 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: \_\_\_\_\_

Kindly return *a narrative* and this *nomination form* to:

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

**Nominations must be received by May 20, 2014**

# 2014 PAC'N A CURE Ride

Dear fellow NAPUS Members, Our 9th annual Massachusetts NAPUS convention PAC'N A CURE ride is scheduled for the first day of our convention, June 4th 2014!

We are asking for you to help us in our fund raising pledges earlier than in years past.

This year there will be two rides to make it easier for more riders to join us! There will be a 40 mile ride and a subsequent 10 mile ride. Volunteers can ride 40 miles, 10 miles or both for a total of 50 miles. All rides begin and end at the Red Jacket. If you ever thought about joining us now is the time to do it! Your brother and sister NAPUS members who ride are totally committed to this event and have

been riding every year on the first day of our state convention since 2006.

Each year we raise funds for the fight against breast cancer and PAC. Your donation is split, 50/50, PAC and a cure for breast cancer (PAC 'N A CURE RIDE). Some folks request their donation go directly to the Susan G. Komen Cancer Foundation and that is exactly what our State Secretary/ Treasurer has done.

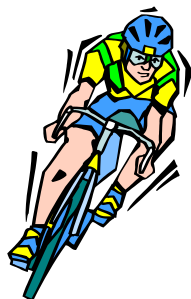
We're hopeful you'll sponsor our efforts to wipe out this horrible disease and at the same time help preserve our jobs, benefits, and retirement, through PAC. Every year your NAPUS riders cycle with the name of someone you know who has or is suffering with the horrible

disease of breast cancer. Please utilize the below sponsor sheet. All donations can be submitted to your local Chapter President or you can mail them to me @ 71 Moreland Road, N. Weymouth MA 02191.

Now more than ever we need your help, so please rally around us and get the word out, it is never too early to begin sending in your contributions.

Checks or M.O.'s can be made out to Massachusetts NAPUS. We'd like to have all funds collected by May 24, 2014, so please help us with sponsorship for the 2014 NAPUS "PAC'N A CURE" Ride!

Thank you,  
JJ donovan



## MA NAPUS - PAC'N A CURE RIDE SPONSOR SHEET

Contributor	Yellow Jersey VIP	TOWN & ZIP	AMOUNT OF PLEDGE	AMOUNT PAID

**SPONSOR SHEET:** Donations can be made by personal check or M.O to Massachusetts NAPUS. Cash donations are also accepted. Donations for the PAC'N A CURE can be made by anyone. All donations are welcome and appreciated!

Send donations to your local NAPUS Chapter President by May 24, 2014 or to: JJ Donovan  
71 Moreland Road  
N. Weymouth MA 02191



# PRELIMINARY AGENDA – 2014 MA STATE CONVENTION

## WEDNESDAY, JUNE 4, 2013

TBD PEDDLER FOR PAC'NaCure  
8:00–4:00 PM Registration, Donate to PAC  
& Buy your NASCAR  
10:00-10:30 AM Executive Board Meeting  
11:30 AM Greet Bike Riders  
12:00-1:00 PM Lunch honoring First Timers  
& Retirees (everyone)  
1:00-2:00 PM District Managers' Panel  
2:15-3:45 PM 2 Training sessions  
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 - **AUCTION-DON'T FORGET AN ITEM**

## THURSDAY, JUNE 5, 2013

7:30– 8:15 AM Registration  
8:15 AM-1:15 PM General Business Session  
Memorial Service  
Pledge of Allegiance  
Remarks from President Ken Vengren  
Speaker TBD (NEA VP or NAPUS Leader)  
Elections  
Proposed Bylaw Changes  
Officer Reports

## THURSDAY, JUNE 5, 2013 Continued

### **FREE AFTERNOON**

6:30 PM Cash Bar  
7:00 PM Banquet & Entertainment (Business Casual)  
Newly Elected Officers Swearing In  
Scholarship Awards  
First Timer Awards  
2013 Postmaster of the Year Award  
50/50 Raffle for PAC & General Fund  
Entertainment

## FRIDAY, JUNE 6, 2013

8:30–10:30 AM General Business Session  
Continental Breakfast  
Speaker TBD (NEA VP or NAPUS Leader)  
Unfinished Business  
President's Closing Remarks

**WHEN FINALIZED, A DETAILED  
AGENDA WILL BE AVAILABLE AT**

**[www.masschapternapus.shutterfly.com](http://www.masschapternapus.shutterfly.com)**



## Massachusetts Scholarship Information for 2014

**H**appy New Year to all fellow Postmasters, OIC's, and Retirees! With the new year, we will be soon be starting our 2014 Scholarship Campaign. This is a great opportunity for your children or grandchildren to receive a \$1000.00 scholarship from The Massachusetts State Chapter of NAPUS. Below are the guidelines as stated in our State by laws:

1. Scholarship recipients must be a son, daughter, grandson, granddaughter or ward of an active Postmaster, retired Postmaster, or Associate member.
2. - Applicant must inform their current School to release information necessary for the evaluation by the Committee.
3. - Selection will be based on academics, leadership and character.
4. - Payment of Scholarship is dependent upon successful completion of one full semester.

