

The Massachusetts Bay State Postmaster

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President Kenny Vengren



Dear Friends, after a successful trip to Capitol Hill I am finally sitting here alone in the hotel in Arlington and it's amazingly quiet. I am thinking of the reasons we come to our Nation's Capital and feeling pretty proud that I was able to be here to support the US Postal Service and our Massachusetts Postmasters. I am feeling fortunate that our state has a fund to assist Postmasters and Retired Postmasters to come to DC and lobby on Capitol Hill and I am feeling well supported by our MA Postmasters who came and went to the Hill on Tuesday. You know it can seem like a vacation when you're here, even with meetings and the socials. I want to assure you the monies set aside by the chapter for visiting Capitol Hill are used wisely and not frivolously expensed, every penny is scrutinized to follow your Chapter Bylaws. The Postmasters you assist go to Capitol Hill to fulfill our intended goal and while it can be a little unnerving visiting a Senator or Congressman's office to discuss the issues, we do it proudly. Often we are so busy in DC we don't have tons of time to review our agenda items in depth. Sure we understand what we want to achieve but to convey the issues at hand can sometimes be a little more difficult. However being out of our comfort zone is an everyday task for Postmasters. This year is an election year so I don't anticipate much movement on our agenda. Therefore, I want to encourage all of you to attend next year. I don't have to tell you that volumes speak louder than words. We need to have as many people as we can to push our agenda so we can get the change we need and get on with the business of growing package delivery and new revenues.

The Postal Service is lucky to have Postmasters. Yes we may have felt mistreated or under appreciated over the last few years due to POSTPlan and Duo's, but I can assure you the leadership of this organization appreciates what Postmasters do. They also know the value of the work that you provide to the employees and communities and also to the leadership of the Postal Service. I know we all have our doubts with the leadership of the USPS. But let me assure you, Pat Donahoe and Megan Brennan get it. The messages they send somehow get lost or modified on the way through the system of bureaucracy at the Area and District offices. So just try to remember this when you're dealing with things that just don't seem quite right.

We have our Massachusetts State Convention coming up in June and I challenge all of you to make a strong effort to attend. We have a terrific agenda and it only costs you a maximum of 3 days of leave or pick a single day to attend. Wednesday we start early with a luncheon and then the DM panel and training followed by a barbecue and auction. Our business session will be on Thursday morning and we hope to have most of the afternoon free before our banquet and evening of relaxation. We finish up on Friday with breakfast and a few final agenda items. The cost of the convention is minimal and with registration you receive plenty of rewards. All the details are in this issue. Let your POOM know now about your intentions to attend. Make every effort to find your own coverage, document it and keep him/her abreast on your efforts. The Postal Service has created the staffing issues we are experiencing, you didn't.

We want to work hard together and make sure you make every effort to find our own coverage, you can also call your local President and they will try to assist as well, or call me. But remember in the end it is their responsibility to get you coverage for your annual leave.

I want to tell you these past 18 months have been the most challenging and rewarding of my career as a Postmaster. I have never been more proud and I have never grown so much over my entire career as I have since I took this position as your State President. If you have ever considered getting involved with your NAPUS organization I challenge you to do so now. You will make more friends than you can imagine, you will learn more about our organization than you thought was possible and you will enjoy dealing with District Management in a manner that encourages better communication and relationships. As with any endeavor you will sometimes feel overworked, but the satisfaction of assisting Postmasters and being involved overshadows any of those feelings pretty quickly.

Finally, it is bittersweet for me to say I have taken a new position as the Postmaster of New Boston NH. I have been Postmaster of Tyngsboro for the past 17 years (an hour commute) and the time has finally come for me to make the change and move closer to home. While this change is difficult and unexpected, I know this is the right move for me as I approach the final years of my career with the Postal Service. I have been growing tired of my commute and I don't want to shorten my postal career due to travel time and expense.

My decision does not come easy as my commitment to Massachusetts remains very strong. But as you know these opportunities are not always available and to become Postmaster of my own town less than 5 miles from my home is one that I cannot pass up. With the blessing of the Executive Board and assistance from your local Chapter Presidents I am committed to finish my term until

the election of a new State President at the MA State Convention. Saying goodbye is never easy. Especially for me as I am very close to my MA NAPUS members. While I am happy about my decision I am also feeling some sadness and loss. I have comfort in knowing that I am leaving a strong and vibrant organization behind, and will be working to improve another. I will only be a few miles away and I will

still be in touch with you.

Always feel free to contact me for assistance. I hope you will all continue to work hard and support your organization. It is the best in the nation.

Fondest Regards,
Ken Vengren
President MA Chapter NAPUS

Tyngsboro Employees Surprise Ken With a Fond Farewell Party



A Postmaster is only as good as his employees. I have been fortunate these past 17 years as to have employees that are committed, conscience, and hard working. They always challenged me but also enabled me to lead them to be successful. I was totally shocked they had a surprise party for me on and invited some of my Postmaster family as well. They also presented me with an awesome photograph of the Tyngsboro Bridge, "the town icon". The photo taken by Pam and each of them signed the matte.



They also gave me a personal note from each of them with a unique message. I cannot express the amount of gratitude and respect I have for all of them. I thought this day would never come, but it has arrived in a sudden wave of change in my life, and it's a great move for me. I will miss all of my employees and I hope your next Postmaster will tap your valuable resources as I did and continue to make you a successful Postal team! Best wishes to all of you!
Your Postmaster, Ken



Secretary Treasurer Donna Legro

LEADERSHIP CONFERENCE

The 2014 Leadership Conference was a success. MA was well represented by 14 Postmasters, 1 Retiree and 4 guests.

Our Legislative Chair Robin Driscoll did a great job organizing the MA legislative meetings for us. We talked with our Representatives' and Senators' aides about our concerns and NAPUS' position on several issues including NAPUS' belief that postal relief legislation must address the Postal Service's pre funding issue by repealing or modifying the current pre funding requirement. It must enable the Postal Service to offer innovative and customer-desired products and services, including providing limited financial services to Americans who's banking needs are not being met by traditional banks. We discussed

the need to have postal pricing be reflective of the true cost of mail acceptance, processing and delivery. NAPUS opposes any legislation that would eliminate the current weighted average premium contribution FEHBP formula and replace it with a fixed-dollar contribution indexed to the CPI. We oppose legislation that would replace the current formula for calculating the retirement cost of living adjustment with the so-called chained CPI; legislation that would increase employee retirement contributions; legislation that would change the federal pension computation formula from the current high 3 average to a 5 year average; and legislation that would eliminate FERS.

We are very fortunate in Massachusetts, as our political leaders

are mostly on the same page as NAPUS Postmasters so we don't have to spend time discussing opposite views on the issues. This forum allows Postmasters a chance to thank them for their support and discuss any of their concerns or concerns of their constituents.

It is my opinion that the Leadership Conference is the most important event held by NAPUS. Washington is a great place to visit. The trip is fun and informative. If you couldn't make it this year, put March 2015 on your calendar for next year. If you came for the first time this year, share your experience with Postmasters that have never been and bring a first timer with you next year.

~Donna

First Timer has Great Time in DC!

Just arrived home from my first Legislative Conference in Washington, DC. Wow, what a great time. I met some really nice members of the MA State NAPUS committee. I not only can put a face to a name now, the who's who in our State organization but also see how much they care about the members of NAPUS. They really do a good job representing us at the national level and made it a great trip for me. I have always understood the need for PAC, so I try to contribute regularly since becoming a member of NAPUS. I know it takes money, time and dedication by people to get our

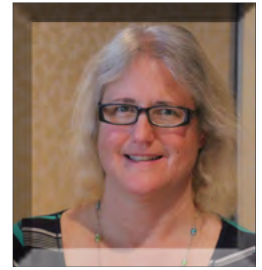
legal message to congress. It was not only my first trip with NAPUS but my first trip to Capitol Hill. As I accompanied the Cape Cod Chapter president, John Fitzpatrick, to District 9's congressional office, I felt very proud to be from Massachusetts. Representative Bill Keating now has the office that JFK once used during his time in Congress. We met with a young lady from Plymouth, Kerry O'Brien and discussed NAPUS' position on S1496. I strongly recommend all members to go and see how our contributions to PAC are working for us. In today's world Postmasters need to step up and show

our elected officials what we stand for and how they can help the Post Office survive these difficult financial times.

I am looking forward to the next trip and hope more members will come with us next year.

Thank you,
Jean Marie McClellan





What Did We Do in DC?

