

The background of the entire page is a photograph of a well-maintained outdoor area. On the right side, there is a long, multi-story building with a balcony that has a white railing. A paved walkway, made of reddish-brown bricks and grey stone tiles, curves through a green lawn. There are some bushes and flowers in the foreground. The sky is clear and blue.

The Massachusetts BayState Postmaster

June 10 - 12, 2015 MA
State Convention



President John Fitzpatrick

The Truth



About 15 years ago I read a book by Gerry Spence titled 'How to Argue and Win Every Time'.

Gerry Spence first gained notoriety by successfully prosecuting Kerr-Mcgee in the Karen Silkwood case. He successfully defended Randy Weaver for his actions at Ruby Ridge and he successfully won the acquittal of Imelda Marcos on federal racketeering charges.

He is semi-retired now, but hasn't lost a civil case since 1969. Essentially, he says that at the heart of every successful argument is the truth.

So, let's begin with the truth.

The truth is ...Postmasters matter.

The truth is there are only two professions in the United States who can legally use 'Honorable' in their title.

The truth is that many of you are the highest ranking federal official in the communities you serve

The truth is the title, Postmaster still means something. It gives us weight, gravitas.

The truth is no one knows our operation like we do.

The truth is that DMS, TACS, RWHT, SOV, CSV, 3996s, 1571s, and all the other letters and numbers the USPS throws at us, doesn't even begin to encompass what it is that we do every day.

The truth is that some of our best days are when those aforementioned programs are down.

The truth is if the District or the Area closed next week, Postmasters would still open their offices, customers would still be waited on and the mail would still get delivered.

The truth is we are so much more than just managers. We are accountants, and mechanics, and electricians and IT professionals. We install hardware and software and diagnose issues. We are lawyers and accident investigators and psychiatrists and psychologists and counselors and HR Benefits experts.....and all at no additional cost to the USPS.

The truth is no one takes ownership of a Post Office like a Postmaster.

The truth is sometimes we care too much and work too hard and stay too long and sacrifice too much of our time for too little pay and too little thanks, but we do it anyway because it's ours.

The truth is sometimes we put our own families on the back burner because there is a crisis at work.

The truth is we are human and sometimes we are our own worst enemy.

The truth is we know our employees are human too.

The truth is we know when one of them has a spouse or child who is gravely ill, or they're going through a nasty divorce, or fighting some addiction issue or they have a child who is constantly on the wrong side of the law, or they're about to lose their home, or they have a parent who's struggling with Dementia or Alzheimer's.....

The truth is we know that impacts their ability to perform their job, but there is no adjustment in DOIS or CSAW, but we make sure the job gets done and the customers get served.

The truth is you can do 999 things right, but if you miss PM Absolutes, you suck.

The truth is there are days when it is absolutely miraculous that all the mail gets delivered.

The truth is they don't know what that is like to get through a day like that or they've forgotten.

The truth is that I ...am not as smart or as capable as we.

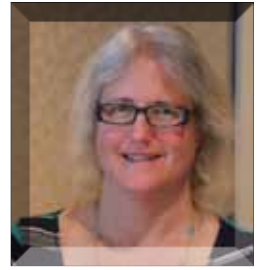
The truth is that there is no better support network available in the USPS than our fellow Postmasters.

Take pride in what you do.

Your work is important, it matters.

I am honored to be associated with all of you.

Proud Postmaster, John Fitzpatrick



Starting All Over Again!

During the 113th Congress, little progress was made on Postal Reform legislation. During the 114th Congress so far, Postal officials and NAPUS representatives are working closely with Senators and Congressional Representatives on the difficult task of actually enacting Postal Reform. The Senate Committee on Homeland Security and Governmental Affairs is conducting a series of roundtables as the basis for crafting postal legislation. These include Financial Condition, Digital Challenges, and Rural Issues. NAPUS President Tony Leonardi participated in the Rural Roundtable (read June Gazette for complete report). Tony stated that NAPUS wants a moratorium on further post office-hour reductions.

We're not exactly starting from scratch – most of the features we are trying to have included have already been included in previous bills that were not enacted. The following are new elements that need to be included in Postal Reform legislation.

- Relief from retiree health liability through Medicare integration with FEHBP
- Increased opportunity raises revenue through innovation
- Protection of universal postal services

Also up in the air is the Exigent Rate Decision. Two years ago, the PRC approved a two-year-long rate increase that exceeded the CPI (under the PRC decision, exigent rate rolls back in January 2016). USPS and Mailers appealed the rate increase case to the US Court of Appeals. USPS argued that the rate increase should be extended; Mailers argued that the rate increase was illegal. The Court found that the rate was justified, but returned the case to the PRC to permit the commission to access recession-caused volume decreases beyond the first year. This could mean an extension of the exigent rate, meaning more USPS revenue. However, it could also encourage Mailers to seek legislation. Even though no legislation was passed in the last Congress, there was some good news. Postmaster benefits were targeted, but PAC contributions and Postmaster engagement won the day, saving Postmasters from budget hits. Your PAC dollars helped to defeat House Concurrent Resolution 27, which included major reductions to Postmaster benefits:

- Increase FEHBP premiums by creating a fixed-dollar health voucher that would be indexed to general inflation (i.e., not medical inflation)

- Increase Federal Employee Retirement System (FERS) contributions eight-fold, raising about \$127 billion over ten years
- Radical reductions in earning potential for Thrift Savings Plan (TSP) by reducing the rate of return on G-Fund investments to 0.01%. The historical rate of return on the fund is 5.43%.

Senate Concurrent Resolution 11 was silent on specific cuts to Postmaster benefits.

BREAKING NEWS:

Late on July 9, Senator Heidi Heitkamp (D-ND) introduced S. 1742, the Rural Postal Act of 2015, which strives to protect the quality of postal services within rural communities. Senators Tester (D-MT), McCaskill (D-MO) and Peters (D-MI) joined Sen. Heitkamp in sponsoring the bill. In part, S. 1742 was the result of the mid-May Senate Homeland Security and Governmental Affairs Committee "Rural Roundtable" at which President Leonardi testified.

The Heitkamp bill includes two provisions of deep interest to Postmasters. First, there is provision to impose a two-year moratorium on further implementation of POSTPlan; second, there is a provision to clarify managerial consultative determinations. (The consultation provision was in last year's Senate Committee-approved postal bill S. 1486)

Please note that S. 1749 does not prevent movement of a postal bill to address the USPS' financial situation (e.g., retiree health liability, pension overfunding, postage rates and new products). In fact, Sen. Heitkamp is working with Sen. Tom Carper to ensure that her bill could complement his yet-to-be-unveiled bill that would focus on financial stability. It is Heitkamp's intent to try to consolidate the two bills at the committee level.