Last year, we were able to award five \$1000.00 scholarships to five very worthy applicants. We are hopeful to have just as strong of a pool of candidates for this upcoming selection process. This is one of the greatest benefits of being a member of the Massachusetts Chapter of NAPUS, so if you have an eligible relative (see item 1 above) that will be attending college in the near future, please take advantage of this wonderful opportunity to assist them with their college plans. Selections will be made some time in May and the winners will be notified shortly thereafter. Scholarship presentations will be made at the State Convention in June. Good luck to all, and I look forward to receiving your family member's applications.

Rob Leary



**MASSACHUSETTS CHAPTER 22  
NATIONAL ASSOCIATION OF POSTMASTERS  
OF THE UNITED STATES**

**SCHOLARSHIP APPLICATION**

**Must be postmarked no later than April 1, 2014**

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Name of NAPUS Member: \_\_\_\_\_ Relationship: \_\_\_\_\_

Title & PO Office of NAPUS Member: \_\_\_\_\_

Address of NAPUS Member: \_\_\_\_\_ City/State: \_\_\_\_\_ Zip: \_\_\_\_\_

**LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED**

Name of School	Location	Dates Attended
_____	_____	_____
_____	_____	_____

Have you applied to college? Yes No    Are you currently enrolled in College? Yes No

When do you expect to graduate? \_\_\_\_\_ Expected college major: \_\_\_\_\_

**CHOICES OF COLLEGES**

1<sup>ST</sup> Choice: \_\_\_\_\_

2<sup>nd</sup> Choice: \_\_\_\_\_

3<sup>rd</sup> Choice: \_\_\_\_\_

**REQUIRED INFORMATION**

- 1) Please attach an essay stating your educational objectives.**
- 2) Please attach official transcripts of grades, GPA and SAT composite scores.**
- 3) Please attach at least one teacher recommendation.**

4) Please list other scholarships you have already received: \_\_\_\_\_  
\_\_\_\_\_

5) What honors, prizes or recognition have you received in high school/college? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6) What school activities have you participated in (include year(s) of your participation and any offices held)?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7) List NON-school activities that you have participated in: \_\_\_\_\_  
\_\_\_\_\_

**Submit completed application with attachments to: Rob Leary  
7 Joseph Street  
Dudley MA 01571**

**Must be postmarked no later than April 1, 2014**

**Certification**

All of the above statements are true and correct. I believe that I am eligible to apply for a scholarship, and agree to abide by the decision of the selection committee.

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

**THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT**

Grade Point Average: \_\_\_\_\_ SAT/ACT Score: \_\_\_\_\_

Class Rank: \_\_\_\_\_ out of \_\_\_\_\_ (Total seniors)

The grade point average, SAT/ACT Composite score and class rank have been verified by the Guidance Department.

Signature of Guidance Counselor: \_\_\_\_\_ Date: \_\_\_\_\_



MA NAPUS  
STATE CONVENTION  
OFFICIAL PROGRAM BOOKLET

Contact Name: \_\_\_\_\_

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Circle One: \$16 – 1/8 page or Business Card  
\$32 – 1/4 page \$50 - 1/2 page \$100 – Full Page

If desired, enclose a business card, a camera ready advertisement or just words on a piece of paper. We'll be happy to design an ad of any size for you.

Please make your checks payable to:

“MA NAPUS” and mail them to:  
Donna Legro  
6 Cedar Street  
Wilmington, MA 01887-3612

DEADLINE  
MAY 17, 2013

1/8 PAGE OR  
BUSINESS CARD  
ONLY \$16.00

1 / 4 PAGE - only \$32.00

1 / 2 PAGE – only \$50.00

FULL PAGE – ONLY \$100.00

# Membership Update

Massachusetts continues to excel for NAPUS Membership. Our current rate is approximately 82.4%. This is an extraordinary statistic since the National average is closer to 46.14%. In fact, there is no other state even close to us; with the closest being Puerto Rico, with a rate of 69.47%.

By the end of 2013 many fortunate Postmasters will be happy to close their chapter as an active Postmaster and start looking into the future as a retiree. First of all.... Good for them. I am sure they all worked hard to earn this achievement. I am confident that, despite your busy holiday season that you took the time to contact them to wish them well with their new endeavors.