Even though Congress was not in session, and the Marine Corps Band did not make it to our opening session, we had a very successful conference. On Sunday, officers from our chapter attended training seminars. On Monday, everyone attended the general business session, listening to a variety of speakers, including Senator Tom Carper, PMG Pat Donohoe, and COO Megan Brennan. She is always the most popular speaker, and the question and answer session following her presentation is the most interesting part of the day in my opinion. Tuesday morning, a few of us attended the Capitol Hill Event hosted by Bob Levi, and had the pleasure of hearing Ruth Goldway, Chairman of the Postal Regulatory Commission. She happens to be the longest serving Senate-confirmed Presidential Appointee in a full-time political position in the Executive Branch of the United States Government, having been appointed by President Clinton in April 1998. She is an intelligent advocate for the Postal Service, and said she enjoyed our questions and comments explaining some common problems, and encouraged us to contact her. She stated the mailing industry was not happy with the change in service standards happening at the same time as a rate increase. Also speaking

were Cory Turner, an Aide to Sen. Mark Begich (D-Alaska), and Lisa Rein, a reporter with the Washington Post.

The primary purpose of the conference is to lobby Congress, so on Tuesday our chapter attendees visited the offices of Representatives Neal, McGovern, Tsongas, Kennedy, Clark, Tierney, Capuano, Lynch, and Keating; and Senators Warren and Markey. After being briefed on the issues, we were told to concentrate on asking for 3 things:

- Innovation**
- Postal Pricing Flexibility**
- Retaining Universal Mail Service**

In addition, we asked their opinion or position on certain issues. This year that included: the present financial situation of the Postal Service; permitting USPS to offer new products and services; granting the USPS greater authority to set postage rates; refunding excess retiree contributions; creating within the FEHBP a postal only plan with equal benefits; increasing Postmaster contributions to retirement; and modifying pre funding retiree health benefits contributions. We also asked if they would oppose legislation to: eliminate the prohibition against closing a Post Office solely for it not being

self-sustaining; eliminate statutory retirement benefits; implement the “chained CPI”; and replace the FEHBP contribution formula with a health voucher.

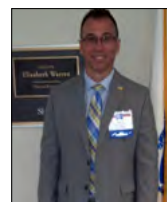
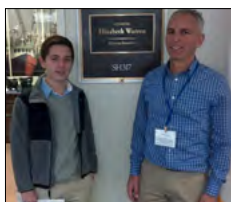
Unbelievably, we accomplished all this in a few days, the discussions at the Hill in less than half an hour. It is no wonder that we are all tired, but very happy to participate in this important process. I would personally like to thank all who attended, and all who took the lead in meeting with the aides in order to complete these lobbying reports. Although it is disheartening when it seems there is no measurable progress in legislation for Postal Reform, we must continue to stay informed and make our opinions known.

If you would like any more information, please feel free to contact me. For more details on the conference, please read: <http://www.napus.org/sen-carper-and-pmg-donahoe-paint-a-brighter-future-for-the-postal-service/>

I encourage the retirees, especially, to visit the site periodically to see what is going on.

Thanks for all you do!
Robin

Capitol Hill Visits



New England Council Meeting



NE Council President
Mike Renkert



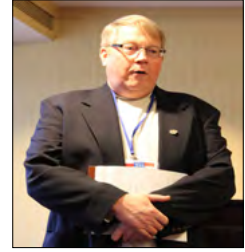
National President
Tony Leonardi



National Secretary Treasurer
Mike Quinn



National Vice President
Linda Kirkpatrick



National Vice President
Rob Hackert

We recently returned from our annual Leadership Conference down at snowy Washington DC. Once again we thoroughly were amazed at the workings of our leadership. We were told, that very shortly, if not before this is published there could be a remedy between the Postal Service and the APWU. This will set the stage for how we Postmasters will be going forward regarding our RMPO's. Will they be staffed by PMR's or by clerks? The two, four, or six hour offices what will be their employee makeup? The arbitrator has handed down a decision but before that is announced headquarters and the union are trying to reach an agreement. That decision will dictate and could have another major impact on NAPUS and the

amount of revenue coming into our organization.

On Sunday I had the privilege to preside over my first New England Council meeting as President. I introduced NAPUS President Tony and Secretary Treasurer Mike Quinn and they made short remarks to our council. Mike Quinn made it clear that our organization still had cuts to be made from the budget based on projected reductions in membership. Every area is being looked at to keep our organization fiscally sound. Our two area vice presidents from New England, Linda Kirkpatrick of Vermont and Rob Hackert of Connecticut gave a very important rundown on the changes to legal defense

representation. The next page is the new wording from our Legal Defense Fund document.

Dan Heins Postmaster from Stewartville MN introduced himself as being a candidate for National Secretary Treasurer beginning in 2015. As of now he is running unopposed and the NE Council unanimously voted to back his run for office.

The meeting lasted just under one hour and we will be having our next meeting in September in Atlantic City. At that time we will have election for Secretary and for Treasurer. See you in September.

Mike Renkert

Going Overboard

Have you ever had one of those weeks where it just seemed everything was going overboard? That's how my legislative conference went. Although I have been to these legislative conferences for the past eleven years, this time there were many firsts. For the first time I met the National Executive Board for NAPUS and I met the Postmasters from Area 2 including those from Massachusetts. One Postmaster in particular stood out—your outspoken president, Ken Vengren. I know one thing—Ken can certainly capture the attention of everyone in the room. Ken really knows how to bring on the background noise and keep the pressure on the players! As a first time board member, I listened

to the three USPS Executives from Labor, Human Resources, and Delivery. There were some very frank and positive conversations on the issues facing the Postal Service. I questioned the issues regarding the Boston Plant and Vice President of Delivery, Ed Phelan's statement of day was "we own that and will have plans to improve it." What has been promised is that there will be a concerted effort to hire more personnel in the plant. So let me know if Ed was going overboard with his statement as the year continues. Another first was the in-depth look at the finances of NAPUS that you see as a board member. Although we have some real challenges ahead, we have not fallen overboard; we do have a

few challenging years ahead of us. Postmasters will need to ride the waves of change and not let them rock your boat. Prepare yourselves by taking advantage of all NAPUS offers you, training, mentoring, protection, and best of all camaraderie.

To end my message, I would ask that every Massachusetts NAPUS member goes overboard for Atlantic City; where else can you get a 5 star dinner and "The Jersey Boys" for \$165.00 a night by the Atlantic Ocean. Well maybe in Boston. Come to the NAPUS National Convention at Atlantic City, September 13th through the 18th and show them what Boston fans are all about!

Respectfully, Rob Hackert Area 2 VP

NAPUS Legal Defense Fund/Plan

Adopted Sept. 1, 1992, and revised Feb. 27, 1996; Feb. 15, 2001; Feb. 14, 2002, Sept. 13, 2002 Nov., 2011, and May 1, 2014.

Purpose ~ The National Association of Postmasters of the United States (NAPUS) is committed to representing the membership in all areas, including adverse actions. The Mel Hettenhausen Legal Defense Fund (MHLDF) and Legal Defense Plan (LDP), two of many representation activities, was established by the membership, for the membership, to provide representation to active NAPUS members in appealing adverse actions taken against them. Postmasters receiving notice of an adverse action (defined in ELM Section 651.71) should immediately contact a NAPUS national Postmaster representative. The Postmaster will sign a NAPUS Designation of Representation form and transmit it to the NAPUS National Postmaster representative. The Postmaster representative will assist the Postmaster in making a verbal reply to the charges, pursuant to ELM 651.74, and will begin coordination of the defense with the NAPUS Legal Defense attorney. Generally, the NAPUS legal defense attorney does not become actively involved until a decision letter is issued pursuant to ELM 651.75.

MSPB ~ When the decision of the Postal Service in adverse action falls within the jurisdiction of the Merit Systems Protection Board (MSPB), the Postmaster representative will immediately contact the NAPUS Legal Defense attorney. The sole decision on the scope, extent and means of defense then becomes the responsibility of the attorney, with the agreement of the charged Postmaster. Neither the NAPUS LDP nor the NAPUS Legal Defense attorney will represent a Postmaster in an MSPB matter if the Postmaster has been convicted of or has admitted to a criminal violation or has entered any plea other than not guilty to a directly related criminal charge. The NAPUS Postmaster rep will remain available to provide technical assistance to the defense as requested by any attorney, privately retained by the Postmaster.

In order to be represented by the NAPUS Legal Defense Plan attorney, a Postmaster first must sign the Designation of Representation and Subscription to Appeal form and transmit it to the NAPUS legal defense attorney. Neither the NAPUS LDP nor the NAPUS Legal Defense attorney can defend a Postmaster charged with a criminal violation in state or federal courts. These situations require a Postmaster so charged to obtain the assistance of his or her own criminal defense attorney to defend against criminal charges.

Eligibility ~ To be eligible for the MHLDF and LDF benefits, a Postmaster or OIC must be a member of NAPUS for six months prior to the date the alleged conduct or performance deficiency occurred. The six month period is waived if the Postmaster or OIC becomes a member within 15 days of his or her appointment and the event prompting the adverse action is related to his or her current position.

