

The Massachusetts Bay State Postmaster

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*You will never know the true
value of a moment until it
becomes a memory.*

Read all the convention details and so much more in this issue of the Bay State Postmaster!



President John Fitzpatrick

“Ask For What You Want”

Thank you! I cannot properly put into words the depth of my appreciation and honor I feel to have been selected to perform such a vital role in this organization. I would also like to remind you that NAPUS is your organization. It's about you, the members. The Executive Board and all of the officers are here for you. Attend your local meetings. Talk to your local chapter officers. Tell us what is important to you as Postmasters.

I would like to thank Past President Ken Vengren for his outstanding leadership and performance as the State President of MA NAPUS. Ken worked tirelessly and selflessly for the Massachusetts Chapter and represented us all honorably. I would also like to thank VP Robin Driscoll for her extraordinary performance as interim President. I look forward to working with you and will be leaning heavily on your experience and leadership to help get me started.

In Massachusetts we have the best E-Board in the country. The saying “work hard, play hard” comes to mind whenever I think of them. Thank you all for your dedication and hard work (and play).

Do you ever find yourself feeling resentful, overwhelmed, under appreciated and frustrated? Ever wish people would *stop* doing the stuff you don't like, or *start* doing the stuff you do like? Ever feel like people don't value you, your time, your contribution, or your opinion highly enough? Of course you do. You're a Postmaster.

We are headed into another summer without the necessary staffing many of us need. The possibility of getting the help or time off we want looks bleak and the reality is that your employee(s) and your boss don't care as much about your needs as you do. And yet, when those needs aren't being met or fulfilled we often fail to have the conversations we need to get the changes we want.

ASK FOR WHAT YOU WANT

Here are 7 keys to getting what you want from a recent article in Forbes Magazine. I can't take credit for it.

Don't assume others are mind readers. Complaining about your problems won't solve them. We often assume our bosses, colleagues, employees and even our good friends can read our minds. So when they don't act as we'd like, we wind up hurt and upset. Tell them what you want.

Be bold in what you ask for (don't dilute!) Chances are you will never be given more than what you have the courage to ask for. Don't tell your boss that you might be ok accepting a level 20 rural delivery detail if what you really want is a Level 21 city. Know exactly what it is that you want or need and ask for it.

Be specific about what you want and when you want it. Asking for 'time off soon' is not going to get you what you want. A more realistic request would be "Boss, I need the third week in July off to take my family to Maine. I'm struggling to find coverage. I need your help" or "My clerk is off the week of July 4. I'll need you to help me find boxing assistance so I can get the mail up."

Be clear about what you won't tolerate. It's a simple rule of life that you get what you will tolerate. If you allow others to take you for granted, to overstep your personal boundaries, or to be outright disrespectful, you are complacent in it. Letting others know what you expect from them as well as what you will (and *will not*) tolerate is crucial to your professional success and personal wellbeing. So ask yourself, what are you no longer willing to tolerate? Another summer working 6 days a week? Working another Saturday because the clerk or RCA called in sick again? You need to set boundaries and you need to let everyone know what they are.

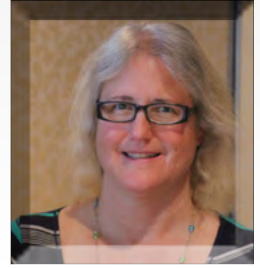
Forget hints – Be direct. Many of us will choose a less confrontational way of addressing an issue and drop hints. Don't complain to your boss how tired you are from all the work you do if what you really want is next week off. Tell your boss you need next week off. Hints don't work. If one of your employees is chronically late don't make a general remark about 'we all need to get to work on time'. Tell the offending employee that reporting to work on time is a condition of employment that you find his chronic lateness disrespectful and you expect him or her to report on time. If you don't want to be ignored, be direct and explicit.

Don't play the Martyr. Most of us feel guilty putting our wants or needs ahead of others' but when we try to be all things to all people due to all the demands, we end up overextending ourselves and failing on many fronts. If there are more demands being made of you, then you need to make more demands of others. You are important. Don't let your work and your reputation suffer just because you can't keep absorbing more and more demands and responsibility. You can't do it all. That's OK. Ask for help.

Don't make 'no' mean more than it does. Let's face it. You're not going to get a yes every time you ask. Your boss may not be able to put you into the detail you've had your eye on. Your spouse may not be able to pick up the kids at school so that you can squeeze in the expected golf invite. It's not a personal rejection. Don't treat it such.

*Asking for less than you really want – from yourself, from others and from life - doesn't serve anyone.
Ask for what you really want....you might just get it!*

Vice President /Legislative Chair
Robin Driscoll



Legislative Update

Between thanking our Past President for the all the work he has done, and congratulating our new President, please don't forget to thank all the rest of your fellow Postmasters for stepping up and contributing to this organization at every opportunity. So many people helped at the convention; so many Postmaster Reps have taken the call and made the drive to represent you; so many neighboring Postmasters step in to provide training, answers or backup. Massachusetts is fortunate to have a wealth of talented people, and I thank each and every one of you!

Now that the convention is over, I am back to focusing solely on Legislative Issues. Remember I said not to feel discouraged because worthwhile legislation takes time? Well, I am unhappy to report that nothing has happened since early June. I said at the convention that on May 21, the House Committee on Oversight and Government Reform passed Issa's Delivery Point Bill, H.R. 4670, by a straight party line vote of 18-13. The bill would convert 14 million delivery points to curb side, sidewalk and centralized delivery by 2024 (1.4 million/year). Residential customers maintaining door delivery would be charged a "legacy fee". There would be a conversion waiver for the disabled and those for whom accessibility is an issue. The Committee has approved it, but that is it so far. Worse news is the proposed raid on the USPS by the House GOP Leadership.

From NAPUS.org:

Speaker John Boehner (R-OH), Majority Leader Eric Cantor (R-VA) and Majority Whip Kevin McCarthy (R-CA) propose to bail-out the Highway Trust Fund with an almost \$11 billion raid on the U.S. Postal Service. There is currently a \$14 to \$15 billion shortfall in the Trust Fund, which is funded by an excise tax on diesel and gasoline fuel. The fund pays for highway and road construction. The GOP leadership team seeks to use postal funds that would be saved by reducing delivery frequency from 6-days to 5-days to replenish the fund for one year.

This "smoke and mirrors" ploy is nonsensical. In fact, even the ultra-conservative and GOP-allied Heritage Foundation lambasted the scheme, calling it "absurd." The Postal Service is self-funded (no taxpayer dollars for postal operations), off-budget and has its own financial challenges. It should not be a cash-cow to stabilize other entities.

Postmasters should notify their Representatives to oppose the Leadership's attempted raid on the Postal Service.

So I urge everyone to contact their representative to express your opposition to this proposal. (Cantor stepped down as Majority Leader because of his loss in the primary. House Republicans have elected Rep. Kevin McCarthy, R-Calif., as their new Majority Leader).

Besides opposing the "raid" on USPS, what else can you talk to your Congressmen about?

We need legislation to promote visionary innovation. Suggestions include:

- Expanding postal counter product menu, and partnership with 3rd parties.
- Creating lasting partnerships with other governmental agencies
- Becoming a distribution point for essential government services
- Reclaiming USPS position in financial services

We also need legislation to permit responsible rate-setting, and legislation to address retiree health pre-funding and refunding FERS. So these are our Congressional asks:

- Promote Innovation
- Advance postage rate flexibility
- Address health pre funding
- Ensure that FEHBP changes will NOT reduce benefits or increase premiums
- Refund FERS overpayment
- Oppose retirement changes

Other news: with regards to S. 1486: The committee report and CBO cost estimate has yet to be completed, but it has been reported that Senators Coburn and Paul have reached an agreement on the gun provision, which would mean no gun amendments on the floor. The Democrats still have a problem with permitting guns in postal parking lots.

We often ask- What has NAPUS done for us? What is PAC money for?

Well, since we are on the subject of S. 1486, these are NAPUS-Won Provisions in S. 1486:

- EAS consultation rights (Begich Amendment)
- EAS differential applies to pay & benefits (Begich Amendment)
- PO closing protection language (McCaskill Amendment)
- 1-year rural closing moratorium
- Alternative PO is within 10 roadway miles – year-round
- Establish retail service standards
- Health Benefits not subject to collective bargaining (In Bill)
- No PO hours reduction unless staffing available (In Bill)
- Employees hired directly into EAS continue in FERS & TSP (In Bill)

I am happy to provide more detailed information, but you all probably need to make your plans to go to Atlantic City so I will just say: please contact me if you have any questions, please include the retirees in your meetings and communications, please contribute to PAC, please go to your Chapter Meetings, and don't forget to check NAPUS.org, our Mass shutterfly site, and our new Facebook page often.

Robin

Candidate for Retiree President

Peter McDermott



Greetings fellow Postmasters, active, retired, or as in my case actively retired.

I recently attended the annual relaxing and fun filled Massachusetts NAPUS State Convention. As expected the food was great, the activities fun, and the parliamentary proceedings were interesting. If you don't believe an event to discuss the Postal Service could be both informative and enjoyable mark your calendar for next year and attend yourself. I firmly believe you will not be disappointed.

Our current Retiree President, Winnie McLaughlin, is stepping down from her position. As a result there will be an election at the Fall / Winter Retiree meeting. Winnie McLaughlin has served in this capacity for some time, and may be a tough act to follow, but I am asking you for that opportunity.

At this time I announce my candidacy for the Retiree President. As mentioned above I consider myself actively retired. I enjoy seeking out the company of fellow Postmasters, and welcome the opportunity to share my "bucket list", and the possibility of others joining in on some activities.

I maintain contact with Massachusetts NAPUS Executive Board members, and keep current on issues affecting retired and active Postmasters and their futures. I have in the past, and in the future would like to increase the level of assistance to NAPUS by keeping retired Postmasters informed and active with ongoing important legislative issues. If elected, I would like to join the NAPUS President in visits to local chapters to increase interest, membership, and involvement with retirees.

In closing please plan to attend the Fall / Winter meeting, and while there please cast your vote for me as your new Retiree President.

Peter McDermott
Postmaster Retired

Secretary Treasurer Donna Legro

2014 MA STATE CONVENTION OVERVIEW



Registration for the 2014 convention was lower than last year with 74 participants: 57 Postmasters, 13 Retirees, 1 Associate Member, and 3 guests. There were 6 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.



The convention format was changed this year to allow for a free afternoon. Unfortunately the weather was typical of June on the Cape and it rained during the free afternoon.

The PAC'n A Cure riders left the Red Jacket on the first day 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 \$2010 with \$830 for PAC and \$1005 for breast cancer. (Some donors specified where they wanted their donation to be made.) The riders returned in time for the first event which was the luncheon in honor of the First Timers and the Retirees.





