

The Massachusetts Baystate Postmaster

January 2016



NAPUSSM

Postmasters—Proudly Serving America



“If you’re going through
hell, keep going.”

~ Winston Churchill



WE REFUSED TO FAIL

As I write this article, we are about two weeks away from celebrating Christmas. I think you would all agree that Postmasters view Christmas differently than most of our family and friends, unless they happen to work for the USPS too. “Do you have a best friend in the Postal Service?” I know a lot of Postmasters who could answer yes to that question. Unfortunately, a lot of our friends truly struggled this Christmas Season with early morning Amazon Drops, long lines of customers, insufficient staffing, more packages than we have ever seen and delivered, waiting for our carriers to return safely, Sunday delivery, and so much more.

Many times a phone call, an encouraging word, an offer of help from a neighboring Postmaster was sufficient to help them keep going, but not always. Once again, many of us were forced to work long days, some of us up to 14 hours a day and some up to 7 days a week under physical and mental duress. Yet we refused to fail. Postmasters rock! Without your hard work, dedication and perseverance we would not have experienced the successful Christmas Season we had. You deserve everyone’s thanks .

I’m pretty sure Christmas will come again next year, though sometimes it seems to take the District by surprise. I need your help. I don’t want to see any Postmaster go through what some of us have had to endure this year again. Your Massachusetts NAPUS E-Board is already working with the District to try to address this. If you worked exceedingly long days and weeks, I need to know....We need to get District and Postal Leadership to fix this situation. It’s not right. You are also entitled to Personal Leave. You may recall that guidelines recently changed regarding this issue. Understand the ELM and work with your POOM to make sure you are properly compensated for your time. Now you need some time away to relax with some friends. How about Washington DC? The potential last NAPUS Legislative/Leadership Conference will take place March 12 – 16. The Massachusetts Chapter will help defray some of your costs. Check with you local Chapter President for more. There is a Rural Count taking place that week. As soon as you know that you don’t have routes being counted, register at NAPUS.org. If you can’t make it to DC you can always get together with friends at the State Convention May 25-27. Details will be in this issue of the BayState Postmaster. This year promises to be one of the best State Conventions ever!

Respectfully Submitted,

John W Fitzpatrick

“Tough times don’t last. Tough people do.”

On the cover:

The U.S Capitol continues being revamped and is shielded in scaffolding. Just as this iconic building is being refurbished, so too are two Postmaster Organizations. NAPUS and The League of Postmasters will merge this year to become one organization, and will be open to all managers. Be sure to read this issue to find out more.

Photo- U.S. Capitol Archives

2015: A Year Of Major Changes

Greetings Postmasters,

It's hard to believe that another year has come to an end. So much has changed in one short year and yet much remains the same. Let's take a snap shot of how much has changed in NAPUS and the Postal Service.

On Friday March 6, 2015 Megan Brennan was installed as our newest Postmaster General, thus making history as the first woman ever to take the highest post in American Postal History.

On September 2, 2015 NAPUS members voted unanimously to join force with the League of Postmasters and UPMA, "United Postmasters and Managers of America" will be our new organization. We will be having the first joint National Convention in New Orleans this year and at the beginning of November, 2016, UPMA will be our official family.

By the end of 2015, the Postal Service will have delivered record volume in packages in our peak season, and thanks to all of your hard work and self-sacrifices, we were able to enjoy the tremendous success of servicing our customers. Once again, Postmasters persevered.

Unfortunately, some of the issues Postmasters are facing day in and day out continue to hamstring our efforts to serve

our customers. Short staffing, lack of budget hours, lack of postal equipment, and aging postal fleets are still some of the biggest concerns.

In addition, "Pay for Performance" compensation program for Postmasters and Managers simply is not working and is losing credibility. I understand that the Postal Service is working hard to correct and improve the working conditions, but until then, we Postmasters need to continue to stay focused on our primary task of serving our customers proudly while keeping our heads high. Remember, Honorable Postmaster is the title you earned, so protect it with all of your integrity.

Let's embrace the New Year and continue our journey together.

At your service,

Richard Hui
Area Vice President
NAPUS



John Sacco Installed As 26th Postmaster of Pepperell Massachusetts

John Sacco's Postal career began in Marlborough at nineteen when former Postmaster Wally Olihovik hired the "boss' son." That boss was Andrew Sacco, Worcester Postmaster and MSC Manager. Wally, Andy, many of John's family, Greater Boston District Manager Mike Powers, Postal Operations Manager Mark Howell, several town officials, and many of John's postal colleagues and fellow Postmasters were on hand to welcome John as the Honorable Postmaster of Pepperell, Massachusetts on November 5 at the Lawrence Library.

Wally served as Master of Ceremonies for the event and enlightened the guests about John's career which involved a small detour to Texas before returning here. Mike Powers and Mark Howell spoke about



Mark Howell, Mike Powers, John Sacco and Andy Sacco

the USPS' role in the community and John's qualities that will serve that community. Mr. Powers delivered the Oath of Office as John's daughter, Shelby, held the Bible.