Scope ~ MHLDF or LDF benefits may be used to appeal adverse actions (defined in ELM 651.71) as follows: Removal and suspension of more than 14 days, furloughs without pay, and reductions in grade or pay, NAPUS pays 75 percent for representation to the MSPB.

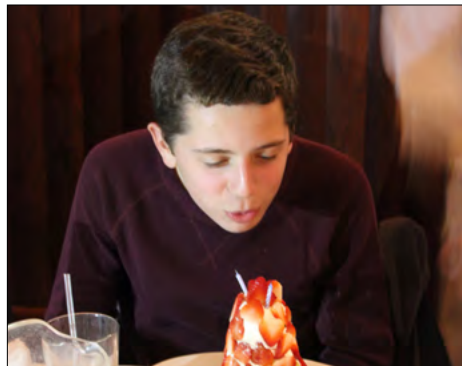
Funding ~ Except for Emergency Placement, a postmaster desiring representation of the Legal Defense Attorney must submit a cashiers check (or wire transfer) within ten days of a Decision Letter to the NAPUS Secretary/Treasurer in the amount equivalent to 25 percent of anticipated MSPB appeal costs (presently \$40,000.00) which is \$10,000. Failure to adhere to this stipulation will disqualify the postmaster from the Plan. NAPUS expenses for attorney representation in the LDP will be paid from the designated Legal Defense Fund. Any reimbursements of attorney fees and or costs obtained through either settlement or fee petition will be returned to the postmaster and the MHLDF proportionately.

Review ~ For any decision regarding either the NAPUS LDF or NAPUS Legal Defense attorney representation that may fall outside the scope of these procedures and guidelines, or for further interpretation of these guidelines, a Legal Defense Review Committee (LDRC) will determine the appropriate NAPUS action. This committee will be composed of the NAPUS executive director and four members of the National Postmaster Representation Committee selected by the national president. For approval of MHLDF expenditures, four of the five committee members must concur.

The LDRC may be called upon by request of the Postmaster Rep. to review a proposed settlement. If LDRC members feels the proposed settlement is a fair settlement, and the Postmaster refuses the proposed settlement, than the Postmaster will be required to pay further costs to pursue the case regardless of the outcome.

MA Members Have a Wicked Pissa Time!

State Dinner & Banquet Nights





*** SOCIETY of the HONOR GUARD ***
TOMB OF THE UNKNOWN SOLDIER

“Here Rests
In Honored Glory
An American Soldier
Known But To God”



Tomb of the Unknown Soldier

1. How many steps does the guard take during his walk across the tomb of the Unknowns and why? 21 steps: It alludes to the twenty-one gun salute which is the highest honor given any military or foreign dignitary.
2. How long does he hesitate after his about face to begin his return walk and why? 21 seconds for the same reason as answer number 1.
3. Why are his gloves wet? His gloves are moistened to prevent his losing his grip on the rifle.
4. Does he carry his rifle on the same shoulder all the time and, if not, why not? He carries the rifle on the shoulder away from the tomb. After his march across the path, he executes an about face and moves the rifle to the outside shoulder.
5. How often are the guards changed? Guards are changed every thirty minutes, twenty-four hours a day, and 365 days a year.
6. What are the physical traits of the guard limited to? For a person to apply for guard duty at the tomb he must be between 5' 10" and 6' 2" tall and his waist size cannot exceed 30.

They must commit 2 years of life to guard the tomb, live in a barracks under the tomb, and cannot drink any alcohol on or off duty for the rest of their lives. They cannot swear in public for the rest of their lives and cannot disgrace the uniform or the tomb in any way.

After two years, the guard is given a wreath pin that is worn on their lapel signifying they served as guard of the tomb. There are only 400 presently worn. The guard must obey these rules for the rest of their lives or give up the wreath pin.

The shoes are specially made with very thick soles to keep the heat and cold from their feet. There are metal heel plates that extend to the top of the shoe in order to make the loud click as they come to a halt.

There are no wrinkles, folds or lint on the uniform. Guards dress for duty in front of a full-length mirror.

The first six months of duty a guard cannot talk to anyone nor watch TV.

All off duty time is spent studying the 175 notable people laid to rest in Arlington National Cemetery.

A guard must memorize who they are and where they are interred. Among the notables are:

President Taft,

Joe Lewis {the boxer}

Medal of Honor winner Audie L. Murphy, the most decorated soldier of WWII and of Hollywood fame.

Every guard spends five hours a day getting his uniforms ready for guard duty..

ETERNAL REST GRANT THEM O LORD AND LET PERPETUAL LIGHT SHINE UPON THEM.

In 2003 as Hurricane Isabelle was approaching Washington, DC, our US Senate/House took 2 days off with anticipation of the storm. On the ABC evening news, it was reported that because of the dangers from the hurricane, the military members assigned the duty of guarding the Tomb of the Unknown Soldier were given permission to suspend the assignment. They respectfully declined the offer, "No way, Sir!" Soaked to the skin, marching in the pelting rain of a tropical storm, they said that guarding the Tomb was not just an assignment; it was the highest honor that can be afforded to a service person. The tomb has been patrolled continuously, 24/7, since 1930.

God Bless and keep them



HURRY HURRY HURRY 2ND EARLY DEADLINE FAST APPROACHING

2014 MA STATE CONVENTION

Don't waste another minute thinking about whether you should go to the 2014 MA State Convention this year. The answer is, "YOU SHOULD NOT MISS IT!"

With the size of the District and separate Postmaster meetings, when was the last time you saw your peers from other parts of the state? When was the last time you made friends with a Postmaster from another part of the state? No matter what size office you are in, we are all Postmasters, facing the same challenges every day. We receive the same emails, mandates and orders from people we have never met. We are all frustrated that the District staff, our supposed support system, does not answer their phones, emails or return calls when we need assistance. We all share the same feelings of unnecessary micromanaging and loss of authority even though we are the ones that will be held accountable for our offices. Maybe you need some answers or ideas, maybe you need some support, or maybe you just need to vent to someone who is going through the same thing. Whatever you are experiencing, the MA State Convention is the place to be. Register now. Do not miss the 2nd early registration deadline to save a little money.

The Red Jacket is in the heart of Cape Cod and is located right on the ocean with a beautiful beach, an outside and indoor pool complete with a hot tub. There is plenty to do on site, and not

far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate is \$139 for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is NAPUS.

The convention will start on Wednesday MORNING and close early on Friday MORNING. This is different from last year. The registration form, hotel information and tentative agenda are included in this newsletter and on the website at www.masschapternapus.shutterfly.com.

Due to increased convention costs such as meeting space and supplies, there will be a Daily Business Session Fee of \$20 for persons attending only the business and/or training sessions. Anyone deciding to stay for meals will have to pay the individual meal costs.

The auction, which will be held on Wednesday night, is the biggest fundraising event to support the MA Scholarship Program. Please bring an auction item with you. If you cannot attend the convention and would like to donate an item, contact me and I will make arrangements to get your donated item to the convention.

Please take the time to nominate a NAPUS Postmaster for 2013 Postmaster of the Year. I'm sure you know someone who is deserving of this award. Take a few minutes to complete the nomination form and submit it with a narrative explaining why your candidate deserves to be selected. The Postmaster does not

have to be present at the convention to be awarded.

Don't forget to take an ad in the Convention Ad Book. This is another fundraising effort to support the MA Scholarship Program. Submit a business card, a picture of your kids or grandkids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note and we'll take care of it.

There is so much that your MA NAPUS State Convention has to offer. Make the commitment and put June 4 -6 on your calendar. Register early and save money. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

~ Donna

**AUCTION JUNE 4, 2014
PLEASE DONATE A
QUALITY ITEM!**

Convention Registration Form

NAPUS STATE CONVENTION JUNE 4 – 6, 2014

NAME: _____ TITLE: _____ OFFICE PHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

FULL REGISTRATION FOR EVERYONE – Includes Wednesday luncheon, Wednesday BBQ, Thursday Banquet with Entertainment and Friday Continental Breakfast. Dress for the Banquet is business casual.

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

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

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

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

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

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

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

GUEST: _____ \$150.00 Registration, includes all meals & activities - NAME _____

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

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

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

DO NOT USE PENALTY ENVELOPES FOR NAPUS BUSINESS

Make checks payable to: MA NAPUS and mail completed registration form and payment to:
Donna Legro, Secretary/Treasurer, 6 Cedar St, Wilmington MA 01887-3612

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HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA, 1-800-672-0500
Reservation cut-off May 16, 2014 Group Code: NAPUS_

- Rooms \$139.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee. Guest deposits will be forfeited in the event of "no shows" and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.



Constitution and By-Laws Report

JJ Donovan

ARTICLE 5 ELECTIONS OF OFFICERS

The election of Officers shall take place during the Annual Convention of this Chapter and it shall require a majority of the vote be cast to elect. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot.

Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office in addition to those selected by the Nomination Committee.

