

January 2015

The Massachusetts BayState Postmaster

Keep this copy of the Baystater and don't wait to act on all the very important issues inside!



NAPUSSM

Postmasters—Proudly Serving America

Inside this issue:

2015 NAPUS Legislative Conference and
National Convention info
2015 Massachusetts NAPUS Scholarship
Application (*Deadline April 1, 2015*)
Preliminary Massachusetts NAPUS State
Convention Schedule
AD Book submission form
Postmaster of the Year nomination form
Officer reports and so much more...



Our 'Brand' Postmaster

Hello again and welcome to 2015. Many

of us have just come through a very difficult holiday season. A season filled with long hours, last minute operational changes, placards?!? and extended work weeks, but short on staffing and budget. Despite all of those challenges, the honorable Postmasters of Massachusetts delivered results along with all of those packages. We successfully delivered for our customers, our employees and our company, the USPS. Thank you!

We also delivered for us. We refused to accept failure despite having fewer employees and fewer hours to deliver more packages to more homes than ever before. That kind of effort and commitment only goes to improve our 'Brand', Postmaster.

We are subject to branding just like Coca Cola, Fedex and Apple, just not in an official capacity. Same for other parts of the USPS. We have all developed preconceived perceptions based on someone's department or title. What do you think of when you hear the term, POOM, mailhandler or NALC Steward? Well, the term Postmaster also conveys an immediate impression to others too.

I recently had a discussion with an upper level manager regarding the amount of hours and additional responsibilities foisted upon Postmasters due to Amazon drops, extended Christmas hours and decrease in staffing. I voiced my concern over the amount of hours that would be required to be worked by Postmasters in order to be successful. I wanted to know what could be done to make sure that Postmasters got the help they needed so they weren't working 6-7 days a week for 40 hours pay, or

find some way to compensate them for working more than their 40 hours. I was told "Give me a break. I have been out to offices where the Postmaster wasn't even there when they should have been, so I don't want to hear about how hard the Postmasters are working."

I was immediately struck by the short-sightedness of the comment. How could this person think that all Postmasters have that kind of time or luxury, maybe the Postmasters had a good reason to be away from their office but didn't notify the POOM, and how can you compare the requirements of the Christmas period to the rest of the year? I was angry that the perception of these Postmasters' actions had tarnished the reputation of the many dedicated and hardworking Postmasters.

We all bear a responsibility to each other to be the best Postmaster we can be. How would a professional acquaintance describe you to others? The answer to that question is your reputation. Our collective reputations is our 'Brand'. Are your actions helping to burnish the Postmaster 'Brand'? Do an inventory. On one side you say, "This is what I want to be known for". On the other side ask, "How do other people see me?" Is there a gap between how you want to be perceived and how others perceive you? Maybe not, but it is a question worth considering.

"Many people look forward to the New Year for a new start on old habits."

-author unknown

If your old habits are good habits, that's great!

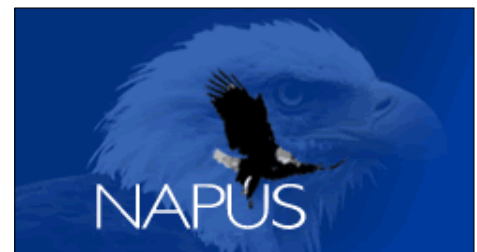
I am proud to be a Postmaster

and I am proud of my association with you! I thank you for your hard work and dedication.

"Be at war with your vices, at peace with your neighbors and let every new year find you a better man."

-Benjamin Franklin

~ John



LEADERSHIP CONFERENCE

The 2015 Leadership Conference will be held March 14-18, 2015 at the Crystal Gateway Marriott Hotel, Arlington VA. Early online registration is available at www.napus.org at \$170 until Feb 2, 2015. Registration after Feb 2 is \$190 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 2, 2015. There is another conference during this same time so call the Crystal Gateway Hotel at 703-920-3230 to make your reservation as soon as possible. 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.

~ Donna

Legislative News



Start a new tradition this New Year and come to DC!

March 14-17 is the 2015 NAPUS Leadership Conference at the Crystal Gateway Marriott in Alexandria, VA. If you have never attended, please consider doing so.

We arrive on Saturday and spend some time visiting historical sites and monuments. The War Memorials are especially moving. There are plenty of museums to visit, too.

Even though it is enjoyable, the Leadership Conference is the most worthwhile conference of the year in my opinion. Monday is jam packed with speakers from the Postal Service (including the PMG), NAPUS officials including President Leonardi

and Government Relations Man Bob Levi, and some from Congress as well. Monday evening is the banquet, with entertainment, and then dancing. Tuesday, we visit the halls of Congress to express our opinions on the issues affecting Postmasters. If you have any doubts that it is a great experience, talk to a member of the Executive Board and we will convince you to go.

Unfortunately, the 113th Congress closed without the Senate confirming the 5 nominees for the Postal Service Board of Governors, leaving the agency's governing body without a quorum. Anticipating the Senate quagmire, the Board established a "Temporary Emergency Committee"

comprised of the 3 remaining USPS Governors.

It is unclear whether President Obama will re-nominate all 6 of the lapsed nominees (Mickey Barnett, former Gov. James Miller III, Steve Crawford, Vicky Kennedy, and David Bennett). However, the Postal Regulatory Commission is ushering in the New Year with a new Acting Chairman, Robert Traub, and full complement.

Chair Ruth Goldway will remain on the Commission until a new commissioner is nominated and confirmed.

~ Robin

Issues to Watch Coming out of the Gate

(from Bob's latest Legislative Bulletin)

On January 6, the 114th Congress will convene. Representative Jason Chaffetz (R-UT) will chair the House Committee on Oversight and Government Reform, and Representative Mark Meadows (R-NC) will chair a newly created Subcommittee on Government Operations. The new subcommittee will have jurisdiction on postal and federal benefit issues. President Leonardi has already had the opportunity to meet with incoming-Chairman Chaffetz, relating to NAPUS' legislative agenda. Although the Senate has yet to formally designate committee chairs, Senator Ron Johnson (R-WI) is the expected chair of the Homeland Security and Governmental Affairs Committee.

