

The Massachusetts BayState Postmaster



NAPUSSM

Postmasters—Proudly Serving America

**Arthur R. Outlaw
Convention Center
Mobile, Alabama**



October 2015



Bittersweet: Combining Sadness with Happiness

On Tuesday September 1, 2015 at the NAPUS National Convention, NAPUS membership officially voted to dissolve the NAPUS organization and consolidate forces with the League of Postmasters to become the 'United Postmasters and Managers of America'. This historic vote serves as the mainspring for a series of events that will culminate in the completed creation of UPMA effective November 1, 2016.

There is no question in my mind that this course of action is necessary to maintain a healthy Postmaster organization. It is the right thing to do. I am, however, saddened to have to dissolve NAPUS in order to move the Postmasters' organization forward. For the past 111 years NAPUS has supported Postmasters across the country, and we are all richer emotionally, mentally and monetarily as a result of all the hard work and

sacrifice executed by our predecessors. On November 1, 2016 our NAPUS heritage will become our NAPUS legacy, a history. Something that we will all someday fondly refer to when we say "remember when...?"

Our losses are emotional. Our gains are concrete. Instead of Postmasters supporting two executive boards, two national staffs, paying for two residences for two presidents, two presidents' salaries, two national publications, two National Conventions, two Legislative Conferences, two legal defense teams and funds and all of the associated costs to go along with supporting all of the aforementioned, we will be supporting one executive board, one staff, one residence for one president, one national publication, one National Convention, and one Legislative Conference, one legal defense team. Instead of two

organizations fighting to enlist the ever-dwindling number of Postmasters to support their organizations, there will be one organization drawing from one pool of Postmasters and collected dues. We will become one organization obliged to represent one pool of postal managers. In addition we have voted to change our constitution and bylaws to represent Station Managers and Supervisors allowing us to grow the organization. There is strength in numbers.

My emotional self yearns for the healthy NAPUS that once was. My pragmatic, analytical self knows that this is the correct course of action for the benefit of all Postmasters, in order to address and help preserve our welfare in the constantly changing environment of today's USPS.

John

New England Council Meeting

This is my final article as President of the New England Council. Beginning in January the new council President as nominated at the National Convention will be Postmaster Jane Draper of Vermont.

It was a historical meeting as we voted in whole to end our NAPUS organization and join with the League for a new organization, which will go into effect November 1, 2016. I want to extend a hearty welcome to Jane and will work with her to draft the changes to the council constitution and bylaws, which will be presented at our next meeting

in March 2016 in DC. The office of Treasurer remains with the Connecticut Chapter and Secretary remains with the Maine Chapter. At our National Convention next August in New Orleans we will be electing a new Treasurer from Massachusetts and Secretary from Connecticut.

We had a great time while in Mobile in spite of the heat and humidity. We were able to take in the USS ALABAMA as well as a museum or two and a number of local food establishments. They had Beer Fest the Saturday we were there. If you really like beer, oh

well, you should have been there. I read something while in Alabama, it said, "those that show up make the rules". Well as one of the 50 chapters along with the retirees I was honored to be involved in this National Convention which decided to merge the two Postmasters' organizations into one management organization which will welcome EAS supervisors as full members and anyone else who would like to be an associate member while advancing their postal career. God bless the USA.

~ Mike Renkert



The Times - They ARE a Changin’

The leaves are falling, and hold your breath, a bill has finally been introduced in the Senate to provide USPS Financial Relief! In Mobile, the Legislative Chairs and Bob Levi skyped with John Kane, Sen. Carper’s Senior Governmental Affairs Advisor. Mr. Kane told us of the bill about to be introduced. The article below, which summarizes the details nicely, is from napus.org. As always, stay tuned to napus.org and attend your local NAPUS Chapter meetings to get any updates (and any homework.) As with any bill, the final result may not include everything as it is written below. However, the best part is: John Kane told us he believes that this bill, in one form or another, **will pass this session!**

On September 17, Senator Tom Carper (D-DE) introduced S. 2051, the [“Improving Postal Operations, Service and Transparency Act of 2015”](#) (iPOST). The act is a broad postal relief bill that seeks to improve the Postal Service’s finances, stabilize its operations and promote innovation. Its provisions address a number of NAPUS’ legislative priorities. We commend Senator Carper’s transparency and inclusiveness in crafting the bill; he brought postal stakeholders and Senate committee members together to discuss proposed legislative language with the goal of drafting a reference point for postal relief. NAPUS also notes the efforts of Senator Heitkamp to champion rural mail needs and that many of the ideas she advocated in her bill, S. 1742, are embedded in the Carper bill. We are fully aware that S. 2051, as introduced, will not be the final product, and that certain provisions are complex and may need further review. Nevertheless, NAPUS intends to continue to advocate for Postmaster priorities. In sum, the bill is a constructive start to a challenging legislative process; we greatly appreciate Senator Carper’s efforts

and leadership. We look forward to working with him and Congress to pass meaningful postal relief legislation.