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

This year there are two positions up for elections which are:

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

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

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

Also, it's important to mention that any changes to the State Constitution must follow Article 9 which states: This constitution may be altered or amended at any meeting of the Chapter by two-thirds (2/3) vote of the members present. All proposed amendments must be submitted in writing and signed by any member by sending it to the Secretary/Treasurer and the Chairman of the Constitution/Bylaws Committee at least thirty (30) days before the Annual Meeting. All proposed amendments must be reviewed by and presented by the Constitution/Bylaws Committee.

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

JJ Donovan,
State Parliamentarian

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

2014 PAC'N A CURE Ride

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

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

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

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

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

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

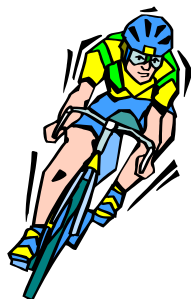
disease of breast cancer.

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

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

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

Thank you, JJ donovan



MA NAPUS - PAC'N A CURE RIDE
SPONSOR SHEET



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

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

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

PRELIMINARY AGENDA

2014 MA STATE CONVENTION

WEDNESDAY, JUNE 4, 2014

TBD	PEDDLE FOR PAC'NaCure
8:00-4:00 PM	Registration, Donate to PAC & Buy your NASCAR
10:00-10:30 AM	Executive Board Meeting
11:30 AM	Greet Bike Riders
12:00-1:00 PM	Lunch honoring First Timers & Retirees-Everyone
1:00-2:00 PM	District Managers' Panel
2:15-3:45 PM	2 Training sessions
3:00 PM	Hotel Check In
4:00-4:30 PM	First Timers Meeting
5:00-7:00 PM	BBQ & 50/50 Raffle for Scholarship Fund
7:00-8:00 PM	NASCAR races
8:00 PM -	<u>AUCTION-DON'T FORGET AN ITEM</u>

THURSDAY, JUNE 5, 2014

7:30- 8:15 AM	Registration
8:15 AM-1:15 PM	General Business Session Memorial Service Pledge of Allegiance Remarks from President Ken Vengren Speaker TBD (NEA VP or NAPUS Leader) Elections Proposed Bylaw Changes Officer Reports FREE AFTERNOON
6:30 PM	Cash Bar
7:00 PM	Banquet & Entertainment (Business Casual) Newly Elected Officers Swearing In Scholarship Awards First Timer Awards 2013 Postmaster of the Year Award 50/50 Raffle for PAC & General Fund Entertainment

FRIDAY, JUNE 6, 2014

8:30-10:30 AM	General Business Session Continental Breakfast Speaker TBD (NEA VP or NAPUS Leader) Unfinished Business President's Closing Remarks
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WHEN FINALIZED, A DETAILED AGENDA WILL BE AVAILABLE AT
www.masschapternapus.shutterfly.com

WORLD FAMOUS AUCTIONS

Sotheby's of London- Skinner's Antiques- Barrett Jackson- Mecum Auto Auctions- Mass NAPUS Convention. That's right; they are all world famous auctions. But let's get real here. The ONLY one you're invited to or are likely to attend is the Mass NAPUS Auction. If by chance one of you actually go and bid at one of these other auctions I want to become your best friend. Actually, I couldn't care less about being your friend, I'd just like to help relieve you of some of that money you have! And that is my plan, folks. I've done it before. I'm pretty sure I can do it again. And this year I have someone to strong arm you. That's right, Joe Torcia (Joe Pesci wasn't available) will be combing the crowd with his portable Dyson to extract every dollar he can from your pockets. Get ready!

For all of you folks who regularly attend this event, you know the drill. But I will instruct first time attendees.

FIRST- You need to prepare now. Right now. Get out there and find an item to donate that you think your colleagues would die to own, and therefore, bid ridiculous money to obtain. Popular items are alcohol products (go figure), gift baskets, etc. Not so popular, that bargain you picked up at Christmas Tree Shop on your way in. Everyone else already went there and bought the Little Miss Muffet garden ornament if that was what their garden needed. Not allowed- That whatever-the-hell-it-is that's been festering in your linen closet for six years. You don't want it. I don't want it. They don't want it. Get the idea? Great!

SECOND- Get yourself registered for the convention. It's really difficult to bid when you're not there. Unlike the other world famous auctions we don't have phone bidding. So if you hear a rumor that we MAY be auctioning off Jimi's guitar or Ellsbury's autographed shirt, you need to show up. Then bid! Bid! Bid! Don't make Joe mad!

THIRD- Remember that the money goes for scholarships so one of your friends can get their kid out of the house!

Seriously, Mass NAPUS grants more scholarships than any other state. To the tune of \$5,000 a year! We need your help to accomplish this, and just think, it could be your child or grandchild who may be getting one of these someday.

Oh yeah, I almost forgot **FOURTH-** Rent a truck- you never know what you might get at a world famous auction!

Jerry

Nomination Form

Postmaster of the Year for 2013

The coveted NAPUS State Chapter **Postmaster of the Year Award** is an award that can be conferred upon any NAPUS Postmaster. The only two requirements are listed below. Massachusetts NAPUS Officers encourage all NAPUS members to take the time to nominate a postmaster. **Many, many Postmasters are deserving of this award and need only be nominated.** If you feel that a Postmaster you know is deserving, take a moment of your time and nominate that Postmaster. The annual **Postmaster of the Year Award** will be conferred upon a NAPUS Postmaster at the 2014 NAPUS State Convention. Neither the nominator or the nominee is required to attend the convention. Requirements for nomination are simple:

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

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

I nominate as 2013 Postmaster of the Year:

Nominee's Name: _____

Nominee's Office & Zip: _____

Your Name: _____

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

Your Phone: () _____

Your Office: (if any): _____

Your Signature: _____

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

Richard Hui
PO Box 745
Gardner MA 01440

Nominations must be received by May 20, 2014

Scholarship Awards

Greetings fellow Postmasters/OIC's, the deadline for submission for one of our annual Scholarship Awards has come and gone, and as of your receipt of this issue of The Baystater, our selection process should be well underway. As I write this article, I am happy to say it looks like we will have another tough selection process this year, based on the number of applications I have received thus far. Selections will be made sometime in Mid-May, and the winners will receive their scholarships at this year's State Convention in June. I would encourage everyone to come out for the convention this year and support the winners and future scholarship funds by participating in our auction. Proceeds of the auction are the biggest supporter to the scholarship fund.

If you've never been to the State Convention, you are missing out on one of the best events of the year. It is a great way to get away for a couple days at a premier resort in South Yarmouth, Ma. The convention also represents a great opportunity to get reacquainted with old friends, and make new connections. In addition, there is some great information shared during the business sessions, as well as quality training sessions. Best of all, there is plenty of time to relax, unwind, and catch your breath before the prime time vacation periods begin. I hope to see all of you there this coming June. ~ Rob Leary



BOSTON STRONG ALL THE WAY

It's hard to believe that it's coming up on the one year anniversary of the nightmare of the Boston Marathon bombings. April 15, 2013 is a day that is permanently etched in our history books now. So many lives were changed forever on that tragic day in Boston. We said goodbye to four innocent people that had their futures in front of them; people that never saw those awful explosions coming.

While it is perfectly natural to feel enormous sorrow for all those affected on that fateful day, I hope that you also gain strength from the abiding love that shined through as well. Strangers helping strangers. Strangers running into burning rumble to help the injured. And then we all learned of the unbelievable strength that the injured exhibited. I remember celebrating with each one of them as they were released from the hospital. Not one of them asked for sympathy. Not one of them asked for tears. Instead they held their head up high and proclaimed that nobody would be able to stop them from moving forward with their lives.

They all made me proud to be a Bostonian and an American.
God Bless America!

Respectfully submitted
P.E. Boudreau
MA NAPUS STATE Chaplain

With utmost respect we remember:
Martin Richard, Krystle Campbell,
Lingzu Lu, and Sean Collier.
May they rest in peace.



Anniversary Reactions

Employee Assistance Program

Managing After Traumatic Events

On the anniversary of a traumatic event, some people experience a resurgence of the feelings they experienced at the time of the original event. This is called an “anniversary reaction” and can be brought on by the time the trauma occurred, the season of the year, hour of the day, or sounds and even smells. The resurgence of feelings can be stronger than expected. These reactions are viewed as a normal part of how we process powerful experiences.



What Are Common Anniversary Reactions?

- General feelings of sadness. This may include tiredness, uneasiness, or sensitivity. It might be hard for you to sleep and you may have bad dreams, irritability, loss of appetite, or feelings of numbness.
- Difficulty focusing. You may feel confused and have trouble concentrating. Some other normal reactions include feeling sad or tearful. And you may find memories of the event intruding even when you don't want them to.

How Long Will These Anniversary Reactions Last?

The time it takes to recover will vary. Your anniversary reactions to the event must run their course. Just remember to give yourself permission to experience these reactions and they will ease in time.

How Can I Cope?