John closed the event with remarks that were at times humorous and moving as he thanked his father for his encouragement and related a story when Andy, who was a boxer in his youth, met Mohammed Ali. They still fight, although their opponent is now Parkinson's Disease.

John presented the town with a framed print of the Purple Heart Stamp to commemorate Veterans' Day, and presented John Culross, USMC (retired) with a plaque, thanking him for his service.

Congratulations to Honorable John Sacco, Postmaster.



John Sacco and Andy Sacco, Father and son

Introductions Necessary

Your position of Postmaster is as important to the community you serve as it is to you and your family. A formal installation is the perfect vehicle to introduce yourself to your postal customers and town officials.

Additionally, your family and close friends want to share in this event and bear witness to the occasion of your installation. From leading the Pledge of Allegiance to holding the Bible during the Oath of Office, there are many opportunities to invite them to share in this event.

Your District should have funds to help you with the event, but you'll be surprised how many townspeople will step forward to make this a special day for you and their community. Mike Powers, District Manager for the Boston District encourages installations. The Boston District also has a team of Postmasters who are well versed in planning and carrying out installations and are ready to help you have a successful and memorable day.



Mike Powers administers the Oath of Office to John Sacco as his daughter, Shelby, holds the Bible

Let's face it. You worked hard and constantly put your best foot forward to get to this point in your career.

Consider holding an installation ceremony . Start the ball rolling by contacting your POOM. Call Pam Boudreau, Postmaster of Gardner, for guidance. When you have a date, contact your Baystater Editor. We will try to attend and document all installations.

Congratulations, we look forward to your event!



Postmaster Sacco and John Culross, USMC (Ret.)



The holidays are over and several of you have headed south for the winter. Even in retirement you can still support active Postmasters and NAPUS. Please consider attending the upcoming Legislative conference in March. Even though retired Postmasters are not assessed you are entitled to get an equal share of the funds in that account. These funds are applied to registration, transportation and accommodations for full participation at the conference.

The State Convention is in May and we will have our Annual Spring Postmasters Retired meeting immediately following the PM Retired/First Timers Luncheon. We will take a vote on the new UPMA Retired Bylaws. Anyone interested in being on the bylaw committee please contact me at 978-905-9621 or email me at Lornasan@aol.com and we can set a date to meet sometime in April.



Also in April there is a walk/run in memory of Christopher Sullivan who is the late son of Postmaster retired Dolly Sullivan. This event is hosted by Sigma Phi Omnicron Fraternity at U Mass Lowell and the proceeds benefit veterans and their families. Plan on coming and participating on our NAPUS Team on Sunday April 17, 2016. You can register at RaceWire | 4th Annual Chris Sullivan Memorial 5K Run/Walk <https://racewire.com/register.php?id=4472> It will be fun!

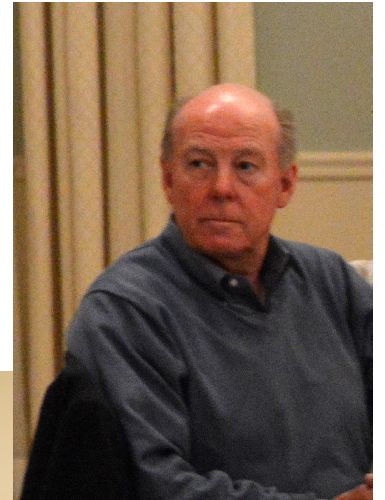
Last, but not least, the NAPUS National Convention is in New Orleans this year so register and make your reservations and Laissez les bon temps rouler! Let the Good Times Roll!! Take care and enjoy the winter!

Lorna

Lorna Edie
MA State President Postmasters Retired



Postmaster Retirees Luncheon Chocksett Inn Sterling Mass



A Little Bit Louder Now...

A Little Bit Louder Now...

A Little Bit Louder Now...

**Robin Driscoll, Vice President
Legislative Representative**



Come to D.C. March 12-15 and make your voice heard! Both Houses of Congress will be in session.

This will probably be the last Legislative Conference, so I strongly encourage everyone to attend. It is the most valuable convention we have; meetings with legislators in the halls of Congress, grand ballroom sessions listening to Senators, Representatives, the PMG, and others, as well as time to visit the memorials and museums on Saturday and Sunday before the convention begins. AND you will be reimbursed for some or all of your expenses (airfare, early registration fee, and half the hotel room). How could it get any better? Fly home Tuesday evening after spending the day visiting your Congressmen at the Capitol; only two days of annual leave is necessary.

If you have any questions, contact me, or any member of the E-Board. Registration forms and a Conference Schedule, as well as hotel info, are on napus.org. The early registration fee of \$170 closes February 1, so register NOW! When making travel arrangements, fly to Reagan Airport (DCA). The Marriott Crystal Gateway is a short shuttle ride away.