Besides monitoring how the new chairmen approach postal reform legislation, there are a number consequential budget issues that will come

to the forefront during the beginning of the 114th Congress — these matters will impact NAPUS members.

First, unless Congress acts, budget sequestration will re-emerge as dangerous battlefield for the postal and federal workforce, where we could become collateral damage. The 2013 end-year budget deal lapses at the end of the current fiscal year. Consequently, automatic across-the-board spending caps will be a point of contention. While these cuts do not directly impact the USPS, or its employees, strategies to mitigate the cuts or avert sequestration will target the federal workforce.

Second, the current suspension of the debt limit expires on March 15, during the NAPUS Leadership Conference. The Treasury Department can temporarily defer the debt crisis, but will need Congressional approval to

raise the limit. It seems likely that a substantial number of Representatives and Senators could use the debt-ceiling fight to extract spending cuts, including attacks on federal benefits.

Third, unlike previous years, Congress will likely use an expedited legislative process — Budget Reconciliation — to reduce the federal budget deficit by slashing "entitlement" spending, which includes federal retirement benefits. Under reconciliation rules, the Senate needs only a simple majority to change the law and force cuts. Ordinarily, legislation is subject to a filibuster, which requires 60 votes to invoke cloture. Moreover, to the extent that the Congressional Budget Office can project budget savings to postal legislation, it is quite conceivable that such legislation could seep into the budget reconciliation process.

As a result, of all these factors,

NAPUS will be extremely vigilant and proactive during the early days of the next Congress and in preparation for the early spring NAPUS Leadership Conference. Prior to leaving town, Congress passed the massive \$1.04 trillion end-of-year government spending bill, which included a provision that for the first time would allow the annuity benefits of current retirees to be reduced. This pension reduction measure does not affect the retirement benefits of postal retirees; it impacts the annuities of millions of retirees participating in private-sector "multi-employer" pension plans. The rationale for this potentially precedent-setting legislation is that the sanctity of commitments made to

retirees in general could be in danger. This action should be a warning shot to federal and postal retirees who thought they were afforded statutory protections against such pension raids. It appears that everything is vulnerable.

This attack on private-sector retirement comes only a few years after General Motors scrapped retirement health benefits for one of its subsidiaries and replaced it with a "Trust Fund" to finance retirement health benefits. Sadly, the retirees were wrongly led to believe that their health benefits would be protected.

In this environment, NAPUS will be scrupulous in sifting through proposed legislation to uncover any

attempt to renege on promises made to our retirees, and ensure that the benefits of current and future Postmasters are protected.

Additionally, in the recent past, proposals have been floated to have the Postal Service declare bankruptcy, thereby permitting the agency to abrogate negotiated and consultative agreements, and to provide fodder to gut current statutory postal benefits. NAPUS is committed to fight these proposals, should they emerge from the halls of Congress.

Please read the Legislative and Political Bulletin at napus.org for all the latest, including info on Congress cutting private sector pensions, and more info on the Board of Governors.

"Well I Don't Give A Damn About My Bad Reputation..."

-Joan Jett

A couple months ago I was spending some time browsing through a record store. My intention was to buy a record by Art Blakey and the Jazz Messengers or maybe a Justin Townes Earle LP. As I was looking through the vinyl, the store started playing Joan Jett's Greatest Hits. I hadn't heard "Cherry Bomb" in a long time, and realized that I like it more now than I did then. However I continued my search undeterred. As I did "I Love Rock 'N Roll," "Fake Friends," and then "Bad Reputation" sucked me in. I left like a teenage rebel rushing home to crank this up along with The Ramones. My wife would be out for the evenings, the volume could go to "11!"

As much as I'd like to be a teenage rebel with my attitude and my Clearasil again, those days are gone forever. Except in my basement. Otherwise I am, I chose to be, and I am proud to be an Honorable Postmaster.

Joan Jett's JOB description was to have a "Bad Reputation." Not ours. Our job is hard work. Our title is an honor, one which I try to live

up to daily, in all of my actions. I'm not bragging, but as I stated, I am proud. And I get a little upset when I see anyone try to discredit the title, whether intentionally or unwittingly. It becomes your reputation and by association, all Postmasters'.

The title is a permanent attachment to anyone who holds the position and it carries a responsibility that should be met off the job as much as on the job. We expect our clerks and carriers to conduct themselves so as not to tarnish the reputation of the United States Postal Service, and we should be leading that charge by example.

Overheard conversations in public places can come back to bite you, especially when the conversation is directed towards a customer, an employee, or the organization itself.

I cringe when I see something on a media site like Facebook by a colleague who feels that their left or right wing ranting or tasteless joke or crude statement is their own opinion. It may be their own opinion, but in the eyes of many, they are being

presented by a Postmaster and as a Postmaster. Media is also not a venue to vent one's hostilities against colleagues, employees, bosses, or the company. In my opinion, it shouldn't even be allowed.

We all get frustrated. We all have that person who pushes our buttons. We all have opinions on events in our world and community. While we may want to express an opinion, it should be done tactfully in a way that respects our position in the community and organization. Vent, curse, and damn all you want in private. Let it out. Then straighten up, hold your head up, and be the Postmaster that you are.

If you really need to let off steam, come over to my basement and let it rip. You'll have to talk pretty loud though. I'll have "I Hate Myself for Loving You" turned up to 11!

~ Jerry Robertson



Happy New Year!

