

September/October 2014



The Massachusetts

BayState Postmaster

Featured in this issue:

**NAPUS 110th
National Convention
Atlantic City, NJ**

**Who's Coming and Who's Going
NPA and Mitigating Factors
Retirees' Luncheon and Officer Elections
Upcoming Chapter Holiday Parties
Save the Dates**





President's Perspective John Fitzpatrick

Now, More Than Ever! You need NAPUS, and NAPUS needs you.

Just recently returned home from the NAPUS National Convention in Atlantic City NJ. What a great convention. It was fun, educational, informative, invigorating and rejuvenating. I was greeted at home, however, by a punch to the stomach in the form of the Goldberg Arbitration Decision. That's the decision that turns over all of the Level 4 and Level 6 RMPOs to bargaining unit employees.

- *Any incumbent Level 6 Postmaster or any POStPlan impacted Postmaster who has selected to become the Level 6 Postmaster in their office may remain there. Once that Postmaster vacates that office it will then be manned by an APWU bargaining unit employee.*
- *PSEs in all Level 18 offices will be converted to PTF career status.*
- *All Level 18 Postmasters are restricted to no more than 15 hours of bargaining unit work during any given week.*

There are still more questions than answers and as those answers are made available NAPUS will get that information out to you.

What Has NAPUS Done For Me Lately?

NAPUS Leadership entered into a consultative process with USPS HQ and secured the following:

- *RIF avoidance and two years' saved salary and saved grade for POStPlan impacted Postmasters.*
- *Upgrade of more than 4,500 positions.*
- *Limited rounds of Local Area of Consideration postings for Postmasters only.*
- *Establishment of the zone of tolerance for POStPlan evaluated offices*
- *The expansion of the RIF timeline to January 2015*
- *Level 6 Postmasters promoted to EAS will return to previous salary*
- *All efforts to ensure affected Postmasters had opportunities to find spots.*

My Takeaways from the NAPUS National Convention

Jeff Williamson, Chief Human Resources:

- *Training for Postmasters is broken and needs to be fixed.*
- *Plans to roll out training that will be segregated into separate sections for levels 18-20, 21-22 and 24 and above.*
- *Training will take place off site.*

Megan Brennan, Chief Operating Officer:

- *Company use of Personal Vehicles. The USPS is working on developing a plan whereby you will purchase coverage from your provider to use your personal vehicle for USPS purposes. The USPS will reimburse you for the difference between the cost of the policy vs the cost of the policy without that additional coverage. Some processes are still being ironed out.*
- *Any Level 6 Postmaster who is promoted back into an EAS position within two years will revert back to their former salary, instead of starting at the bottom of that pay scale again.*
- *POStPlan is not an assault on Postmasters. It was the result of a compromise to avoid closing offices. Postmasters are the leaders and Chief Marketing Officers in their communities. In the coming years COO Megan Brennan sees the Postmaster role expanding, not contracting.*

Patrick Donahoe, Postmaster General:

- *Committed that any impacted Postmaster who wants to remain working for the USPS will not be RIF'd. The USPS will find a position for them.*
- *5-6 hour telecons serve no purpose. Committed to limit all telecons to a 1 hr time limit. Postmasters need to be out there on the floor and on the streets to do the job they need to do, not sitting behind the desk on a telecon.*

Dave Ravenelle, NAPUS Executive Director:

- We have identified and reduced annual costs by over \$100,000.00/yr.

NAPUS members elected eight national vice presidents:

- *Area 1—Edmund Carley, IL (two-year term); and Jim Maher, MO (three-year term)*
- **Area 2—Barbara Swiderski, ME (two-year term); and Richard Hui, MA (three-year term)**
- *Area 3—Susan Rice, AL (two-year term); and Tammy Powell, SC (three-year term)*
- *Area 4—Joan Mallon, CO (two-year term); and Brent Cofield, OK (three-year term)*

Postmasters Retired members elected Rodney Boland, FL, Secretary/Treasurer.

Dan Heins, Postmaster of Stewartville, MN, newly elected NAPUS Secretary/Treasurer, 2015-2017, addressed convention attendees. He thanked members for their hospitality during his campaign travels to the many state conventions. “We truly have a tremendous organization,” he said. “And that is because of all the tremendous Postmasters.”

And This Is Why You Still Need NAPUS

Further POSPlan Impacts, DUO, Network Rationalization, Amazon, Staffing, Sunday Staffing, Career Conversion, PM Representation, Legislative Initiatives, Networking, Camaraderie...