The issues we will be discussing include Senator Tom Carper's postal relief bill (S. 2051), which has gained momentum by earning the bipartisan support of two key senators. This bill includes key elements that NAPUS has urged Congress to adopt, including retiree health pre-

funding, more accurate calculation of the pension liability, creating a more equitable means of setting rates, and marketing innovation. The bill also includes a moratorium on reductions of operating hours, clarification of managerial pay consultations, and access to the Merit System Protection Board process. The three management organizations have collaborated to promote legislation that furthers the priorities of our members. Also, NAPUS is concerned about post hour reductions imposed on rural and small town post offices. The concern focuses on two issues: the uncertainty of savings and the impact on customer service. In September, NAPUS filed comments with the Postal Regulatory Commission (PRC) relating to a Postal Service proposal to combine certain costs of small rural post offices with the costs of larger post offices. This consolidation would make it difficult to measure any cost savings attributed to hour reductions. In late November, the PRC issued a ruling, which will require the Postal Service to provide an explanation of the sampling used to calculate small post office costs, as well as other critical data. NAPUS believes that this data will provide a more complete record of the costs associated with the implementation of the hour reductions. The PRC requirements would enable the PRC, the Congress and the Postal Service to thoughtfully evaluate hour reduction data.

See you in Washington!

Upcoming Events

LEADERSHIP CONFERENCE – The 2016

Leadership Conference may very well be the last Leadership Conference to be held in this format and in Washington DC. If you have never attended, this is your chance. We will be learning about the NAPUS/League consolidation plans and gain information on how we will be developing a new set of bylaws that will govern chapters. The League will not be having their Legislative Forum this year and have been invited to attend ours. The conference will be held March 12-16, 2016 at the Crystal Gateway Marriott Hotel, Arlington VA. Only 2 days of annual leave are needed to attend this worthwhile event as MA Postmasters finish their business on Tuesday and fly home late Tuesday afternoon or early evening. Early online registration is available at www.napus.org at \$170 until Feb 1, 2016. Registration after Feb 1 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 1, 2016. When calling, identify yourself as being with the NAPUS Leadership Conference.

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 shared hotel rooms. Obviously a hotel room shared with other MA Postmasters helps everyone 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.

2016 SCHOLARSHIP - The application is included in this issue and available online. The application must be postmarked by April 1, 2016. Please make sure your candidate submits all the required information. Remember all children, grandchildren, nieces, nephews and wards of active MA NAPUS Postmasters, Retired Postmasters and Associate Members are eligible to apply. 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 May. If you cannot attend the convention, I will be happy to bring your item for you. Please read my article on the State Convention for more information about these fundraising efforts.



112th NATIONAL CONVENTION - To be held in New Orleans, Louisiana, Aug 27-Sept 1, 2016. The registration form and information is available at www.napus.org. The earlier you register the more money you save as registration fees increase on March 31, 2016. Look for more specific information about the National Convention in upcoming issues of the Gazette and on the NAPUS website

NAPUS is there for you . To get the most from your Organization you should be there for NAPUS as well

\$1,000 Scholarships - One Could Be Awarded To Your Family Member!

Greetings Fellow Postmasters, OIC's, & Managers. Happy New Year to All of you. Once again, I will be this year's Scholarship Committee Chairman. It's hard to believe the scholarship campaign is already starting! In this issue of the Baystater, you will find the application to use if you have a family member interested. The scholarship awards are open to all children, grandchildren, nieces, and nephews of any NAPUS member or NAPUS Retired member in good standing. Simply have your relative fill out the application and send it to my address:

Rob Leary
7 Joseph St.
Dudley MA 01571

All applications must be postmarked no later than April 1, 2016. Any applications received with a postmark later than that will not be considered. The committee will meet in early May to determine the successful applicants. With the high cost of college these days, this benefit is a great way to help out your family member. We will be awarding five \$1000.00 scholarships that will be given out at the State Convention in May. If you have an eligible relative, I urge you to have them consider applying. Don't miss this opportunity to give your loved one a financial kick-start. Thank you all and I look forward to receiving many applications in the near future!