I will be learning more about this after we go to press, so stay tuned for further developments.

Again, the budget reconciliation and sequestration processes are complex. Our benefits could be targeted in the future, but we have survived the latest attack thanks to your continued support.

As always, I want to encourage retirees especially to keep in touch with the legislative process. The latest legislative news can be found at www.napus.org

~Robin

2015 MA STATE CONVENTION OVERVIEW



Registration for the 2015 convention was higher than last year with 88 participants: 57 Postmasters, 17 Retirees, 3 OIC's, 1 Associate Member, and 10 guests. There were 4 First Timers in attendance. Most people pre-registered, but there were some walk-ins who registered for the entire convention or just for a day or a business meeting or a training session.



Wednesday started with a send off for the PAC'n A Cure riders who left the Red Jacket at 7:00 AM and rode bikes for 50 miles raising money for PAC and the Susan G Komen Breast Cancer Foundation. They raised a total of \$2110, which will be split evenly between PAC and the Susan G Komen Breast Cancer Foundation. The riders returned in time for the luncheon in honor of the First Timers and the Retirees.



The luncheon was followed by the District Managers' panel with District Manager Mike Powers of the Greater Boston District and District Manager Dave Mastroianni of the CT Valley District. The DM's made opening comments including remarks about the growing package volume, Amazon, positive customer experiences from retail to scanning to good service, and staffing concerns. They both spoke about safety including quality observations and daily communication to raise awareness. Information was shared that 500 employees are eligible for retirement over the next 5 years and we need to develop people to fill these positions. There has been a large attendance at the career seminars that are being held off the clock. The following topics were asked from fish bowl questions and were addressed by the DM's:

1) What happened to load leveling?
ANSWER: Load leveling has not gone away. The perception of the Plants is that it is not important. Over the last holiday (Memorial Day) the Plants advanced mail that they should not have. Monday delivery is contingent on how much mail gets into the system. Strategies have to be built to drive volume every day. Postmaster

input is valuable and we need to keep communicating the issues.

2) With the implementation of DMS is MSP scanning going away? The newer version of DMS is not as user friendly as the last version. DMS is updating once or twice a week and Postmasters need to know the new features of each update. Can the Districts share that information with each update?

ANSWER: MSP's could go away. Everyone is still learning about DMS. Supervisors and Postmasters should be using it as a tool to monitor non-career performance. Messages have already been sent up regarding issues with DMS. In the future, there may be wireless pads for supervisors to use on the street where they could get information like a 3999 on the route.

3) Rural Postmasters are struggling to hire RCA's because of the CCA attractiveness. What can be done to help with this?

ANSWER: CCA's have been focus. There are geographical concerns because Boston can't get any.

4) When will Postmasters get credit for RCA's in the workload process?

ANSWER: This will be looked into.

5) The hiring process is too long. The interactive process was supposed to shorten the time frame, but it has not.

ANSWER: eCareer is too complicated and difficult. 6-8 weeks to hire is too long. District Managers have been trying to get Headquarters to uncomplicate eCareer and they are confident that changes are coming. In the meantime, the Districts have people to help them navigate the application process.

A last comment was made about the power of email with a story about an

email from Megan Brennan about a customer who emailed her. Megan responded to the customer herself.

There were 3 training classes held Wednesday afternoon. A finance class facilitated by Marie Haas, NEA Field Financial Specialist, Stress Management conducted by Blue Cross/Blue Shield and EDDM and Dimweight with Peter Clarke.



The BBQ, NASCAR races and Auction were held outside in the pavilion tent. The weather was great for these events. This year the NASCAR activities were championed by Dave Branga.

The E-Board had approved the purchase of some new track and starting gate. The races were just as exciting as previous years. Dave's efforts netted \$335 for the Chapter.

They collected a total of \$377.17 with Jeanne Genna, PM of North Eastham winning 1st prize and Jeremy Pilone, PM of Provincetown placing 2nd.



Eric Legro won \$75 for 1st prize, Peter McDermott won \$25 for 2nd place and Linda Monahan won \$25 for 3rd place. Through the generous and competitive bidding of Postmasters, the Auction, which is the primary source of our scholarship income, raised \$4040, which was the most since 2007. Thank you to everyone who donated an item and participated in the event. The Ad Book, which is the 2nd most important source of income for the scholarships, netted \$1528 after printing.

The winner of the 50/50 raffle was Brenda Martin, Postmaster of Danvers. Brenda coaches a Lynn English High School girls' track team. Some of the girls are in need of sneakers and other equipment just to participate in events. Postmaster Mike Watson started a drive in which he encouraged Postmasters to purchase raffle tickets and donate the tickets to Brenda for her team. It worked and Brenda won \$302 from the raffle. It was awesome.

The First Timers were given a mason jar with the challenge of collecting money for the scholarship fund.

Thursday's business session opened with an outstanding Memorial Service led by Pam Boudreau with special recognition to friends. Linda Monahan sang the opening and closing songs and Jerry Robertson read a poem. Pam said a few words and called on members to present flowers to a friend.

Stanley led the Pledge of Allegiance prior to the beginning of the business session. Pres John Fitzpatrick's opening remarks regarding "the truth" were awesome and I hope you read them in this issue of the Baystater.

National NAPUS President Tony Leonardi used slides to present information to the members some facts regarding the proposed consolidation of NAPUS and the



League of Postmasters. The new organization's name will be United Postmasters and Managers of America. (Originally it was going to be Postmasters & Managers of America, but the acronym PMA is already being used by different organizations.) The presentation contained information regarding each current organizations assets, debts, membership, position structure, as well as proposed constitution and bylaws. The new organization would open the door for all EAS employees to become members. If approved by vote at both organizations national conventions, there will be a 2-year transition with the new organization in place by 2017. MA voted at this state convention to support the consolidation with 47 yes votes and 5 no votes. You can read more about the consolidation in the Postmasters' Gazette and on the national website.

Pres Tony told the membership that he has asked Headquarters to approve 1 day of leave for postal training that is presented at state conventions. The USPS denied his request. He will request this one more time and then he will send a letter suggesting that states do not provide USPS training during the conventions.

Pres Tony went on to discuss the affects of POSTPlan, RMPO's, the APWU arbitration award, the



complement/hiring process, and DUO's. Keep on the latest news surrounding these issues in the Postmaster Gazette or online at NAPUS.org.

Nominations and elections for Secretary/Treasurer and Editor were held. Both positions only had 1 candidate, Donna Legro and Jerry Robertson, respectively. Pres John cast 1 vote for each position.

An election was held for Area II VP in which there were 2 candidates, Jeffrey Schoch, PM, Pottstown PA and Lashawn Jones, PM, Dover DE. Jeffrey Schoch was elected by MA.