My Final Thoughts

1. Attend your Local Chapter Meetings.
Ask questions. Get to know your neighboring Postmasters. Ask for help. Offer Help.
2. Happy Halloween, Happy Thanksgiving & Merry Christmas!
Enjoy your time with friends and family at this very special time of year!
3. *Let us do together, what we cannot do alone!*

Respectfully,
John

NAPUS President Takes the Ice Bucket Challenge

President Tony Leonardi (top photo center) along with several NAPUS members took the Ice Bucket Challenge Monday at the national convention in Atlantic City in memory of President Tony’s friend, Jeff Johnson, who died from ALS. Also participating in the challenge were Jeff’s brother and sister.

John Sertich, Area 13 Vice-President and Postmaster of Belleville, IL, gladly dumped the water.

The ALS Association was designated as NAPUS’ charity at this convention.

Connecticut Chapter Executive Director Mike Burke and staff were on hand to do fund-raising and provide information on ALS so Postmasters can go home and help fight ALS in their communities.



-Photos by Lynn Wilson



Vice-President / Legislative Chair Robin Driscoll

November Elections and Congress

Congress is preoccupied with budget and foreign policy issues at the moment; therefore there is nothing pressing with postal reform (and no homework). The focus is on the election in November. The Senate hangs in the balance. Republicans need 6 seats to win a majority. 9 seats are considered toss ups (7 held by Democrats, 2 by GOP) and 3 seats are likely to switch to GOP. The outcome of the election will determine the number of seats held by Democrats and held by Republicans on the Committee on Homeland Security and Governmental Affairs, and also determine the Chairman. Ron Johnson, R-WI, will likely be the Chair if the Republicans win the majority (Coburn is retiring). If the Senate goes GOP, probably nothing will get done with postal reform. By the way, the House of Representatives is likely to increase the Republican majority. If anything happens in an End of Congress Reform package, these are possibilities:

- FERS Refund
- Recalculate Retiree Health Liability
- Establish Postal HBP within FEHB, including Medicare Integration
- Maintenance of Service Standards
- Postage Relief for Mailers
- Permit Non-postal services
- Shipping wine and spirits

Also, there is a continuing conversation about offering Postal Financial Services. One option is to establish a partnership with a credit union, so the USPS would not be the bank, just provide the convenience, similar to Walmart's Bluebird.

In other news, there are still pending nominees for the Postal Board of Governors:

- James Miller III (Democrats have raised objections to Miller, because he has promoted privatization in the past)
- Steve Crawford
- David Bennett
- Vicky Kennedy

I hope to see you all soon. There is so much going on with POSTPlan and conversions, it is imperative you attend your chapter meetings to find out all the info. I wish you all lovely fall colors and the time to enjoy them.

Robin Driscoll



NPA and Mitigating Factors

As we approach the end of the fiscal year, the focus on NPA scores should be important to all Postmasters. With only a 1% increase in our pay in the past 3 years, many of us were hoping that this year we would see the return of solid raises. However the opposite seems to be the case as approximately one half of MA Postmasters currently do not qualify for a salary increase this year. This is based on the July NPA scores. With only 2 months left in the fiscal year, the scores will most likely not see a dramatic change. The corporate scores have been trending positively recently but with most of the year already gone, our corporate score of 3.22 will probably not change significantly. That means that your office needs to be in the cell 4 range for you to receive a salary increase. To qualify for a raise your NPA composite score, which is the combination of the corporate and unit scores, must be at least 3.50. Cell 4 results in a 2% salary increase, cell 5 in a 2 ½ % increase, and so on.

If you don't believe that your score adequately reflects the performance of your office because of events beyond your control, you should consider filing a Request for Consideration of Mitigating Factors. A mitigating factor "is a significant occurrence beyond a unit's control that triggers a measurable impact not only on the NPA composite summary, but on the Pay for Performance overall performance rating as well". A mitigating factor request must be submitted no later than 10 days after the September YTD report card detail is published. The September report should be published near the end of October or early November. The request must be supported by documentation to support the impact, the occurrence must be beyond the unit's control, the unit made efforts to offset the occurrence that impacted the unit indicator, and the occurrence negatively affected the NPA composite summary by at least one full point. Now is the time to put together your documentation and now is the time to attend your local chapter meeting so that you can be informed on this process. The Request for Consideration of Mitigating factors can be found on the blue page: Click: <Inside USPS>, <Human Resources>, <HR Quick Links>, <Pay for Performance Info>, <NPA Unit Mitigation Factors>.

Mike Quinn



LOOK WHO'S PACn...

THANK YOU to these MA NAPUS members who make donations through ePAC.

- | | | | | |
|--------------------|---------------------|----------------------|----------------|--------------|
| Greta Cofield | Lorna Edie | Kathleen LeDoux | Denise Nichols | Jean Russell |
| Stephen Cmuchowski | Denis Ferro | Donna Legro | Mary O'Brien | Heidi Salmon |
| Paul Connelly | Darlene Grossnickle | JeanMarie McClelland | Cheryl Pringle | Karen Sigman |
| Ralph Devaney | Tammy Hicks | Linda Monahan | Michael Quinn | Kim Thomas |
| Robin Driscoll | Robert Leary | Sarah Murray | John Robert | Deanna White |
| Julie Dubuque | Andrea LeClair | Charles Nichols Jr | Albina Roy | Jan Wilson |

THANK YOU to these members who donated through cash, check or credit/debit.