- Talk about your feelings with a professional, significant others, or friends and family who care about you.
- Respect your needs. Do you need a healing ritual to acknowledge your trauma or do you need to rely on friends or family to distract you from thought of the event?
- Remember there is no right approach. Build new memories and meanings for the time frame. Although it takes time to heal, you will eventually get to choose which memories you wish to savor and those you wish to “not constantly remember.”
- Take good care of yourself. Anxiety only gets worse if you are sleep-deprived, hungry, or dehydrated. Exercise helps soothe your nervous system. Good self-care is not selfish, it is very important.
- If your anniversary reactions intensify, it maybe a signal that it's time to talk to a professional. Your EAP is available 24/7. Make the Call!

Make the Call!

USPS Employee Assistance Program
1-800-327-4968
(1-800-EAP-4-YOU) TTY: 1-877-492-7341
www.EAP4YOU.com

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Retirement FAQs

Thank you Deanna White for the opportunity to provide some answers to frequently asked questions regarding retirement.

The Massachusetts Blue Cross and Blue Shield Federal Employee Program (FEP) Team is asked many questions at seminars. Here is a sampling:

Am I eligible to take health insurance into retirement?

Yes. Keep the '5 Year Rule' in mind. You must be continuously covered by the Federal Employees Health Benefits Program (FEHBP), Tricare or CHAMPUS for **five years** immediately before retirement.

Does my employer contribute to premiums after retirement?

The government contributes the same percentage toward retiree premiums as they do toward active employees. Postal employees move from the postal premium to the monthly non-postal premium. As an annuitant, premiums are taken on an after- tax basis.

I am retired but my spouse is not. I want to cancel my FEHBP and be covered by my spouse until spouse retires. Is there a penalty?

Be careful. A cancellation of your FEHBP coverage would be permanent. If you cancel your FEHBP with OPM after retirement you will not be allowed to re-enroll in the FEHBP. There are a couple of exceptions where you can **suspend** your FEHBP coverage with OPM and enroll in either Tricare or a Medicare Advantage Plan.

How do I find out if I am eligible for Medicare coverage?

You should contact the Social Security Administration at least three months before your 65th birthday to apply for benefits. The Social Security Administration will have records pertaining to your eligibility for Medicare coverage.

I am actively working and turning 65 do I need to take Medicare?

If you are entitled to Part A without paying the premiums, you should take it, even if you are still working. You can suspend Part B through Social Security without penalty until you retire. (Make sure you send a copy of your Medicare card to your insurance carrier).

Can I keep my FEHBP coverage when retired and turning 65?

Yes, you can keep your FEHBP coverage at age 65 and beyond. You should accept Medicare Part A if free and consider Medicare Part B. Medicare Part A and Part B would become your primary insurer. Most FEHBP plans waive or reduce most deductibles, coinsurance and copays when Medicare Part A and Part B are primary.

Is there a penalty with Social Security if I don't take Medicare Part B when initially eligible?

Yes if you don't sign up for Part B when you're first eligible or if you drop Part B and then get it later, you may have to pay a late enrollment penalty for as long as you have Medicare. Your monthly premium for Part B may go up 10% for each full 12-month period that you could have had Part B, but didn't sign up for it.

Am I eligible for the Federal Employees Dental and Vision Insurance Program (FEDVIP) as a retiree?

Yes you are eligible to participate in the FEDVIP benefit as a retiree. The '5 Year Rule' does not apply to FEDVIP. You can choose these plans each Open Season. Premiums are withheld from your annuity on an after- tax basis.

Do retirees participate in an annual Open Season?

Yes, Open Season applies to all federal and postal employees and annuitants. It usually runs the second Monday of November through the second Monday in December. Any changes made during Open Season for annuitants are effective January 1st of the following year.

**These answers all pertain to how the benefits are administered currently.
Due to postal reform they may change in the future.**

For more information please consider joining us at the Annual Retirees Luncheon that is held during Open Season. Please check the next BayStater for more details along with the date and time.

Meet the Massachusetts Blue Cross and Blue Shield Federal Employee Program (FEP) Team. Contact us to schedule a Road to Retirement seminar at a time and place convenient for you and your employees.

Wendy Smolinsky – Central MA

wendy.smolinsky@bcbsma.com

Phone: 617.246.2477

Paula DeForest – Western MA

paula.deforest@bcbsma.com

Phone: 617.246.2944

Alex Stathopoulos – Northeastern MA

alexander.stathopoulos@bcbsma.com

Phone: 617.246.3750

Katie O'Brien – Boston, South Eastern MA

kathleen.obrien@bcbsma.com

Phone: 617.246.7263

Wishing you all a happy, healthy year!

Wendy

<p>www.fepblue.org Online Health Tools and Resources, Powered by WebMD®</p>	
<p>MyBlue® Wellness Card Earn Up to \$75 in Wellness Incentives</p>	
<p>Blue365® Deals Discounts on Hearing Aids, Laser Vision Correction and more</p>	

MEMBERSHIP CONTEST

January 1, 2014 until August 31, 2014

TWO QUESTIONS

TWO HATS

TWO PRIZES

Do you know a recently retired Postmaster who has not completed their 1187R?

Would you like to spend a week in Florida January 2, 2015 OR receive free registration for 2015 National Convention in Mobile AL?

- There will be two (hats) for the drawing! One for sponsors (this could be YOU) No limit on number of entries. The more you sign up, the more times you get your name in the hat.
- The second hat is for the new member names. They can be a winner also.

There will be two prizes and the lucky sponsor gets first choice.

1. Seven day stay at Oyster Point Resort in Sebastian FL, which fronts the Intercoastal waterway/Indian River. The unit sleeps six and has a complete kitchen. Many attractions within an hour's drive including Disney.



OR 2. - Free registration to beautiful Mobile, Alabama for 2015 NAPUS National Convention.



After you choose, we will then draw a member winner and they will get the remaining prize.

If you have any questions, please contact Glenda Rountree, NAPUS National Membership Chairman
 Phone: 502-417-8702 email: routreeglenda@gmail.com



Form 1187-R

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

Please complete and mail to NAPUS National Office (address at bottom).

Deadline: Sept. 30

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

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

SECTION A—Authorization

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

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

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

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

Postmasters Retired monthly dues withholding are currently \$3.50.

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

Retired in 1987... I'm now 87!

Family and friends bet my retirement wouldn't last and they were right! One phone call and two weeks later I started working part time at the Small, Small World Gallery in Rockport, MA. The gallery owner, a personal friend of mine, had hosted a show for me when I was still a Postmaster. Working at the gallery that spring provide me "on the job training" so I was ready for the busy summer tourist season.

With summer over, my husband and I drove to Florida sight seeing along the way. First we visited Florida's east coast, then we headed west through Fort Meyers to Captiva Island where we decided to stay at Jensen's Twin Palm Cottages and Marina on the bay side of the island where there were manatees, dolphins, boats, fishing trips, etc... We left after a short stay, but not before signing up for a return visit in January of the following year.

Work at the gallery in Rockport continued and, in addition, I worked at the owner's home workshop cutting mats, framing, and shipping. Whenever the owner left for trade shows I managed the gallery. In the Boston area shows, along with selling, I did small paintings to attract new customers. All of my paintings sold!

Our winter sojourns to Captiva continued. Often, we could not get the reservation dates we needed, so we sometimes found ourselves renting from some really odd characters (Crazy Ladies House)! After 1992, five years after retirement, we established a regular rental routine at the Jensen's Twin Palm Cottages. One of the owners, Dave Jensen, would have a list of local places he would want me to

paint so he could hang the paintings in the cottages. If guests wanted one of my paintings they were told they could order them by contacting "Madith in #14." A name that I was later to become known by. During those early years, I joined the Sanibel-Captiva Art League, a local outdoor painting group.

Shortly after, the Jensen's arraigned for my first art show at a local bank. Next came Paradise Garden, a new venture on Captiva, and I began tending the gallery for an artist who



Postmaster Retired, Madith Mantyla

didn't like the retail side. I would sit on the little porch and paint with exotic birds chattering all around me! It really was a paradise garden, with a few shops, a small walkway draped by unusual palm, hibiscus flowers the size of dinner plates, colorful tropical birds, and live music in the evenings.

The Paradise Garden owners were wonderful to me and those two remain true friends to this day. Every year upon my return, they would find a spot for me in the gallery. They also owned another unique shop where I worked for several years. Along with other duties I was painting and designing t-shirts and tote bags. One season I did illustrations for a book

and also designed a Captiva color book.

"Time of the Islands" magazine requested I do a complete pen and ink drawing of the Paradise Garden and its shops. When I completed these they published it in their magazine.