S. 2051 seeks to improve USPS finances by using postal-specific demographic data in determining the agency’s retirement and health benefits liability. Moreover, the measure would create a postal health plan within the Federal Employees Health Benefits Program (FEHBP) and more fully integrate FEHBP and Medicare for Medicare-eligible retirees. Also, the bill would restructure the Postal Service’s retiree health benefit payments. In addition, the proposal would authorize the refund of surplus retirement contributions that the Postal Service has made to the federal pension system. With regard to postage rates, the legislation would establish the current 4.3 percent exigent rate increase as part of the rate “baseline”, and would freeze further rate increases for the next two years. In 2018, the Postal Regulatory Commission (PRC) is tasked with establishing a new rate-setting method.

The Carper bill also would implement a five-year moratorium on further post office hour reductions for level 18 and below offices, imposing a five-year moratorium on further reduction in service standards, and establishing a two-year moratorium on additional plant closures or consolidations. Also, the Carper bill would clarify the scope and integrity of managerial pay consultations, and prescribe that the managerial differential be based on pay and benefits. In addition, the bill would revise worker compensation benefits for injured-on-the-job federal and postal employees.

The bill encourages the development of new products and services, including non-postal products that meet defined

criteria, and allows the transport and delivery of alcoholic beverages. In addition, the measure permits the Postal Service to offer services to Federal, state, local and tribal governmental agencies.

S. 2051 imposes on the Postal Service a new requirement to submit a long-term postal operation plan to the Board of Governors. In addition, the bill tasks the PRC with creating discrete service standards for urban, suburban and rural communities, and to oversee a study that analyzes postal finances and operations, and make recommendations regarding finances and operations. Unlike past postal bills, the measure does not mandate five-day letter mail delivery, but encourages the Postal Service to explore alternative delivery destination points, including curbside and cluster-boxes.

Finally, the bill seeks to address a number of governance and service issues. The bill authorizes that the Board of Governors conduct a customer service study, and to publicize delivery and retail performance standards and results. PRC Commissioners would be limited to two six-year terms and the Postal Inspector General would be presidentially appointed and have jurisdiction over the Postal Service and the PRC (the Postal IG is currently a Board of Governors hire).

NAPUS looks forward to working with all stakeholders and the Congress as postal legislation evolves during the congressional process.

Don’t forget to reserve your room now for New Orleans! Having experienced fine Southern Hospitality in Mobile, I can’t wait till next year’s convention.

~Robin Driscoll



Secretary Treasurer Donna Legro

Convention Overview

Massachusetts was represented at the 2015 National Convention held in Mobile, Alabama by 5 Postmasters, 1 Retiree, and 1 Guest. It was a small group representing MA, but we still had a great time.

We arrived on Saturday afternoon, registered for the convention and then explored the immediate area.

bright and early on Monday morning and we heard from several speakers, including PMG Megan Brennan. Megan spoke about the opportunities of the future and long term viability of the Postal Service. She recognized the veterans in attendance and made note that the USPS is the largest civilian employer of veterans. She discussed the challenges of delivering less mail to more deliveries and the double digit



During our stay, we learned that Alabama was the first to have Mardi Gras, not Louisiana, as everyone believed. We visited the Carnival Museum and saw lots of outfits and costumes worn during this annual event. We visited a casino, but unfortunately no one hit big and we found some great restaurants and pubs to hang out at during our free time. The New England Council meeting was held early Sunday morning leaving free time until officer training and first

timer meetings in the afternoon. Most of us took a tour which included a river boat ride in which the guides pointed out unique plants and birds. We were also fortunate to see an alligator that approached the side of the boat in hopes of a late morning snack. It was a great day.



The first general business meeting was



requests are being denied by Districts, NAPUS should push the issue to the AVP and then Headquarters. The testing of grocery delivery is ongoing and efforts are underway to attract more business from the 18-29 year olds.



Predictable Delivery Time tests will begin in September and Megan emphasized the need for accurate delivery and scanning as this is a customer

requirement that will allow us to grow the package business. The deployment of new vehicles will not happen until 2018. Megan provided a POSTPlan update where Level 18's will be evaluated using FY16 data in the fall of 2016 with impacts in the spring of 2017. MA State President John Fitzpatrick expressed concern that Postmaster 150's and SWC's were out of alignment with the workload and asked for changes. As always, Megan was upbeat, positive and encouraging for a bright future.

September 1, 2015 was a historic date. It was voted to dissolve NAPUS and form one organization with the League to be called United Postmasters and Managers of America. There will be changes made to the national constitution and bylaws. There will be members from both organizations working together on behalf of the Executive Board to prepare a presentation of proposed bylaws to the membership at the 2016 state convention. I am confident that MA will still be among the strongest states with incredible members after the transition is complete.