Each of the Executive Board members and Committee Chairpersons gave a report to the membership. See specific individual articles in this issue for detailed information.

Usually the PM of the Year Award is presented at the banquet. However, the winner had to leave prior to the banquet dinner so the award was presented during the business session. Robin Driscoll

was voted by her peers as the 2014 Postmaster of the Year. Congratulations Robin!

At the banquet Thursday evening, the First Timers were recognized for their efforts in raising money for the scholarship fund. The scholarship winners were recognized and 3 of the 5 were able to be present for the dinner. Martha Casey, OIC won \$230 in the 50/50 raffle.

The planned entertainment, A Murder Mystery, was cancelled due to personal reasons, but they were replaced with a Piano Man. Everyone sang along and seemed to



experienced in the past when employees completed IDP's and the appropriate management officials did not follow up. Patty discussed Post Office Staffing including PM promotions and reassignments, current vacancies, POSPlan staffing matrix, non-authorized PMR's, PSE's on the rolls and window violations. They acknowledged the time gap in the promotion and hiring processes.



enjoy the show.



On Friday morning, Ann Mailloux, NEA Manager Human Resources, and Patty Traendly, NEA Complement Coordinator, were the guest speakers. The first topic concerned necessary EAS development due to the impending retirements. Ann explained the 4 upward mobility programs available and how they work. Ann recognized the problems

They were both very informative and candid and addressed many questions and concerns from PM's in the audience. Ann agreed to send the slide presentation to Pres John for distribution to those that could not attend the convention.

Pres John closed the meeting by thanking everyone that helped to make the convention a success and thanking all those that attended.

~ Donna

PM of the Year 2014



*T*he Massachusetts NAPUS State Convention is always a highlight of my year. The trip to the Cape, the days of industrious meetings and evenings of fun and frolics with all my friends and colleagues from throughout the Commonwealth are always enjoyable. Just being able to attend is a great honor that I look forward to each spring.

This year's convention turned out to be especially rewarding, as I was surprised and gratified to be elected Postmaster of the Year! It is humbling to realize that my colleagues feel that

my efforts have somehow exceeded the wonderful work they do every day. I am so proud to be chosen for this recognition, and inspired by it to continue to work to improve the performance and work environment for postal employees throughout the state.

The great tradition of the Postal Service began in Massachusetts, and just being a Postmaster here is to be part of that tradition. During the 20 years since I accepted my first OIC assignment, I have had the great honor of working with and learning

from many excellent Postmasters who embodied the spirit of the service that Dr. Franklin established 240 years ago. Being bestowed the title of Massachusetts Postmaster of the Year is the greatest honor I can imagine, and it fills me with resolve to make every effort as both a Postmaster and as Massachusetts NAPUS Vice-President to live up to the great expectations my friends and colleagues have set for me.

Sincerely,
Robin

2015 STATE CONVENTION

CONVENTION	DEBITS	CREDITS		
Deposits from Registrations		\$5,988.00		
Deposits from Walk-ins		\$590.00		
Retiree Reimbursement		\$65.00		
50/50 Raffle at Wednesday		\$151.50		
NASCAR Races (\$410-\$125 prizes)		\$335.00		
Refunds - Overpayments & Emergency cancellations	\$385.00			
Registration Bags	\$266.11			
*Supplies	\$279.90		*Auction	\$2.29
Charity Contributions for Speakers 4 @ \$25	\$100.00		*Ribbons	\$5.70
Banquet Entertainment - Murder Mystery Piano Man	\$500.00		*Hospitality	\$48.30
First Timer Expenses	\$55.94		*Nascars	\$78.44
Memorial Expenses	\$18.05		*Postage	\$4.14
Plaque for PM of the Year	\$104.75		*Staples	\$141.03
Red Jacket Resort	\$12,057.75			
Deposits 1/5/2015 = \$1000.00				
Meeting Rooms = \$0.00				
Rooms = \$2058.05				
Wed Lunch 71 @ \$20.95 = \$1487.45				
Wed Dinner 78 @ \$29.95 = \$2336.10				
Thurs Banquet 81 @ \$34.95 = \$2830.95				
Friday Breakfast 68 @ \$14.95 = \$1016.60			Membership	
Meal taxes, 18% gratuity = \$2178.60			Investment	
Bar set up fees 2 @ \$75 = 150.00				
TOTALS	\$13,767.50	\$7,129.50	\$6,638.00	
AD BOOK				
Deposits		\$1,705.00		
Expenses - Printing	\$177.00			
AD BOOK PROCEEDS			\$1,528.00	
AUCTION				
AUCTION PROCEEDS			\$4,040.00	
SCHOLARSHIP				
50/50 Raffle Wednesday		\$151.50		
50/50 Raffle Thursday		\$115.00		
First Timers Challenge		\$377.17		
Donations		\$150.00		
SCHOLARSHIP PROCEEDS			\$793.67	
TOTAL SCHOLARSHIP PROCEEDS			\$6,361.67	
PAC				
50/50 Raffle Thursday		\$115.00		
PAC'n A Cure		\$1,055.00		
PAC PROCEEDS			\$1,170.00	
Susan G Komen Breast Cancer Foundation		\$1,055.00	\$1,055.00	



State Chaplain, Pam Boudreau

Respectfully Remembering...

In case you were not able to attend our State Convention in June I wanted to share the following list with you. It is a list of the loved ones we lost last year. It is our tradition to read the names at the end of the Memorial Service.

- | | |
|---|---|
| <p>Daniel Barrett, retired PM of Rowley
Jonathan James Van Vorst, retired PM of Lenox Dale
Mary J. Marrama, mother of Andy Marrama, PM of Shirley
Alice Teixeira, mother of Brenda Senna, retired PM of West Wareham
Patrick O'Brien, husband of Mary Beth O'Brien, PM of Marston Mills
Sheila Stuka , mother of Heidi Salmon, PM of Berlin
Joseph Leccese, retired friend of many
Robert C. Osborne, retired PM of Petersham
Francis M. Boyle, retired PM of Bryantville
Henry Hui, father of Richard Hui, PM of Leominster
Mary McLean, mother of Charles McLean, Jr., PM of Avon
Donald F. Holland, father of James Holland, former PM of Boston</p> | <p>Donna Niederberger, mother of Matthew Niederberger, PM of Monument Beach
Rachel N. Lawrence, retired PM of Ashby
Karen Stickney, sister of John Meuse, PM of Lynn
Barbara Sacco, mother of John Sacco, OIC in Pepperell
Matthew Martin, son of Keith Martin, PM of Lunenburg
Gail Wroten, sister of Maureen Portanova, PM of Fiskdale
Keith "Tom" Stafford, husband of retired PM Dale Stafford
Raymond Peron, retired PM of Auburn
Thandeus Gumulam retired PM of Ware
Evelyn Shepard , retired PM of Hubbardston
Erna Herzig , retired PM of Colrain
Richard Muto, retired PM of East Orleans
Abbie Burrows. Bernardston MA
Beverly A. Condon, wife of John F. Condon Jr., retired PM of Beverly</p> |
|---|---|

The theme of our memorial service this year was based on the value of friendships and more specifically the friendships that we have built as NAPUS members. A special thank you to all pictured below for their help demonstrating what friendship really is.