Our next step is to welcome in the newcomers who are filing vacant

positions. Please pay attention to this as it represents recruitment opportunity for NAPUS. Please make contact with the new person and take the time to share information with them. Let them know that help is always just a phone call away. As always, after you make the initial introduction into NAPUS please contact me for the final steps. It will be my pleasure to help them with the 1187 process to get them on board.

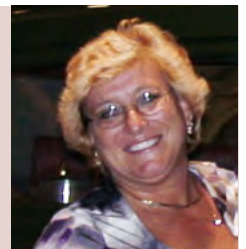
As I sit to compose this article for the great state of Massachusetts I am coming into the final days as serving as the National Membership/Service Rep. chair. I sincerely appreciate the opportunity to serve in this position. I am always proud to tell people that I am from Massachusetts. My fellow NAPUS members' from all around the country are always in awe of how our state Chapter is run and

how successful our membership stands.

I will step down as the National Chair but I am delighted to share with you that I have been asked to stay on as the Membership chair for MA. Of course, I would never decline that opportunity. My heart is in MA NAPUS and always will be. I pledge to work hard as membership chair and I will do my best to help MA achieve continued success.

In closing, I want to take this opportunity to thank all of you for all that you do for NAPUS. I am proud to stand by your side as a fellow NAPUS member.

Respectfully submitted,  
Pam Boudreau  
Membership Chair



# It's Auction Time Again!

The Auction will be held on the first night of Convention again this year. If you buy your auction donation at the Cape when you arrive you may find that you don't have much time to shop. So, folks we're going to have to just plan ahead. If we all start searching locally we should be able to come up with a more diverse array of auction items, yes? So get out and get shopping! It's all so we can send one of our own kids off to college.

Rumor control reported that some of you may not be able to make the entire convention. If you choose to miss the auction, that's just pitiful, but there is relief. Find a neighboring Postmaster who is going and ask them to bring your donation. And, you can feel good about your efforts.

Please contact the auctioneer if you have any questions, suggestions, or donations pertaining to this extraordinary gala event!

Jerry (aka the auctioneer)  
Gerald Robertson  
Postmaster, Leicester MA 01524

## YOU SHOULD HAVE PLANNED FOR THIS YESTERDAY!

You're not thinking of retiring, are you? After all, you're not anywhere CLOSE to retirement age, right? Guess what? One day it will occur to you that "holy smoke, it's right around the corner!" I know, because I'm there! I've been "eligible" for several years, but eligibility is only part of the picture. I started my Postal career at the age of 35. I missed the most important years of planning for retirement. Experts claim that the amount you earn from what you put into retirement in your twenties will not be equaled by what you earn for the rest of your career. That compound interest thing is pretty incredible. The USPS matching contribution benefit is an outstanding program to build a retirement fund. Here are some things I've learned. I wish I had learned some of them earlier. But I'll be OK (I have a smart wife)! You're ALL younger than me so start now.

**PAY YOURSELF FIRST!** However you mete out your take home pay every two weeks to your creditors, the first payment should be to you. Granted

you have to live and make ends meet, but at the very least put the maximum amount allowed into your Thrift Savings Plan that the USPS matches. You're earning 100% interest, tax deferred. And then - don't take it out. Pay your mortgage, pay your car loan, etc., but always pay yourself. If you are married and your spouse works, make sure that he/she takes advantage of whatever program her employer offers.

Get rid of those blood sucking credit cards. Do you know how much interest you're paying each month? I used to have a deck of cards that I had every intention of paying off, but guess what? I don't have to tell you. I now have one card for emergencies and it gets paid off every month. It's not always easy, but it's a hell of a lot better than the alternative. Open up a savings account with a debit card. Discipline yourself to spending no more than what is in that account. If there's only \$1500 in the account you'll have to wait to buy that \$1900 flat screen. And don't get trapped by the "no interest for 36 months"

gimmick unless you actually have the money to buy the item.

Consider hiring a financial planner, especially if you're over 40. Don't just hire a friend of a friend. Make sure that they are certified. Check them out. Get references. Then find one that you are comfortable with. Going to a planner at 65 isn't going to be very helpful. The sooner, the better. Start selling all that "stuff" you never use anymore. It's crazy what people will buy on line, and what they'll pay. Enjoy what you have. Enjoy the outdoors, enjoy the family, and rediscover what's really important. Sure, I'd like that 60 inch TV, but the one I have has a great picture, too, just not THAT big!

You're probably thinking, "That's easy to say, it's a lot harder to do!" You are absolutely right, but guess what? Nobody is going to do it for you. So along with "pay yourself first" pay ATTENTION to yourself first. Trust me you'll be much better off in so many ways.