In 1993, instead of driving directly home up north, we went to Louisiana to visit a friend of my husband, a WW2 Seabee buddy. He and his wife took us sightseeing. We visited New Orleans, toured mansions, listened to live jazz music, etc. While staying in Munroe, at the request of a neighbor we toured the Black Bayou by boat. Later the neighbor bought the painting I created from our visit there. We then traveled through Arkansas and were thrilled at the sight of the mountains and valleys. We visited historic locations, handicraft shops, quartz farms, and even a church that had to be entered by way of the steeple! When we were about to leave Munroe and finally head north for home, we received a call

from Paradise Garden, "Please come back to Captiva for a month, we'll provide you a place to stay." So we did!

Back in Rockport there were big changes going on. Small, Small World Gallery had to leave their location because the building owner did not renew their lease. They relocated to a smaller space on Bearskin Neck, a lively little tourist area within the village of Rockport. That same year they added another gallery. The gallery owner and artist, Barbara Krupp, opened the Barbara Krupp Gallery on Main St. I worked there and also covered the Small, Small World Gallery; again matting and framing



while the owner did trade shows. Sadly in 1994, the gallery owner died suddenly. The family decided to close the Krupp gallery and asked me to continue my work at the Small, Small World Gallery. Later that year I took ownership of the gallery.

In 1996 the fragile health of my husband, of 35 years, failed and he passed away as I was driving us home from our time in Florida. He had enjoyed Florida... fishing off the marina dock; and especially enjoyed the three Jensen brothers, whose slogan is "Laugh, The One Step Program."

Meanwhile, the Paradise Garden had been sold. My family and friends encouraged me to return to Florida in 1997. Jensen's let me put up a sign outside my apartment, "Madith's Island Studio." I painted local scenes and the commissions continued. I even painted coconuts, which the children especially enjoyed. It was great to be able to continue working on Captiva.

New beginnings, the Seaweed Galleries opened in the Captiva Village. They liked my small, "island memories" paintings and I worked there weekends and a few evenings, helping them part time.



Back in Rockport, life went on. In 1999 I had leg and hip pain and found I was having trouble walking. During surgery and the consequent recuperation, wonderful former coworkers tended to my gallery. Finally, after 14 years of selling, matting, and framing I closed the gallery at the end of 2001, due to my health and family obligations.

In 2003, I met a British visitor at Jensen's who owned a B & B and cottages in England. She urged me to fly over for a visit in June of 2004, to do some paintings of her property. At 78 years of age, I made my first trip overseas! While I visited, this kind woman took three days off work and toured Devon, the moors, the East Coast and then travelled west to

Mul-Tween Captiva's Favorite Artist...
Madith Mantyla hosts
An Artist's Reception
 Friday, February 21st from 4:00-7:00 pm.
 at her Apartment #14 Atelier
 at Jensen's Twin Palm Resort, 15107 Captiva Drive





*All Are Welcome to personally
 meet Madith in her gallery-studio & soak up some local color!*

Cornwell. We even looked up some info for retired Postmaster, Don Luxton in Sheepwash, Devon. Prior to flying home, three wonderful days were spent sightseeing in London.

Back in Florida, hurricane Charley did a lot of harm on Captiva – uprooting trees, damaging homes and boats, flooding, etc. Jensen's had water damage including my unit, #14, which was later remodeled and updated.

In 2006 spinal surgery slowed me down. At 80 years young, I did not like this one bit, however I continued my trips to Florida. I had a week long art show in 2007, held at The Canoe and Kayak Club in the 'Tween Waters Inn, it was very successful! Friends helped, as



I was unable to lift or hang paintings. They even drove me to and from the show every day. What a blessing!

Seaweed Galleries closed in 2008 and that brought me back to my studio/gallery in apartment #14.

In 2012 the back and leg pain returned, so I had a badly damaged hip replaced. Now I walk with two canes. I still go to Florida during the winters, but for shorter periods of time.

In 2014, Jensen's continues to sell my art in their shop, I've put the "Madith's Island Studio" back out at #14, and continue to paint island scenes and whatever else I can dream up.

Last summer, the Captiva Chapel by the Sea (on the US Register of Historic Places) had four of my paintings made into postcards whose proceeds from their sales go to support the

chapel's ongoing Mission Outreach Program. During my 2014 visit, the historic chapel recognized my gift to them, by having me ring their church bell on Mission Sunday; a task I haven't been asked to do since I was in the 4th grade!

Madith L. Mantyla
 Postmaster Retired



CANDIDATE FOR NAPUS AREA 2 NATIONAL VICE PRESIDENT

WHEREAS: KRISTINE A. LION has been a postal employee since May 1988, starting as a PTF LSM/Distribution Clerk at the Wappingers Falls SCF; then in Sept 1988 becoming a FTR Poughkeepsie NY 126 scheme qualified MPLSM operator and was detailed to 204B E-16 at the Wappingers Falls SCF on the MPLSM in January of 1989, and

WHEREAS: KRISTINE A. LION was promoted to Supervisor Distribution Operations E-16 at the Monsey SCF in January 1992 ; then in April 1993 to Manager Distribution Operations E-18 in the then Monsey P&DF. She served as Acting Plant Manager E-23 from November 1995 until May 1996 and

WHEREAS: KRISTINE A. LION was selected as the Postmaster of Chester NY 10918 in May 1996; then Postmaster of Washingtonville NY in February 2002; then her current position as Postmaster of Tappan NY all Level 18, and

WHEREAS: KRISTINE A. LION has had 3 details as OIC in Nyack NY Level 20, West Nyack Level 18 and Pearl River level 20, and

WHEREAS: KRISTINE A. LION became an associate member of NAPUS when she joined the USPS in May 1988 and an active member when becoming Postmaster of Chester in May 1996 and,

WHEREAS: KRISTINE A. LION has served as the NYS Chapter President from 2012-2013, and

WHEREAS: KRISTINE A. LION served as the recording secretary for Rockland County from 2005 to 2007 ; then becoming Rockland County President in 2007 – present and is currently NAPU NYS Chapter 5th District Vice President, and

WHEREAS: KRISTINE A. LION has attended many State and National Conventions throughout the years some along with her Mother, Kathryn Hoehing, now retired Postmaster of Esopus NY

WHEREAS: KRISTINE A. LION has decided, in a continuing effort to serve **NAPUS** and the membership, to announced her candidacy and is seeking your support for the office **NAPUS AREA 2 NATIONAL VICE PRESIDENT 2015**

Candidate for Re-Election to the Board of Directors

Dear Colleagues:

During the last 3 years, in large part because of the unprecedented financial environment and possible mismanagement, 799 Credit Unions went out of business or were absorbed . In contrast our Credit Union not only survived, but our growth has been sustained and exceeded. Three years ago we were a \$270 million financial institution. Today our equity borders on \$274 million!

We have continued to grow because of our members' loyalty, the hard work of our dedicated staff and the untiring commitment of the Board of Directors and other committee members who serve you with a passion, We navigate the persistent unstable economic climate in our country by being watchful and professional in maintaining our financial posture, growth and stability.

I am running for re-election to the Board of Directors and I respectfully ask for your vote, and those of your family members. Should I receive your support, I pledge to continue to work tirelessly to repay your confidence in me. Ballots will be in the mail in July or early August. Please look for them. Thanks for your vote.

Sincerely yours,
Joseph M Gondola

Candidate for President of Massachusetts



National Association of Postmasters of the United States

My fellow Massachusetts NAPUS members I am excited to announce my candidacy for the office of President of Massachusetts Chapter 22 of the National Association of Postmasters of the United States. I first joined NAPUS in June of 2003 as an Associate Member while serving as OIC Harwich MA 02645. At that time I had no idea just how integral a part of my postal life, NAPUS would become.

I attended my first State Convention in 2006. I had such a great time I haven't missed one since. I have 'Pedaled for PAC' every year since its inception in 2006. I loved it and found a passion for cycling. I have since pedaled over 600 miles and raised thousands of dollars for NAPUS PAC and Breast Cancer Research. I have been a member of the State Convention Entertainment Committee for several years and appeared in many of the productions. I have also been involved in the Memorial Services, putting together a choir of sorts to enhance the service.

I attended my first Legislative Conference in 2009. I had such a great time I haven't missed one since. Without NAPUS I never would have had the opportunity to speak face to face with Senator, Joseph Lieberman, Representative Barney Frank and Representative William Keating. I have also met with aides for Senator John Kerry, Representative Joseph P Kennedy III, Representative Michael Capuano, and Representative James McGovern. NAPUS empowers us to bring our concerns to the people who represent us in Washington DC

In 2012 I was elected President of the Cape Cod and Islands Local Chapter of NAPUS. I have served the cape in that capacity for the past two years. We have increased membership and increased our treasury 500% at a time when many locals are shrinking.

I have served as MA NAPUS PM Rep for two years and I was recently appointed as MA State Service Representative NAPUS.

I believe in NAPUS and the Postmasters we represent. We are the backbone of the USPS. We deserve respect from our employees and our managers. I will work to make sure we get that respect.