Please don't wait until tomorrow to tell somebody how important they are to you. You just never know what tomorrow will bring.

"Don't walk behind me; I may not lead. Don't walk in front of me; I may not follow. Just walk beside me and be my friend."
~Albert Camus

Respectfully submitted,

Pam Boudreau
MA State Chaplain



PAC’N A Cure and 5K



The weather was beyond ideal, blue skies, slight breeze, perfect temperature. This year had sights I had not seen before on the bike trail or otherwise with my fellow PM’s. Funny thing about cycling, it can give you opportunities to recognize the beauty around you, appreciate little things and reflect upon your personal gratitude for your health, your family and whatever else comes to mind.

Nature can be so beautiful especially if we can slow down and become aware of it’s balance. This year we saw a beautiful doe crossing the bike path and running parallel with us while she was in the woods. We saw a white tailed fox searching for her youngsters with the nights catch dangling from her blood drenched jaws. We saw a turkey, frantically dodging the shotgun pellets from campers unable to feed their starving families. We saw a bee and not just any bee, this was a massive bee of epic proportions. I cycled directly into the cross hairs of the beast saving the other cyclists from any harm.

Unfortunately for me, I took the brunt of it’s unquenchable thirst for flesh, when this mammoth creature brutally launch it’s attack. First striking my right hand without any concern for it’s own welfare. Then, reflecting off of my incapacitated appendage the ruthless killer then directed it’s attention to my sensitive mid-section, narrowing missing my heart, where it imploded while thrusting it’s massive sword.

I am a simple man. I have a simple story that needs to be told which will hopefully encourage people of all walks in life, all ethnic backgrounds, and all nations that they too can face adversity and become the power of example I now enjoy. Many would suggest, if the average person were attacked by the swarm of bees that I survived on June 10, 2015 they would have been brought to their knees, but for me,



NO, not a chance...It would take much more than the nest of vicious killer bees I survived on this day to deter me from the mission at hand. My fellow cyclists needed their leader to be strong, set the example, and keep them motivated. Alas one of the risks involved in being the leader is maintaining a sense of humility, I am certain this fable, I mean authentic tale, will be used by many motivational speakers across the world, and

if not it sounded pretty damn good in my own head.

In closing I hope this message finds you all well and enjoying life!

Peace and I love you all, ~ JJ



Some would merely suggest I was stung... However, put all of your notions aside and consider this account as factual, without embellishment or comic relief. Simply put, this attack was without mercy and was an intrusive thrust to my bread basket. The impact nearly took my breath away, however I was able to frantically gasp out to my fellow PM’s, in a fit of outrageous, agonizing, blood smeared pain..."I’m hit!!!" Unfortunately, my desperate calls for aid were ignored, crushing my sense of unity and puncturing my desire to persevere the role as the leader of this rudderless band of brothers.

I know many would deem me as the hero of our time under such an attack. But I am not telling this story for accolades or honors. You all know



Scholarship Awards

Another great convention has come and gone, and with it, another successful scholarship campaign.

This year was easily one of our more challenging and exciting years in terms of making the selection for our five scholarship recipients. In 2014, we voted to now accept applications from nieces and nephews of NAPUS members, and this proved to be a great change, as we more than doubled our number of applications from the previous year.

This year's scholarship recipients are as follows:

Winnie McLaughlin Scholarship Award:
Gladys Powling Memorial Scholarship:
Kenneth Cox Memorial Scholarship :
Donna Legro Scholarship Award:
Stanley Skamarycz Scholarship Award:

Lauren MCGowan, niece of Northbridge PM Bob Brochu
Shannon Goodhile, daughter of Athol PM, Greg Goodhile
Kaitlyn Steve, granddaughter of Retired PM, Mary Dillman
Troy Fleming, nephew of Danvers PM, Brenda Martin
Jessica Taylor, niece of Gardner PM, Pam Boudreau

Congratulations to this year's scholarship award winners. We wish all of you good luck and continued success as you either enter or continue into your college years.

Of course, this task wouldn't have been so easy if it wasn't for the scholarship committee members. Special thanks to Joe Torcia, PM Palmer, Jean Burchill, PM Wrentham, Rich Tansey, PM So. Hamilton, Jeremy Pilone, PM Provincetown, Donna Legro, PM Haverhill/State Secretary/Treasurer, and Lorna Edie, MA State President, Retirees. These individuals graciously gave up their free time to read each application and make the selections for this year's winners.

I would also like to thank our State President John Fitzpatrick for allowing me to continue on as your Scholarship Chair. This has been a very rewarding task to take on these past few years, and I am already looking forward to next year's scholarship process.

In closing, a little plug for attending the State Convention. This year's convention was by far one of the best I have attended in the past ten years. If you've never been, or haven't been in a while, think about it for next year. It is a great opportunity to network with your fellow Postmasters. You'll see friends that you haven't seen in years, and definitely make a few new ones. We always have multiple guest speakers from the District, Area, and HQ. These are people we don't hear from often, and there is a lot of good information passed on during these talks. And of course, there is plenty of time to unwind at one of the best hotels on the Cape. Start thinking about taking a few days off in June next year and come join us. You won't be sorry.

~Rob Leary

Lauren McGowan

Jessica Taylor

Troy Fleming

Shannon Goodhile

Kaitlyn Steve



People Bid Crazy Amounts of \$\$

The Convention is over, everyone is struggling with prime time, staffing in general and the myriad of reports and programs that just keep rolling in. It's enough to drive one crazy. Most of those "crazies" were in attendance at the MA State Convention. Their delirious nature did not escape my attention, either. I witnessed these folks come to the auction and load the tables with just unbelievable items for auction. Crazy, just crazy! Let me just add that it was all quality merchandise, except for the occasional used sweatshirt that was "offered" for sale. Then the next crazy thing happened. These very

same people bid crazy amounts of money to procure these items. How crazy? \$4040 crazy! I am always amazed that the seventy five or so folks who attend the convention provide 99% of the money that goes for scholarships. And they are thrilled to do it! And because of those seventy five or so Postmasters, EVERY child, grandchild, niece, and nephew of every Postmaster in the Commonwealth has the opportunity to receive one of five \$1,000 scholarships that are given each year for their children, grandchildren, nieces, and nephews. And that's just crazy! Next year there will hopefully

be even more attendees, especially with the upcoming membership changes with NAPUS and The League of Postmasters. I invite you, no I dare you, to become one of the crazies.