*Jerry*



# 110th National Convention

Sept. 13-18, 2014

## Official Registration Form

Registration also available online at [www.napus.org](http://www.napus.org)

**CITY**  
*New Jersey*  
**ATLANTIC**

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:

	1/1/14- 3/31/14	4/1/14- 5/31/14	6/1/14- 8/15/14	after 8/15/14
Postmaster/Spouse/Guest/ OIC/Associate/PMR	\$175	\$200	\$225	\$250
Postmasters Retired/ Spouse/Guest <i>(PM Retired Luncheon included)</i>	156.25	\$175	\$195	\$215

Postmaster/Spouse/Guest/  
OIC/Associate/PMR \$175 \$200 \$225 \$250

Postmasters Retired/  
Spouse/Guest 156.25 \$175 \$195 \$215  
*(PM Retired Luncheon included)*

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

Atlantic City Country Club is the site of the golf tournament; fee is \$99.

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

Travel Order # \_\_\_\_\_

American Express  Visa/MasterCard  NAPUS FCU Visa

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, 2013. 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, 2014.** 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 Aug. 15, 2014, or all rooms in the block are sold, whichever comes first.

#### Bally's Atlantic City

888-516-2215  
\$129—single/double/triple/quad

#### Sheraton Atlantic City

888-627-7212  
\$129—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, 2014, for 75 percent refund; and by July 1, 2014, for 50 percent refund. No refunds after July 1, 2014. These dates will be strictly adhered to; exemptions may be made with approval of the NAPUS Executive Board.



# Retirees Annual Luncheon

The annual meeting of the Massachusetts Postmasters Retired was held on Wednesday, October, 30<sup>th</sup> at Luciano's Restaurant in Wrentham, MA.

We had 40 people in attendance including representatives from Blue Cross/Blue Shield. They explained our benefits, gave us the new rates, and information on the new Dental and Vision Health Plans.

The Massachusetts Retirees presented Diane Gillis with a lovely bouquet of flowers on retirement after 43 years of service with BC/BS. Diane has been the Federal Employee Spokesperson BC/BS and came out to our offices and we wish her well.

I would also like to thank the Massachusetts Executive Board for attending our annual luncheon. They explained what is going on at the National and State level.

I was especially pleased to see new retirees, Cheryl Richardson, Mark De Forge, and, Wayne Des Roche!

In the past two years we have had more than 68 Postmasters retire in Massachusetts. I sent 1187R's to all of them inviting them to join NAPUS, Postmasters Retired. I am saddened to report that only six (6) of the recent retirees signed and returned the form! When retired the 1187R form should be signed and sent in for the low cost of \$3.50 per month. That is much less than the average cost of a cup of coffee! We all need NAPUS to fight for us, our pensions, and our health benefits that we worked so hard for!

In this issue is an 1187R. Please sign and return this as soon as you retire.

Below is a list of the recent retirees who have not joined NAPUS. If you see them or keep in touch with any of them please tell them the

benefits of being a member and ask them to contact anyone on the Executive Board for information and or assistance. All contact info is on the back page of every BayState Postmaster publication.

On a sad note, I recently learned of the death Harold Lawrence, husband of Retired Postmaster, Laila Lawrence of Templeton, MA.

Harold attended all of our State and National Conventions with Laila and was a great fellow. Our condolences go out to Laila and her family.

In closing, no one was nominated to be our new Retired Postmaster President so I will continue to be President until the next election at our State Convention in June, 2014. Hope to see you all there.

Have a Happy and Healthy New Year! Winnie

Harry Aaron

Ruth Anderson

Eileen Bagarella

Richard Beaudry

Mary Blaise

James Brunelle

Thomas Champign

Walter Ciashine

Ann Marie Clark

Robert Costa

Noreen Couliere

Stanley Curita

Thomas D'Ambrosio

Susan Derryberry

Karen Donahue

Monique Downey

Jean Eaton

Edward Fonseca

Constance Fontain

Nancy Fox

Mabel Fulty

Susan Gilligan

Thomas Gold

Robert Grady

Dennis Griffen

John Grogan

Authur Guenette

Anna Hartjens

Vanessa Heldilrance

Joan Ingles

Wayne Joyce

Richard Judice

Ann Kousch

Robert Kruse

Edward Lane

Jane Lorrain

Dennis Mahoney

William Mahoney

Annette Marhelfka

Roy McGill

Judith Meisel

Paul Mozdano

William Muese

Paul Murray

Peter Petrillo

David Rennell

Donald Rogers

Linda Ryan

James Sheehan

Dale Stafford

Charles Strickles

Ronald Stults

Shirley Tamkus

Ruth Teague

Anthony Vosbough

James Waters

Magaret Watts

Karl Webber

Mary Wheeler

Donald White



Pictured on the left - Winnie presented Diane with a bouquet of flowers. Diane has been our Federal Employee Spokesperson BC/BS for the past 43 years! All wished her well in retirement.