My name is David Branga and I am the Postmaster of Reading MA currently serving as OIC in Tewksbury and I am your new PAC Chairman. I am both excited and nervous about this assignment. When President John asked me to be chairman I readily accepted. When your President asks, you don't say no, right? So I was excited about this opportunity. As it sunk in that I had said yes, I became nervous. Really nervous. I had no idea what the PAC chair does other than raise money. I had no idea what the scope of my duties would be, who I contact or basically anything other than I need to make some money! I reached out to outgoing Chairperson Kathy LeDoux and she set me straight. She was an immense help in getting me on the right path and giving me a much clearer idea of what I need to do and how to do it. So I want to say thank you to Kathy for her assistance and for all she's done as the past chairperson. She did an outstanding job and worked very hard to raise money so that the concerns of Postmasters were heard in Washington DC. Your PAC contributions go directly

to lobbying efforts in Congress and at home to ensure that we are being heard and represented regarding our concerns. POSTPlan, Network Rationalization, DUO, downgrades, consolidations, closures and reduced hours... all these things touch each of us in some way or fashion. And how do we let the lawmakers in Washington know of our concerns? PAC contributions. With the new crop of Republican legislatures, you can be sure that we need to work harder than ever to make new friends and get them to see the light. Without money, we can't do that. Bad legislation will get passed because NAPUS didn't have enough money to lobby and educate the new Senators and Representatives. We already know it will be an uphill battle. NAPUS lost a lot of postal friendly members in Congress in the last election. We need your PAC contributions now more than ever. I am setting a goal of \$8,500 for 2015. I believe it is attainable goal, one that we all should help make happen. If every Postmaster donated just \$1 per pay period, we would make our goal. Invest those four quarters every two

weeks to your future. It's such a small amount and it can do so much more when pooled together with your fellow Postmaster contributions. I know I drop more than that between the seats of my truck! The easiest way to donate is via PostalEase. You can also have a direct withdrawal made from your NAPUS Federal Credit Union account, make direct credit card donations and for our retired members you can donate via OPM e-PAC. All the forms are available on our website - <http://masschapternapus.shutterfly.com>. You can even send in a check or money order to Bob Levi NAPUS PAC for Postmaster 8 Herbert Street, Alexandria VA 22305-2600. With so many ways to easily give, won't you make a donation today? If you need assistance in donating, please email me at dbranga@hotmail.com and I will do my best to get you on the right track.

Once again, I want to thank Kathy LeDoux for all her hard work and assistance and President John for asking me to help my fellow Postmasters.

~ David

Won't you help make a difference?

**NAPUS
PAC for
Postmasters**

Member
Voluntary
Contribution

Thank you for returning this form with your contribution.

Date: ___/___/___

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

Name (please PRINT) _____ Social Security Number _____

Home Address: _____
Street Address/PO Box _____
City _____ State _____ ZIP Code _____

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

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

Exp. Date: _____
Signature (required for credit card charges) _____

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

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



Area II Vice President, Rich Hui

Greetings fellow Postmasters,
I am happy to be back on the National Executive

Board to be able to serve my fellow Postmasters. I will be sharing duties with three other vice presidents in the new Area II, which consists of District of Columbia, Delaware, Maryland, Michigan, Pennsylvania, New York, New Jersey, Connecticut, Massachusetts, New Hampshire, Maine, Rhode Island and Vermont.

I am also stepping down as your National Membership Chair this year, but will continue to serve the New England States and State of New York as National Postmaster Representative.

As far as postmaster representation goes, I work closely with all our

PM Reps in MA and I am very happy to share the news that our State President John has asked Lorna Edie to remain in the position of our State Postmaster Representative. Lorna and I have worked together as a team for more than ten years, and I am very confident that she will continue to do her best to represent you.

In the latest Postmaster Gazette, I wrote that I would like to see NAPUS continue to prosper, and also would like to see all Postmasters and managers represented by one organization. I am delighted to hear that our National President Tony Leonardi, with the blessing of our members, will begin exploring these opportunities.

Now that Sunday package delivery has officially begun in most areas, it has added more responsibilities and stress to Postmasters. The

new POSTPlan arbitration award which included converting PSE's to PTF's landed right in the middle of the holiday season making it even more stressful to the point of being almost unbearable.

Please remember our job is to serve our customers and to provide the best service possible. If you have any issues and/or problems, please do not hesitate to contact anyone of your fellow Postmasters. Sometimes just having a chance to vent your frustration with someone who understands can give you a better frame of mind.

At the end of the work day, let it all go and enjoy the love and companionship of your family.

Rich Hui,
rghui@msn.com

Days-Old Congress Most Hated Ever

WASHINGTON (The Borowitz Report) – In a troubling sign for the 114th Congress, a new poll released on Tuesday indicates that the day-old legislative body is the most hated in the nation's history. According to the poll, conducted by the University of Minnesota's Opinion Research Institute, only eight percent of those surveyed approved of the job Congress is doing, a scathing indictment of the legislators' first day on the job.

The 114th Congress started the day on a slightly more positive note, garnering a ten-percent approval rating, but after the House of Representatives reelected John

Boehner (R.-Ohio) to a new term as Speaker, the number sank to eight.

On the Senate side, Joni Ernst (R.-Iowa), newly elected to the most despised Congress in American history, said that the low approval number was no cause

for concern.

"If you ask somebody to pick a number between one and ten, eight is a pretty high number," she said. "So it's all good."

After Senator Ernst made her comment, Congress's approval rating plummeted to four per cent.



By Andy Borowitz

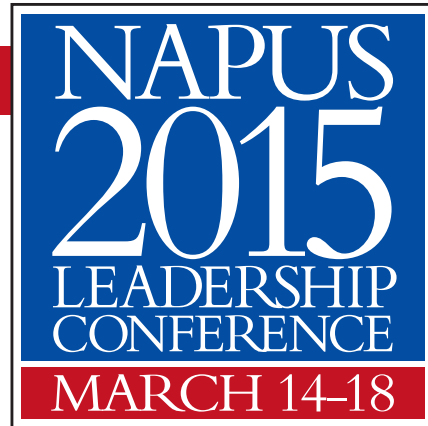
Registration Form

NAPUS 2015 Leadership Conference

March 14-18, 2015

Crystal Gateway Marriott, Arlington, VA

You also may register online at www.napus.org.



Please Note: one attendee per registration form.

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 _____

Daytime phone: _____ Fax: _____

E-mail: _____

Registration Fee: (please circle fee that applies)	Registration
On or before Feb. 2, 2015	\$170
After Feb. 2, 2015	\$190

Payment (Payment in full, using one of the following payment options, must accompany this form):

Check payable to NAPUS

Card Number _____

Visa/MasterCard *only*

Expiration Date ____/____ Card Security Code _____

Signature _____

Registration Cancellation Policy:

Requests for cancellation refunds must be made in writing and be sent to the address below. Requests must be postmarked by Feb. 2, 2015.