The luncheon was followed by the District Managers' panel with Mike Powers, DM of the Greater Boston District and Dave Mastroianni, DM of the CT Valley District. They each made opening comments which included the benefits of all managers getting out from behind the desk talking with and listening to the people; learning from the past but not living in it; team playing; decisions should benefit employees, customers and affect the bottom line in a positive manner; and pride in the organization and that pride drives discretionary effort.



#1 – Ideas and spot awards are open again, are there any plans to include PM's?
ANSWER: Some EAS employees were not aware of the restriction lift. We need to break the cycle of some PM's recommending 20 employees and others not recommending any. Usually people never recognized, don't recognize and we need to change that. Awards line item has a large budget and processes are being developed in both districts.

#2 – PM's work hard daily and need the support of the District staff, but phones are not answered. What can be done to encourage more support from the District?
ANSWER: Dave suggested that PM's first follow the chain of command if possible, but should circumvent if necessary. CTV is developing teams to work as a buddy system.

Continuing issues should be reported to him. Mike has established a 25-30 minute information telecom daily at 11 AM to be used by the entire GBD to discuss any issue including safety, service, and budget. PM's can speak directly to necessary individuals. Contact the POOMs for the number.

#3 – Is there a process in place for level 6 offices to return to Level 18?
ANSWER: This is still being looked at.

#4 – Any plans for more DUO's consolidations or area consolidations?
ANSWER: CTV has a couple of DUO's still in the pipeline. Mike discussed the AMP's that took place last fall as being part of a long time strategy. M/E P&DC is undergoing construction to accommodate 2 more FSS machine from Northeast. The Waltham carriers would be moved and the building would be sold. Mike made a commitment to get out of South Postal. The State would like to expand South Station and add rail lines. A deal could include a contingent that the State of Massachusetts builds a new Postal facility with employee parking outside of South Boston, on the Reserve Channel side. The A street parking lot is where the profit is and the USPS has been approached by developers.

#5 – CTV has a reputation of managing PM's by discipline. Do you have plans to manage differently to improve performance?
ANSWER: Dave stated that his management style is different. He will look to educate (train), make expectations known, and hold accountable. He will treat employees with dignity and respect.

#6 – In the past, there were weekend career development seminars that are no longer financially possible. What can be done to develop EAS employees?
ANSWER: Mike stated that a big part of what we do is to mentor people and we need to get some structured programs to do this. Dave stated that the road to success is an eIDP. This is a must if you are not retiring in 30 days because you do not know what you want to do. Every employee owns their own IDP. If you are eligible to retire, you have a responsibility to make sure the business is successful for the young ones coming up.

#7 – Before the merge to the GBD, PM's were required to process HRSSC forms especially with regard to manual bids, NS days, etc. Now everything is done through the District which is causing unnecessary delays and errors. Can PM's be allowed to process these forms?
ANSWER: Mike will look into this.

#8 – Some Post Office hours will be reduced in September, but the PM's won't be affected until January. What will the PM's do until then?
ANSWER: In CTV they will be looking to utilize PM's to assist with 3999's, safety observations, etc. The PM's will work the required number of hours in their PO and then outside their PO for the remainder of the day.

#9 – There has been some discussions regarding the impending Sunday delivery of Amazon packages. There have been mixed signals and some PM’s are concerned about the Sunday call list, working Sundays, etc.

ANSWER: After much discussion by both DM’s regarding HUB selection, projected volumes, scanning, cost of delivery per package, it was reported that it was negotiated at the national level that processing and delivery would be provided by PSE’s, CCA’s, and RCA’s. In CTV, CCA’s deliver packages for mixed zones of city and rural routes. POOM’s and supervisors have been involved due to false alarms during facility closings. The management staffing requirements for the GBD has not been determined.



Mike closed by assuring PM’s that there will be regular meetings with PM’s and Station Managers to share information and get feedback. He emphasized current performance in safety, service, scanning. He reminded everyone that more awareness will bring positive results.

Dave closed by emphasizing the need for revenue generation. He reminded everyone that as long as there is competition, there is opportunity. He discussed the need for development within the organization and safety. He stressed situational awareness, the necessity to be ready and unintended consequences.



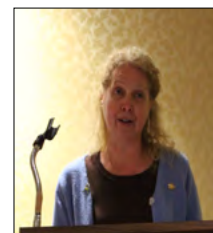
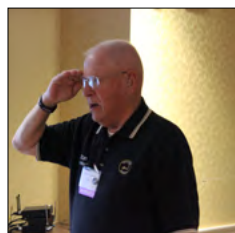
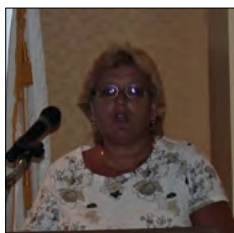
There were 2 training classes held Wednesday afternoon. “Keeping Your Books Clean (247/647)” was opened by Shelly Binkowski, A/ Postal Inspector In Charge and facilitated by Lynne Kokoski & Marie Haas, both NEA Field Financial Specialists. The 2nd training class, “Postmasters Dos and Don’ts” was conducted by Postmasters Lorna Edie and Rich Hui.

The BBQ, NASCAR races and Auction were held outside in the pavilion tent. The weather was great for these events. Again, Laura Tyrrell did a great job organizing the NASCAR event and with the help of her assistants, the races were exciting. Laura’s efforts netted \$285 for the Chapter. Stanley Skamarycz won 1st prize, Jan Wilson won 2nd and Don Luxton won 3rd.



Through the generous and competitive bidding of Postmasters, the Auction, which is the primary source of our scholarship income, raised \$3236. 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 \$1536 after printing. The winner of the 50/50 raffle was Tom Ables, a vendor from Government Personnel Mutual Life Insurance. He donated \$70 back to the scholarship fund.

Thursday’s business session opened with an outstanding Memorial Service led by Pam Boudreau with special recognition to fathers. Gabriele McCarthy and Linda Monahan led the song and Jerry Robertson and Lynne Martineau recited poems. Stanley led the Pledge of Allegiance.



Pres Ken opened the meeting talking about specific frustrations and challenges PM’s are faced with daily. He reported that NAPUS has filed a record number of Resolution Logs and have gotten the attention of the Area and the NAPUS National office. Pres Ken pointed out that both the CT Valley District and the Gr Boston District have had a change in leadership with new District Managers who both are people persons and if we continue to work closely with them, he believes we will see improvements. He told the Postmasters to get involved, find ways to get new Postmasters involved and ways to keep Postmasters involved. Pres Ken spoke about his recent good fortune of becoming Postmaster of his home town of New Boston NH. Although this means a lesser commute, it means he will no longer be a MA Postmaster or our MA NAPUS President. Ken thanked all MA Postmasters for their support.



Deborah Essler, NEA Mgr of Ops Programs Support, addressed the group by first expressing a thank you from NEA VP Rick Uluski with an acknowledgement that what Postmasters do is important. Deborah discussed the four parts of the lean process. 1. Employee well being-improve working environment daily, lean model deliver units by reducing equipment, cleaning up lunch rooms, bathrooms, docks, workroom floors, standardize processes. 2. The Customer Experience-there will be a service talk coming about being aware of the internet because someone is always watching and listening, changes coming to the retail software, overall scanning improvements. 3. Productivity and Financial Performance-observe employees to determine what direction they are going in or if there is a management issue, connect programs, load leveling, carrier overtime, hiring non-career employees.

4. Process Instability and Waste/Lean Stigma-rolling out more lean processes.

She then took questions from the group which resulted in the following information:

- The delivery of Amazon packages on Sundays and the importance to them for ADE scans. SOPS are still in the developmental stages. She discussed the initial learning curve of 5 or 6 months requiring management staff and hopeful that PSE's & CCA's will be able to handle the operation after that. Amazon package projections are very accurate. Amazon is interested in renting space at Post Office for customer drop-offs and Amazon pick-ups.

-The recent DOIS changes in which 90 seconds were added to the base parcels, not the actual parcel count. Hopeful that changes will be coming regarding parcel credit.

-The Plants are over capacity with priority mail, which is what we wanted, but we need to balance this by adding equipment and phasing in changes. In the future whole containers will be scanned causing every piece in the container to get an AAU scan.

-There are no plans to consolidate areas or districts.

Deb closed by thanking NAPUS for the invitation and thanking PM's for all they do. She said the NEA believes that PM's are extremely important to the Postal Service's success.



Nominations and elections for President and VP/Legislative Chair were then held. Two candidates for President were nominated, John Carroll, PM of Canton and John Fitzpatrick, PM of Osterville. John Fitzpatrick won the election and will take over immediately due to the departure of Pres Ken. Robin Driscoll ran unopposed for a 2nd term as VP/Legislative Chair. The Sec/Treasurer cast one ballot to affect the vote.



Nat'l Sec/Treasurer Mike Quinn first recognized Pam Boudreau as Membership Chair reporting that MA has a 15% higher membership rate than the next state. He then presented the national office's proposed constitutional amendments that will be voted on at the National Convention in Atlantic City in September 2014. The changes he discussed pertained to the dues structure and the impending budget shortfall of NAPUS if these changes do not pass.

I served as the Parliamentarian and presented the numerous proposed MA bylaw changes that were submitted by individuals and also by the bylaw committee that Pres Ken had formed early in 2014. The new bylaws as voted by the members will be available on the shutterfly website and at the end of this issue.

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. Robin Driscoll gave the legislative report, the audit report was given by Brenda Martin; Pam Boudreau updated everyone about the membership rankings; Deanna White spoke about her role as Editor and encouraged anyone interested in the position to get involved, Lorna Edie gave the PM Rep report, and I gave the annual Treasurer Report.

Endorsements were made for MA to support Rich Hui in his quest for 1 of the 2 available positions as Area II VP and to support Dan Heins for his quest as National Sec/Treasurer for 2015-2017.

At the banquet Thursday evening, Ryan DiEoreo, PM W Boxford won a Kurieg from vendor Tom Ables. The First Timers were recognized for their efforts in raising money for the scholarship fund. The scholarship winners were announced and to my surprise, I learned that the unnamed scholarship was named for me.

John Barrett and Joanna Louf won \$500 with the first PAC raffle ticket drawn and Katie Stone (my son Eric's girlfriend) won the 2nd \$500 drawing.

Michael Watson was presented the 2013 NAPUS Postmaster of the Year award. DJ services by Damon Nix and Mark McKay were very entertaining. There were trivia games with gift cards as prizes and contests to name a TV series based on the opening song with scratch ticket prizes. Everyone seemed to enjoy the games.

On Friday morning, Ed Phelan, VP of Delivery & Postal Operations from Postal Headquarters, was the guest speaker. He covered a variety of PM concerns and then took questions from the group. Below is a summary of what was discussed.