- | | | | | |
|-------------------|---------------------|---------------------|-------------------|--------------------|
| Patrick Admirand | Peter Dunn | John Inglis | Rita McQuinn | Anne Still |
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| Elaine Daniels | Deborah Hnis | Paul Matthews | Jean Shaw | |
| Lawrence Decondis | James Hooley | Gabrielle McCarthy | Joseph Silvia | |
| Cristine DiSanto | Richard Hui | Winifred McLaughlin | Stanley Skamarycz | |

PLEASE SEND IN YOUR DONATION TODAY AND ADD YOUR NAME TO THE LIST

Respectfully submitted,
Kathy

**NAPUS
PAC for
Postmasters**

**Member
Voluntary
Contribution**

Thank you for returning this form with your contribution.

Date: ___/___/___

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

Name (please PRINT) _____

Social Security Number _____

Home Address: _____

Street Address/PO Box

City _____

State _____

ZIP Code _____

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

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

Exp. Date: _____

Signature (required for credit card charges)

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

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

FY15 Planning

Well, it appears that we got through FY14 with the usual scrapes and bruises. Take a deep breath- wait- not THAT deep! You don't have time for that! You already have some rather large issues to tend to. They are, in no particular order:

Lean Delivery. If you don't have city delivery you should at least look at the premise. Basically it comes down to this. Some really, really smart MIT, Northeastern, or Rensselaer student made it into the workforce with absolutely no common sense. He develops a program for his colleagues to follow because they have an equally minimal amount of common sense. So you start looking at this program.

#1- clean your office. No kidding? Everybody knows that! But this time it's different. The district wants to help you. They're giving you some autonomy to clean years of "stuff" out of your facility. Speaking for myself, I'd be a fool to miss this opportunity. Now, this engineer has three more phases in this program that spells out what many of us would say, "Well, of course!" The ultimate goal is better productivity, happier, engaged employees, and ever-so-grateful customers. So, get filling that dumpster!

Amazon. This is going to be a big challenge. But we need to embrace it. If your Post Office was your own business you'd be saying "heck yeah, bring it on!" Of course we're going down this road with a fogged windshield and bad brakes. The road is still being paved and we should have SOME say as to our roles in this endeavor. Most offices have recently had or are planning meetings to make this a success. By now I'm sure all of us want this to be our shining moment. But when you think that you're going to now work seven days a week you become a little concerned. This is all new so please get your thoughts and ideas on the table.

Staffing. With the imminent arrival of Amazon a lot of offices have been given additional staffing to help out. Take advantage of this. Train the people you trust to help you with your duties so you won't be chained to the office. And then trust them to do the job. They won't disappoint you. It has been years since our offices have been manned to this level. It has been equally as long since we've looked at our people and given them the opportunity for advancement.

Physical. When's the last time you had one? DO I need to say any more on this? Your high blood pressure, high cholesterol, ulcers, etc. won't help you. It won't get you any awards. Your lack of sleep and fourteen hour days do not make you a pleasant person to be around. Ask your spouse, kids, significant other. Hell, ask your staff!

Family. Okay Pal, just where did you place them in your FY15 plans? Don't try to tell me, "Oh my family understands." They don't understand. They probably have given up trying to get through to you. So promise yourself and them that you'll make up for any time you miss.

I could go on, but you get the idea. Of that list which one do you think is most important? You need to make it happen. NOBODY is going to hold your hand to tell you when to work and when to do for yourself. Nobody's going to feel bad for you when you collapse in your office. They're going to be too busy acting just like you. When you feel overwhelmed call your fellow NAPUS member and get some help. We won't refuse you.

Now, get out there and enjoy your year. It's going to be great!

Jerry Robertson,
Postmaster Leicester

Retirement Planning

Greetings Honorable Postmasters,

My Name is Tom Ables and I am an independent financial consultant. I actively work with postal employees be they Postmasters, Supervisors, other EAS or bargaining unit employees throughout the Northeast Area. I have almost 20 years of experience both as a financial professional and now as a (ChFEBC) Chartered Federal Employees Benefits Consultant.

We may have met in passing as I attend many NAPUS Conventions, and I'm proud to say I have many Postmasters in Massachusetts as clients. I take pride in the vote of confidence and trust when I learn that a prospective client was referred to me by a fellow postal employee. Like many knowledgeable people when it comes to planning for the future or retirement people may become confused, overwhelmed with options, or have new questions to replace old questions. I often hear that postal employees don't always receive the answers they need to make an informed decision regarding their benefits and retirement planning.