Sincerely,
Rob Leary
Scholarship Chair



MASSACHUSETTS CHAPTER 22
NATIONAL ASSOCIATION OF POSTMASTERS
OF THE UNITED STATES

SCHOLARSHIP APPLICATION

Must be postmarked no later than April 1, 2016



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
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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, 2016

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: _____

Get Your Name In The Ad Book

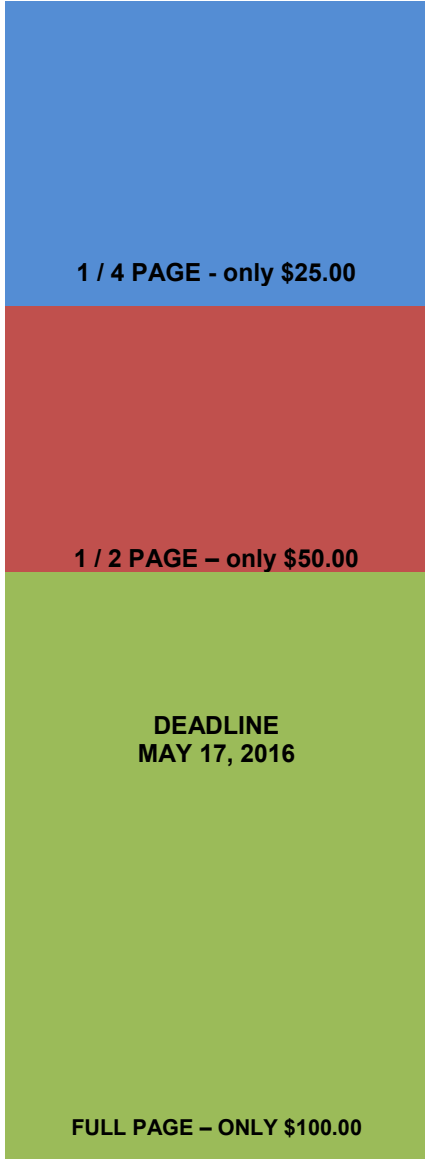
The 2016 NAPUS State Convention is scheduled for May 25-27, 2016, at the Red Jacket Resort in So Yarmouth MA. If you've attended conventions in the past, you realize the important part the Official Program Booklet plays.

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

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

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

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

	MA NAPUS STATE CONVENTION OFFICIAL PROGRAM BOOKLET
	Contact Name: _____
	Company Name: _____
	Address: _____
	City: _____ State: ____ Zip: _____
	Telephone: _____
	E-Mail: _____
Check One:	
<input type="checkbox"/> \$25 - 1/4 page	
<input type="checkbox"/> \$50 - 1/2 page	
<input type="checkbox"/> \$100 - Full Page	
If desired, email or enclose a picture, business card, advertisement or just words on a piece of paper for your ad.	
If preferred, we're happy to design an ad of any size for you. Just let us know and we'll do all the work.	
Please make your checks payable to:	
"MA NAPUS" and mail them to:	
Donna Legro 6 Cedar Street Wilmington, MA 01887-3612	
Send email to: masspostmasters@gmail.com	

\$\$\$\$\$ MONEY

\$\$\$\$\$ MONEY

\$\$\$\$\$ MONEY

2016 MA STATE CONVENTION



Donna Legro,
Secretary-Treasurer

Now that I have your attention, let me explain. Your MA NAPUS Executive Board voted to give some of your money away. Money from the MA Treasury, that is. Money that is possible because you pay dues. **MONEY THAT EQUATES TO \$5,000!** And the Red Jacket has agreed to reduce the room rates to \$129 a night, which is \$20 per night less than last year. Sounds like two great reasons to attend the MA 2016 State Convention to me.

It is time to mark your calendar and register for the 2016 MA NAPUS State Convention to be held at the Red Jacket Resort in South Yarmouth beginning at noon on Wednesday, May 25 and ending late morning on Friday May 27, 2016. CASH prizes will be given away at every event beginning on Wednesday at the luncheon, then at the District Managers' panel, at each of the training sessions, and at the BBQ during the dinner, the NASCAR races and the Auction. More CASH prizes will be given away on Thursday during the general business session and at the banquet. And on Friday there will be more CASH prizes at the general business session. The amounts will vary, but at the end of the convention, a total of \$5,000 will be awarded to attendees. You can win more than once during the convention, but only once at each event. The catch: **YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.**

This particular State Convention is a very important event. At the

National Convention in Mobile AL in September 2015, NAPUS voted to dissolve the organization and form a new organization with the League of Postmasters. The new organization will be called United Postmasters and Managers of America (UPMA) effective November 2017. In the meantime, this vote requires both local chapters to develop new bylaws for the impending single MA Chapter of UPMA. The new bylaws must be voted on at the 2016 State Convention of both current organizations. A dual Executive Board to take effect on November 1, 2016 must also be formed. These are important changes and your MA NAPUS Executive Board is encouraging you to attend the 2016 State Convention to learn more about the upcoming changes to the organization. We are also inviting all MA League of Postmasters' members to attend.

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. As I already said, the room rate this year will be \$129 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 will be in May 6, 2016 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, 2016. For the rest of us (past attendees, OIC's, Associate members and guests), there is a reduced registration fee for registering early. So don't miss the chance to save some money! The Early Bird registration fee is \$95 if postmarked by April 1. The fee increases to \$115 for postmarks after April 1 and then the fee increases to \$125 for postmarks after May 1 and for walk-in registrants. The Retirees registration fee is \$90 if postmarked by May 1 and \$110 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. We will follow the same agenda as the last couple of years as it seems to work well for most people. Keep in mind that registration opens 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 late morning in front of

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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 3:15-4:00 PM and the First Timers meet and greet will be 4:15 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 then our ever important scholarship auction. 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. 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.