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 Feb. 2, 2015; rooms may be depleted quickly, so please call as soon as possible. A first-night, non-refundable room deposit will be charged to your credit card on Feb. 2, 2015.**

Banquet Seating:

Registrants will be seated with their chapters on a first-come basis. Registrations received after **Feb. 2, 2015**, 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 to all registrants at the beginning of the conference.

Please mail completed forms, with payment in full, to:

NAPUS Leadership Conference Registration
8 Herbert St.
Alexandria, VA 22305-2600

Secretary Treasurer Donna Legro



2015 MA STATE CONVENTION

It is time to mark your calendar for the 2015 MA NAPUS State Convention. As Secretary-Treasurer, I had heard rumblings that some Postmasters wanted to change the site of the State Convention away from the Red Jacket Resort. Some thoughts were to move it to central or western MA. So, I put together a survey that was available online and was printed in the July 2014 issue of the MA state publication, Baystate Postmaster, to solicit feedback from all members regarding preference in days of the convention, start times of the convention, site preference of the convention, along with general information about convention attendance and reasons for not attending.

I received 1 (yes that's ONE, not a typo) survey response from a Postmaster who preferred the Red Jacket. Regardless of the low response, the E-Board authorized me to work with a consultant that surveys potential sites and assists with contract negotiations and we tasked him to look at the central and western part of the state. After several months we had narrowed the search down to approximately 4 sites. Two of the E-Board members

then did site visits to determine if these potential sites would meet our needs. After much discussion, the E-Board decided that we should contract with the Red Jacket for the 2015 State Convention. So, mark your calendars for June 10-12, 2015, and plan on attending the 2015 State Convention at the Red Jacket Resort in South Yarmouth.

The Red Jacket is in the heart of Cape Cod and is located right on the ocean with a beautiful beach, an outside and indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate will be \$149 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 22, 2015, so book early.

The registration form and hotel information is included in this newsletter and also on our website at www.masschapternapus.shutterfly.com. Postmasters only who are attending the convention as a First Timer do not have to pay a registration fee if they register by May 1, 2015.

For the rest of us (past attendees, OIC's, Associate members and guests) the registration fee is reduced for those that register early. So don't miss this chance to save some money! The Early Bird registration fee is \$89 if postmarked by April 1, it then increases to \$105, and then increases again

to \$125 for registrations postmarked after May 1 and for walk-ins. The Retirees registration fees are reduced to \$85 by May 1 and \$115 after the May 1 deadline. Due to increased convention costs such as meeting space and supplies, there will 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 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 E-Board rearranged the convention schedule by shortening it one day which saved those that attended the entire function a day of annual leave. Last year, the E-Board made additional changes to the agenda by starting our Chapter convention business on Wednesday which resulted in an earlier finish on Friday morning allowing attendees to head home earlier or return to their offices. This agenda received positive feedback from members and so it has been decided to use the same format in 2015. With that, keep in mind that registration begins at 8:00 AM Wednesday morning with an E-Board meeting at 10 AM. Chapter events begin with greeting the PAC'n A Cure participants



in the morning in front of the hotel, followed by a luncheon for everyone at 12:00 PM which leads right into the District Managers' panel in the same room. 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 A NEW ITEM TO THE AUCTION 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 sessions 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 Secretary/Treasurer and Editor, any proposed bylaw changes, and reports from your State Executive Board members. And then some long needed free time for everyone in the afternoon before the banquet. Play golf, go fishing, go shopping, go out to

lunch, or just relax with some old and new friends.

Newly elected officers will be sworn in at the banquet and the 2014 Postmaster of the Year Award will be presented. Last year we invited the scholarship winners and their parents to attend the banquet and we will be doing the same this year. Although many of the kids can't join us due to senior activities or jobs, we felt this made the presentation more formal and made the trip to the convention more worthwhile for them.

The Friday business session will include a continental breakfast, one guest speaker, and any unfinished business if needed. 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 10th – 12th 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 Secretary/Treasurer or Editor, you can contact the incumbents, State Parliamentarian Michael Quinn, 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 in this issue of the Baystater and on our website mentioned above.

Please take the time to nominate a NAPUS Postmaster for 2014 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 put an ad in the Convention Ad Book and ask your family and friends to purchase 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 Editor Deanna White to design an ad for you, just send the check with a note and we'll take care of it for you, but please purchase an ad to support the kids and entertain your fellow members.

~ Donna

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

Convention Registration Form

NAPUS STATE CONVENTION JUNE 10 – 12, 2015

NAME: _____ TITLE: _____ OFFICE PHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

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

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

MEMBERS ONLY:

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

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

POSTMASTERS, OIC’s, AND ASSOCIATES:

_____ \$89.00 **EARLY BIRD SPECIAL - Must be postmarked by April 1, 2015**

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

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

NON-MEMBERS & GUESTS:

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

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

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

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

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

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

DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS

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

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

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

AUCTION JUNE 10, 2015 – PLEASE BRING A QUALITY ITEM

PRELIMINARY AGENDA – 2015 MA STATE CONVENTION

WEDNESDAY, JUNE 10, 2015

TBD Convention Kick-Off
5K and PAC’N A Cure
8:00–4:00 PM Registration, Donate to PAC & Buy your NASCAR
10:00-10:30 AM Executive Board Meeting
TBD Greet 5K / PAC’N A Cure Participants
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 11, 2015

7:30– 8:15 AM Registration
8:15 AM-1:15 PM General Business Session
Memorial Service
Pledge of Allegiance
Remarks from President
John Fitzpatrick

THURSDAY, JUNE 11, 2015 ...

Speaker TBD (NEA VP or NAPUS Leader)
Elections
Proposed Bylaw Changes
Officer Reports
FREE AFTERNOON
6:30 PM Cash Bar
7:00 PM Banquet & Entertainment (Business Casual)
Newly Elected Officers Swearing In
Scholarship Awards
First Timer Awards
2014 Postmaster of the Year Award
50/50 Raffle for PAC & General Fund
Entertainment

FRIDAY, JUNE 12, 2015

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

MA NAPUS CONVENTION KICK-OFF

We have decided to kick-off the convention this year with a 5 K Run/Walk in addition to the PAC N A CURE bike ride. Let’s burn off a few calories and raise some cash for a good cause while we 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 breast cancer research. There will be an award for the individual who collects the most money, bragging rights for the first to cross the finish line....and the rest of us might not feel so guilty having that dessert at the banquet. So get ready! Call your neighbors and start getting some sponsors.