As a knowledgeable Federal Benefits Consultant I will walk you through the many questions and pitfalls that lie ahead such as:

- I will explain your (FEGLI) Federal Employees Group Life Insurance
- How you're (FEGLI) premium increases in cost 2067% between ages 35 – 65.
- Your pension whether you are FERS or CSRS.
- How your health insurance will be affected at retirement.
- Your disability coverage and options available.
- The reduction of your pension to allow for Surviving Spouse Benefits and show you that if it's not structured correctly \$60,000 - \$100,000 could be lost!
- Options for your TSP.
- Insight to the big question of retirement, "Will I run out of money during my retirement?"

Please contact me to schedule a no obligation meeting at a time and place convenient for you. You have worked too hard to not receive the largest return on your benefits and investments. I look forward to hearing from you!

Tom Ables
Thomas H Ables ChFEBC sm, MDRT
910-538-2194

Correction and Apology

Mike Watson's article in the June 2014 issue of The Baystater contained an editorial error. The editing process involves correction, condensing, organizing and many other modifications with the intention of producing a complete publication. During this process I incorrectly condensed Mike's description of two separate recognition awards. I sincerely apologize for my error. Below is Mike's original article. *Deanna*

Postmaster of the Year

I want to express my gratitude to the Postmasters who nominated me for NAPUS Postmaster of the Year and to the Committee for their support. I am very fortunate to be selected to such an honorable group of individuals. This surprising and unexpected recognition from my fellow peers was shocking. There is no way that I can explain how I felt when I heard my name associated with the words "Postmaster of the Year". I sincerely appreciate working with such a positive group of Postmasters over the past 15 years. I have been fortunate to receive the "Postmaster of the Year" award twice from USPS management. The recognition for a job well done from management certainly is wonderful to receive however; recognition from your friends and peers is much more rewarding.

Thank you so much for this prestigious award.
Mike Watson



Convention Overview

Massachusetts was represented at the 2014 National Convention held in Atlantic City, New Jersey by 23 Postmasters, 7 Retirees, and 5 Guests. It was a great turnout of MA NAPUS members and I'm sure our National Secretary/Treasurer Mike Quinn was very proud. This was Mike's last national event in his position as National Secretary/Treasurer and I would like to thank him for the job he did representing Postmasters from all over the country.



There was so many of us and we were staying in 3 different places, it made it a little difficult to get together outside of NAPUS events. Some of us arrived on Saturday afternoon and explored the immediate area finding a pub to eat and hang at for awhile. Saturday evening we made our way to the Bally Casino for an evening of gambling and catching a look at the Miss America contestants in the Show Me Your Shoes parade.



Miss Massachusetts



Opening float for the parade



Miss New York, winner of this year's pageant

On Sunday morning most of the officers had training and meetings and the first timers had an orientation meeting. In the afternoon, we headed to the boardwalk for some shopping, lunch and cocktails and to watch the Patriots' game. It was a great afternoon.

The first general business meeting was bright and early on Monday morning. President Tony Leonardi opened the meeting and Mike Quinn performed the roll call of State Chapters. Pres Tony gave us an update on POSTPlan, the VERA and the LCA postings. He told Postmasters that we are a casualty of a program to reduce costs and that we did not do anything wrong. He has been talking to Postal Headquarters about the importance of proper training and lack of quality in web training. He reported that the arbitration award regarding the Level 6, 4 and 2 offices should be released by next week. Pres Tony briefly discussed the proposed constitutional changes that we would be voting on this week. There were reports by the credential committee and the national convention chair and a very moving presentation by Mike Burke, Executive Director of the Connecticut Chapter of the ALS Association. There was a presentation from the General Manager of Hallmark Custom Marketing and NAPUS Editor Awards and millennium PAC awards.



Mike Quinn reported on the financial state of the NAPUS organization. He spoke about the challenges NAPUS faced with the 2014 budget and with full aspects of POSTPlan kicking in, the 2015 budget will be that much tougher. He expressed his thanks to everyone and said that PM's taught him how to be an Honorable Postmaster and it has been a pleasure to serve us.



Jeff Williamson, Chief Human Resources Officer and Executive VP for the USPS spoke to the group. He reported that the Postal Service will be rolling out new training in early FY15, some of which will be face-to-face and off-site of our offices so there are less distractions. Jeff feels the organization needs to think of training as development. A Postmaster asked Jeff if PM's should flood the system with paperwork due to NPA issues, he said no. He said he is working with the organizations and discussing the concerns.



Our NAPUS leaders spoke to the group including Pres Tony and Executive Director Dave Ravenelle. All proposed Constitutional changes were passed.