The Mission of NAPUS is to:

Represent, promote and protect Postmasters

Foster a favorable image of public service and to assure users of the mail the best possible service

Be an advocate with the congress of the United States

Work closely with the USPS in the development of strategies for the enhancement of Postmasters and the Postal Service.

That is where I plan to focus my attention and energy if I am elected for the betterment of all Postmasters.

I would surely appreciate your vote.



Candidate for Area 2 Vice President

For those members that may not know me personally I would like to take a moment of your time to introduce myself and ask for your support. My name is Richard Hui and I am an active and proud member of NAPUS. In addition to my responsibilities as the Postmaster of Leominster, Massachusetts, I am heavily involved in NAPUS at the local, State, and National levels.

In 2012 I was elected as Area 2 Vice President representing Connecticut, Massachusetts and Rhode Island. Recently our National President, Anthony Leonardi, appointed me as the National Membership Chair and National Postmaster Representative.

During my term as Area 2 National Vice President, I served on the Budget Committee and was tasked with bringing into balance our national budget. Together with the other committee members we were able to recommend some difficult choices to the National Executive Board to reduce our expenses. I am pleased to report the Budget Committee was able to present a balanced budget.

In addition to the description above I continue to meet with senior leaders within the Postal Service to discuss the many daily challenges we face as Postmasters such as POSTPlan, staffing shortages at our offices including Postmaster vacancies, and individual Postmaster concerns including representation. At times I have forwarded concerns with recommendations and resolution logs to Postal HQ and have achieved positive results and changes on several occasions.

I was positioned for these challenging opportunities by serving as the State President of Massachusetts for four years, and as the Postmaster representative for zone

014-017, which I presently still serve.

After strong encouragement and support from many Postmasters I announce my candidacy for one of the Vice President positions for Area 2. I believe that my enthusiasm, experience, and demonstrated ability in representing Postmasters with dignity and confidence will be of great service to not only Postmasters within the newly defined Area 2, but throughout our organization.

In addition to the support and encouragement I receive from my fellow Postmasters, my family is a great source of motivation, drive, and determination. My wife Susan shares in my service to NAPUS and serves our community of Gardner, MA as the School District Literacy, ESL and Grant Administrator. Together we are proud parents of two sons; Dustin who currently serves in the United States Navy, and Christopher who is employed as an Assistant Director at the Tierney Learning Center.

I value your continued support, and would appreciate your vote at our National Convention in Atlantic City.



Warmest Regards,
Rich Hui



“LET US DO TOGETHER WHAT WE CANNOT DO ALONE”

Leominster Letter Carriers Salute their Postmaster



LEOMINSTER, Mass., – On Wednesday at the Leominster Post Office, three letter carriers presented their postmaster, Richard Hui, with an Employer Support of the Guard and Reserves (ESGR) Patriot award.

This award recognizes Hui’s extraordinary support of Army National Guard Chief Warrant Officer 5 (CW5) Joseph Quinn, Air National Guard Chief Master Sergeant (CMSgt) Richard Lunetta and Air National Guard Technical Sergeant (Tsgt) David Cox while they have been on active duty since 2011.

“Thank you Postmaster Hui for supporting us. We appreciate all your support. Our families appreciate it and so does the Air National Guard and Army National Guard,” said CMSgt Lunetta.

Supportive employers are critical to maintaining the readiness and strength of the nation’s Guard and Reserve units and allow Guardsman and Reservists the opportunity to serve our country more effectively and with greater peace of mind.

“You are exceptional as far as leadership goes and that certainly impacts all of the members of the unit,” said CW5 Quinn. “Keeping good communications with our families while we were gone and planning for our return makes this process much easier.”

Also on hand for the award presentation was ESGR Volunteer Paul Zblkowski.

“We like to recognize employers who are particularly supportive and help their employees navigate through the process,” said Zblkowski. “Supportive employers are critical to maintaining the strength and readiness of the nation’s National Guard and Reserve units.”

Along with thanking Hui for his ongoing support, Zblkowski also asked him to sign a Statement of Support for the Guard and Reserve on the behalf of the Postal Service. The Statement of Support confirms that the Postal Service joins other employers in pledging to:

- Fully recognize, honor and enforce the Uniformed Services Employment and Re-Employment Rights Act (USERRA).
- Provide our managers with the tools needed to effectively manage employees who serve in the Guard and Reserve.
- Appreciate the values, leadership and unique skills service members bring to the workforce and encourage opportunities to hire Guardsmen, Reservists and Veterans.
- Continually recognize and support service members and their families in peace, in crises and in war.

“The men and women of the Guard and Reserve give so much for our country, and the Postal Service is proud to support them. I am happy to sign the Statement of Support,” said Hui. “We are here to support our employees and their families. The Postal Service has a long history of hiring veterans, Guard members, and Reservists because of their unique leadership skills and strong values, and we will continue to hire our heroes.”

The Patriot Award acknowledges supervisors who support their employees while they are on duty through the use of flexible schedules, time off before and after deployment, and granting leaves of absence if needed. An employee serving in the National Guard or Reserve may nominate individual supervisors. Employer Support of the Guard and Reserve is a Department of Defense agency established in 1972 to develop and maintain employer support for Guard and Reserve service.



Fellow NAPUS members and friends, we will be looking into chartering two buses to take the delegates and their guests to the NAPUS National Convention in Atlantic City in September. The bus ride will take about 5-6 hours and features high-back reclining seats, TV, DVD, bathroom & AM/FM radio. The ride with our fellow members and guests will make it a FUN trip! I'm thinking one bus could start in Plymouth for the South Shore/Cape and make a stop in Boston (?) for the North Shore folks. The other bus could start in Worcester and make a stop in Springfield? Cost is about \$130 per person round trip.

GREAT NEWS! One bus is full already so we are now filling seats for the second one. Remember, your family, friends, and guests are welcome and they can also register as a "guest" at the convention. The banquet and entertainment is certainly worth the registration fee. Don't forget, it will still be "summer" so you can enjoy the ocean! Our NAPUS organization has secured discounts at two hotels. Discuss this with your friends and spouses now! Register on line or use the application in this issue soon for the best registration deals, discounted hotel deals, and cheap seats on the bus! Please email me once you have registered and would like a seat on the bus.

Let's tie in a little pleasure with our NAPUS business. Also, Rich Hui is running for Area Vice President and wouldn't it be great to have a hundred or more representatives from Massachusetts to support his victory!

Call me if you have any questions,

Ralph Devaney
Cell 401-578-8598



Atlantic City Boardwalk

“One of the Best Boardwalks in America”

National Geographic calls it the grandfather of boardwalks, Travel+Leisure says don't miss out on a rolling chair ride and USA Today named it one of the top "Best Boardwalks". The Atlantic City Boardwalk in New Jersey is the backbone of this seaside resort city, providing access to hotels, resorts, casinos and more. Oh, and shopping on the Atlantic City Boardwalk is pretty great too!



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:

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



IT JUST NEVER GETS OLD

I never get tired of sharing news with you regarding MA Chapter 22 NAPUS.

Once again, I am delighted to report that MA is leading the country with a rate of 83.03%. The state coming in a distant second is our neighbors, New Hampshire with a rate of 64.25%. These numbers are actually not that dismal if you consider the national average of 41.33%.

The National Executive Board has still approved a new member incentive of 6 FREE months of dues. It is always best if you continue to send me the leads and I will complete the 1187 application process. That way, I can ensure that the new member will receive their free dues. In addition, I have resumed my policy of sending

them a "Welcome to NAPUS" package. If, however, you do an 1187 on line or hard copy please simply call me or send me an email so I can then send the new member their package.

At the Leadership Conference the membership chairs determined a new contest for this year. This year's contest is simply a draw of all 1187 submissions for the period of March 19th through August 31st. The winner will receive a small cash award.

Beyond all the analysis of all the membership offices and percentage rates for each state I still want to keep my message to you very clear. Simply put we all need to focus on NAPUS membership. Logically, with all the movement due to DUO and POSTPlan we have seen a drastic decrease in

members. Moreover, it is so important that PM's/OIC's stay connected to NAPUS to keep informed of all the changes happening around us.

Stay close to the NAPUS website to read important and relevant articles from our National Office. "Breaking News" is a good resource for current affairs.

Just remember that together we are stronger. Also, if you need help your best resource is (and always will be) a neighboring Postmaster.

Respectfully submitted,

Pam Boudreau
MA NAPUS Membership Chair

Are We Having Fun Yet?

One of my favorite things to tell people is, "if I can't have fun, I ain't going in!" I would start each day with a positive outlook and just dare somebody to screw it up. Well, I have to tell you, more and more someone or something wants to try to ruin my day. It's HARD to have fun anymore in this organization. I sure can't tell you how to make your day more enjoyable except to lighten up, but I can offer a retreat, so to speak.