SPONSOR SHEET: Donations can be made by personal check or M.O to Massachusetts NAPUS.

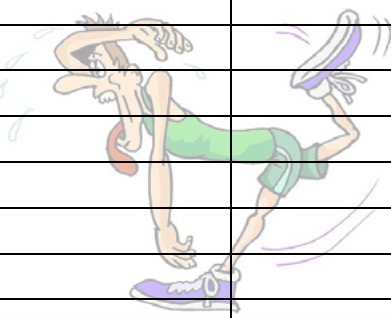
Cash donations are also accepted. Sponsors can make donations by lump sum or per mi/km.

Donations can be made by anyone!! Any donation is welcome and appreciated, THANK YOU!!!!!!

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

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

SPONSOR	OFFICE	PHONE	AMT PLEDGED	COLLECTED Y/N



Constitution and By-Laws

ARTICLE 5 ELECTION 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, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer. Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office. Elected officers shall be installed following election during the State Convention and their term of office and responsibilities shall commence on the first day of the month following the NAPUS National Convention.

This year the position of Secretary/Treasurer and Editor are open for election.
Their duties and responsibilities as outlined in the MA Bylaws are as follows:

SECRETARY/TREASURER

SECRETARY/TREASURER - The duties of the Secretary/Treasurer shall be to attend all meetings of this Chapter and of the Executive Board and such other committee meetings as he/she may be directed to attend by the President. He/she shall keep the minutes of the meetings of said Chapter and committees in a neat and orderly manner and such other records as may be committed to his/her care. He/she shall incur no indebtedness, nor shall he/she make or enter in any agreements or contract in the name of this Chapter, unless first authorized to do so by the Executive Board. He/she shall serve as the Convention Chair. He/she shall perform such other duties as usually appertain to the office and may be paid, upon authority of the Executive Board, such expenses as are deemed proper. The Secretary/Treasurer shall also be the custodian of all records and moneys and funds of the Chapter, including the operation of the State Convention, see Article 8. He/she shall furnish a surety bond for an amount not less than the current balance of all accounts. The premium of said bond to be paid by the Chapter and the bond to be held by the President during his/her term of office. The Secretary/Treasurer shall pay no moneys out of the funds or moneys of the Chapter except with the approval and authority of the President or the Executive Board. It shall be the duty of the Secretary/Treasurer to faithfully keep the books and accounts of the Chapter in a business-like manner showing all amounts received and expended. The Secretary/Treasurer shall receive \$300.00 per month as compensation for services rendered. All records of the Secretary/Treasurer shall be audited and reported upon at the State Convention and the results of this audit shall be published in the BayState Postmaster.

EDITOR

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

President, Vice President, Secretary/Treasurer, Editor, 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 Secretary/Treasurer 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 a 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.

State Parliamentarian,
Mike Quinn

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

Nomination Form Postmaster of the Year for 2014

The coveted NAPUS State Chapter **Postmaster of the Year Award** is an award that can be conferred upon any NAPUS Postmaster. The only two requirements are listed below. Massachusetts NAPUS Officers encourage all NAPUS members to take the time to nominate a postmaster. **Many, 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 2015 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 2014
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 2014 Postmaster of the Year:

Nominee's Name: _____

Nominee's Office & Zip: _____

Your Name: _____

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

Your Phone: () _____

Your Office: (if any): _____

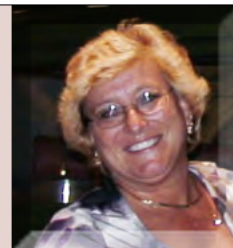
Your Signature: _____

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

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

Nominations must be received by May 22, 2015

Membership Update



Greetings NAPUS family:

As I put pen to paper today it is days before Christmas. Without a doubt all of us are working harder and more hours than ever. We are balancing a demanding job with our personal lives. We are in on Sundays (in many situations as early as 0400) because we are all about providing the best customer service! I don't know how we make it happen but we are NAPUS strong and simply do what needs to be done every day! We recognize a great business opportunity with Amazon and we are all taking a personal involvement to ensure the success of this new business partnership.

Even with everything else going on we are still mindful of our ever cohesive NAPUS family. We are there

for one another. We are there to share victories and there to lend a hand in time of need. We are there to celebrate joyful moments and we are there to hold one's hand in sorrowful times. At the end of the day we always know that we have an extended family member there for us no matter what the occasion.

Because of all of the above it is no surprise that we continue to grow our membership, especially here in the great state of Massachusetts. NAPUS is a wonderful organization and we are fortunate to have such leadership on our side.

The membership drive across the country closed on December 31. We have seen much success specifically in Massachusetts. We recruited 5 new Postmasters and 4 new OIC's

so far. Even after the drive comes to an end, we will still stay focused on maintaining a strong membership. I am always available to help with recruiting. Simply contact me and let me know where the opportunity is and I will take it from there.

Remember we are Boston Strong! We are NAPUS strong! We are Postmasters/OIC's/Associate members proudly serving America!

As always, thank you for all that you do for NAPUS!

Respectfully,
Pam Boudreau
MA NAPUS Membership Chair

2015 Massachusetts Scholarship

Greetings fellow Postmasters, Postmasters Retired, and OIC's.

I hope everyone had a great holiday season. With the holidays behind us, we begin a new year, and a new application season for the MA NAPUS Scholarship Awards. The application for this year is located within this issue of the Baystater.

This year's scholarship process brings us new opportunities for those wishing to apply. At last year's State Convention, a by-law change was approved to now include nieces and nephews as eligible to apply for a scholarship award.

All applications will be accepted with a postmark of no later than April 1, 2015.

Please mail all required information to:

Rob Leary
7 Joseph St.
Dudley, Ma. 01571

A committee is currently being formed and will meet in early May to make the selections. Successful candidates will be notified shortly thereafter and invited to an awards ceremony to be held at this year's state convention. I encourage all members with an eligible family member to take advantage of this great benefit offered by our State Chapter. Scholarship awards will be in the amount of \$1000.00. Good luck to all those that apply.