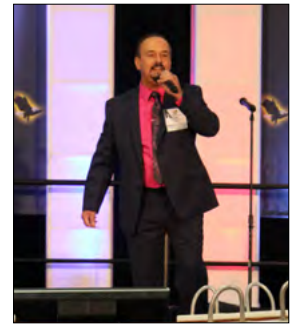


PMG Patrick Donahoe first addressed the group by thanking everyone for the work they do. He reiterated that the USPS will find landing spots for all impacted Postmasters that want to work. He said that he has limited all telecons to 1 (ONE) hour day and this is non-negotiable. He stated that he will cancel the telecon company contract if the telecons last more than 1hour. He is aware of the staffing issues in the field and headquarters has been working on reducing the time it takes to hire new employees. PMG Donahoe said that PM's should not delay carriers due to late arriving mail, including Priority mail. The mail should sit in the office and we should eat the losses. He has told us this in the past but the Districts don't seem to get the same message. He asked PM's to let Pres Tony know of any mandates to deliver late arriving mail. He discussed revenue at length including the 3 AM-8 AM grocery delivery pilot program in San Francisco, Amazon Sunday delivery and the frustration with the legislation. As usual, Mr. Donahoe graciously took questions from the floor and stated that PM's should not be working Sundays with the implementation of the Amazon delivery. Labor costs need to be kept as low as possible and when you add management personnel to the mix, the costs rise significantly. Some of the questions were specific to particular Districts and the PMG wrote down the information and will follow-up.

On Wednesday morning, Megan Brennan, Chief Operating Officer and Executive VP, addressed the PMs. She discussed the 2013-2014 winter storms from October to April and recognized the impact to NPA and stated that issues of mitigation will be discussed with the management organizations. She reported on the status of POSTPlan impacts, the benefits of the potential change in service standards in January, the expansion of the package delivery to 8 PM. She emphasized the need for us to be the best at scanning. This is a customer requirement and it will allow us to grow the package business. As always, Ms Brennan was upbeat, positive and encouraging for a bright future.



New Jersey hosted a great convention. The weather was good, the meetings were informative and the activities were fun. For those of us that attended the convention, we shared good times and many laughs.



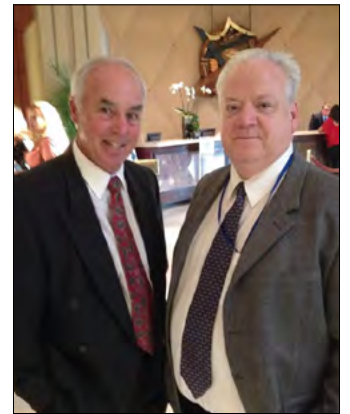
The next NAPUS event is the Leadership Conference being held March 14-18, 2015 at the Crystal Gateway Marriott Hotel, Arlington VA. The agenda is not yet finalized, but if similar to last year, only 2 days of annual leave would be needed because MA Postmasters' business is usually completed Tuesday and we fly home that night. There are funds available from the assessment fee collected with the monthly dues of MA Postmasters to help offset eligible expenses for Postmasters and Retirees. The number of people that attend and the cost of eligible expenses determine the reimbursement amount. The Leadership Conference is NAPUS' most important event so please consider attending in 2015.

We are working on the plans for the MA 2015 State Convention. After input from PM's, we are considering a change in venue this year and are reviewing sites, dates and costs. More information will be available in the next issue and also on our website soon.

The 2015 National Convention is going to be held in Mobile Bay, AL August 29-Sept 3, 2015. Early registration by December 31, 2014 is \$175 and then registration fees increase. Information and on-line registration is available at www.napus.org.

If you do not know how hard your organization is working for you every day, it is because you are not involved. Your local officers, your state officers, and your national officers are fighting every day to protect you and your positions. **GET INVOLVED. NAPUS is YOUR organization.** I know things are tough, but there is strength in numbers. Do not sit on the sidelines and think someone else can carry the ball for you. **GET INVOLVED.** No matter how little time you can contribute, you should contribute. You are a Postmaster, you are a leader, your organization needs leaders. **GET INVOLVED.**

Banquet Night



First Timers



Thank you NAPUS for the experience and also for the friendship I have gained through being an active Postmaster in the organization. I am delighted to be representing the communities I work in to make sure the mail is delivered safe, securely, and timely. Without the overwhelming support and friendship of this organization I would feel very alone in this company.

Attending the national NAPUS convention in Atlantic City was a very rewarding experience and being able to see the Postmaster General speak as well as all the distinguished guest speakers was a true honor.

I will definitely sign up for next year's state and national NAPUS convention.

Thank you my friends,
Ryan DiEoreo



As a first timer to the national convention it was a great time and wonderful learning experience. I was able to meet and take a photo with the Postmaster General. I also listened to senior management speak about the future of the Postal Service and they validated what we do every day at work.

Joe Torcia

Banquet Night





MA Retirees



Still Going Strong





President Postmaster Retired Winnie McLaughlin

Time for Change

Dear Retirees,

The Atlantic City Convention was terrific! It was one of the best of all I have attended. The New Jersey Chapter did an outstanding job! Of course, winning in Bally's Casino helped make it great.