Speaking of crazies, one of the top bidders wasn't part of our NAPUS family. He was the bartender and he ponied up \$495. I have no idea what he charged for drinks!

Thanks go out to Rob Leary's daughter, Emily, for her assistance. We hope she comes back. She did a much better job than Joe!

~Jerry



First-Timers Answer the Call

*T*he 2015 MA NAPUS Convention welcomed four First-Time Postmaster attendees. They were the Honorable Postmasters Jeanne Genna of North Easthampton, Dan Couture, of Hubbardston, Christiane Short, of Baldwinville, and Jeremy Pilone, of Provincetown.



The First-Timer identifying accessory was a red, white & blue top hat. By wearing that hat they were easily identified as First-Timers. This gave the veteran attendees a chance to recognize them and network with them. They were issued the task of collecting money for the NAPUS scholarship fund from their fellow Postmasters. They could use any means necessary to do so, including begging, pleading, blackmail, or charging an entrance fee into the conference.

Jeanne Genna was the proud winner, raising almost \$270. Jeanne's best solicitation ploy was the on bended knee, hat-in-hand- begging technique with an occasional song thrown in. It was both highly effective and entertaining. She even solicited from fellow First-Timers who were competing against her.

We hope the First-Timers enjoyed themselves and networked well. NAPUS members need to stay strong and united in this era of controlled chaos. We need our members to be informed and know who they can lean on. The State Convention gives us the opportunity to increase our knowledge and met the people who fight for the best interests of not only Postmasters but for the Postal Service and its' customers. In addition we get to have some fun.

So to those of you who have been standing Postmasters, but have yet to attend the State Convention, we urge you do so. We can get to know each other outside of a training room environment.

Remember, it's all fun and games until someone misses a scan!

Respectfully,
Chuck & Denise Nichols
The First-Timers Committee



First-Timers Forum

I've been to many conventions in the past
There are memories that still last
I was an OIC before
Now I passed through the door

I am a Postmaster – first timer now
Didn't know I would have to curtsy and bow

Those of you I know
Were plenty surprised to see
How out of my shell I blew
That I'm no longer an OIC

As a first timer they created a challenge for us
To see how much money for the scholarship
fund
We could raise

Little did they know
How competitive I can grow

I took the challenge on
With begging, dance, and song
So I decided to be "me"

I went to the meeting to vote
I didn't want to miss the boat
Because this year it made a difference to me
I am now a postmaster you see

I had fun at the auction and BBQ
Collecting I did
This is true
Acting like a kid

The banquet was a fine affair
The company and music grand
My good duds I did wear
First prize for collecting, I did land

Overall I have to say
I really had fun every day

~Jeanne Genna



I attended the MA State NAPUS Convention as a first timer this year. I don't know what I was so nervous about. Rich Hui greeted us at the door gave us a full tour of the Red Jacket Resort. What a beautiful place. It's the perfect place to come back to when visiting at the Cape. I head back to pick up our stuff and am greeted again with familiar friendly faces.

Then here comes Pam Boudreau bringing her welcoming smile and a great big hug!

I went to the first timers meeting. Only 4, I did assume there would be more of us. If you were worried like I was that this would be more work/obligation than relaxing/ enjoying using your own AL, don't be. It was nice to put

names to faces and actually meet the people you see in photos. There is no pressure; the schedule is pick what you want, participate in what you want. It's that simple.

Good times at the NASCAR races, Rob and Dave both swore they did not deflate any of the tires.

Watch out for the retirees that's what I was told going into the auction but it was the bartender who stole the show.

I stayed with a great group of people and met a boat load more. Thank you to all people who put so much time, effort and work into the Convention. Thank you for inviting me. It was a relaxing enjoyable time.

~Christiane Short

My Journey to the Post Office

My story begins 23 years ago in South Florida. I was an eager young man looking to get into law enforcement and start a career. I attended the Palm Beach County Police Academy at the tender age of 18 and started my journey.

Fast forward 20 years later, I'm getting ready to retire as a Captain in Miami and move my family to Western Massachusetts to be the Chief of Police in a small Berkshire County town. I quickly learned that small town politics was not for me and bowed out of law enforcement once and for all. I looked to the Post Office to begin my second career in an effort to move my family to the cape where we could reunite with family and friends.

I started my Postal career as a PSE distribution clerk at the East Falmouth PO. There I quickly learned the ways of the force like any good Jedi and got the attention of my supervisors. Then I was introduced to Mike Powers at a carrier's retirement party by my Postmaster, Peter Mackiewicz, who talked me up to Mike even though

the possibility of losing me would result in an even worse clerk shortage at the office. I expressed my interest in moving into management and was quickly sent out on detail to the Brewster PO as the A/SCS. I learned very much under PM Ann Custodie and was moved to the Provincetown PO after a few months as their A/SCS under OIC Patrick Admirand, another wealth of postal information. Three months later I was appointed as the PM in Provincetown and hit the ground running. Needless to say, I couldn't have done any of this without the support and guidance of my fellow Postmasters and supervisors.

Now on to my NAPUS experience. I quickly joined NAPUS and started networking immediately. I reached out to many members for clarification on the many confusing acronyms and policies that fill our daily routines. Then I started attending meetings and training sessions that put me out there to interact with even more members. The pinnacle was the recent state convention in Yarmouth. I was very impressed with the level of hospitality and camaraderie that I

received from everyone. Many were happy to put a face to the name, and others were interested to hear my story considering the fact that I've been on the job for 5 minutes and landed a Level 20 PM position. Also, I was honored by being asked to sit on my local chapter's NAPUS scholarship committee and elected/sworn-in as the new Secretary for my local chapter (025-026).

The convention was a huge hit for me as a "First Timer", even including the quasi-initiation routine (thanks Chuck!). I made so many new friends and actually felt like a part of the family. I want to thank everyone involved, especially the NAPUS executive board, for taking me under their collective wing and helping me along the path that has been laid out for me. I know that if I ever need anything (and I stress ANYTHING), all I need to do is pick up the phone or send an email, and one of my brothers or sisters will be there to help me out.

Jeremy M. Pilone, Postmaster
Provincetown, MA 02657

Golf was alive and well at the MA Convention. This year we had 3 groups tee off at Bayberry Hills in Yarmouth on the Links Course.

Tremendously strong winds made for difficult play, along with a high rough and wayward drives.

Bragging rights was the prize for the lowest score using the best ball format. Postmasters retired, otherwise known as the Old Timers Dick Rafferty and George Selfridge teamed up with Diane Maskewich and Mike

Watson for low score at plus one. There was a tie however that had to be decided by a tiebreaker as another team (mine) gave them a good run. How many mulligans were given is not known but as we are Honorable Postmasters the scorecards were not questioned...in public.