Pictured on the right - President Ken thanked Winnie for volunteering to remain as the Retired Postmaster President until someone else steps up (hint, hint, nudge, nudge).

Pictures below - Retirees having a great time at this annual event. They reminisced with old friends, enjoyed a wonderful lunch, had lots of laughs, all while continuing to support Active Postmasters!







# 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 (address at bottom).

**Deadline: Sept. 30**

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

Social Security Number		I am a (check one):		My Civil Service Annuity*/Final** Number is:	
<input type="text"/> - <input type="text"/> - <input type="text"/>		<input type="checkbox"/> Civil Service Annuitant <input type="checkbox"/> Civil Service Final (surviving spouse)		<input type="text"/> - <input type="text"/> - <input type="text"/>	
Name of Retired Employee (PRINT Last Name, First, Middle)					Month/Year Retired
Home Address (Street and Number/PO Box)		City	State	ZIP+4	
Date of Birth	Home Telephone (      )	Gender Male ___ Female ___	Chapter		
Spouse's First Name		Sponsored By:			

### 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 myself; 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 dues withholding are currently \$3.50.***

Please direct any inquiries to:  
 NAPUS  
 8 Herbert St.  
 Alexandria, VA 22305-2600  
 (703) 683-9027

# Western & Essex Chapter Parties



Western MA Postmasters and guests enjoy a meal, DJ, and door prizes. A great time was had by all!



Essex Chapter NAPUS had a Christmas gathering at the Danversport Yacht Club. Although the attendance was small because of the busy holiday season a good time was had by all who attended. We had a great showing of retirees'.

Donna Legro shows off her carefully selected Yankee swap gift to everyone. Being number one she was anxious to be able to select from the entire group once the swap ended. Jack Driscoll gives a chuckle when opening his gift of sweater and tie! Opening a black sweater Bernie Duggan makes a quick move for a fantastic find!

There was lots of conversation and reminiscing about the good old days and the way things have changed!



# Central MA Christmas Party

On Thursday evening, December 5<sup>th</sup>, Postmasters from Central MA, gathered at O'Connor's Restaurant to enjoy an evening of fellowship and Christmas cheer. A delicious buffet meal, complete with garden salad and Bailey's Irish Cream Pie was served. If anyone left hungry, it was strictly by choice.

Jerry Robertson, PM, Leicester, issued a warning at the start of the night that anyone caught talking about work would incur a monetary penalty of \$2.00. Some neglected to heed his warning and dutifully paid their violations. Later Jerry announced the

proceeds were going to be donated to the Worcester Telegram & Gazette's Toys for Tots Program. The attendees graciously contributed additional funds for this worthy cause – the essence of the Christmas "spirit".

After dessert, Jerry facilitated the Yankee Swap. This provided a lot of cajoling and laughter. It was truly uplifting to partake in this exchange. The dynamics of the evening were complimented with the presence of new members and retirees. Actually, I think the retirees brought a lot of energy to the party. We missed seeing many of the "regular"

attendees but understand the demands on time during the holiday season.

I hope you all were able to walk away from your offices on Christmas Eve and spread cheer and joy to your families and friends. It was a very challenging mailing season and our loved ones often bear the brunt of our professional demands.

May 2014 bring some "calm" to our lives, business and careers.

Respectfully submitted,  
Lynne



## Postmasters Make Special Delivery for Kids

Article from the Telegram & Gazette, Wednesday, December 18, 2013, By Ellie Oleson CORRESPONDENT

Even at this busiest time of year at the post office, area postmasters found time to take up a collection and deliver it to the Telegram & Gazette Santa Fund.

Leicester Postmaster Jerry Robertson acted as emcee for the Central Massachusetts chapter of the National Association of Postmasters' annual holiday party and Yankee swap, held Dec. 5 at O'Connor's Restaurant and Bar in Worcester.

"We were there to have a party, and everyone was talking about work," he said. "I told them that from here on out, every time I heard anyone talking about a post office or work, I was going to fine them \$2."

At first, only a few dollars dribbled in, but when Mr. Robertson said the money collected would go to T&G Santa, donations of \$5 and \$10 came

in, adding up to a generous amount by the end of the evening.

"We figured the T&G Santa was the best place to put it," he said. "It's for kids at Christmas. What's better than that?"

Postmasters eligible to join the party came from all 014, 015, 016 and 017 Zip codes, which includes post offices from Winchendon and Gardner to Natick and West Brookfield, he said.