Training sessions being considered include the electronic PS Form 150 and a retirement seminar. More information about the training sessions will be posted on the website as it becomes available.

The general 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 Vice-President, any proposed bylaw changes, and reports from your State Executive

Board Members. And then some long needed free time 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 2015 Postmaster of the Year Award will be presented. We will also be inviting the scholarship winners and their parents to attend the banquet for a presentation. Of course, we understand that many of the kids can't join us due to senior activities or jobs.

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. Hopefully many of you will be leaving with \$\$\$\$ in your pockets.

If you are interested in running for the position of either President or VP/ Legislative Chair, you can contact the incumbents, State Constitution and Bylaw Chair Chuck Nichols, 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 outlined in the bylaws posted on our website mentioned above.

Please take the time to nominate a NAPUS Postmaster for 2015 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 Jerry Robertson to design an ad for you, just send the check with a note and he'll take care of it for you, but please purchase an ad to support the kids and entertain your fellow members.

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 May 25th – May 27th on your calendar and register early to save money. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

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

PRELIMINARY AGENDA – 2016 MA STATE CONVENTION

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

WEDNESDAY, MAY 25, 2016

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

THURSDAY, MAY 26, 2016

7:30– 8:15 AM Registration
8:15 AM-1:15 PM *General Business Session
Memorial Service
Pledge of Allegiance
Remarks from President John Fitzpatrick
NAPUS National President Tony Leonardi
Elections for State President & VP/Legislative Rep
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
2015 Postmaster of the Year Award
50/50 Raffle for PAC & General Fund
Entertainment – Murder Mystery

FRIDAY, MAY 27, 2016

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

A FINAL AGENDA WILL BE AVAILABLE AT www.masschapternapus.shutterfly.com

Nomination Form Postmaster of the Year for 2015

The coveted NAPUS State Chapter **Postmaster of the Year Award** is an award that can be conferred upon any NAPUS Postmaster. The only two requirements are listed below. Massachusetts NAPUS Officers encourage all NAPUS members to take the time to nominate a Postmaster. Many Postmasters are deserving of this award and need only be nominated. If you feel that a Postmaster you know is deserving of this award, then take a moment of your time and nominate that Postmaster. The annual **Postmaster of the Year Award** will be conferred upon a NAPUS Postmaster at the 2016 NAPUS State Convention. Neither the nominator nor the nominee is required to attend the convention. Requirements for nomination are simple:

1. Nominee must have been an active Postmaster during 2015
2. Nominee must be in good standing in the Massachusetts State Chapter NAPUS

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

I nominate as 2015 Postmaster of the Year:

Nominee's Name: _____

Nominee's Office & Zip: _____

Your Name: _____

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

Your Phone: () _____

Your Office: (if any): _____

Your Signature: _____

Nominations must be received no later than May 6, 2016.

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

Brenda Senna, Chairperson
4 Cranberry Lane
Lakeville MA 02347

Convention Registration Form

NAPUS STATE CONVENTION MAY 25-27, 2016

NAME: _____ TITLE: _____ TELEPHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

MEMBERS ONLY: FULL REGISTRATION INCLUDES ALL MEALS & ACTIVITIES:

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

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

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

POSTMASTERS, OIC's, AND ASSOCIATE MEMBERS:

___ \$95.00 EARLY BIRD SPECIAL - Must be postmarked by April 1, 2016

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

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

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

NAME _____

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

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

___ \$20.00 DAILY BUSINESS SESSION FEE without meals

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

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

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

DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS



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

Reservation cut-off:
May 6, 2016 Group Code: NAPUS

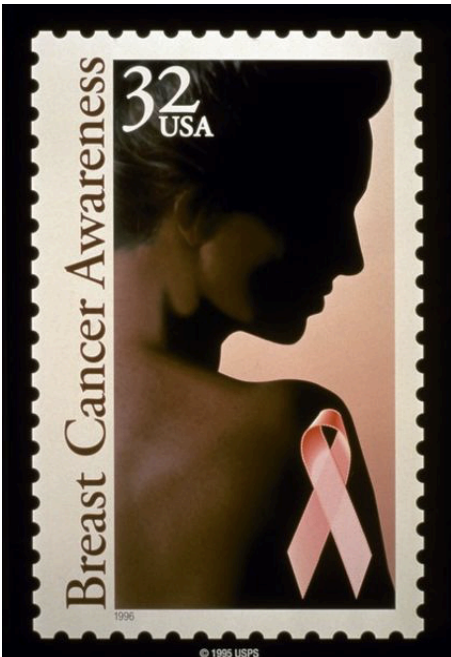
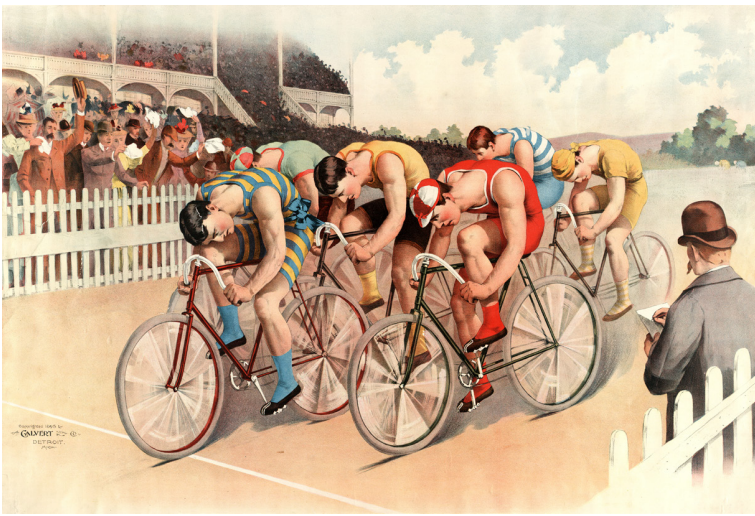
- Rooms \$129.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee.
- Guest deposits will be forfeited in the event of "no shows" and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.

AUCTION MAY 25, 2016 – PLEASE BRING A QUALITY ITEM

MA NAPUS CONVENTION KICK-OFF

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

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



2016 New Year Resolutions for Postmasters

always conduct myself in a professional manner.

treat my employees with respect and never touch them or bully them.

give the best possible service to my customers and treat them well.

get some fresh air and take a walk break to control my stress level.

make sure the finances in my office are in good order according to Postal regulations.

never take Postal funds, property or liberties that I know are not mine.

always secure my Postal login information and never use anyone else's login information.

not falsify any Postal document or scan to make a deadline.

complete tasks on time and not procrastinate.

not change clock rings of an employee without backup documentation.

record my time and employee times accurately.

let my boss know when I take time off and keep them informed.

use the proper chain of command when problems arise.

help and support other Postmasters whenever I can.

call my NAPUS representative when I am having some trouble in my office.

call my NAPUS representative when I think I may be in trouble.

call my NAPUS representative IMMEDIATELY when I am the subject of ANY investigation.

call my NAPUS representative if I am called to my POOMs office.

call my NAPUS representative if I am issued any form of discipline.

attend my local NAPUS chapter meetings for current information and support of my fellow PM's.

be more active in NAPUS since being part of something bigger than myself is awesome.

take care of my own health and put my family first before my job.

do my job to the best of my ability and seek help when I need it.

keep a positive attitude, put things in their correct perspective and have a happy and healthy 2016!

I
will

Election Of Officers At State Convention

ARTICLE 5 – ELECTION OF OFFICERS

As stated in the MA Bylaws, the election of Officers shall take place during the Annual Convention of this Chapter and it shall require a majority of the vote cast to be elected. 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 in addition to those selected by the Nomination Committee.

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

This year the position of President and VP/Legislative Chair are up for election. The duties and responsibilities of these positions are outlined in the MA Bylaws as follows:

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. The President must be an active member as described in Article 3, Section 1 (Active Members. Every Postmaster, Acting Postmaster, Officer-in-Charge and Postmaster Relief in the Commonwealth of Massachusetts shall be eligible for membership in this Chapter and may become members thereof upon the acceptance of their application for membership and payment of membership dues.).

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. The Vice President/Legislative Chair must be an active member as described in Article 3, Section 1 (Active Members. Every Postmaster, Acting Postmaster, Officer-in-Charge and Postmaster Relief in the Commonwealth of Massachusetts shall be eligible for membership in this Chapter and may become members thereof upon the acceptance of their application for membership and payment of membership dues.).

It is also 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."

The National Association of Postmasters of the United States (NAPUS)

and the

National League of Postmasters

Are Joining Forces

To Become the

United Postmasters and Managers of America (UPMA)

Benefits of joining at this time

- Membership is open to all Postal Service employees. All EAS employees are active members; all other employees are associate members.
- You will automatically become a member of UPMA on Nov. 1, 2016.
- The collective strength of two organizations that have each been representing their members for over 100 years.
- A national magazine and state publications that contain information that is important to you in your current position and will help you in your future endeavors.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- Two organizations that believe in training, with opportunities available at the state, area and national levels.
- National websites (napus.org; postmasters.org) that offer the latest information regarding the organizations and legislative issues, and Postal Service information that affects you in your career.
- After you have been a dues-paying member for six months, you have the benefit of representation, should the need arise.
- You gain a network of postmasters and managers who can assist you in your day-to-day duties.

For further assistance, call the NAPUS National Office at 703-683-9027 or the League of Postmasters National Office at 703-329-4550, and we would be happy to answer any of your questions.