POStPlan – The arbitrator has written the decision, but is holding it back while the USPS and the APWU try to work out the management vs. craft staffing issue. Discussions have been going on for 2 months and the issue should be resolved either way in a few weeks. The USPS made a commitment to PM's and will not make a settlement that goes against that agreement. 67% of PM's are eligible for retirement. The Districts are trying to post and fill jobs, but it is not fast enough. There are 198 PM's outside 50 miles of the vacancies. Some PM's want to stay employed as PTF clerks. The Districts want to find additional work for the 2/4/6 hour PM's that want to stay. No one will be hired from the outside until all PM's are placed, but those affected must make themselves marketable.

2014 Re-evaluation of POStPlan – This has been completed and the information should be available within a few weeks although changes will not take place until 2016. There will be a VERA offer coming, but any incentives are unknown at this time. 3,138 PO's will fall into a new category. There are 1,116 Level 6 offices with 466 PM's eligible for optional retirement and 272 eligible for a VERA. There are 1,581 Level 4's and 432 Level 2's. Too many changes can be upsetting to communities. The USPS will make careful decisions, especially if the savings is not enough.

PSE's Classification/Retail Restrictions – There have been some discussions with the APWU regarding this topic, but they are not willing to bend because we cannot put career clerks into the Level 6 PM jobs. This may be tied to the arbitration settlement. Or, we may need to convert PSE's to PTF's. There should be some answers in a few weeks.

Conversions of CCA's - A study of webcoins and how many carriers are not working was conducted. There is a need to hire due to an overtime rate of 14%, the push to meet the 1700/1800 goal, the 24 hour clock, the rate of pay and overtime pay, etc. The attrition rate of CCA's is 44%.

AMP Challenges – We need to fix priority. While field failures are only 2%, transit failures are 36% and we do not have the network to fix it. Amazon is having 25 failures a week.

24 Hour Clock – Pushing hard to stabilize plants. Soon we will have PO's scan trucks as they hit the dock to determine actual late arriving trips. We will scan equipment and bundles when they are brought to the carriers. We will not have to manually count carrier volume in the future.

Parcels – The USPS is designing equipment for delivery operations. They are considering an agreement with Nestlé's for the delivery of bottled water in NY. The USPS would get paid by the stop. Innovation is a must in this society because no one wants to go to big box stores anymore. A determination needs to be made to figure the difference between parcels & sprs. Routes average 73 pieces combined. In the future, the volume of each should download based on criteria determination. DOIS projections are currently out of whack with the parcel credit. Delivery units need to manage parcels and not hold carriers when late. The parcel base needs to be corrected and we need to load level parcels to help with Monday volumes.

Scanners – The new scanners will signal when a carrier is driving, walking, sleeping, etc. It will have 10 pings per second. Testing is being done on GPS for rhythms for moving and not moving. The first tests will be with Sunday package delivery. Delivery units may have iPads which will indicate when a package in sequence order was missed, when the route is being done out of order, etc.

Plant Consolidations – Are on hold waiting legislation. The plans were structured with the intent that 1st class mail was sticking around or going to 2/3 day. The likelihood of any legislation is shrinking with the summer break, then campaigning and changes in politicians. There will be no AMP's in the foreseeable future.

Amazon – Sunday delivery is projected to be 300,000 packages in 2000 zip codes. Delivery will also be done on all holidays except Thanksgiving and Christmas. Amazon is considering paying the USPS to allow customers to drop packages and they would pick them up and scan the pallet at post offices.

Dynamic Routing – Program is working well with DSS or PASS systems. It tells what route the address is on and numbers the package in order of delivery which also indicates loading order of the vehicle. Approximately 17 packages an hour will be delivered.

New Vehicles – Approximately 3500 vehicles are needed for rural routes. California and NY are buying vehicles because they have rentals. A team is working on a future vehicle plan. We have approximately 225,000 vehicles and Canada Post is looking for 11,000. We may work together to leverage buying power, but we need a plan, we need money and we need legislation.

Evaluated City Route System – The city route system is actually more efficient because we manage it daily. NALC would never agree to an evaluated system, they want the hourly rate and overtime. The USPS will be working with the NALC to use technology to adjust routes rather than JRAP and MIRAP systems. The USPS is trying to do away with the management tedious work.

Group Auto Insurance for POV's – Megan Brennan has information regarding this. There are too many different state regulations to have one policy. There may be a program for those that use their private vehicle to get coverage on their own and be reimbursed by the USPS for that coverage. Ed will look into the status of this program.

Staples Partnership – The APWU does not like the partnership. The PMG has met with Staples and they are weathering the storm. The idea is convenience for the customers, the problem is the federal regulations, and while Staples is OK with it, other retailers are not. Staples would like to offer postal services in all its stores and the USPS will be meeting with them for discussions.

Curb/Centralized Deliveries – The USPS needs to be in contact with developers on the ground level for delivery types and address hygiene. For curb delivery, larger mailboxes are necessary and all centralized must have parcel lockers. Amazon Prime has lockers where customers can request as a delivery point.

Rural Count – It is unlikely that there will be a mandated rural count in September.

Retail Credit – PO's want credit for the time it takes to enter address information through the POS system, for the new lobby system and for lobby director handling pick-ups and prepaid mail. 23% of priority mail comes over the retail window and 11% of the total packages are taken in at the window.

Mr. Phelan stated that NAPUS Nat'l President Tony Leonardi is very passionate, like a used car salesman, and that he has PM's backs. He told us that Pat Donahoe and Megan Brennan understand what PM's are up against. Headquarters understands that they took EAS personnel out of the field, but did not take any of the work and they want to make the jobs better with technology.

Following Mr. Phelan's discussion, unfinished state business included a PAC report from Kathy LeDoux and John Fitzpatrick's Service Rep report regarding the credit union. Pat LaChance won \$50 in his drawing. Please read Kathy and John's reports in this issue. A motion was made and passed to endorse Barbara Swiderski from Maine for the 2nd Area VP position that will be elected in Atlantic City at the National Convention.



President Ken closed the meeting by thanking everyone that helped to make the convention such a success and thanking all those that attended.

President elect John Fitzpatrick spoke to the group encouraging everyone to help with membership, to participate on the website, and to reach out to friends to become active.



Annual Golf Tournament

The MA NAPUS Annual Golf Tournament had a new beginning at this year's convention.

The group teed off at 2:00 PM with a shotgun start of 20 mph winds and rain that never fell to earth but continued sideways as far as the eye could see. By the 5th hole with hyperthermia beginning to take hold the resolve of the players began to fade. The issue was resolved when the starter, clad in full rain gear and only his goggle glasses visible, asked us if we were #5@5 crazy. That was all the encouragement we needed and we proceeded to the 9th hole to complete our round of 6 holes.

Longest drive was recorded by Jay Looney, low score was also recorded by Jay with a 36, and closest to the pin was by Mike Quinn with a 175 yard blast that rested 5 feet 5 inches from the cup. For those who wonder, yes he missed the birdie.

A great time was had by all. Next year Jay and Mike hope to have more avid golfers join them so they don't get all the prizes.

BANQUET NIGHT BLISS



Memorial Service Dedication in Honor of Fathers

After just returning from the MA NAPUS State Convention I feel a new surge of energy. I am so grateful for the friendships that my NAPUS family has provided to me. They are there when I need them. When I am having a bad day I call a Postmaster friend and they just pick me right up from the floor. It is so nice to have a network of friends that can relate to my work and can help me whenever I am in need. What a gift. I am truly blessed!

This year the memorial service was dedicated to fathers. We all enjoyed the beautiful music lead by Gabriele McCarthy and Linda Monahan. Prose was read by Gerry Robertson and Lynne Martineau. It was a very touching and emotional memorial service. It is too bad if you were not able to make it. Perhaps next year?

I will take this special moment
To turn my thoughts to Dad
Thank him for the home he gave
For all the things we had.

We think about the fleeting years
Too quickly, gone for good
It seems like only yesterday
I'd go back if I could.

A time when Dad was always there,
No matter what the weather.
Always strong when things went wrong
He held our lives together.

He strived so hard from day to day
And never once complained.
With steady hands, he worked so hard
And kept the family name.

He taught us that hard work pays off,
You reap just what you sow.
He said that if you tend your crops,
Your field will overflow.

My life has been bountiful
He taught me how to give
In his firm and steadfast way
He taught me how to live.

Dad dwells among the angels now
He left us much too soon
He glides across a golden field
Above the harvest moon.

I see him in the summer rain,
He rides upon the wind
And when my path is beaten down
He picks me up again.

It is a sincere honor to be your MA NAPUS State Chaplain.

Sincerely,
Pam Boudreau

So, You Missed the State Convention?

The Massachusetts NAPUS State Convention has been over for a few days now. I was surprised, quite frankly, that so many of my fellow Postmasters were not there, especially considering that you folks represent a large territory of this Commonwealth and you are major players when it comes to postal matters. We really needed you there and I feel that you probably need us, too.

I realize that there are legitimate reasons for not getting there this year for some of you. If, on the other hand, you feel that you shouldn't use your leave or spend your money to go, consider this. When you went to college you spent your money and your time because it was an investment in your future and help to create a better life for yourself. You never thought otherwise. The state convention is really not much different. It takes place so you can learn how to make your job better, how to further your career, how to work smarter, and how future events may affect you as a Postmaster. (You also get to share a "dorm" and party at the "frat house.") We really missed you and your experiences this year.

So, what did you miss?

Mike Powers our newly returned District Manager gave us the number 547 (or thereabouts). That is the number of occasions that our employees were subject to serious injury or worse. His concern for this moved me and stuck with me throughout the week. He also talked of scanning performance and other issues facing us, but the thought of over 500 people placing themselves in harm's way got to me.

Deborah Essler, Northeast Area Director of Operations Program Support spent time with us answering our concerns for the future.

There was time for only two training segments. One dealt with financial responsibilities and controls. The other was a rundown of Postmasters Do's and Don'ts. Both are really helpful, especially if you're fairly new to the position.

Dan Heins from Minnesota is running for NAPUS National Secretary Treasurer, taking over when our own Mike Quinn ends his term. He stopped in to visit us all. Why, because we are the leading Chapter of NAPUS in terms of membership percentage at 83%. No one else is close.

We bid farewell to our President, Ken Vengren, who worked his heart out for us before taking a job in New Hampshire. With Ken leaving, we made sure that our Chapter continues with yet another outstanding President, Osterville's John Fitzpatrick, who started his career in Central Mass. nearly thirty years ago. Thanks, Ken, and welcome, John.

Ed Phelan, Headquarters VP for Delivery and Postal Operations, spent a couple of hours enlightening us on what is just around the corner for the USPS. He is pretty excited about our future, as we all should be. And I won't tell you what he said about DOIS! But your days of counting mail are numbered (no pun intended). We are the only state honored with a visit from a Headquarter VP to date. Mr. Phelan obviously felt that it was very important that he get together with us.