Cash prizes were given out for the closest to the pin on the first and ninth holes. The first hole was easily won by Pam Boudreau at 18 feet, 2 inches from the cup, and the ninth hole by Diane Maskewich from a

distance of 22 feet on a much more difficult hole. The final prize was given to Dick Rafferty as consolation for being "furthest" from the pin on the ninth. Dick's drive traveled approximately 37 feet, leaving him only 160 yards from the hole. For those wondering, Dick's drive did go further than the ladies tee saving him from an embarrassing walk.

Hope to see you all next year with greater prizes, more players, and a great time for all.

~Mike Quinn

Banquet Night



So You Think You Know Your Neighbor

Often times I write articles about membership and it always involves percentages and rates and comparisons. While I think that information has merit it also lacks a personal touch. Our membership is full of interesting and talented individuals. Ask yourself how well you really know any of your fellow PM's/OIC's/ Managers. I bet you would be surprised by how little you actually know them. This organization is filled with so many diverse and interesting individuals.

I had an opportunity to learn this first hand again this year at our MA NAPUS State Convention. As much as I cherish my time with my girlfriends in cottage 9 I still use my time at the convention to reach out and get to know others. This year was no exception.

I would like to take this opportunity to introduce you to people you think you know in a different way.

Meet Jeremy Pilone.

What you probably already know is that he is the Postmaster of



Provincetown. He started out as a PSE clerk in East Falmouth and he worked as an A/SCS with Patrick Admirand.

Now for what you don't know.

Jeremy has already completed one full time career and he has chosen the USPS as his second.



Jeremy and his wife Heidi are the proud parents of two beautiful children, Joshua and Helena (pictured above with "family dog" Greta).

Jeremy is a retired Police Officer from Miami, Florida. His last job in law enforcement was in Egremont, a small town in Western MA where he held the rank of Captain.

Jeremy has appeared twice on the popular TV show, "COPS". He has supervised a K-9 unit and later adopted a retired K-9 dog by the

name of Greta who is enjoying retirement. Greta loves to play with and protect Jeremy and his family in her new found free time.

I regret I didn't have more time to get to know this interesting man. I know I made a new friend in Jeremy and I can always call on him if I need anything; just as he can call on me.

On another note, I recently signed a new member to our great organization. I was surprised by his comment once we spoke for a bit. He simply stated, "There is great camaraderie with NAPUS Postmasters in Massachusetts that is lacking in other management organizations. "It was then I realized how much I take for granted. I have been blessed because I have been a proud member of the MA NAPUS family for many years. I have never known anything different than the sense of family and friendships we have in NAPUS, both in Massachusetts and across this great nation.

I was delighted to hear this newly promoted Postmaster speak so highly of our Chapter's camaraderie and support of each other because that sincerity and sense of belonging is what makes us successful.

Please don't ever take what we have been given for granted.

Reach out to a neighbor and get to know them. Let them know you are there for them and that you care.

~Sincerely, Pam Boudreau



Prepare for an active, healthy retirement

If you're nearing retirement, do you have a well-defined plan for your retired life? Today the average American spends nearly 20 years in retirement, so it's important to prepare a life plan that closely fits your situation and needs.

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POSTMASTERS RETIRED

Meeting June 2015

Meeting of the MA NAPUS POSTMASTERS RETIRED at the MA State NAPUS Convention

Present: State President Lorna Edie, Loyse Perry, Stanley Skamarycz, Area 1 VP Demo Sofronas, Laila Lawrence, Jim Hooley, Greta Cofield, Kathy LeDoux, Jan Wilson, Brenda Senna.

President Lorna expressed gratitude to Immediate Past President Winnie McLaughlin's dedication and years of service to the MA State NAPUS Postmasters Retired.

Balance of Savings account is \$312.61 and \$1317.91 in the checking minus \$100 for the ad placed in the 2015 Ad Book and \$161.50 for stamped envelopes and copies for March mailing.

Spoke about letter sent to recent Postmasters retired to return as PMR's for temporary employment during rural count, which would not affect their annuity.

Badges at State Convention just had name and "Retiree" on them. Agreed that it should state our earned title "Postmaster Retired" and the office we were last Postmaster of. This will be corrected next State Convention.

Most present were against renaming some of the scholarships but Article 5 in the State Chapter 22 Bylaws states, "naming of a scholarship should have a maximum longevity of ten years to allow the executive board to recognize additional members".

New Facebook Page for MA NAPUS POSTMASTERS RETIRED was set up to enhance communication with Postmasters Retired and Active via social media. This will enable us to be more connected and share information more readily. Thank you to Deanna White for helping get our group set up.

Postmasters Retired who attended the convention had the opportunity to vote on the consolidation of NAPUS and the League to create a new organization, Postmasters and Managers of America United. Postmasters Retired do not have a vote at the National Level.

Kathy LeDoux has agreed to become the Membership Chair for Postmasters Retired. All agreed we need newly retired Postmasters and past retired Postmasters to submit an 1187-R to our national office to stay as active members and join us for fun times and adventures. Postmasters retired

that did not stay active in NAPUS should be contacted and reconnected with.

We still need a PAC Chair if anyone is interested.

Members present at the meeting voiced concern about the National Officers Postmasters Retired not present at the State Convention. All want more involvement from Postmasters Retired across the state and believe it starts with those elected into national office.

A vote was taken to endorse Clara McCullar for National President Postmasters Retired 2016 -2017. She is running unopposed at this time but I know from some of our Postmasters Retired she has a good reputation and feel she would be a good representative for us. A letter will be sent by Postmasters Retired President Lorna stating the support of the MA Postmasters Retired.

Plans to have two meetings per year. More information will sent out soon.

Please join our Facebook page and if anyone needs help doing this ask your grandchildren or me!
Meeting adjourned 2:30.



Stay Connected and Join us!
"MA NAPUS
POSTMASTERS RETIRED"

MARY D. RING SCHOLARSHIP AWARDED



On May 14, 2015, Peter Daniels of Danvers received the 3rd annual Mary D. Ring Caregiver's Scholarship awarded by North Shore Community College (NSCC). The scholarship is given in memory of Wenham's beloved Postmaster who served from 2000 to 2010, and it is bestowed upon a student who exemplifies commitment and excellence in the caregiving fields. Ms. Ring's family members and friends also attended the breakfast ceremony held at the Danversport Yacht Club.