"The T&G Santa does a phenomenal job getting toys to children in time for Christmas," he said. "What we donated was just a drop in the bucket, but we hope it helps."

In its 75th year, the T&G Santa Fund collects thousands of donations from generous readers and area residents to help buy toys for children in need in Central Massachusetts. Children 12 and younger who would otherwise

not receive any holiday gifts are eligible to receive at least two toys each. No applications will be accepted directly by the T&G.

Area agencies working with the T&G Santa include: the Salvation Army, Catholic Charities Family and Children's Services of Southbridge, Gardner Community Action Committee, WHEAT Community Services and Winchendon Community Action Committee.

Anyone who wishes to contribute to the fund can do so by clipping and filling out the form in the newspaper and mailing it to Telegram & Gazette Santa Fund, c/o Commerce Bank, P.O. Box 15204, Worcester, MA 01615-0204 or by going to [www.telegram.com/santa](http://www.telegram.com/santa) to donate by credit card.

# Mayflower Chapter Party



On Friday December 6th the Mayflower Chapter NAPUS 020 – 023 and the Cape Cod & Islands Chapter NAPUS 025-026 gathered at The Waterfront Bar & Grille in Plymouth to celebrate Christmas.

Pictured on the left is Ralph Devaney, PM Hyannis

Pictured on the right are Patrick Admirand, SCS Brockton and Heather Higgins, PM Sagamore Beach



Laurel Spencer, PM North Falmouth , Carolyn McDermott, PM North Easton , and John Fitzpatrick, PM Osterville



Kathy Clobridge, PM W Harwich, Ann Mailloux, Mgr HR GBD, and Michael Saint, PM Little Compton RI



Patricia Melone, PM Humarock, Donna Babchuck, PM Marshfield Hills, Jean Marie McClellan OIC Provincetown, and Denise McClellan VIP Guest



Dennis Ferro, PM Plymouth, Glenn Cook, PM Harwich, Rick Griffin, PM Retired, Ann Custodie, PM Orleans, Patricia Dillon, PM Eastham, Robin Enos, PM Onset, and Robert Oconner, SCS(A) Hyannis



Laurel Spencer, PM North Falmouth, Todd Pechulis, PM Bridgewater, Karen Pechulis VIP Guest, and Heather Higgins PM Sagamore Beach



Peter McDermott, PM Retired, Mike Lynch VIP Guest, Katie Mehrman, PM W Halifax

# Small Steps to Better Health

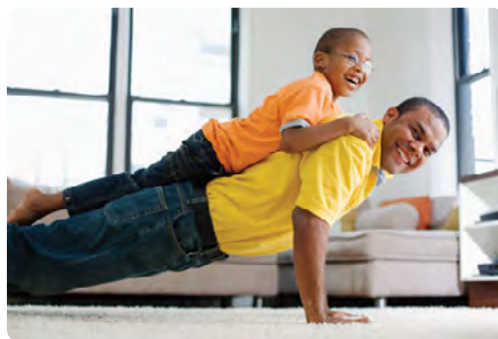
Sometimes our goals for being healthy get lost in the shuffle. Many people begin the year with ambitious New Year's resolutions for things like losing weight and looking better. But often the goals turn out to be very hard to reach amidst the fast pace and competing priorities of day-to-day life.

So, it can help to set some *realistic* goals as you turn the page to a new year. Instead of trying to quickly lose 30 pounds or be ready to run a marathon, it's often better to take small steps toward adopting healthier habits. Without good health, it's unlikely that we'll be able to reach our goals in life.

In this issue of *Your Source*, we take a look at:

- How you can establish a realistic, achievable set of healthy objectives for the year.
- Some specific steps you can take to get back to being healthy.
- How exercise and nutrition play a key role in maintaining your well-being.

**Go online today!** Log on to access *Healthy Habits* under the Library/In the Spotlight section. There you'll find ideas on how you can begin to take small steps toward a better quality of life in 2014.



*It is never too late to begin creating the bodies we want instead of the ones we mistakenly assume we are stuck with.*

— Deepak Chopra

## Kick the Year off Right

As the calendar rolls over to 2014, it's a good time to regroup and set out some fresh goals for the upcoming year. Some tips:

- *Be realistic in setting goals.* It's important to move forward, but don't shoot for goals so high that you'll give up. If you do get off track during the year, get back up and try again!
- *Be specific in your goals.* Use dates, times, amounts—any form of measurement that helps you set clear goal targets. For example, lose 5 pounds by July 1, work up to 40 pushups a day, or walk outside twice a week, etc.
- *Put your plan in writing.* Writing down your resolutions will help you 1) maintain a clear sense of what you're trying to accomplish, and 2) chart your progress.
- *Share your goals.* If you get stuck or need a boost in reaching your goals, talk with a friend or family member about it. You might get some new ideas.
- *Track your progress and reward yourself.* Mark even your smallest progress toward your goals. Take pride in your efforts!