We raised over \$5000 for scholarships, gave out five scholarships to our children and grandchildren. We raised a ton of money for PAC, and we learned why it's more important than ever.

But now I'm going to tell you what you missed that bowled me over. Those of you who have been hanging around here awhile, and maybe are just a little jaded would have to agree with me.

I met Ryan DiEoreo, the recently appointed Postmaster of West Boxford. Ryan is just 23 and attended his first convention. Ryan was so damned excited to be a Postmaster, so happy to be at our convention, so eager to have conversations with each of us that he took me back. Back to my early days (jeez, did I just use that term?). Ryan is proud to be representing the USPS, and his community. He is exuberant and full of energy. I swear he's having the time of his life! Ryan put a smile on my face just watching him absorb everything he could from those of us around him. I started asking myself, "when did I lose that energy and pride?" I like to think I still have the pride, but the energy? Ryan reminded me of how we all should feel about our posts and our organization, both the USPS and NAPUS. Thanks Ryan, the pleasure was all mine. And for those who just didn't go to the convention "because..." I'll be glad to introduce you to Ryan at the next convention. You really don't want to miss it.

Jerry Robertson,
NAPUS 017 President

First Timers Forum



The First Timers were given a mason jar and the challenge of collecting money for the scholarship fund. They collected a total of \$354.94 with Jay Looney winning 1st prize and Lynne Martineau coming in 2nd.

Many thanks for all the hard work you did to make it a very memorable and wonderful convention. 1st timer fun was had by all. Very informative and I will gladly be looking forward to attending next year's convention.

Thanks again.
Tom

Hi MA NAPUS chapter!

I had the true pleasure and honor of being a first timer this year and haven't had a better time at it! I was graciously accepted into the circle of Postmasters from around the state and I now feel a part of something much bigger than a job or a duty. I feel as if I am in the right place in my life right now, I feel like I have a career in something very honorable and trustworthy that will last my lifetime.

I am the recently appointed Postmaster (RMPO) of West Boxford, MA and I am conveniently located inside of an organic coffee shop that seems to constantly keep cooking up a storm!

I am only 23 however I am not the youngest Postmaster in the country, there is another RMPO level 6 PTPM down in Virginia that is only 20. Luckily, someone forwarded me an article so I don't go around saying I am the youngest Postmaster in the country but maybe in this state? I had the honor of talking with Gerald Robertson, Postmaster of Leicester, MA, he currently is the oldest active Postmaster in the commonwealth and I am the youngest, I hope I didn't get that wrong.

I started off as a Postmaster Relief in North Salem, NH in 2010 and my job was abolished in 2011 so I became a PSE clerk and did two details as OIC of North Salem, NH and East Derry, NH. I also had the honor of being counted twice in Function 8!

Hah, last year I worked at 14 level 18 Post Offices in southern New Hampshire and learned a lot about how the Post Office works in different level AO's (outside of small, now converted to RMPO offices).

Last summer, I saw the White Horse Beach & North Marshfield RMPO Postmaster positions posted externally so I applied and low and behold I became career last September. I finally lateraled into the West Boxford PTPM job and started here in January. Since then, I have enjoyed every minute of being a Postmaster. I hope to further my career by doing as many details as humanly possible and by helping out other offices that need assistance. I appreciated everyone's welcoming hands and support. Feel free to reach out to me if you need an Acting Supervisor in the North Shore anyone!

Ciao! Ryan

Heart Warming Connections

Greetings! Having attended the MA State Convention, I can see now why so many Postmasters look forward to it each year! For me, it was a rejuvenating break from the daily demands of my position. The ride down was pleasant as I was chauffeured by a fellow Postmaster. Thanks, Jerry.

I was fortunate to have been afforded an opportunity to share a “cottage” with a fine group of women. We engaged in some interesting conversations; both within the confines and out walking with my roommates. It was enjoyable to get up early each morning and walk a short distance from the beach – rain and all! What better way to start a day? Good exercise, friends and conversations; a great recipe for a memorable time.

It was a full schedule. Almost immediately upon arrival, Jerry & I registered, dropped a substantial amount of cash and headed off to an Executive Board Meeting. We broke during the meeting to welcome the bike riders who peddled for PAC ‘N a Cure back.

Lunch provided an opportunity to see a lot of familiar faces. I would be remiss if I didn’t mention the many retirees that were in attendance. You could easily spot them because of the broad, seemingly perpetual smiles on their faces! It’s heart-warming to make those connections and catch up on where people are in their lives. The District Manager’s Meeting was an opportunity to welcome back Mike Powers to Massachusetts and to meet the fresh approach of CT District Manager, Dave Mastroianni.

I attended the “Keeping Your Books Clean” training. Shelly Binkowski of the Inspection Service and Lynne Kokoski & Marie Haas did a fine job of enlightening the attendees.

My astute peers made sure everyone knew I was a “first timer”. Thanks, Brenda! I’ve always known you need to watch out for the quiet ones. Chuck & Denise Nichols did a fine job of pulling the “newbies” together. There were 6 of us. We respectfully recited our poem, took our bags and began to fulfill our challenge – raise money for scholarships by asking attendees to put money in our mason jars/mugs.

There was no dampening the spirits of the group! The BBQ/Car Races/Auction provided some lively, laughable moments. You might say we’re easily amused! If only the auctioneer, Jerry Robertson, and his assistants, Rich Hui & Joe Torcia, weren’t so shy!!! When that was done there was music to enjoy while conversing. A group of us decided to take a walk and ended back at the cottage. This availed us to conversation into the wee hours of the morning.

Thursday’s General Business Session was productive. Changes to our Bylaws went rather smoothly due to the efforts of Donna Legro. Donna, were you really out due to surgery or were you preparing the changes to present them at convention? The Memorial Service, orchestrated by Chaplain, Pam Boudreau, was deeply touching. Gabriele McCarthy & Linda Monahan led us in song, Reverend Robertson shared a prayer and I read a poem. The poem deeply touched me.

NEA Manager of Operations Programs Support, Deborah Essler, addressed the crowd enthusiastically. She shared a brief “bio” and went right into what’s “hot” in the Postal Service today.

Our free afternoon provided me a long walk in the rain and then it was time to get ready for the Banquet. The food was great, as was the company. There was a lot of positive energy in that room. Congratulations to the Scholarship winners, Postmaster of the Year, Mike Watson and newly elected State President, John Fitzpatrick. Jay Looney was crowned “king” of the First Timers challenge and me, 1st runner up. For this honor I received two beach towels (to catch my tears perhaps?)

Friday came quickly! Ed Phelan, VP, Delivery & Operations, shared a dynamic appearance. He gave a brief synopsis of the present and things coming down the road. Ken Vengren shared a fond, touching farewell; Robin Driscoll a humble thanks and John Fitzpatrick a jubilant, “I’m ready for my new challenge” message.

A huge amount of effort goes into the coordination of this annual event. NAPUS is our organization. It would be great if more people partook of the opportunity and attended our state convention. My challenge to all of you – start thinking about and planning to attend next year’s convention NOW! Make a commitment to support the organization that supports all of us.

Enjoy your summer and be safe.

Respectfully,
Lynne Martineau
015 President

BOXFORD



*Ryan DiEoreo, postmaster at the West Village Post Office, helps a customer.
Wicked Local Photo / Linda Greenstein*

By Linda Greenstein

Correspondent for the Tri-Town Transcript

Boxford is a fairly unique small town because it has two U.S. Post Offices - one in East Village and the other in the West Village. Located in an antique building at the junction of Main Street and Route 133, the tiny West Boxford Post Office is a hub of activity with about 200 Post Office boxes and a steady stream of customers coming in to take advantage of the walk-up window service.

On a typical weekday morning Ryan DiEoreo, the new postmaster, is rapidly sorting and placing mail in Post Office boxes while darting back and forth to the walk-up window to help customers. Only 23, he is a surprisingly assured and extremely polite. Each customer is welcomed with a genuine smile and a cheerful hello. It is obvious he enjoys his new role and loves working with people. "Being Postmaster in West Boxford is an honor," said DiEoreo. "I try to listen to the customers' needs, help them and offer support when I can...and I do try to be polite."

After passing the exam to become a postmaster, DiEoreo, who lives in southern New Hampshire, began looking for an open position.

"Friends told me about the West Boxford opening and that it was a great place. I applied and I got the appointment on November 30," he explained. "They were right, it is a friendly community and I am very happy to be here. It is especially fun because the West Village Provisions store is also in the building and they are great people and I can get a cup of coffee in the morning."

Being the Postmaster in West Boxford has its challenges. DiEoreo is alone and he admits he has to be a "jack of all trades." He also thinks his youthful age is an advantage in the petite Post Office where he has to lift heavy bags of mail, move piles of packages and sometimes even step over large boxes to get to the customer-service window.

"West Boxford is a postal crossroads for many people in Boxford, North Andover and Georgetown. We are very busy. I never expected it to be this busy. I have worked in small Post Offices in North Salem, Plaistow, Hollis and Newton Junction, N.H., and they were not as busy as West Boxford," he noted. "It is interesting here. I have customers that send packages all over the world. Being organized is very important here as you can get overwhelmed by the volume if you don't stay on top of things," he explained. "Mondays are particularly hectic because we usually get two deliveries and the window is very busy too."

Most days DiEoreo has the mailboxes filled by 10:30 a.m. and parking spots become a rarity as residents stop by to collect their mail, weigh a package, purchase stamps or buy special U.S. Postal Service gift-wrap mailing envelopes. Even those that do not need anything at the window often wave and say hello.

"The Post Office boxes are very popular here," he said, "people tell me it is because the plows often knock down rural mailboxes and that disrupts delivery."

As Postmaster, DiEoreo listens to lots of stories. He hears about birthday cards being sent to family members far away, he listens to tales of grandchildren in the military stationed on the other side of the globe and hears explanations of how merchandise is being returned because it was not what it appeared to be online.

"The stories make the job interesting. Sometimes I can help them get their package or card there faster. I take great pride in my role as Postmaster and really enjoy being part of this community," he concluded with his very sincere smile.

Postmaster of the Year 2013



I would like to express my sincere gratitude to the Postmasters who nominated me for NAPUS Postmaster of the Year and to the Committee for their support. I am very fortunate to be selected by such an honorable group of individuals. This surprising and unexpected recognition from my fellow Postmasters was shocking.

There are no words for me to describe how I felt when I heard my name associated with the words "Postmaster of the Year". I sincerely appreciate working with such a positive group of Postmasters over the past 15 years. I have been very fortunate to have received the "Postmaster of the Year" award twice from my fellow Postmasters. The recognition for a job well done from other management certainly is wonderful to receive, however recognition from your friends and peers is much more rewarding.