The purpose of NAPUS, the League of Postmasters and UPMA (our future combined organization) is to assist, mentor and guide all Postmasters, managers and supervisors—as well as anyone aspiring to these positions—toward achieving their professional goals. We are an avenue through which all United States Postal Service employees can help one another and themselves in matters concerning their careers. We provide the essential training and networking necessary for every individual to be successful.

As an organization, we always strive to improve the conditions under which our members work and the compensation they receive. Our organizations' leadership consults regularly with Postal Service management on policies affecting the welfare, happiness and morale of our members.

Our leaders at the state and national levels are active managers in the Postal Service. We believe this is fundamental for staying in touch with the priorities and concerns of our members. After all, who is better equipped to represent you than your fellow managers, living and working in the same conditions you do each and every day?

Let your equity open up a world of possibilities

We all have different ideas about what you can do with a home equity loan. The most obvious is home improvements, but did you know you can also use it to consolidate debt, pay for education, plan a dream wedding, take a trip of a lifetime, and many other things. A home equity loan or line of credit allows you to borrow money using your home's equity as collateral. But what exactly does that mean? Equity is the difference between how much your home's worth and how much you owe on the mortgage. For example, if your home is valued at \$300,000 and you owe \$225,000 (with no additional loans against the house) you would have \$75,000 in equity. As the value of your home and your mortgage balance changes, your equity changes as well. Collateral is property you pledge as a guarantee that you'll repay a debt. Cars and homes are the two most commonly used forms of collateral.

Signature Credit Union Scam Warning

Please be aware of scams that are out there right now. Protect your identity.

The National Credit Union Administration is warning consumers about a telephone scam in which consumers are contacted by a caller claiming to work for NCUA and asking for personal and financial information. The caller tells the consumer her or his credit card or debit card has been frozen or blocked. The caller then asks for the consumer's Social Security number, account number, date of birth and home address to supposedly verify the information.

Unfortunately there are a lot of dishonest people out there trying to steal personal information. The best advice is to stay vigilant and protect your personal information.

Keep in mind that if you don't repay the loan, the lender can take your collateral and sell it to recover the funds owed.

A home equity loan is typically a second mortgage that allows you to use your available equity for any reason. There are two types of home equity loans: closed-end and home equity lines of credit (HELOCs). Both are secured by your property in the same way as your original mortgage.

When you tap into the value of your home by obtaining a home equity loan or line of credit, you open up a whole world of possibilities without having to make a major dent in your budget or hard-earned savings and we can help you get there. With our great rates and quick and easy application process, you will be making your equity work for you in no time. Plus, when you get a home equity loan you will also receive a Home Depot gift card. Don't miss your chance; the home equity promotion is only available through March 31, 2016.

Contact us at (800) 336.0284 for details about our home equity promotion or visit SignatureFCU.org for additional information or to apply. No matter which loan option you choose, the possibilities are endless.

Signature
FEDERAL CREDIT UNION

56 Facts About Blood and Blood Donation

One for each day between your blood donation!