Sincerely,
Rob Leary, Scholarship Chair

The 2015 SCHOLARSHIP APPLICATION is included in this issue and available online. Please make sure your candidate submits all the required information. In the past, eligibility was limited to children, grandchildren or wards of active MA NAPUS Postmasters, Retired Postmasters and Associate Members. At the 2014 MA State Convention, the members voted to extend eligibility to nieces and nephews of the same members. Please be sure to pass the word. Last year 5 scholarships of \$1000 each were awarded to deserving students. Please support this continued effort by taking an ad in the State Convention Ad Book and by donating an item for the auction to be held at the State Convention in June. If you cannot attend, I would be happy to bring your item for you. ~ Donna



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

SCHOLARSHIP APPLICATION

Must be postmarked no later than April 1, 2015

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

1ST Choice: _____

2nd Choice: _____

3rd 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, 2015

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: _____

E-Mail: _____

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

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

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

Please make your checks payable to:

"MA NAPUS" and mail them to:

Donna Legro
6 Cedar Street
Wilmington, MA 01887-3612

Send email to:
BayStateEditor@verizon.net

1/4 PAGE - ONLY \$25.00

1/2 PAGE - ONLY \$50.00

**DEADLINE
MAT 17, 2015**

FULL PAGE - ONLY \$100.00

Happy Retirement to Me!

After 34 years and 33 holiday seasons I declared my independence and created a different meaning of "this is our season". I made it my season and retired on December 1, 2014. Now rather than a strict daily schedule I pretty much do what want. Like have said what they do don't know to work. To-husband Bob time created to work is consumed. March we will home with in tow, and begin to enjoy this great nation of ours. We plan to head south and then travel west. We both look forward to the freedom created by retirement going where we feel and for however long (translation: until the money runs out).

The US Postal Service has been good to me both financially and as an individual. The friendships that I have

forged will last my lifetime, and I consider myself fortunate to have you as my NAPUS family. I hope to continue as an active member of this extended family.

It was great to see so many of you at my retire-



I want when I many retirees when asked to keep busy I when I had time gether with my the available from not going quickly being Beginning in pack our motor our motorcycles



ment party. The only disappointment of the night was we couldn't throw confetti. All the colored paper was used to make the new colored placards. Yes Ralph, I mentioned it again.... LOL

Take care and hope to see you soon,
Lorna



The 111th NATIONAL CONVENTION will be held in Mobile Bay, Alabama, Aug 29 –Sept 3, 2015. The registration form and information is available on the next page and at www.napus.org. The earlier you register the more money you save as registration fees increase after March 31, 2015. Look for more specific information about the National Convention in upcoming issues of the Gazette and on the NAPUS website.



11th National Convention

Aug. 29-Sept 3, 2015

Official Registration Form

Registration also available online at www.napus.org

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:

	9/13/14- 3/31/15	4/1/15- 5/31/15	6/1/15- 8/15/15	after 8/15/15
Postmaster/Spouse/Guest/ OIC/Associate/PMR	\$175	\$200	\$225	\$250
Postmasters Retired and one guest <i>(PM Retired Luncheon included)</i>	\$156.25	\$175	\$195	\$215

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

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

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to NAPUS

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)

Signature: _____

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

Questions? Call 703-683-9027

Hotel Reservation

NAPUS has a special rate at the convention hotels beginning Sept. 1, 2014. You must call the hotels directly to make a reservation. The NAPUS National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 1, 2015.** All room cancellations must be made directly with the hotel. To secure the special NAPUS rate, you must identify yourself as part of the NAPUS convention. The rate is available only until July 17, 2015, or all rooms in the block are sold, whichever comes first.

Renaissance Mobile Riverview Plaza Hotel

800-922-3298
\$109—single/double/triple/quad

The Battle House Renaissance Mobile Hotel and Spa

866-316-5957
\$124—single/double/triple/quad

Be sure to request the NAPUS convention rate.

Registration Cancellation Refund Policy

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

Mobile, Alabama

Retirees Annual Luncheon

Dear Retirees!

The Retirees meeting was held on Wednesday, October 30th at Luciano's restaurant in Wrentham, Mass. There were 41 attendees. The Blue Cross Blue Shield representative, Wendy Smolinsky did a fantastic job explaining the many changes in our health plans. At the meeting we elected the following new officers:

President: Lorna Edie
Vice President and Membership Chairman: Peter McDermott
Secretary and Treasurer: Bill Sheehan



Your newly elected retired officers will do a great job for you and I will work with them for anything they need. It has been my honor to serve as your president. I would like to ask all of you, if you know of any newly retired Postmasters who have not signed up, please help us get them an 1187 R.

I would like to take this opportunity to thank the Massachusetts State Executive Board for all their help and support. They have attended all of our meetings and explained to the retirees all going on. A very special thank you to Donna! She's always available for the retirees when asked for help. Once again, thanks to all. ~Winnie



Calling All PMs Retired

NAPUS NEEDS YOU! Every year a number of Postmasters join the ranks of Postmaster's retired and don't stay actively involved in NAPUS. I would like to change that scenario by getting Postmasters retired together both formally and informally throughout the year. We now have more flexible schedules and more time and energy to participate in fun activities than we did when we were working. How nice would it be to get together for wine tasting, skiing, bowling, brewery tour, motorcycle ride, fishing trip, canoe trip, hiking, 4 wheeling, golf, museum tour, or even ziplining! There are so many of us and with so many interests we should not let time go to waste.

I Retired December 1st of this year and will take over as MA State President of Postmasters Retired January 2015. You will be getting a letter requesting your updated information including an email address to make it easier to

network with each other. Please return this information as soon as possible.

The Leadership Conference is March 14 -17, 2015 in Washington DC. You can get a good portion of registration, accommodations and transportation covered with full participation. Please register and make your reservation ASAP. Also the State Convention is another good time to get together at the Red Jacket in South Yarmouth June 10 -12, 2015 so plan on attending.

A special thank you to Immediate Past Postmaster Retired President Winnie McLaughlin for all her work and dedication to NAPUS. I look forward to rekindling friendships and a great year of activities.