Thank you so much for choosing me for this prestigious award.
Mike Watson

Entertainment

This year we were fortunate to have the "MAD" Brothers (Mark and Damon) entertain us on Thursday evening. We were separated into teams for a night of Trivia. We had a lot of laughs, especially when someone who knew the answer would blurt it out. Team members got smart and then began to shout out the wrong answers. The winning team won gift cards for various establishments. After the Trivia, Mark & Damon played sound tracks from old television shows with \$5 scratch tickets given to the first individual who could name the show. We had a lot of laughs and fun.

Thank you Mark McKay, Postmaster of South Dennis and Damon Nix, Postmaster of Falmouth for a great night of fun.

Ralph E. Devaney

Auction and BBQ Night Fun



Auctioneer Recuperating After Being Overcome by Generosity

Jerry Robertson, auctioneer for the Mass NAPUS state convention was again overwhelmed by the generosity of his fellow Postmasters when \$3100.00 dollars was raised for the scholarship fund, missing the previous year's total by a little over a hundred dollars. Sources...

Hey! Hey! I'm alright now. I'll write this article! Yes I am overwhelmed by you folks. You never cease to amaze me. Or maybe it's worth three thousand bucks just to get me to shut up. Either way, thank you for making sure our Postmasters' children, grandchildren, nieces and nephews get an opportunity to become the next generation to make positive changes for our future.

I tried to break in some new people (namely Joe Torcia). I didn't mind that he thought Glenlivet was gin. I understood his nervousness at using a microphone. When he put "BUCCI" balls up for bid, well, sorry Joe, that was just Epic Fail! I only mention this because Joe WANTED to be mentioned. Consider it done.

While somebody felt the need to come to my rescue and get you all to "tone it down," I was not bothered by it. My wife and kids and employees never want to listen to me, so I chalked up the party atmosphere as a good thing. Hell, I can't listen to myself for that long! And in the end you showed you were paying attention, and the money raised proves that.

Thanks to Joe for being my reluctant assistant, and thanks to Rich Hui for helping us finish the evening in a timely fashion. Thanks, Gabriele McCarthy, for the beautiful handmade blanket. Most importantly, you all need to be thanked. Buying and donating gifts only to then buy them back at sometimes crazy prices is just that- crazy. As crazy as Mike Quinn and Mike Watson buying fifty dollars in scratch tickets for insane money and then giving the winnings back to the scholarship. Thanks, guys.

I hope everyone enjoyed the evening, and as always, I'm honored that you all can still bear to put up with me. I can't wait to do it again.

Jerry Robertson

Congratulations on Another Successful MA NAPUS State Convention

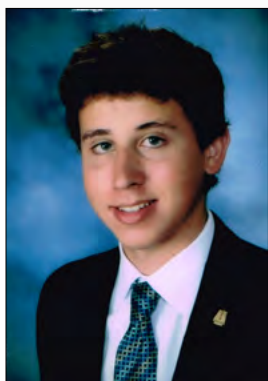
I was humbled to be able to be your honorary MC for the event and am so proud to have served you as your President. There was so much fun and activities it was very busy. But I have to say I enjoyed the new format as even I had some down time to relax and enjoy which has not happened for several years. Working with your E-Board has been a pleasure from start to finish. What an opinionated bunch we are. In our meeting we were able to discuss some very touchy subjects and come to a conclusion, we were able to vote in some proposals and vote down some others but all leave the room as friends and working partners for the good of our Chapter. We were able to discuss all the Bylaw changes and then pass them on the floor in record time this year which is an amazing feat. Our speakers were all terrific and engaging. The training that we had was well attended and as usual the BBQ and the Nascar and DJ entertainment was well liked. All this fun sure makes it hard to leave and head north to NH but I am very happy with my new assignment.

As you move into the summer this year keep your chins up and your optimism high. There are many changes coming that will help you get the help you need in your offices. Staffing changes always come slowly so you have to remain patient and optimistic. Do not work yourself to death. Keep your POOM in the loop as to what your issues are and when you need time off make sure you take it. Don't worry that service will suffer or your clerk will be over worked. Do your best to get coverage, keep your boss in the loop and take the leave that you deserve.

Stay active in your NAPUS Chapter as it will help you learn, keep you out of trouble and give you avenues to relieve stress and maintain contacts. NAPUS can put the fun back into your job. Find some time to make it work for you.

Fondest Regards,
Ken Vengren
Immediate Past President

Scholarship Award Winners



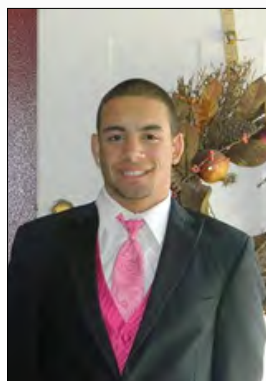
Alexander Tansey



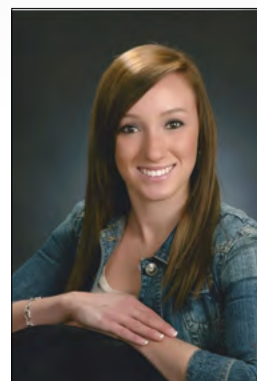
Erin Beyer



Kerry DeForge



Matthew Cook



Rachel Eatherton

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

This year marked another tough one for the Scholarship Committee in making selections for the Scholarship Award Winners. We had a very deep and talented pool of candidates.

This year's awards went to:

Rachel Eatherton, Winnie McLaughlin Scholarship Award - Granddaughter of Joseph Fanciullo, Postmaster Retired

Matthew Cook, Gladys Powling Scholarship Award - Son of Glen Cook, PM of Harwich

Kerry DeForge, Stanley Skamarycz Scholarship Award - Daughter of Mark DeForge, Postmaster Retired

Erin Beyer, Kenneth E. Cox Scholarship - Daughter of Deb Kronk, Postmaster of Clinton

Alexander Tansey, Donna Legro Scholarship Award - Son of Richard Tansey, Postmaster of So. Hamilton

The Scholarship Committee noted that we were awarding five scholarships this year, but only four of our scholarships were given in someone's name. To correct this, it was brought forth to the Executive Board and voted on to name the final scholarship award in honor of Donna Legro. The committee thought it was important to recognize Donna for her many years of service as our State Secretary/Treasurer among the many other notable things she has done in the name of helping her fellow Postmasters, which are far too many to list.

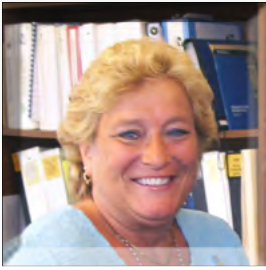
Congratulations to all of the winners! And a special thanks to all who supported the scholarship fund this year! With your continued support, we will once again be in good shape for next year's Scholarship campaign.

I think I say this every year, but if you missed this year's convention, you missed a great one. Each portion of the convention offered something of great value. From the District Manager's panel to the training sessions, the general business session, and closing with guest speaker Ed Phelan from headquarters, I can honestly say it was one of the best conventions I've had the opportunity to attend. I would encourage anyone who has not been in the past to make an effort to attend next year. You won't be sorry.

While it is still early to think about next year, keep in mind that at this year's convention, we voted in a by-law change to accept applications from the nieces and nephews of Massachusetts Postmasters and Postmasters Retired. I look forward to many new applicants for next year's campaign.

In closing, I would like to again congratulate this year's Scholarship Award Winners. We wish you all the best of luck in college and your future endeavors.

Rob Leary,
Scholarship Committee Chair



Membership Pam Boudreau

Top Ten Reasons

MA Chapter NAPUS membership is still going strong. Every state in the country is chasing us. We are holding at an unbelievable rate of 81.03%. The only state that is even close to us is New Hampshire with a commendable rate of 62.90%.

We still offer the first 6 months of dues free for new appointments.

Newly appointed Postmasters, PMR's, OIC's and retirees please read below to see what's in it for you.

NAPUS Top Ten Reasons Active Members Should Join or Remain a member:

1. To be part of something bigger than ourselves. "Let us do together what we cannot do alone."
2. Representation
3. Training
4. Networking/support
5. Motivation/positive feedback
6. Professional advancement/personal growth
7. NAPUS Federal Credit Union/Mass Benefits Consultants/Liberty Mutual
8. NAPUS family/lifelong friends
9. Perks
10. PMR supplemental health plans

Top 10 Reasons Retiree's Should Join or Remain a NAPUS Member:

1. Lobby for retiree benefits
2. NAPUS Member Unity "the squeaky wheel gets the grease"
3. Perpetuation of NAPUS
4. Credit Union
5. PAC
6. Motivation/positive feedback
7. NAPUS family/lifelong friends
8. Perks
9. Networking/support
10. To be part of something bigger than ourselves. "Let us do together what we cannot do alone."



Happy recruiting!
Pam Boudreau



Service Rep John Fitzpatrick

Teaching Our Children How to Manage Their Finances

It is with mixed emotions that I write this article. We have just come off another outstanding State Convention. We are headed into summer and all of the fun outdoor activities that summer offers. It's all good, but, this will be my last report to you as your Massachusetts State Service Representative. I would like to thank Past President Ken Vengren for selecting me for the honor of serving as your Massachusetts Service Representative. I am fortunate to be taking on new responsibilities for the Postmasters of Massachusetts. This position has been combined with the Membership Chair position.

In this article I would like to focus on teaching our children how to manage their finances. Children who learn how to properly handle and save money at a young age generally avoid making costly mistakes with their money once they are on their own. Did you know that NAPUS FCU offers 3 programs to help teach your kids about money and get them started with their own account once they are ready?

Dollar Dog Kids Club:

The Dollar Dog Kids Club is an easy way to teach children ages 12 and under how to manage and save money. Dollar Dog is based on pure fun, and attempts to represent a heroic symbol kids can easily identify with when visiting the website. When Dollar Dog talks about saving, kids listen.

Cha-Ching:

Get your teen on the right track. Today's teens spend billions, and it's not just at the mall anymore. They're on the phone, they're online, and they're ready to spend. Today's parents have fond memories of your first bike, and in 20 years, today's teens will have fond memories of their first cell phone. But are they financially responsible?

Some facts from the Sallie Mae Foundation:

- 55% of teens say they work mainly for spending money, not saving

- The average credit card balance for college students last year was \$2,327

- 1 in 5 college students carries between \$3,000 and \$7,000 of credit card debt

- If a student charges \$2,000 on a card with 18.5% interest, and pays a minimum monthly payment, it would take over 11 years to pay off the debt

Those are just a few reasons why teens need to learn about sound money management now, especially the pitfalls of credit cards. Teens want financial services now, and they want some independence, but they need to learn the importance of saving. That's where we can help.

Cha-Ching is the perfect way to educate teens about good spending and saving habits. Plus they'll get solid money management tools that you can supervise. Imagine if you had started an IRA or began investing when you were a teenager! If your teen begins saving and managing money correctly, the long-term results will be huge.