1. 4.5 million Americans would die each year without lifesaving blood transfusions.
2. Approximately 32,000 pints of blood are used each day in the United States.
3. Every three seconds someone needs blood.
4. One out of every 10 people entering a hospital needs blood
5. Just one pint of donated blood can help save as many as three people's lives.
6. The average adult has 10 pints of blood in his or her body.
7. One unit of blood is roughly the equivalent of one pint
8. Blood makes up about 7% of your body's weight
9. A newborn baby has about one cup of blood in his or her body.
10. The average red blood cell transfusion is 3.4 pints
11. Blood fights against infection and help heal wounds, keeping you healthy.
12. There are four main blood types: A, B, AB, and O. AB is the universal recipient and O negative is the universal donor.
13. Blood centers often run short of type O and B blood.
14. Shortages of all types of blood occur during the summer and winter holidays.
15. If all blood donors gave 2 to 4 times a year, it would help prevent blood shortages.
16. If you began donating blood at age 17 and donated every 56 days until you reached 76, you would have donated 48 gallons of blood.
17. About three gallons of blood supports the entire nation's blood needs for one minute
18. Blood donation takes four steps: medical history, quick physical, donation, and snacks.
19. The actual blood donation usually takes less than 10 minutes. The entire process, from when you sign in to the time you leave, takes about 45 minutes.
20. Giving blood will not decrease your strength.
21. You cannot get AIDS or any other infectious disease by donating blood.
22. Fourteen tests, 11 of which are for infectious diseases, are performed on each unit of donated blood.
23. Any company, community organization, place of worship or individual may contact their local community blood center to host a blood drive.
24. People donate blood out of a sense of duty and community spirit, not to make money. They are not paid for their donation.
25. Much of today's medical care depends on a steady supply of blood from health donors.
26. One unit of blood can be separated into several components (red blood cells, white blood cells, plasma, platelets, and cryoprecipitate).
27. Red blood cells carry oxygen to the body's organs and tissue.
28. There are about one billion red blood cells in two to three drops of blood.
29. Red blood cells live about 120 days in the circulatory system.
30. Platelets help blood to clot and give those with leukemia and other cancers a chance to live.
31. Apheresis is a special kind of blood donation that allows a donor to give specific blood components, such as platelets.
32. Donated red blood cells must be used within 42 days of collection.
33. Donated platelets must be used within five days of collection.
34. Plasma can be frozen and used for up to a year.
35. Plasma is a pale yellow mixture of water, proteins, and salts.
36. Plasma, which is 90% water, constitutes 55% of blood volume.
37. Healthy bone marrow makes a constant supply of red cells, plasma and platelets.
38. People who have been in car accidents and suffered massive blood loss can need transfusions of 50 pints or more of red blood cells.
39. The average bone marrow transplant requires 120 units of platelets and about 20 units of red blood cells. Patients undergoing bone marrow transplants need platelets donations from about 120 people and red blood cells from about 20 people.
40. Severe burn victims can need 20 units of platelets during their treatment.
41. Children being treated for cancer, premature infants, and children having heart surgery need blood and platelets from donors of all types.
42. Anemic patients need blood transfusions to increase their iron levels.
43. Cancer, transplant and trauma patients and patients undergoing open-heart surgery require platelet transfusions to survive.
44. Sickle cell is an inherited disease that affect more than 80,000 people in the United States, 98% of whom are of African descent. Some patients with complications from severe sickle cell disease receive blood transfusions every month - up to 4 pints at a time.
45. In the days following the September 11th attacks, a half a million people donated blood.
46. Females receive 53% of blood transfused; males receive 47%.
47. 94% of all blood donors are registered voters.
48. 60% of the US population is eligible to donate - only 5% do on a yearly basis.
49. 17% of non-donors cite "never thought about it" as the main reason for not giving, while 15% say they're "too busy". The #1 reason donors say they give is because they "want to help others"
50. After donating blood, you replace these red blood cells within 3 to 4 weeks. It takes eight weeks to restore the iron lost after donating.
51. Granulocytes, a type of white blood cell, roll along blood vessel walls in search of bacteria to eat.
52. White cells are the body's primary defense against infection.
53. There is no substitute for human blood.
54. It's about Life.
55. Since a pint is a pound, you lose a pound every time you donate blood.
56. Anyone who is in good health, is at least 16 years old, and weighs at least 110 pounds may donate blood every 56 days.

PAC Contributions: This Ain't No Chicken Feed!

David Branga
PAC Chairman



Thank you Massachusetts Postmasters! As of 12/16/15, you have donated over \$5000 to your PAC!!! That money goes directly to lobbying efforts keeping postal issues alive.

As I sit here, it is 7 degrees out. A far cry from a few weeks ago when we were hitting the 50-70 range. Don't worry, they say tomorrow it will be 45! Ahhhhhhhhhhhh, New England weather - if you don't like it, just wait a minute and it will change. One thing that hasn't changed is your commitment to your fellow Postmasters and their issues. Well, at least the commitment of some of you.

As I tallied up the total PAC contribution for 2015, one thing that really stood out was

the surprisingly low number of donors. Only 64 Postmasters, and that includes the retirees, are regular contributors to PAC. There are over 700 active members of our state NAPUS chapter. If all of you only had a one time contribution of \$10 PER YEAR, we would raise over \$7,000. I can't figure out why more Postmasters aren't contributing to PAC. Do you think there aren't any legislative issues that will affect you? Do you think there won't be more closings? POSTPlan-like changes in the future? Do you all believe that Congress will never touch our retirement system or the amount of employee contributions to your health care? Think again! All these things and more are constantly coming up in Congress. The only way to

maintain or improve your benefits and possibly your career (imagine being excessed out of a job because they consolidated post offices), is to lobby Congress. To lobby Congress, we need money. We are no different than any other special interest group. Money talks and BS walks. Break out that purse, that wallet...dig through the seats of the couch and car and donate a measly \$10 today to PAC. Heck, a quick coffee and breakfast sandwich runs you \$7. And that only lasts you a few hours. Donating to PAC will last your career and your retirement. If you haven't donated because nobody asked you, well I'm asking now! Please donate.

Effective January 31, 2016, the "NAPUS PAC Lockbox" , located in Baltimore MD will be closed. After that date, all NAPUS checks, including those collected at chapter meetings, need to be sent to NAPUS PAC, 8 Herbert St, Alexandria VA 22305-2600.

This does NOT impact PostalEase payroll contributions, OPM retirement withholdings, Signature FCU allotments, credit card contributions or any other channel by which active and retired Postmaster contribute to NAPUS PAC; this only effects those who have been sending checks to the lockbox in Baltimore.

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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.