Best regards,
Lorna





FORM 1187-R

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

Please complete and mail to:

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

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

Social Security Number

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

My Annuity Number is:

CSA

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

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

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

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

SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **National Association of Postmasters of the United States (NAPUS)** as the amount of dues for which I am obligated, and to pay the deducted sum to **NAPUS**. This authorization shall apply to any and all dues changes certified by **NAPUS**.

This authorization shall be valid until **NAPUS** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **NAPUS** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

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

Signature of Civil Service Annuitant	Date:
--------------------------------------	-------

Postmasters Retired monthly withholding are currently \$_____.

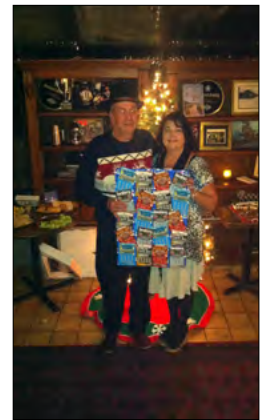
Revised 10-14

Chapter Parties



Cape Cod & Islands Chapter

On Friday December 5th the Cape Cod & Islands Chapter NAPUS 025-026 gathered at the BBC in Sandwich to celebrate Christmas. A great time was had by all!



Western MA Chapter

On December 18th, a bunch of tired, overworked, yet happy Postmasters got together at the Amherst Brewery for dinner and drinks. A good time was had by all. Next time, we hope to see more retirees!



Central MA Chapter Party



Just by looking at the Postmasters in these photos you know they are all having a good time. How? A good majority of them are smiling! And the waitress had not even taken our drink orders yet!

After what was arguably the most hectic Christmas season ever the opportunity to just hang out and have a good dinner, a few drinks, and a lot of laughs was just what we needed. If that wasn't enough participating in the Yankee Swap made the evening feel like Christmas. Did you know that one of the Yankee Swap gifts contained a scratch ticket worth \$50,000? And it could have been you? Well you didn't hear about that because, unfortunately, it didn't happen. But, hey, it could have! Just sayin', and there's always next year. I expect to see all of my friends there. It's free and it's well deserved.

Please join us next year! You won't regret it! I promise!

~Jerry





Finding cures. Saving children.

POSTMASTER
LEICESTER POST OFFICE
LEICESTER MASSACHUSETTS 01524



December 31, 2014
St. Jude Children's Research Hospital
501 St Jude Place
Memphis, TN 38105

Good day!

On December 11, 2014, about two dozen Postmasters and guests attended the annual Central Massachusetts chapter of the National Association of Postmasters of the United States (NAPUS) Christmas Party in Worcester Mass.

You would think this esteemed group would learn, but once again, I was appointed as Master of Ceremonies for the evening.

As with any group of professionals, we find it very difficult to not talk shop, even in a social environment. This year's hot topics were the startup of Amazon package delivery on Sunday, along with the status of many of our employees, commonly referred to as PSE's. I knew there would be a lot of discussion concerning these subjects. To discourage this, I imposed a \$2.00 fine on anyone uttering the word "Amazon." If anyone talked about PSE's, the fine was \$3.00. Of course we were all just waiting to tattle on anyone who fell into this trap. A couple Postmasters gave me \$20.00 up front hoping to be exonerated for the evening.

Toward the end of the evening we passed a collection basket so everyone could pay for their faux pas.

We collected \$180.00 that evening. I thought that my services that evening were certainly worth at least a buck and a half, but we all ultimately decided that the best place for this collection was in your organization!

Seriously, we are all humbled by your charity and dedication to the families you care for. Your recent TV ads in which you remind us that St. Jude doesn't charge for their care placed your organization as our first choice to receive this small donation.

I know I speak for all of the Central Mass NAPUS member's and Postmasters, as well as the Nation's Postmasters when I thank you for carrying on this selfless endeavor. We are proud of the work you do!

Sincerely,

Gerry Robertson

Gerald Robertson, Honorable Postmaster, Leicester Massachusetts
017 President, Central Mass. NAPUS
For the Postmasters and members of Central Mass NAPUS



NAPUSSM
Postmasters—Proudly Serving America

Fifty Years a Santa

In 1965, while working in the retail department, I wanted to have a Santa come in to the post office and greet all the children who came by. I couldn't find one to work for free and for several hours a day so I had no choice but to be the big guy myself. I bought an inexpensive Santa suit and thus began my fifty year career of bringing joy and happiness to children of all ages.

That same year Santa visited elementary schools, kindergartens, private homes, town tree lighting festivities, and the singing of many Christmas carols. The following year Santa had more calls for visits than he could handle. He visited many post offices, received letters from children, and listened to their wish list.

Over the years Santa learned many things about children and how to deal with them. He found that he had to speak very softly to them in order not to frighten them away. When a child was nervous Santa would hold their hands and ask them to look at his eyes. This always made things better for Santa and the children.

Santa follows three cardinal rules. First, Santa never picked up a child unless the child wanted to be picked up. Second, Santa never hugged a child unless the child wanted a hug. And third, Santa always had a parent present and told them to never force a child sit on Santa's lap or give him a hug. Santa always let the child make that choice and never made a child cry.



For the past twenty plus years Santa has made an annual visit to the Wachusett Mountain ski area. This has always been an exciting day for Santa because (weather) permitting he flies in on a helicopter. It was a MASH type helicopter with a clear plexi-glass nose. The children would have a clear view of Santa as he circled the mountain before landing next to the ski lodge. Santa would get out and be escorted into the lodge where he would speak with each and every child.

On Christmas Eve a local church would have a children's mass with a pageant, wise men, Shepard's, and baby Jesus. At the end of mass, Santa would arrive and leave the first gift for the Christ child then he would continue on his way delivering gifts around the world.

Santa is not the red suit. He is not the beard. He is not the sleigh or reindeer. Santa is the heart, the love, and the joy of every child. This is what makes Santa real to children.

This has been my life every year for the past fifty years. God willing, I will continue to be Santa for many, many more years.

Ho ho ho,
Stanley V. Skamarycz

ARTICLES FOR THE NEXT BAYSTATE POSTMASTER ARE DUE BY MARCH 25TH!

Please email articles and photos to:
BayStateEditor@verizon.com

No access to a computer?
No problem!