I am writing to all Postmasters Retired who have not signed and submitted an 1187R to join NAPUS. We need you and you need us. We have 201 Massachusetts retired Postmasters on the rolls with another 200+ non-members. Tell me \$4.50 per month is difficult to pay to keep your benefits you have worked for all these years! \$4.50 is less than a glass of beer or one cup of coffee.

As all of us age our most important need is our health insurance coverage. If you didn't have it how would you cope? The powers that be in Washington DC are looking closely at our plan and we need NAPUS fighting for us.

PLEASE, please sign and send in the 1187R form to the right. You won't regret it.

The election of President, Vice President, and Secretary Treasurer will take place at our annual meeting on Wednesday, October 29, 2014. Details are below. Please plan to attend and consider running for one of the positions. I have had the pleasure of being your president but now it is time for a change. It has been my honor to represent all of you. Please sign the 1187R and send it in today.

Thanks to all of you,
Winnie

Annual Meeting of the Massachusetts Retired Postmasters

When: Wednesday, October 29, 2014
Time: 11:30 AM
Place: Luciano's Restaurant
Route 1
Wrentham, MA 02093

Fee is \$25.00 per person. Please select from the below menu choices.

Baked Scrod
 Veal Parmigian
 Chicken Marsala # of persons attending _____

Send fee with meal choice by October 25th to:

Winnie McLaughlin
24 Hawes Street
Wrentham, MA 02093-1611

A Blue Cross / Blue Shield Representative will be there to update and explain any changes to our plans. The election of all offices will take place at this meeting. Please contact me if you have any questions at (508) 918-8326.

DIRECTIONS

From 495 North or 95 South – Take exit 14A (Route 1)
Luciano's is approximately ¼ mile ahead on the left

Hope to see you there,
Winnie



FORM 1187-R

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

Please complete and mail to: **NAPUS National Office**
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

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

Social Security Number

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

My Annuity Number is:

CSA

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

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

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

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

SECTION A – Authorization

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

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

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

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

Postmasters Retired monthly withholding are currently \$_____.

Who's Coming and Who's Going



Current National Secretary/Treasurer and Vice-Presidents for 2014



Newly elected National Secretary/Treasurer and Vice-Presidents for 2015

Two weeks ago I returned from our National Convention in Atlantic City, and what a treat it was! The convention itself went off without a hitch, but more importantly, I was able to see some old friends that I have not seen for quite some time. Sharing times with Bernie Duggan and James Maisano definitely brought back good memories.

It was very exciting to see our retirees step up and vote to increase their dues. One team, one organization.

I am truly honored to have been elected the National Vice-President for Area 2. Thank you to all for your support. Our journey continues.

Respectfully, Richard Hui



I want to thank my friends in the Massachusetts Chapter for your support in my election as a National Vice-President for Area 2. For those of you I haven't met yet, I hope to meet you over the next two years. I am looking forward to working with

Kathy Frame, Rob Hackert, and Rich Hui on behalf of all the members of our area. If I can be of any assistance to you, please be sure to let me know.

Thanks again for your support. Hope to see you in March in DC.

Barbara Swiderski

Postmaster, Bowdoinham ME
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National Secretary/Treasurers Mike Quinn 2014 & Dan Hiens 2015



National Secretary/Treasurer, Mike Quinn swears in Lynn Legor, Postmaster of Boylston as Central MA Chapter, Secretary/Treasurer

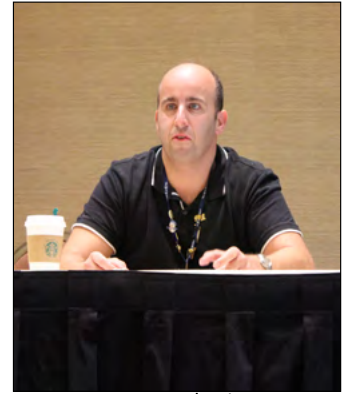
New England Council Meeting



Sue Lawson
Secretary Treasurer



Mike Renkert
NE Council President



Peter Urbani
Vice-President

Some thoughts after our Convention in Atlantic City

Another National convention has come and gone. The Postmasters of New Jersey put together an excellent convention. At our NE Council meeting on Tuesday we heard from our President Tony followed by our Secretary Mike Quinn. It was a privilege to introduce the two top officers of our organization who belong to our council at these meetings this year. We have a lot of work to do going forward. The arbitrators decision came down this week. We will be keeping the PMR's in the 2 hour offices, but will lose the 4 and 6 hour offices to the APWU. Finally we will have a better picture of who we will be able to contact to join or organization.