Mr. Daniels is a member of the Class of 2016 in the Nurse Education Program at NSCC. While fulfilling the requirements to enter the program, Mr. Daniels also works in the family carpentry business. A USAF veteran of the war in Iraq, Mr. Daniels, the father of two, is certified as an EMT and EKG as well as an honor student at NSCC. His ultimate goal is to become an ER or acute care nurse.

The above photo shows scholarship recipient Peter Daniels with members of Mary Ring's family. Left to Right: Sons Denis Ring, Peter Daniels, sister Julie Welch, Janelle & Bryan Ring and Rob Ring.



Area 1 Representative for Retired Postmasters



My fellow retirees, I had a wonderful visit with the Massachusetts Postmasters at your State convention. The Red Jacket Resort did a super job of taking care of the Postmasters and guests who attended. As some of you might remember, I started my Postal career in Massachusetts and served as a Postmaster/OIC in several communities.

As a Vermont resident for over 23 years and as your Area 1 representative I attended your convention. It was wonderful to hear

who was where and who is now retired or is waiting to retire.

I was out for an evening stroll along the beach on the first night and was invited over to a makeshift hospitality room of several Postmasters who were discussing the future (or maybe retirement). I did not know a single person in that room but yet felt immediately welcomed as if I had known them for years. I made a point of telling them how welcomed I felt and they looked at me and said we are all in this together. Yes, we are all in this together and that

is what membership in the Napus organization is all about. Soon, we may all be part of a new organization (a much stronger and unified one with a new name) It is imperative for us to embrace our new friends/members and welcome them to the NAPUS family so that we can be a stronger and more viable organization for years to come.

Thank you and I hope to see some of you at next year's convention.

Respectfully Submitted,
Demosthenes P. Sofronas

We Gotta Get Out Of This Place

*I*t's no secret that my days as an active Postmaster are dwindling down. Naturally, a number of fellow Postmasters thought that made me an expert on retirement. I'm not. But here is some simple advice, and if it's coming from me it can't be much simpler!

There is a 60 page booklet called "The Postal Book. Jim Misserville sent it to me and I've forwarded it to a couple of Postmasters. It was written in 2012 so it is not 100% accurate but you'll learn a lot and it's written in terms I understand. The book covers strategies for all ages and CSRS as well as FERS employees. The author and his site is:

David Fielder, President
Postal Benefits Group
david@postalbenefitsgroup.net
www.postalbenefitsgroup.net

When should you be concerned with this? How about today? I don't care if you're in your twenties or your sixties. The earlier you start the

better off you'll be. I am no genius when it comes to managing money. My wife, Janet is pretty smart and always stays on top of things like benefits, retirement plans, etc. Several years ago she and I concluded that we really don't know everything and sought a financial planner. This was a smart decision. He took our entire financial picture and explained our options and made recommendations based on what we told him we want to do as we retire. And he explained things in easy to understand terms. We have a confidence in our financial future we never had.

Here's what you need to do. Get referrals from several people who have financial planners. Ask your tax guy, check with people who seem to be having a comfortable retirement. Make appointments with as many as it takes until you find someone you're comfortable with. If you're not comfortable with him/her, or he/she isn't comfortable with you, that's not

the right person for you. Keep looking. When you find the right person set up a meeting and tell him your plans. Get references from him. Discuss his fee structure. Listen to his advice. You don't have to take all his advice but at least consider it. Don't stop asking until you have the answers. It may not be what you want to hear, but that's one of the reasons you're there.

Beyond that keep in mind your Social Security benefits and age requirements. If you haven't upped your TSP or checked into its allocations in a while do it now. Pay yourself first, remember?

There's a good start. Just get your ducks in a row and have a vision on what you need to do to enjoy yourself once you "get outta this place."

~Jerry

Gerald Robertson, Active Postmaster when I wrote this, Postmaster Retired before this issue hits your mailbox!

June 3, 2015

NAPUS Executive Board
MA Chapter 22



An audit of the financial records of the Massachusetts NAPUS Chapter 22 was conducted on June 3, 2015. The audit committee reviewed all records for the period of May 2014 through April 2015. The review included all VISA records, bank statements, monthly treasurer reports, and all supporting documents. The committee found all records to be in excellent order.

The committee extends its appreciation to Secretary/Treasurer Donna Legro for the outstanding job that she has done in the maintenance of the NAPUS records.

Brenda A. Martin
Brenda A. Martin
Postmaster Danvers
Audit Committee Chair

Peter Golden
Peter Golden
Postmaster Lowell
Audit Committee

Richard Tansey
Richard Tansey
Postmaster S Hamilton
Audit Committee



Area 2 National Rep Report

Greetings fellow Postmasters of Massachusetts.

For those of you that did not make it to the Cape for State Convention, you missed out quite a bit. The convention itself was a rousing success, with over 80 members and guests in attendance. And for once, the sun was shining all three days and the weather was picture perfect.

We welcomed Robin Driscoll as the 2014 Postmaster of the Year. She was overcome with emotion when I announced her name. During the presentation of the plaque all she could muster under her breath was "How can you keep such a secret" and "I kept thinking Rich is a jokester and this was a joke." Robin works very hard for Postmasters, and particularly in the Western Area; the award was well deserved. This year there were

31 nominations with 11 Postmasters being nominated, another impressive turn out.

Massachusetts members also delivered an overwhelming decision to dissolve our beloved NAPUS organization which will pave the road to unite with the League of Postmaster. The voting result was 47-5. For the 47 members that voted yes, I thank you for your decision. And for the five members that voted no, I also want to thank you for standing up for what you believe. As I stated in my previous article, the consolidation of both organizations is way overdue.

For those of you who have not made up your mind about attending our national convention, there is still time to register and plan. I am getting excited to attend this year; being on the convention floor when we vote to merge with the League is going to be history in the making. So come down to Mobile, Alabama to enjoy the

scenery and southern hospitality. I would like to switch focus to Labor Relations and Postmasters do's and don't's. With all the new programs introduced to Postmasters, the stress level is an all time high for Postmasters. Form 1260, 15 hours restriction, Amazon early drops, short staffing, etc... just to name a few. Please, in no uncertain terms, do not take shortcuts just to avoid noises and headaches, if you are not sure where to turn and get advice, turn to other Postmasters and make the call.

You are not alone; we are all in this together.

Keep your finances up to date, service your customers and treat your employees like you want to be treated. We will persevere.

At your service,
Richard Hui
AVP, Area 2
978-549-3360

League of Postmasters National Convention

The 112th League of Postmasters National Convention was a historic event. It was with heavy hearts that we voted to dissolve our association. This was a necessary step as our Postmaster positions continue to decline. We look forward to the avenues of opportunities that will be open to us with the merger of our two associations. The UPMA will give us a more powerful voice in our discussions with the Postal Service.