Simply write your article or thoughts
on any old piece of paper, select a few
accompanying photos (or not) and mail to:

Deanna White
38 Whipple Rd
Tewksbury, MA 01876-3530

CHANGE OF ADDRESS

To change your address with NAPUS go to
the national office website at www.napus.org.

Click on "Chapter Officer Log In"
to access Member Services.

Enter your Membership ID (this is located above your
name on every Postmaster Gazette) and last name.
Edit your mailing address and contact info.

No access to a computer?
No problem!

Send me your new mailing address, email address, and
phone number and I will edit the info for you.
Deanna White, 38 Whipple Rd, Tewksbury, MA 01876

LET IT GO! LET IT GO!



The holiday season is now behind us but the everyday stress that comes with the job of a Postmaster still exists. Constant demands, unreasonable district staff, inadequate staffing, etc. can push the most patient of Postmasters to their breaking point. STOP, breath, step back, take a break, and remember you are a professional. Crossing the line will only come back to bite you and tarnish your good reputation and integrity. Lashing out in an email may only give you a moment of satisfaction and plenty of regret but not what you really need. A reply to all is not the approach you want to take to reduce your frustrations.

If you need to release some frustration try putting pen to paper and stay away from your keyboard. An email is forever and permanent but the paper you can shred, crumple

up, tear and then throw away. Better yet call a fellow Postmaster and vent maybe turning all that frustration into a little laughter making you both feel better.

A Postmaster should hold their integrity and reputation up high and above reproach.

Social media such as Facebook or Twitter should not be used as an avenue to vent or negatively voice your thoughts about the Postal Service. Remember the internet is permanent and forever. The ELM 665.1 addresses behavior and personal habits during and outside of working hours. Behavior and personal habits should “reflect favorable upon the Postal Service and requires postal employees to be honest, reliable, trustworthy, courteous and of good character and reputation”. The Federal Standards of Ethical

Conduct referenced in 662.1states “employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment”.

Remember worry about only what you can control. You can’t dwell and get angry over situations out of your control it will only make you sick. Let it go! But do it the right way and call a NAPUS representative for advice.

Respectfully,
Lorna
MA State PM Rep.

“LET US DO TOGETHER WHAT WE CANNOT DO ALONE”

What to do if questioned by an OIG Inspector

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

1. Remain calm.
2. Correctly identify yourself if asked to do so.
3. Do not physically resist an arrest or a search of your person or property
4. Read aloud to the OIG Inspector (s) the statement to the right.
5. Remain silent until you have consulted with your NAPUS representative or an attorney.

**BE YOUR OWN PROTECTOR
TAKE NO LIE DETECTOR
DO NOT SIGN – GET ON THE PHONE LINE**

Statement to be Read to Inspectors (OIG)

I request the presence of my NAPUS representative. If I am a suspect in a criminal matter, please do advise me. If so, I wish to contact my representative.

(His/Her) Name is: _____
Telephone Number: _____

If I am under arrest, I request you to so advise me and to inform me of the reason or reasons. I will not resist an arrest. I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time.

I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, not admit or deny any allegations, nor make any written or oral statements unless my attorney and/or a NAPUS representative are personally present and so advise me.

BayState Editor
Deanna M. White
38 Whipple Rd.
Tewksbury, MA 01876

Return Service Requested

NON PROFIT ORG
US POSTAGE PAID
MANCHESTER, NH
PERMIT NO. 417

Massachusetts NAPUS Executive Board Members



PRESIDENT
PM John Fitzpatrick
Osterville MA
Office: 508-428-6680
Cell: 508-566-5507
pmjohn02655@gmail.com



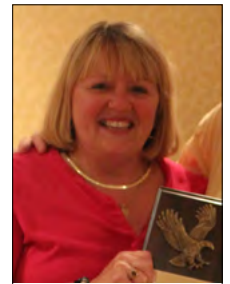
VP/LEGISLATIVE REPRESENTATIVE
PM Robin Driscoll
Deerfield MA
Office: 413-773-3222
Cell: 508-308-8509
msfrypan@gmail.com



SECRETARY TREASURER
PM Donna M. Legro
Haverhill MA
Office: 978-373-5417
Cell: 978-239-3467
dmlegro@gmail.com



EDITOR
PM Deanna White
Groton MA
Office: 978-448-0628
Cell: 617-224-2053
BayStateEditor@verizon.net



PRESIDENT PM RETIRED
Retired PM Lorna Edie
Home: 978-667-5625
Cell: 978-905-9621
Lornasan@aol.com

State PM Representative

PM Retired Lorna Edie
Home: 978-667-5625
Cell: 978-905-9621
Lornasan@aol.com

010 President
PM Joe Torcia
Palmer, MA
Office 413-283-8211

014 President
PM Pamela Boudreau
Gardner, MA
Office: 978-632-5697

018 - 019 President
PM Brenda Martin
Danvers, MA
Office: 978-777-4005

Membership Chair /Service Rep & Chaplain

PM Pamela Boudreau
Gardner, MA
Office: 978-632-5697
Cell: 978-894-6010
pmboudreau@verizon.net

012 President
PM Cristine DiSanto
Lee, MA
Office: 413-243-1392

015 President
PM Lynne Martineau
Spencer, MA
Office: 508-885-5682

020 - 023 President
PM John Carroll
Canton, MA
Office: 781-828-8185

PAC Chair/Training & Development

PM David Branga
OIC Tewksbury, MA
Office: 978-851-6390
Cell: 781-439-1456
dbranga@hotmail.com

013 President
PM Greg Goodhile
Athol, MA
Office: 978-249-8535

017 President
PM Jerry Robertson
Leicester, MA
Office: 508-892-7971

025 - 026 President
PM Heather Higgins
Sagamore Beach, MA
Office:

National Area II VP
PM Rich Hui
Leominster, MA
Office: 978-537-8083
Cell: 978-549-3360

Sargents At Arms
PM Chuck Nichols
Billerica, MA
Office: 978-663-1492
Cell: 978-490-0450

027 President
PM Darlene Travers
Dighton, MA
Office: 508-669-6308

State Parliamentarian

PM Mike Quinn
Dracut, MA
Office: 978-441-2458
Cell: 978-957-4359
miketamiquinn@msn.com

*** 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.**