We all know the NPA will be back. We need to see where our office stands and prepare to file mitigating circumstances if they apply to our office. The national contribution to our potential raises hurts all offices and so we need to look very closely at things that affected our individual offices. While on that subject this week our budgeted office hours came out. I don't know about you but mine looks just like fiscal year 2014 but with the year changed to 2015. A level 18 office budgeted 16 clerk hours a week in an office open 45 hours a week, not including Saturday, with a Postmaster that can only contribute 15 hours of craft work does not mathematically work. It should be a very interesting Christmas season.

The New Hampshire Chapter of NAPUS is having a fall dinner on Oct. 22 in Meredith. Any of you are more than welcome to attend. More details and the registration form can be found at : www.nhnapus.org.

On a personal note I want to say thank you to all those who have kept my family in their prayers the past 3 years. On Sept 25 we officially adopted my 2 granddaughters, 9 year old Elexa and 5 year old Lily. We look forward to another 20 years of many happy times.

Have a great Holiday Season,
Mike Renkert



Breast cancer is the most common cancer among American women, except for skin cancers. About 1 in 8 (12%) women in the US will develop invasive breast cancer during their lifetime. According to 2009 statistics (which is the latest data available from the CDC), Massachusetts breast cancer incidence is approximately 5.8% higher than the national average. From 2004 to 2008, invasive breast cancer was the most common type of newly diagnosed cancer among Massachusetts women, accounting for 28.5% of new cancers. In 2008, Massachusetts had the highest incidence rate of breast cancer in the United States.



WE'RE STRONGER TOGETHER



Breast cancer is the second leading cause of cancer death in women, exceeded only by lung cancer. The chance that breast cancer will be responsible for a woman's death is about 1 in 36 (about 3%). Death rates from breast cancer have been declining since about 1989, with larger decreases in women younger than 50. These decreases are believed to be the result of earlier detection through screening and increased awareness, as well as improved treatment.

Breast Self-Exam



In the shower

1) In the Shower

Using the pads of your fingers, move around your entire breast in a circular pattern moving from the outside to the center, checking the entire breast and armpit area. Check both breasts each month feeling for any lump, thickening, or hardened knot. Notice any changes and get lumps evaluated by your healthcare provider.



In front of a mirror

2) In Front of a Mirror

Visually inspect your breasts with your arms at your sides. Next, raise your arms high overhead.

Look for any changes in the contour, any swelling, or dimpling of the skin, or changes in the nipples. Next, rest your palms on your hips and press firmly to flex your chest muscles. Left and right breasts will not exactly match—few women's breasts do, so look for any dimpling, puckering, or changes, particularly on one side.



Lying down

3) Lying Down

When lying down, the breast tissue spreads out evenly along the chest wall. Place a pillow under your right shoulder and your right arm behind your head. Using your left hand, move the pads of your fingers around your right breast gently in small circular motions covering the entire breast area and armpit.

Use light, medium, and firm pressure. Squeeze the nipple; check for discharge and lumps. Repeat these steps for your left breast.

Breast Cancer Awareness



I and Heather A. Higgins, Postmaster of Sagamore Beach would like to recognize Janine Cox Postmaster of Cotuit for her efforts in selling Breast Cancer stamps during the month of October for the past several years. Janine has decorated her office with posters, ribbons, and streamers. She also purchased pink breast cancer awareness t-shirts for her clerks to wear on the window. Clerks, Kate Armstrong, Sharon Gifford, and Kathi Campbell have shown much enthusiasm and team efforts in selling these stamps.

Heather and I were motivated to show our support so we visited Janine's office with pink flowers and pink balloons to present to her and the clerks. The employees and customers were thrilled that their Post Office was being recognized for being one of the top sellers in Breast Cancer Awareness stamps. Customers purchased another \$100.00 worth in the short time we were there! Cotuit sold over 2000 Breast Cancer Stamps in the last three days alone!



Janine Cox has supplied us with pink and white streamers and has motivated us to go back to our own offices and decorate them to help support Breast Cancer Awareness. As her peer we are proud of her and would like to recognize her as being a staple in the Post Office and the community that she serves.

Thank you,
Patrick Admirand & Heather Higgins



Membership Chair /Service Rep Pam Boudreau

Massachusetts was well represented in Atlantic City

Wow! What a perfect time to sit down and write a few words about NAPUS membership. You see, I just returned from the National Convention. Massachusetts was well represented in Atlantic City. I have left Atlantic City both energized and motivated to stay the path and better serve NAPUS.

I appreciated seeing so many people I have not seen in a while. I saw Bernie Duggan, Jim Maisano, Greta Cofield, and Loyse Perry, they all had their "happy to be retired" face on. Trust me, I know I am not alone when I say that I am happy for all of them and wish them nothing but the best for years to come. They earned it and they are the ones that laid the path that we (the actives) now travel.