USPS EMPLOYEE ASSISTANCE PROGRAM  
**A Program You Can Trust**



**800-327-4968**

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







Service Rep Jean Burchill

# Happy New Year!

I hope you all enjoyed your holidays celebrating with your families and friends! Did you take advantage of the NAPUSFCU holiday loan specials during the months of November and December? As an added bonus NAPUSFCU members had several chances to win a Cyber Monday transaction reimbursement. Did you win? Check the website frequently for great promotions. Log on to [www.napusfcu.org](http://www.napusfcu.org) to see everything that is offered. Get up to date rates on various loans as well. Did you take advantage of the 2% rebate on

Pharmaceutical purchases with your NAPUSFCU Visa Credit Card? Stay in tune with various promotions that run thru out the year. Check out the NAPUSFCU'S New Elite Checking Account. Look at the benefits and eligibility requirements. Take advantage of an opportunity to earn some extra money with the new Elite Checking. For a nominal fee join the NAPUSFCU today! Remember to log on to [www.massbenefits.com](http://www.massbenefits.com) and [libertymutual.com/lm/napus](http://libertymutual.com/lm/napus) to see the products

available to you just by being a NAPUS member. I would like to personally thank each and every one of you for allowing me the opportunity to service these wonderful products and special services to you over the last two years as your Massachusetts Service Representative. It has been an honor and pleasure! I wish you all a wonderful and healthy 2014! Take Care!  
Jean Burchill  
Postmaster, Wrentham MA 02093



PAC Chair Kathy LeDoux

# Support Your NAPUS PAC

Thank you to everyone who signed up for ePAC, to everyone who made a direct contribution to PAC and to everyone who participated in our calendar fundraiser this past year. Together, you were able to bring in just under \$7,500 topping the previous year's total and coming very close to making the \$8,000 goal we had at the beginning of 2013. Great job MA Postmasters - another amazing accomplishment!!! Let's strive together to reach \$8,000 in 2014. I am starting this New Year as always, with a renewed feeling of hope that good things are about to happen. I wish this for all of you as well as, for the Postal Service. I am sure many of you are, as I am, OVER waiting to hear of the postal legislation that will change the tide for our beloved Postal Service. And now with this New Year, I think ~

2014 is on our side. So many of our representatives will be hoping we cast a vote their way and will need our money to improve their chances of getting elected. This is why supporting NAPUS PAC should be on the top of our list of things to do as we ring in the New Year. I know we have all felt at one time or another that Congress has done nothing for me lately so, why should I do anything for them. One thing is for sure, if we continue to do the same thing we will continue to get the same result. Let's apply this tried and true lesson to the situation we face as a result of the inaction of our representatives. If we ALL make a small contribution to PAC, I believe we WILL make a big difference in letting them know we want them to support NAPUS Postmasters. By supporting your NAPUS PAC you add to the resources

that best support *your* interests when it comes to this inevitable postal legislation. We will never get everything we want ~ *as goes life* ~ but, we can do our part by working together as a NAPUS family and supporting PAC is an important part of strengthening that family. Please make your contribution to PAC early this year so the money is there when it can be put to best use. Sign up for ePAC and continue your contribution by committing to a small amount each pay period toward this worthwhile investment that continues to work for YOU!!! My wish for this New Year is that we will finally see change that will bring stability to our Postal Service and benefit our most deserving Postmasters. Be Well My Friends!  
Respectfully submitted,  
Kathy



# Are You Proud to be a Postmaster?

Can you remember the day you were first hired by the Postal Service? I do. I became a city letter carrier in Hartford and remember how happy and proud I was to work for the Post Office. For a person from a small town, not accustomed to the city, it was quite a change.

When I received my first uniform, I remember how proud I was to come home - my kids had never seen daddy in a uniform. I had a great job and wanted to make my impact on the Postal Service. I became a union steward and was determined to gain as much knowledge as I could. Eventually I became a 204B, Supervisor Customer Services, and then, a Postmaster.

I enjoyed helping people - whether they were customers or fellow employees. I felt good about the challenges facing my employer and the impact I could have through my position as a Postmaster. I was confident in our ability to succeed - as a team.

What concerns me now is Congress's inability to pass meaningful postal reform. I am concerned about my fellow Postmasters, some are disillusioned about their jobs. For example, we face the challenges of inadequate staffing and moreover, the training to advance our skills has made it difficult for postal employees affected by POSTPlan to find other jobs. I am concerned about many of the decisions made by Postal Headquarters and I believe Postmasters need a larger role in decisions that affect us and the employees we supervise. I believe NAPUS plays a huge role in

changing many of these concerns during such challenging times.