I'll be working closely with MA NAPUS President John Fitzpatrick in the coming year. I've known and worked with John for over 20 years. I know we will facilitate a smooth transition to our new association - United Postmasters and Managers of America, scheduled to begin on November 1, 2016.

Sincerely,
Glenn Cook
President, MA Branch National League of Postmasters



"LET US DO TOGETHER WHAT WE CANNOT DO ALONE"

Blue Cross and Blue Shield Federal Employee Program

Wants You to Know About... Self Plus One Enrollment Type

The bipartisan Budget Act of 2013 establishes a Self Plus One enrollment type in the Federal Employees Health Benefits Program (FEHBP). Coverage under a Self Plus One enrollment will be available beginning in January 2016.

Frequently Asked Questions - FAQs

What is Self Plus One?

Self Plus One is a new enrollment type in the FEHBP that allows you to cover yourself and one eligible family member you designate to be covered. Starting in 2016, all FEHBP plans (your health insurance plans) will offer Self Only, Self Plus One, and Self and Family enrollment types. Employees and annuitants will be able to select a Self Plus One enrollment beginning in the 2015 Open Season.

Who is an eligible family member that can be covered under a Self Plus One enrollment?

The following family members are eligible:

- Your spouse (including a valid common law marriage)
- Your child under age 26 including:
 - Recognized natural child
 - Legally adopted child
 - Stepchild (including child of same-sex domestic partners in certain states)
 - A child over age 26 who is incapable of self-support because of mental or physical disability that existed before age 26
 - Foster child who meets certain requirements with your signed certification

For complete details on family member eligibility, visit: www.opm.gov/healthcare-insurance/healthcare/reference-materials/reference/family-members

Will a Self Plus One enrollment cost less than two Self Only enrollments or a Self and Family enrollment?

Rates for plans are not yet available. It will be very important during this year's Open Season to look at the rates for the plan you are in. It may be possible to save money by enrolling in a Self Plus One enrollment, but you should review your health benefit needs and the available FEHBP plans to determine which plan is best suited to meet your needs.

When is the 2015 Open Season?

The 2015 Open Season will run from November 9, 2015 to December 14, 2015. The Self Plus One enrollment type will be available to select during Open Season.

What is the effective date of a 2015 Open Season Self Plus One enrollment or enrollment change?

Active Employees - generally coverage begins on the first day of the first full pay period in 2016.

Annuitants - coverage will begin January 1, 2016.

What if I miss the Open Season and I want to change to a Self Plus One enrollment?

Active Employees - Must experience a Qualifying Life Event (QLE) in order to change your enrollment outside of Open Season. These are events such as marriage, divorce, the birth or adoption of a child, or a family member's loss of coverage under another health insurance program.

Annuitants - Can decrease enrollment at any time. This means that if you have a Self and Family enrollment and you decide you would like to change to a Self Plus One enrollment, you may do so throughout the year. If you have a Self Only enrollment, however, you must experience a Qualifying Life Event in order to change to Self Plus One. These are events such as marriage, divorce or a family member's loss of coverage under another health insurance program.

Reminder: No changes to Self Plus One can be made prior to the 2015 Open Season

For additional Self Plus One enrollment type FAQs, visit: www.opm.gov/healthcare-insurance/special-initiatives/self-plus-one/



Thank You!



Welcome back to work my fellow convention attendees! If you didn't have a good time, it wasn't from lack of trying. We had much better weather than last year and a lot more golfers!

I want to start off by saying a big thank you to everyone who donated at registration. We raised over \$900 towards PAC between the registration table and the PAC N Cure riders. So again, thank you.

It is now summer and we are half way

through the calendar year. You know, it's not too late to contribute to PAC via Postal EASE, direct withdrawal from your NAPUS FCU credit card or any card for that matter, NAPUS FCU account or even just send in a check. Your contributions keep Postmaster issues alive and well before our Congressmen and women. Without your help, we can't possibly be on the winning side of any postal legislation. It is your future that gets legislated. Congress is one of the many masters the postal service serves, but it is the only one we can directly influence thru lobbying. And your contributions make that possible.

Another thank you goes out to everyone who bought cars for the races this year. Over 90 cars were purchased! I actually ran out of cars this year! And speaking of the world famous NAPUS NASCAR Races...

We tried out a new track this year. It wasn't without its troubles. We had a few complete wipe out runs, not unlike the real thing, but overall, I think it went well. With the automatic gate and the four lanes, it went much quicker and we got to the highlight of the night with Jerry the auctioneer! Any suggestions about the track or race feel free to email me at dbranga@hotmail.com. This is supposed to be a fun event and I want it to go smoothly.

And one more thank you to John Barrett, Honorable Postmaster of Hathorne who set up the training for us. Nice job John. I know of a few people who took advantage of the stress relieving massage (Hey Mike! How's that neck?) and felt 100 times better and more relaxed.

~ Dave

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.

Stay the Course



Since our last State Convention NAPUS Postmasters have found themselves in trouble. Postmasters need to keep the stress of the job from negatively affecting their performance and or their actions. We have had Postmasters fire off emails to their POOM or someone working in OPS, Finance or Marketing that was unprofessional and unbecoming of the Honorable Postmaster title and the office that they hold. Before you sit at a keyboard and start furiously typing in anger, walk away, call a fellow Postmaster or an EBoard member. Take the time to vent with them first and then take the time to think and respond professionally.

Facebook is a social media that helps us all to stay connected and share fun times and experiences. This media, or any like it, should not be used to post negative comments about the Postal Service, bosses, employees, customers, etc. You need to remember that even those not part of your social circle can see

what you post. Don't post anything that is illegal, immoral, that could be connected to your job as a Postmaster, or violates the USPS Code of Ethics.

Treat your employees, customers, and district personnel with dignity and respect even if they don't treat you that way. Take the high road! In the end you'll be glad you did.

Just a reminder, you are entitled to, and have a right to, representation if you are the subject of an investigation in person or via telephone. If an OIG comes into your office and wants to question you tell them you want your NAPUS Representative present and call me right away. The OIG needs to wait, offer them a seat and coffee but don't answer or sign anything until I or another representative that I send gets there. You don't want to impede their investigation but you want to protect your rights. Another reminder, it is always best to answer questions directly and simply with

Yes, No or I don't recall. Less is better.

Also if you receive discipline you need to call me. Every piece of discipline should be challenged.

A special thank you to some Postmasters that help me in all parts of the state when I can't physically be there. Without local PM Reps we would not be able to provide the representation that NAPUS members deserve. So a shout out goes to Joe Torcia in Western MA, John Carroll in Southeast MA, Rob Leary in Central MA and of course Rich Hui our National PM Rep and the other members of the EBoard who are always there for Postmasters.

Stay the course and stay connected with NAPUS!

Respectfully, Lorna
978-905-9621

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.



111th 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:

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

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