I am personally so grateful to each and every one of them because they are the individuals that approached me many years ago and asked me to get involved at a deeper level in NAPUS. They made me feel valued and an integral part of the MA NAPUS wheel. For that I will be forever in their debt because they helped me to be a better Postmaster and a more knowledgeable NAPUS member.

I am proud to be your State Membership Chair because all of you make my job easier. You continue to communicate and let me know where opportunities lie. After that, my job is simply to help them commit to an organization that is financially strong, politically influential and more informative than ever. All of these attributes will be absolutely essential to lead us into the future.

MA is still the leader of the pack with membership. Our state membership still holds first place in the nation with an impressive rate of 80.46%, with Hawaii behind us at a distant 63.16%.

The number of 80.46% does not only indicate that we have shared the many benefits of NAPUS throughout the state, it says so much more. It means that we stand together with NAPUS leadership to recognize that we need one another to move forward. We have the common knowledge that we are not alone in our missions. We have each other!

Moreover, we have excellent leadership from the national office. We have a National President, Tony Leonardi, that truly understands our strife as Postmasters/OIC's/PMR's. We are also fortunate to have Dave Ravenelle as our Executive Director. He just retired last year so he could better serve us in the NAPUS National Office. Of course, we also have our own MA resident, Mike Quinn that is diligently serving as our NAPUS National Secretary.

I ask each and every one of you to take part in the ownership of NAPUS membership. Reach out to non-members and discuss the many benefits (and blessings) NAPUS has brought your way. Then simply call me or drop me a line and I will gladly help them sign up. Please remember that we are still offering six months of FREE dues to new NAPUS members.

As always, it is a gift to serve you as NAPUS Membership chair. You are all my extended family and I am blessed to have you all by my side.

Regards,
Pam

Save the Dates

2015 NAPUS Leadership Conference
Washington DC

March 14-18, 2015

Marriott Crystal Gateway Hotel
1700 Jefferson Davis Highway
Arlington VA 22202
Room Rate: \$234/night (1-4)
Reservations: 703-920-3230

Registration form and agenda @
www.napus.org

2015 NAPUS National Convention
Mobile AL

August 29 – September 3, 2015

Renaissance Mobile Riverview Plaza Hotel
\$109 — single/double/triple/quad
Reservations: 800-922-3298

The Battle House Renaissance Mobile Hotel and Spa
\$124 — single/double/triple/quad
Reservations: 866-316-5957



Advice for Postmasters to Stay Out of Trouble

My last article in July was a “Self-Assessment Test” to see what you needed to do better or to change in order to prevent yourself from getting into trouble. It is always good to step back and take an honest look at yourself and / or your actions. It is easy to get caught up in everyday challenges and keep going on auto pilot and it takes a step back to see that the path you are going may not be the right one.

Postmasters take pride in the service they provide to their communities. Postmasters keep the mail moving, motivate their employees and keep their customers happy awhile in compliance with the USPS financial and business regulations.

Recently at the National Convention in Atlantic City and as your State Postmaster Representative I attended the PM Rep Sessions. These sessions consisted of some training, information sharing and good advice for Postmasters to heed to stay out of trouble. The following list is some of the most common mistakes Postmasters make.

1. Poor human relations skills (employees and customers)
2. Changing clock rings in TACS without supporting documents
3. Misuse of Postal Funds
4. Taking mail, samples or supplies
5. Alcohol, drug abuse , gambling problems
6. Sexual Harassment
7. Personal use of the internet
8. Using position for own gain

These are only a few mistakes that Postmasters make that can lead to discipline.

If there is a decision you made that is keeping you up at night then you need to call me. If something feels wrong, it probably is, and you need to call me. We can all justify our action with a million and one excuses but at the end of the day we are responsible. When you make a decision, please always try to do the right thing and don't put yourself in harm's way.

I hope you and your families have a healthy and prosperous Holiday Season!

Respectfully
Lorna

P.S. I will have the title “Postmaster Retired” December 1st of this year!!!! :)

Good friends. Good food. Great times.

*Fun, food, and friends are the perfect ingredients for the perfect party but the recipe won't be complete without you.
Please join us!*

*Happy
Holidays*

All Massachusetts NAPUS members are invited to their local chapter holiday party. Chapter Presidents and committee members are in the process of finalizing the details. As soon they are available they will be posted on the MA chapter website at www.masschapternapus.shutterfly.com.

Members who do not have internet access but wish to attend should call their local chapter president (name and phone on the back page) for details.



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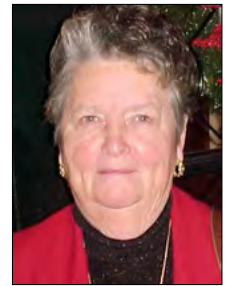
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*** Opinions expressed in the Massachusetts BayState Postmaster are those of the writers and not necessarily the views of the National Association of Postmasters of the United States.**