The state convention is on its way in June and you should be there, you need to be there, you DESERVE to be there, so why are you even on the fence about this? A couple of days on the Cape hanging with your fellow Postmasters and sharing ideas,

strategies and war stories- what could be more fun? Perhaps winning the Hot Wheels Tournament? Maybe getting a bargain at the auction? Watching somebody do something foolish? Discovering that your neighboring Postmaster isn't really as OCD or miserable as you thought they were? The opportunity to learn how to maybe make your job just a little easier? All really good reasons, I think.

This year you won't have to worry about being recruited into taking part in a game show or don a costume. So you can relax. We're going to have music for your pleasure (except for THOSE people who insist that they are Karaoke stars, an oxymoron if I ever

heard one).

Come on, indoor and outdoor pool, beach, bar, sunshine sometimes, and a fantastic hospitality room, who could want more? Rooms are under \$140.00 /night, and if you share the room you cut that in half, or thirds. Wicked cheap! So look in this newsletter or go to the website. Register, book your room, nominate a Postmaster of the Year, and go buy a killer donation for the auction. Just do it.

Please, consider this my personal invitation to come down and have a good time with me. Like I said, "If I can't have fun, I ain't going!" I wouldn't miss it. ~ Jerry



My name is John Fitzpatrick and I am your 'new' MA NAPUS Service Rep. I am current President of the 025-026 Cape Cod & Islands Chapter NAPUS. I have been a NAPUS member for 10 years. I want to thank President, Ken Vengren for selecting me for this opportunity.

I would also like to thank Jean Burchill for her help in transitioning to this position. Jean did a terrific job for us all for the last 3 years. I know it will be difficult for me to continue with the same grace, energy and personality Jean possesses. This is my first column as your new Service Rep. I hope you will seriously consider what I have to say. It may improve your financial position and stability.

\$\$ What Are You Going To Do Differently? \$\$

- Recently, there was a serious mail flow issue out of a local mail processing facility (shocking, I know). Several NAPUS Postmasters met with District Leadership to address the issue. After several explanations of “we are aware...”, “we are looking at it...”, and “we are watching it very closely...” one NAPUS PM Representative asked “What are you going to do differently to fix the problem?” Brilliant! Simple!
- Maybe we should ask ourselves the same question.
- The reason we all work for the USPS is to provide for ourselves, our families, our future, our retirement... Apparently, we all feel that the benefits provided by the USPS must outweigh the negatives because we are all still employed here or have retired from the USPS. Are you maximizing your benefits? How do you know? Have you positioned yourself for a comfortable retirement? What if tragedy strikes? Are you properly insured? Life, health, home, car...? Should I move my Life Insurance out of FEGLI?
- What are you going to do differently to fix the problem?
- You should be working with a financial professional. Why? A good financial advisor offers experience and perspective.
- If you are not currently working with a professional financial advisor or, if you are unhappy with your current financial advisor, or you're not sure your current advisor really understands your current benefits, call Mass Benefits Consultants 1-800-221-3083 or visit their website www.massbenefits.com. They will set you up with a financial professional who specializes in providing services for Federal Employees.

Experience – Mass Benefits has provided impartial advice to Federal Employees since 1971. They specialize in providing services to Federal Employees, Professional Associations and Trade Unions. They know and understand the benefits offered by the USPS and will advise you on how maximize them, and how to best position yourself for retirement.

Perspective – Science has shown that our brains are not wired particularly well to make great financial decisions. Emotions drive more than 90% of your choices and they tend to cloud your better judgment. An advisor isn't as emotionally entangled in your “stuff” so is more likely to see your case in a more balanced way.

This association with Mass Benefits is only one of the additional services available to you as a member of NAPUS. If you are interested in what other services are available to you as a NAPUS member, please stop by and visit me at the State Convention this year.

John Fitzpatrick



PAC Chair Kathy LeDoux

PAC Raffle

I am happy to announce the final totals are in and we ended 2013 with \$7,515.50 in PAC contributions. How outstanding is that? It is so outstanding that we took the **Number One** spot nationwide for Increase in Contribution Dollars as we exceeded the previous year's total by \$835.00. We also took **second place** in the 501-700 members category for Total Contributions. In fact, we were just \$422.00 away from being Number One in this category as well. *Thank you* again to every MA Postmaster who got behind PAC last year and helped us make these outstanding achievements. Every MA Postmaster should indeed be indebted to you for supporting our PAC and making it stronger than ever.

For 2014, we once again have \$8,000 as our goal and I believe it is achievable. To get there, we need **everyone to** support PAC. If every MA NAPUS member gave just \$1 a *pay period* – MA PAC would have contributions totaling well over \$16,000. None of us needs to give a great deal to meet our goal. I am asking each of you to invest in your livelihood, invest in your voice being heard in Congress and invest in your fellow Postmaster's livelihood as well.

In an effort to get to the intended outcome, we are sponsoring a 50/50 raffle. You will find an entry form in this issue of the Baystater. Simply cut out the entry, fill in your information, write a check or money order for \$20.00 to Kathleen LeDoux (as I will be making sure our winners get the prizes) and mail it to me at 205 Lake Ave N, Worcester, MA 01605. We have set a limit of 100 tickets to be sold and hope to draw two winners of up to \$500.00 each at our state convention in June. Don't wait to purchase your ticket – they should not last long.

As you are aware, these are volatile times for all postal employees. No Postmaster can afford to be silent with regard to what we need going forward. We need **you** to do your part and support PAC. *Every postal employee organization* has some sort of PAC and they are building them to be stronger than ever to support their needs. *Do not* leave this important task for others to take care of for you.

Each election cycle, your National PAC Committee has the hard job of reviewing the voting record of the many requests made by NAPUS Legislative Chairs, PAC Chairs and individual members to support their new candidates and incumbent candidates. Here are some of the criteria that have to be met *before* any PAC dollars are given out to a candidate. For new candidates they must complete an extensive PAC questionnaire and meet other determining criteria such as, political viability, district partisan voting index, fund-raising prowess and campaign professionalism. For incumbents, a review of their voting behaviors on key issues, cosponsorship of legislation and candidate accessibility is done. Your NAPUS PAC will not throw *your good money* down a dark hole.

Remember these key points – 1. Without PAC you lose your voice in Congress. 2. You have a very well-known and influential lobbyist in Bob Levi on your side in Washington. 3. What drives things on the hill is **MONEY** – this is the reality of our world and we cannot afford to be left out of the conversation. Hope to see you at State Convention! Kathy

Name	_____
Address	_____
City/State	_____
Phone	_____
Seller	_____

Friends of NAPUS PAC
Massachusetts Chapter
Proudly Presents a
50/50 RAFFLE

TWO Winners will be drawn (up to \$500 prize each)
Only 100 Tickets to be sold

\$20.00 per ticket – Drawing to be held on @ The MA NAPUS State Convention



Letters of Warning and other discipline is being issued to Postmasters in the Eastern, Central and Western parts of the state for various reasons. Postmasters sometime make bad decisions or their POOM believes they made a bad decision and they find themselves at the receiving end of discipline. Some Postmasters have gone their whole career and never received discipline until now.

The ELM 650 states that a Letter of Warning is “warranted by the failure of non disciplinary corrective measures or by the seriousness of the offense.” Some POOMs and or Districts seem to use discipline as their SOP. They tend to misinterpret taking “corrective action” with “disciplinary action” and it becomes punitive rather than corrective in nature. If you ever find yourself receiving discipline the first call you

make should be to me, your State PM Rep. I will either handle the case personally or assign it to one of the PM Reps throughout the state because of logistics or case load. The most important thing is to make the call since we have only ten days to appeal the discipline. Even if you may agree that you did mess up and feel that it is justified you should appeal the discipline. The POOM is usually willing to reduce the time limits as long as the deficiency is corrected. If you don’t appeal the discipline it will remain in your record for two years.

The appeal process is different for LOW and LOW in lieu of suspension. The proper appeal is another reason why you should have representation at the investigative interview. The POOM may list charges that were not even discussed and not follow ELM time limits for answering appeals which can be important to

you. LOW in lieu of suspensions incur the right to request mediation which I will more often than not tell you to send in your request. In some cases the additional discussion with a neutral third party is extremely helpful in resolving some cases.

The best action is not to get in trouble in the first place. If you made a decision that keeps you up at night, call me and we can try to make it right. If you are not sure what to do about something going on in your office call me or one of your executive board members for advice. Sometimes just talking it out is enough to help you make the right decision the first time.

Respectfully,

Lorna

What to do if questioned by an OIG Inspector

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

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

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

Statement to be Read to Inspectors (OIG)

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

(His/Her) Name is: _____

Telephone Number: _____

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

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

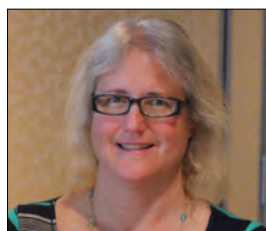
Address Service Requested



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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.