The Edge:

Give Them An Edge On Life! On a typical day, a young person is faced with 200+ cable television networks, 5,500 consumer magazine titles, 10,500 radio stations, 30 million+ websites, and 122,000 newly published books. Young adults (ages 20-21), spend \$61.3 billion annually according to Harris Interactive. They're on the edge. The edge of adulthood. The edge of life. They have goals. They're starting to manage their finances on their own. They want cars. They want credit cards. They want financial services. And once they turn 18, they'll get bombarded with offers online, on TV, and at school. With The Edge they get the financial tools they need. Soon they'll be on the way to managing their money, and their life.

Here is what they can get:

- Savings and checking accounts

- Visa debit cards

- Online banking

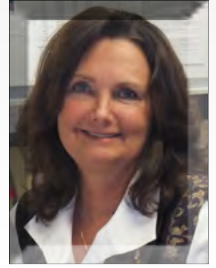
- Vehicle loans

- Investment accounts

Sign up the young adult you care about. Get them started on the road to successful financial management.

Call us at 800-336-0284 today.

PAC Chair Kathy LeDoux



Money Talks

Congratulations to Joanna Louf, John Barrett and Katie Stone - all were winners of the 50/50 PAC Raffle. Joanna and John used the great strategy of going in together on a ticket and it paid off because they each won \$250. Katie was lucky enough to have Donna Legro purchase a ticket for her and now she has an extra \$500 in her pocket. Not only did we have three very happy people, the 50/50 Raffle also increased our total MA PAC contributions by \$1,000. Now that is a successful fund raiser!!! Thank you to everyone who tried their luck and purchased tickets.

I also want to thank everyone who attended the State Convention and made a donation to PAC while they were there. We came very close to 100% of the attendees making a donation. I appreciate everyone who opened their wallets and helped the cause. The three of you that I missed you can catch me with a check in the mail.

To date, we have 102 MA Postmasters/Postmasters Retired who have donated to PAC and 29 who have chosen to do so by making contributions through ePAC. Currently, we have just over \$5,000 in contributions. Our goal is \$8,000 by the end of this year.

WE CAN DO THIS!!! We just need a little contribution from those of you that have not signed up for ePAC or want to make a one-time donation. Checks should be made out to NAPUS PAC and sent to NAPUS PAC for Postmasters, 8 Herbert St Alexandria, VA 22305-2600.

Take the time to read what Tony Leonardi, NAPUS National President has to say about PAC in this edition of the Baystater. You have so many reasons to support your NAPUS PAC. This is an election year and we will not be the only voice that wants to be heard. You know money speaks louder than words so, you can guess what I am about to say. Get your wallet out and make a contribution to PAC!!!

I hope everyone has a great summer!!!

Kathy

“LET US DO TOGETHER WHAT WE CANNOT DO ALONE”



Candidate for National Area Vice President, Area 2

My name is Barbara Swiderski, Postmaster of Bowdoinham, Maine, and I am a candidate for National Area Vice President representing Area 2. I have been a Postmaster for 15 years with 27 years as a Postal employee. I joined NAPUS my first day as Postmaster and have been an active member ever since. I have served my Chapter as the Southern Area Vice President for 2 years, Chapter Editor for 8 years, and just completed my term as State President in 2013.

This year I have come full circle and am once again serving as the Southern Area Vice President. I have also been on the convention planning committee for several years. In addition, I have served two years as an Associate Editor of the Postmasters Gazette and was appointed by my Chapter to complete the term of National Vice President for Area 1 when Scott Boardman was unable to continue in the position. I was sworn in at the National Convention in Oklahoma, where I attended the Executive Board meeting.

I have attended every Leadership & Legislative Conference since 2003 and every National Convention since 2004. I am passionate about NAPUS, and want to continue to serve my fellow Postmasters on the national level. I ask for your support in this endeavor.

Thank you, and hope to see you in September in Atlantic City.

Barbara Swiderski
(207) 607-2780
barbski72@yahoo.com

NAPUS-PAC

Dear Fellow NAPUS Activist:

NAPUS PAC serves a vital function in advancing Postmaster legislative priorities. The voluntary contributions of thousands of active and retired Postmasters permit NAPUS PAC to proclaim a unified and forceful voice in the political process. NAPUS PAC does not use association dues – it relies solely on you, its donors.

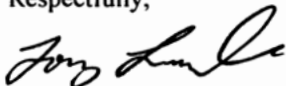
Over approximately three decades, NAPUS PAC has helped support members of the House of Representatives and the Senate, as well as candidates for those offices. Beneficiaries of NAPUS PAC pledge to safeguard active and retired Postmaster benefits, and maintain a universal and affordable Postal Service. Within the past decade, due to persistent budget attacks against the postal and federal community, a considerable amount of our resources have been focused on incumbents and candidates who have defended Postmasters. They have opposed using the federal budget to slash Postmaster benefits. Thus far, we have been successful in repelling efforts to cut retiree COLAs by implementing the so-called chained-CPI, attempts to reduce pay by increasing the employee retiree contribution and proposals to eviscerate health protection by taking postal employees out of the FEHBP and establishing a harmful fixed-dollar premium contribution. Within the context of postal legislation, despite not having secured all of our priorities, we have been able to obtain provisions to clarify the EAS consultative process, protect rural post offices, and enhance postal innovation and price flexibility.

Whether, or not NAPUS PAC supports an incumbent or candidate is in-depth. Regarding incumbents, NAPUS PAC solicits recommendations from Postmasters who are constituents; reviewing committee and floor votes on issues of concern to NAPUS; considering committee assignments; and assessing responsiveness to NAPUS Legislative Chairs. NAPUS PAC judges candidates seeking office through a comprehensive NAPUS Candidate Questionnaire and, if necessary, an informal interview; recommendations of Postmasters who are potential constituents; and electoral viability. Support of a candidate is based solely on those issues that impact the Postal Service and Postmaster benefits; we cannot consider extraneous social or political issues. Most importantly, NAPUS PAC is non-partisan.

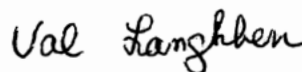
With important congressional elections taking place this November, we hope that you will consider contributing to NAPUS PAC. There are many ways to do so. First, you may write a check to NAPUS PAC and submit it to your Chapter PAC Chair; second, you may establish a direct allotment through *PostalEase* or through pension allotment; third, you may arrange a periodic debit from your NAPUS Credit Union account; or fourth, you may arrange for a monthly charge to your credit card. Either way, your NAPUS PAC contribution will be greatly appreciated.

On behalf of our large NAPUS Family, thank you for your consideration.

Respectfully,



Tony Leonardi
National President



Val Langbehn
National Legislative & PAC Chair

FUTURE CONVENTION SURVEY

As you read this issue of the Baystate Postmaster, you can easily recognize that the theme seems to be the same. Everyone that attended the MA State convention benefitted from the meetings, the training, the networking, and the fun. Because your MA NAPUS E-Board believes that all Postmasters can benefit by attending the State Convention, I am reaching out to you with the survey below. I am asking ALL MA Postmasters & Retirees to take a few minutes to complete the survey and either email me your responses in order of the questions at dmlagro@gmail.com or cut out the survey, complete your responses and mail it to me at Donna Legro, 6 Cedar St, Wilmington MA 01887 by August 1. (PLEASE DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS.)

For the past 10 years, the MA State Convention venue has been decided by a vote of the members present during the State Convention. The Cape area has always won by a landslide and the E-Board has selected the Red Jacket Resort in South Yarmouth as the site. This year the bylaws were changed to allow the E-Board to choose the site of future conventions and as such we are soliciting the input of all MA Postmasters. A final decision will be made based upon the returned surveys and the input of the MA Postmasters that have consistently attended past conventions.

Since the loss of convention leave, we have reduced the convention to 3 days, Wednesday, Thursday and Friday. With the first day start time or last day end time being mid to late morning, enabling Postmasters to work in the morning of the first day or report to work on the last day of convention, reducing the amount of annual leave needed to attend. To enable the E-Board to make convention decisions that suit the majority of the members interested in attending future conventions, please complete this survey and encourage your fellow Postmasters to complete the survey. Most of the responses can be a simple yes or no. Your input matters.

1. ____ Would you attend the state convention if any of the 3 days fell on a Saturday, Sunday or both?
2. ____ Thursday, Friday & Saturday?
3. ____ Friday, Saturday & Sunday?
4. ____ Saturday, Sunday and Monday?
5. ____ Or is your preference Monday, Tuesday, & Wednesday?
6. ____ Tuesday, Wednesday & Thursday?
7. ____ Wednesday, Thursday & Friday?
8. ____ Would you attend the state convention if it started at noon on Wednesday, ended around 10:30 AM on Friday and you had Thursday afternoon free? (This was the 2014 format.)
9. ____ Would you attend the state convention if it started later on Wednesday and ran later on Friday (1:00 PM)? (This was the format for a few years previous to 2014.)
10. ____ Would you attend the state convention if it was held in Central MA?
11. ____ Would you attend the state convention if it was held in Western MA?
12. ____ Would you attend the state convention if was held at the Red Jacket Resort in South Yarmouth?
13. ____ How many conventions have you attended in the last 5 years?
14. If you have never attended a state convention, why not?
15. If you never plan on attending a state convention, why not?
16. What could be the deciding factor to influence you to attend a state convention?
17. ____ Are you an active Postmaster or a Retiree?



Take an Honest Self Assessment

Sometimes it is a good thing to take a breath and assess our own performance as the Postmaster in our office. An honest self-assessment may help make us a better Postmaster and avoid putting ourselves in harm's way.

Answer the questions below and rate your own ability to stay out of trouble.

- ___ 1. I am the Best Postmaster I can be, do a good job and am conscientious in the completion of my duties.
- ___ 2. I ask questions if I don't understand and seek help from my POOM in writing, keeping good record of their instructions.
- ___ 3. I follow all Postal Rules and Regulations and never intentionally violate them.
- ___ 4. I treat my employees and customers with dignity and respect in a professional manner.
- ___ 5. I keep my office finances in good shape according to the F1.
- ___ 6. I never make adjustments in TACS in order to make 1700 or 1800 goals, save overtime, or move hours into a function that they do not belong.
- ___ 7. I hold my integrity and actions above reproach.
- ___ 8. I never borrow from my accountability, steal or misuse postal funds.
- ___ 9. I don't falsify postal records.
- ___ 10. I don't participate in off color jokes or exhibit conduct that is unprofessional.
- ___ 11. I do not use my postal computer for personal affairs.
- ___ 12. I record and account for my time correctly and accurately.
- ___ 13. I notify my POOM when I will be taking leave and will not be in my office.
- ___ 14. I correctly and accurately complete travel vouchers and only claim what I am entitled.
- ___ 15. I never engage in sexual harassment.
- ___ 16. I never take samples, magazines, coupons or other contents of mail for personal use.
- ___ 17. I never come to work intoxicated or drink and take drugs while on the clock.
- ___ 18. I know that if I have a gambling, drinking or personal problem that I have access to confidential counseling through EAP. I should seek help before I get into job threatening problems because of these personal problems.
- ___ 19. I understand that whenever my personal behavior is questioned by the POOM, OIG or Postal Inspector that I am entitled to representation and they need to wait until representation arrives.
- ___ 20. I have the name and number of my representative readily available if I need it.
- ___ 21. I understand I have the right not to make or write statements that incriminate me whenever my personal conduct is being investigated.