I would like to say as your National Vice President, I will do my best to be a positive influence in our Area. I won't back down from asking the



tough questions and as the Postal Service grows leaner, I refuse for it to be meaner.

NAPUS has taught me so much in the past fourteen years since becoming a member. The job has changed since I joined fourteen years ago. It has become harder - with more hours and having to manage a revolving door of new managers is difficult at best. With these changes, I've found it harder to lift my head up and have that pride I first felt when I became a postal employee. I am sure this is not an uncommon feeling amongst my colleagues.

Our employer is changing and our customers' habits are also evolving. The communication business has evolved and as a result, the world has become much smaller.

Our organization needs to change as our employer has changed. We need to be more involved in decisions being made at the District, Area, and National levels. Our partners, whether they are POOMs, Operations Managers, District Managers, Human Resources Area, or National Vice Presidents, need and want our involvement.

As your Executive Vice President I will work hard to ensure NAPUS is always there to support Postmasters.

Keep up the great work you are doing and invite a new postmaster to your next meeting. They may come for the dinner but they'll stay for the training, networking, support, knowledge, and NAPUS lifelong friendships!

Rob  
James Hackert  
Area II Vice President





# Reflections of Past Mistakes

When New Year's comes along we tend to reflect back on the happening of the year prior and plan on how we are going to approach the New Year. We look at both the good and bad events of the year and take strides not to repeat the bad. Postmasters reflect back on the past year both personally and professionally. Some Postmasters made mistakes, suffered through the consequences and hopefully learned by them.

Postmasters are often interested in what kind of mistakes other Postmasters make that gets them into trouble. These cases are shared but names and offices are kept anonymous. We take these examples and use them to compare and to reexamine our own decisions. So I will give you examples of what got Postmasters in trouble in 2013 and hopefully it will help to avoid history repeating itself.

In 2013 we had more than one case where a Postmaster was questioned because of TACS ring changes. We all need to correct TACS rings daily but we need to make sure that they don't have the appearance of manipulating the times. If a carrier doesn't properly punch back from the street first check the return to office scan and put that time in TACS. Set up a file and keep a note to document the TACS ring entry. Keep a copy of the Clock Ring Discrepancy report and any changes in TACS notated. Set up a file to back up changes in TACS. Never change clock rings to make an 1800 goal or

avoid penalty overtime. Correct the employees who continue to punch incorrectly and make this a condition of employment.

Postmasters found themselves in trouble for not properly communicating with their POOM when taking leave. If you are going to take leave let the POOM know. Your POOM sets the requirements that you should follow. If you think these requirements are unreasonable bring your concern to a NAPUS E-Board member before you decide not to follow them and let them discuss it with the POOM. Afford your boss the same courtesy that you would expect from the people that work for you. An informational email goes a long way.

The year 2013 was a year for Postmasters not properly and untimely reporting accidents. If an accident is reported to you report the accident. If you are unclear call your POOM and discuss your concerns with them. Follow up with and email to your POOM "per our conversation...."if you are still confused at what you should do. You should have an outline of what to do when an accident is reported to you in your office. If you cannot get in touch with your POOM and have a concern call a NAPUS E-board member. Don't choose to do nothing when doing something is always a better decision.

A couple of cases involved improper use of Postal property. If doing something feels unethical or illegal by all means do not do it. Postmasters

can always TRY and justify making the wrong decision because of the long hours we put in, lack of staffing, lack of resources and the frustration that these and other realities bring but there is no justification for taking something that belongs to the Postal Service. You are entrusted with the responsibility to protect the Postal Service both financially and its reputation. Postmasters are held at a higher standard both with the Oath we take and the title of Honorable that we hold. Call a NAPUS E-Board member if you have any concerns.

Postmasters have also been made examples of in 2013. Overzealous POOMs have issued unjustified discipline to a Postmaster when a mistake is made just to appease a higher level manager. They forget sometimes that we are all managers and on the same team. I hope that in 2014 we won't have any Postmasters in trouble but that is probably not going to come true. So if you think you are in trouble or are facing discipline CALL me or an E-Board member ASAP so your rights can be protected and an amicable resolution can be made.

Remember you are not alone and your NAPUS family is just a phone call away. Take care and I wish you all a Happy New Year full of health and prosperity.

Respectfully,  
*Lorna*

**“LET US DO TOGETHER WHAT WE CANNOT DO ALONE”**

Address Service Requested

Golf Tournament  
Thursday, June 5th



State Convention  
June 4 - 6, 2014



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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.