- ___22. I would never volunteer to take a lie detector test since it is generally not in my best interest.
- ___23. I understand that in an investigation my statements will always be used against me and therefore it is foolish to think I can explain away my behavior. I know I should have a representative with me whether the investigation is in person or on the phone.
- ___24. I understand I should always appeal any disciplinary action that has been taken against me.
- ___25. I understand that if something is going on in my office that is keeping me up at night I need to call a NAPUS officer to get help.

If there are questions that you could not answer in the affirmative you need to correct these deficiencies. If you need help pick up the phone and call a NAPUS officer or representative since help and support is always there for you.

Lorna
 Lorna Edie
 MA NAPUS STATE PM REP
 Cell: 978-905-9621
 Office: 978-670-2906

2014 STATE CONVENTION

CONVENTION	DEBITS	CREDITS		
Deposits from Registrations		\$5,422.00		
Deposits from Walk-ins		\$480.00		
Retiree Reimbursement		\$65.00		
50/50 Raffle at Wednesday		\$95.00		
NASCAR Races (\$410-\$125 prizes)		\$285.00		
Refunds - Overpayments & Emergency cancellations	\$198.00			
Registration Bags	\$235.09		*Hospitality	\$0.00
*Supplies	\$74.81		*Nascars	\$0.00
Charity Contributions for Speakers 5 @ \$25	\$125.00		*Staples	\$74.81
Banquet Entertainment - Thurs night DJ & Prizes	\$500.00			
First Timer Expenses	\$79.10			
Memorial Expenses	\$0.00			
Plaque for PM of the Year	\$99.50			
Red Jacket Resort	\$10,608.97			
Deposits 12/24/2013 = \$1000.00				
Meeting Rooms = \$0.00				
Rooms = \$2555.70				
Wed Lunch 59 @ \$22.95 = \$1354.05				
Wed Dinner 61 @ \$29.95 = \$1826.95				
Thurs Banquet 62 @ \$34.95 = \$2166.90				
Friday Breakfast 54 @ \$14.95 = \$ 807.30				
Meal taxes, 18% gratuity, bar fees = \$1898.07				
TOTALS	\$11,920.47	\$6,347.00	\$5,573.47	
AD BOOK				
Deposits		\$1,686.00		
Expenses - Printing	\$150.00			
AD BOOK PROCEEDS				\$1,536.00
AUCTION				
AUCTION PROCEEDS				\$3,236.00
SCHOLARSHIP				
50/50 Raffle Wednesday		\$95.00		
First Timers Challenge		\$354.94		
Donations		\$70.00		\$519.94
TOTAL SCHOLARSHIP PROCEEDS				\$5,291.94
PAC				
50/50 Raffle		\$1,000.00		
PAC'n a Cure		\$927.50		
PAC PROCEEDS				\$1,927.50
Susan G Komen Breast Cancer Foundation		\$1,102.50		\$1,102.50



MASSACHUSETTS CHAPTER 22 CONSTITUTION AND BYLAWS

PREAMBLE

The purpose of this association shall be as follows:

To promote the interest of the United States Postal Service: to cultivate the welfare and enhance the happiness of its members: to cooperate with the Postal Service and its officials in advancing the high standard of efficiency and economical operation required in the interests of public welfare: to perpetuate itself as a truly fraternal organization working for the advancement of every branch of the Postal Service and of POSTMASTERS of every class in Massachusetts: to encourage and promote a closer and friendlier understanding and relationship between the POSTMASTERS of the Commonwealth of Massachusetts, and to provide an opportunity for these POSTMASTERS to meet and exchange ideas and discuss problems and situations common to all POSTMASTERS.

ARTICLE 1 NAME

Section 1. This Association shall be known as Massachusetts Chapter 22 of the “National Association of Postmasters of the United States”: in accordance with the charter duly granted and issued by said National Association of Postmasters of the United States.

ARTICLE 2 OBJECT

Section 1. The object of this Chapter is to aid in the improvement of the Postal Service of the United States and to benefit the members of this Association as recited in the Preamble of the Constitution.

ARTICLE 3 MEMBERSHIP

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.

Section 2. Postmasters Retired. Any Postmaster who has retired from the Postal Service with the title Postmaster or any person who has served with the title of Postmaster during the tenure of his or her postal career and has been honorably retired from said service, regardless of position held at the time of said retirement, shall be eligible for membership in Postmasters Retired, provided that he or she maintains an active membership in the organization during his or her break in service. Such members shall be privileged to attend all meetings, may hold any office except Chapter President, Vice President/Legislative Chair or Area Vice President and shall bear the title of Postmaster Retired.

Section 3. Associate Members. Any member as defined in Article 3 who has been honorably separated or transferred from the position qualifying them for membership shall be eligible for Associate Membership in this Association. Such Associate members shall not have the right to vote or hold office, but shall be privileged to attend all meetings.

Section 4. A Postmaster belonging to NAPUS, the LEAGUE or NAPS at the same time will not be allowed to hold office in any capacity in two or more organizations at the same time.

Section 5. VOTING RIGHTS. Voting rights in this organization shall be conferred upon active Postmasters and Postmasters Retired.

Section 6. DUES. Membership dues in the Massachusetts Chapter of the National Association of Postmasters of the United States, which includes subscriptions to the Postmaster Gazette and the BayState Postmaster shall be in accordance with Article XI of the National Constitution and the schedule of membership dues as published in the September issue of the Postmasters Gazette which next precedes the calendar year for which said membership dues shall be applicable.

ARTICLE 4

OFFICERS - TERMS OF OFFICE

Section 1. The Officers of this Chapter shall be:

President

Vice President/Legislative Chair

Secretary/Treasurer

Editor

Immediate Past President

The Presidents of all active local Chapters as recognized by the State Chapter (A local Chapter is recognized if it meets not less than four times a year and copies of their minutes are sent to the Editor.)

Postmaster Representative Chair

Membership Chair/Service Representative

PAC Chair/Training & Development Coordinator

President, Postmasters Retired

Chaplain

And any person appointed to a Committee Chair will also be members of the Executive Board.

Section 2. The above members shall constitute the Executive Board and shall hold offices for one year or until their successors are installed.

Section 3. The President and Vice President shall be limited to two consecutive terms of two years each and elections to be held in each even-numbered year.

Section 4. The Secretary/Treasurer's term will be two years and elections will be held in each odd-numbered year.

Section 5. The Editor's term will be two years and elections will be held in each odd-numbered year.

Section 6. One or more Sergeants-at-Arms shall be appointed by the President to serve at his/her pleasure and perform such duties, as the President shall direct.

ARTICLE 5

ELECTION OF OFFICERS

Section 1. The election of Officers shall take place during the Annual Convention of this Chapter and it shall require a majority of the vote be cast to elect. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer.

Section 2. Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office.

Section 3. 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.

ARTICLE 6

DUTIES OF OFFICERS

Section 1. 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.

Section 2. 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.

Section 3. SECRETARY/TREASURER - The duties of the Secretary/Treasurer shall be to attend all meetings of this Chapter and of the Executive Board and such other committee meetings as he/she may be directed to attend by the President. He/she shall keep the minutes of the meetings of said Chapter and committees in a neat and orderly manner and such other records as may be committed to his/her care. He/she shall incur no indebtedness, nor shall he/she make or enter in any agreements or contract in the name of this Chapter, unless first authorized to do so by the Executive Board. He/she shall serve as the Convention Chair. He/she shall perform such other duties as usually appertain to the office and may be paid, upon authority of the Executive Board, such expenses as are deemed proper.

Section 4. The Secretary/Treasurer shall also be the custodian of all records and moneys and funds of the Chapter, including the operation of the State Convention, see Article 8. He/she shall furnish a surety bond for an amount not less than the current balance of all accounts. The premium of said bond to be paid by the Chapter and the bond to be held by the President during his/her term of office.

Section 5. The Secretary/Treasurer shall pay no moneys out of the funds or moneys of the Chapter except with the approval and authority of the President or the Executive Board.

Section 6. It shall be the duty of the Secretary/Treasurer to faithfully keep the books and accounts of the Chapter in a business-like manner showing all amounts received and expended.

Section 7. The Secretary/Treasurer shall receive \$300.00 per month as compensation for services rendered. All records of the Secretary/Treasurer shall be audited and reported upon at the State Convention and the results of this audit shall be published in the BayState Postmaster.

Section 8. EDITOR - It shall be the duty of the Editor to publicize the activities of the Chapter and to write articles about the Chapter for the BayState Postmaster, a publication sponsored by the Chapter; an updated Roster and the Constitution and Bylaws shall be published once every two years in said publication or posted on the Chapter website. The Editor shall have the power to appoint assistants to aid him/her in his/her duties. It is permissible to solicit advertising to pay the cost of the BayState Postmaster. Expenses incidental to the publishing of the BayState Postmaster must have the approval of the Executive Board.

Section 9. The Editor shall receive \$200.00 compensation for each edition published.

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

Section 11. Membership Chair/Service Representative and Political Action Chairperson/Training & Development Coordinator will have their registration, transportation and room costs paid for the Leadership Conference.

Section 12. Local Chapter Meetings: The President or representative will have the mileage and meal paid by the Chapter.

Section 13. The President and Secretary/Treasurer will have reasonable expenses paid with receipt documentation and review by the Executive Board. No expense will be paid without a receipt.

Section 14. The Postmaster Representative(s) will have mileage paid while attending meetings representing a NAPUS Postmaster.

Section 15. LOCAL CHAPTER PRESIDENTS – Each Local Chapter shall be entitled to elect a Chapter President to serve

as a member of the State Executive Board. It shall be the duty of the Local President to conduct a membership campaign in his/her area and perform such other duties as may be requested by the State President.

Section 16. The duties of the Local Chapter Presidents will be to promote membership in NAPUS by contacting each vacant office, explain to the Officer-in-Charge or PMR, the advantages of membership in NAPUS, offer to help in any way possible, and sign up this person as a member. Keep abreast of when the Postmaster position is filled and repeat the visit with the new Postmaster. Disseminate all communications to offices in his/her area in a timely manner. When a disaster hits any Postmaster in your area, it is his/her responsibility to notify the State President of the disaster. Secure the Retirement Certificates used to honor Postmaster Retirees in his/her area. Forward all information of a deceased Postmaster in his/her area to the State President, Chaplain and Editor as soon as possible after death occurs. It is his/her responsibility to notify the State President just as soon as he/she has been elected to the position of Local Chapter President. As a member of the Executive Board, it is his/her responsibility to attend the Executive Board meetings and all other Chapter functions.

ARTICLE 7 **EXECUTIVE BOARD**

Section 1. It shall be the duty of the Executive Board to carry out the mandates, recommendations and suggestions of the Chapter as expressed in Convention, or by referendum, or otherwise, and it shall have direct control of all business of the Chapter and its affairs. It shall have the power to authorize necessary expenditures and the Board shall in fact approve all expenditures.

Section 2. Any member of the Executive Board shall inform the President, or whoever may be acting in that capacity, that a board member failed to properly fulfill the duties of his/her position, or whose conduct or actions reflects negatively on the Chapter or otherwise harms the Chapter. The President will notify the board member and allow seven (7) days for answering this concern. The Executive Board will decide what action will be taken including dismissal of said member and declaring the position vacant. Any and all vacancies shall be filled by a quorum of the Executive Board. A quorum of the Executive Board shall consist of eleven (11) members voting and present at a meeting.

Section 3. The President shall have authority to invite Past Presidents to the Executive Board Meeting in an advisory capacity. The Board will have authority to take up any matters of concern to the Chapter. The Executive Board shall meet in November to organize for the year and start plans for the next Annual Convention.

ARTICLE 8 **COMMITTEES**

Section 1. No later than November 1st of each year, the President shall appoint Committee Chairpersons as he/she deems necessary. The President shall also appoint all Committees as requested by the National Office to coincide and cooperate with National Committees and as directed by the National President or Executive Board.

Section 2. The Committees shall make a report at the Annual Meeting and interim reports as required by the President.

Section 3. A Postmaster Representative for the Massachusetts Chapter will be nominated by the President and approved by the Executive Board. The PM Rep.'s appointment will run concurrent with the President's term, with the understanding, that a qualified person may be re-appointed term to term.

Section 4. Other Committees as deemed necessary may also be appointed by the President. The Secretary/Treasurer shall handle all moneys received and expended in the conduct of the State Convention. The Executive Board must approve the budget and program for the Annual State Convention. At the conclusion of the Convention the President shall make a financial report of the total income and expenses incurred on account of the Convention. This report shall be presented to the Executive Board. The time and place of the state conventions will be selected by a vote the Executive Board.

ARTICLE 9 **AMENDMENTS**

Section 1. 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.

BYLAWS

ARTICLE 1 **ORDER OF BUSINESS**

Section 1. At all meetings and Conventions of this Chapter, the following shall be the order of business:

- A. Invocation and Pledge of Allegiance
- B. Call the meeting or Convention to order by the President
- C. Reading of the minutes of the previous meeting.
- D. Reports of Officers
- E. Regular Business
- F. Unfinished Business
- G. Report of Committees
- H. Good of the Chapter
- I. Election of Officers
- J. Adjournment

Section 2. The President shall appoint any special Committees unless otherwise voted by the meeting or Convention.

Section 3. No member shall be permitted to speak more than once on the same subject until all those wishing to speak have spoken. No member shall be entitled to the floor of the meeting or Convention or to vote unless his dues are fully paid or enrolled in the payroll deduction plan.

Section 4. The President shall call a Special Chapter Meeting when requested in writing by seven (7) members of the Executive Board or by a petition authorized and signed by not less than thirty (30) members in good standing, representing not less than ten (10) members from any three (3) active Local Chapters.

Section 5. In either case, the notice of such meeting shall be sent to all members in good standing by the Secretary/Treasurer not less than ten (10) days in advance of said Special Chapter Meeting. Said meeting shall be at 7:00 PM on a date and at a designated central location set by the President and Secretary/Treasurer.

Section 6. Any resolution offered for the consideration of the Chapter shall be presented in writing before it shall be acted upon.

Section 7. All questions in the Chapter on points of order shall, in the first instance, be decided without debate by the presiding officer.

Section 8. Wherein these Bylaws fail to provide Robert's Rules of Order, latest edition, will be followed. The President may appoint a Chapter Parliamentarian to advise on matters of parliamentary procedure.

Section 9. These bylaws may be amended by following the procedures as outlined in Article 9 of the Constitution.

Section 10. The fiscal year for the Massachusetts Chapter NAPUS is January 1 through December 31.

ARTICLE 2 **NUMERICAL CODE FOR EACH LOCAL CHAPTER**

Chapter	Zip Codes
1	010-011
2	012
3	013
4	014
5	015-016
6	017
7	018-019
8	020-023
9	025-026
10	027

THE MASS CHAPTER NAPUS SCHOLARSHIP

ARTICLE 1

GENERAL PROVISIONS

Section 1. The NAPUS Chapter 22 Executive Board will administer the fund. The President will appoint seven (7) members to the Scholarship Committee, one from each of the following areas: 010-013, 014-017, 018-019, 020-024, 025-027, Secretary/Treasurer, and a retired Postmaster.

A. The President will appoint a chairman to the Scholarship committee.

B. The Chairman of the Scholarship Committee will call the meetings to select the applicant(s) for the Scholarship(s). It must be in a central location.

ARTICLE 2

COMMITTEES

Section 1. The NAPUS Executive Board will invest all Scholarship funds. The Secretary/Treasurer of NAPUS Chapter 22 in accordance with Article 6, MA Chapter NAPUS, Constitution and Bylaws will hold all funds. The audit committee of Chapter 22 will audit these funds.

Section 2. The President will appoint additional committees as needed.

Section 3. All committees will report to the Executive Board and the Chairman will in turn report to the Annual State Convention.

Section 4. The Scholarship Committee will receive and review all requests for aid and provide reasonable assurance that the individual is capable of further education. It shall also determine that the applicant meets the requirements of eligibility outlined in Article 5.

Section 5. The Auditing Committee shall consist of three (3) members. It shall be their duty to examine the financial affairs of the Scholarship Fund to compare its assets and liabilities with the accounts and records kept by the Secretary/Treasurer.

ARTICLE 3

FUNDING

Section 1. Moneys raised by various activities of MA NAPUS will contribute to the Scholarship fund.

Section 2. The Scholarship Committee has the right to be named as recipients of wills, bequests and trust funds.

ARTICLE 4

AMENDMENTS

Section 1. These Scholarship Bylaws 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. All proposed amendments must be reviewed by and presented by the Constitution/Bylaws Committee.

ARTICLE 5

MASS CHAPTER NAPUS SCHOLARSHIPS

Section 1. Scholarship recipients must be a son, daughter, grandson, granddaughter, nephew, niece or ward of an active Postmaster, retired Postmaster, or Associate member.

Section 2. Applicant must inform their current School to release information necessary for the evaluation by the Committee.

Section 3. Selection will be based on academics, leadership and character.

Section 4. Payment of Scholarship is dependent upon successful completion of one full semester.

Section 5. Scholarships awarded each year shall be given the following names:

The Kenneth E. Cox Memorial Scholarship

The Gladys Powling Memorial Scholarship

The Stanley Skamarycz Scholarship

The Winnie McLaughlin Scholarship

The Donna Legro Scholarship

Section 6. The naming of a scholarship should have a maximum longevity of ten (10) years to allow the executive board to recognize additional members. The MA Chapter 22 NAPUS Executive Board will determine when a named scholarship will be deleted.

RESOLUTIONS

1. To eliminate "open bars" at State Conventions. (6/7/89 – Sturbridge)
2. Designate \$5.00 for each member (Postmaster Retired) to be transferred to the Secretary/Treasurer, Postmasters Retired, from the State Treasury. (6/7/89 – Sturbridge)
3. State Convention Hospitality Room will not have NAPUS purchased alcoholic beverages available. (6/7/90 – Edgartown)
4. To prohibit campaign signs in the front of meeting rooms at state conventions. (6/93 - North Hampton)
5. The President will host a dinner for all NAPUS Postmasters from MA at the Leadership Conference. (8/9/94 Finance Committee)
6. Any MA NAPUS Postmaster, appointed chairperson to a National Committee in NAPUS, shall be a member of the MA State Executive Board Chapter 22. (June 1999)
7. All funds collected at any official NAPUS function shall be deposited within fourteen (14) days. (June 1999)
8. That a dues assessment of two dollars be added to the current dues withholding from each active MA Postmaster, and these monies are to be distributed as outlined in A, B & C below to active and retired Postmasters who travel to Washington D.C. during the Leadership Conference. The purpose of this assessment is to defray some costs for our members. NAPUS members who receive monies from this assessment must assist and participate fully in conducting NAPUS business while at the Leadership Conference. NAPUS Postmasters who receive compensation for the Leadership Conference, be it National reimbursements or in accordance with Article 6, will not share this assessment.

The distribution of the funds will be as follows:

- A. Registration Fee, not to exceed the "Early" registration fee.
- B. Travel/Transportation charges will be paid in accordance with the transportation provisions in Article 6.
- C. Room charges will not exceed one half (1/2) of the published rate for NAPUS Conference attendees. (June 2002 & Amended 2011)

Revised June 5, 2014



110th National Convention

Sept. 13-18, 2014

Official Registration Form

Registration also available online at www.napus.org

ATLANTIC CITY
 New Jersey

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:

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

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

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

Are you planning on attending? Yes No

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to NAPUS

Travel Order # _____

American Express Visa/MasterCard NAPUS FCU Visa

Card number _____

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

Signature: _____

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

Questions? Call 703-683-9027

Hotel Reservation

NAPUS has a special rate at the convention hotels beginning Sept. 1, 2013. You must call the hotels directly to make a reservation. The NAPUS National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 1, 2014.** All room cancellations must be made directly with the hotel. To secure the special NAPUS rate, you must identify yourself as part of the NAPUS convention. The rate is available only until Aug. 15, 2014, or all rooms in the block are sold, whichever comes first.

Bally's Atlantic City

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

Sheraton Atlantic City

888-627-7212
 \$129—single/double/triple/quad

Be sure to request the NAPUS convention rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the NAPUS National Office. Requests must be postmarked by April 1, 2014, for 75 percent refund; and by July 1, 2014, for 50 percent refund. No refunds after July 1, 2014. These dates will be strictly adhered to; exemptions may be made with approval of the NAPUS Executive Board.



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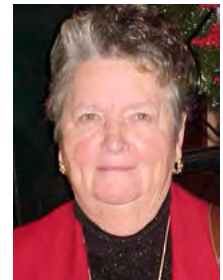
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*** Opinions expressed in the Massachusetts BayState Postmaster are those of the writers and not necessarily the views of the National Association of Postmasters of the United States.**