Alabama 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 12-16, 2016 at the Crystal Gateway Marriott Hotel, Arlington VA. The agenda is not yet finalized, but if similar to the last few years, only 2 days of annual leave

would be needed because MA Postmasters' business is usually completed Tuesday (March 15th) 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. This could be the last official NAPUS Leadership Conference so plan to attend. Washington is an exciting place to visit.

We have started working on the plans for the MA 2016 State Convention. The Executive Board has decided to remain at the Red Jacket, but the convention will be held in May rather than June. The dates are set for May 25-27, 2016 and the room rate will be \$129 per night, a reduction of \$20 dollars per night. This is the Wed, Thu & Fri leading into the Memorial Day weekend. More information will be available in the next issue and also on our website soon.



The 112th National Convention of NAPUS is going to be held in New Orleans, LA, August 27 through September 1, 2016. There are already over 600 people registered to attend. The first early registration was in Mobile, and the 2nd early registration expires on February 28, 2016. Information and on-line registration is available at 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. NAPUS, and very soon, the United Postmasters and Managers of America, 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. No matter how little time you can contribute, you should contribute. You are a Postmaster, you are a leader, and your organization needs leaders.

Get involved.

~Donna



112th National Convention

Aug. 27-Sept. 1, 2016

Official Registration Form

Registration also available online at www.napus.org



Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title: _____ First Name (for your badge): _____

First-Timer? Yes No Post Office You Represent City: _____ State: _____

PM Retired First-Timer? Yes No

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Daytime Phone: _____ Fax: _____

E-mail: _____

Convention Registration *(only one person per form):*

Please circle the appropriate fee:

| | 9/4/15- 2/28/16 | 3/1/16- 5/31/16 | 6/1/16- 8/20/16 | On-Site |
|--|--------------------|--------------------|--------------------|----------|
| Postmaster/OIC/PMR/Associate | \$190 | \$215 | \$240 | \$265 |
| Postmasters Retired or Guest* <i>(PM Retired Luncheon included)</i> | \$167.50 | \$186.25 | \$205 | \$223.75 |
| Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include PM Retired Luncheon)</i> | \$142.50 | \$161.25 | \$180 | 198.75 |

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

*PM Retired member may have one guest (not an active PM) register for the same price.

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to NAPUS

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code
imprinted on card)

Signature: _____

**Mail 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 hotel beginning Sept. 10, 2015. You must call the hotel 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, 2016.** All room cancellations must be made directly with the hotel. To secure the special NAPUS rate, you must identify yourself as part of the NAPUS convention. The rate is available only until July 1, 2016, or all rooms in the block are sold, whichever comes first.

New Orleans Marriott

504-581-1000
\$109—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, 2016, for 75 percent refund; and by July 1, 2016, for 50 percent refund. No refunds after July 1, 2016. These dates will be strictly adhered to; exemptions may be made with approval of the NAPUS national president.

New Orleans, Louisiana

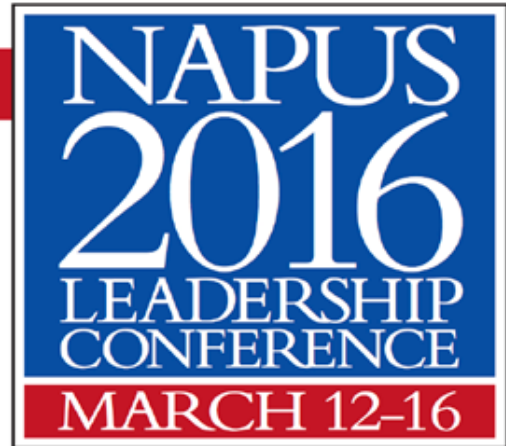
Registration Form

NAPUS 2016 Leadership Conference

March 12-16, 2016

Crystal Gateway Marriott, Arlington, VA

You also may register online at www.napus.org.



Please Note: one attendee per registration form.

Name (as it should appear on your badge): _____

First Name _____ Last Name _____

Title (please check one that applies): Postmaster Postmaster Retired Associate Member Guest

Post Office You Represent: City _____ State _____

Your Mailing Address: _____

City _____ State _____ ZIP _____

Daytime phone: _____ Fax: _____

E-mail: _____

| Registration Fee: | (please circle fee that applies) | Registration |
|-------------------|----------------------------------|--------------|
| | On or before Feb. 1, 2016 | \$170 |
| | After Feb. 1, 2016 | \$190 |

Payment (Payment in full, using one of the following payment options, must accompany this form):

Check payable to NAPUS

Visa/MasterCard *only*

Card Number _____

Expiration Date ____/____/____ Card Security Code _____

Signature _____

Registration Cancellation Policy:

Requests for cancellation refunds must be made in writing and be sent to the address below. Requests must be postmarked by Feb. 1, 2016.

Hotel Reservations:

NAPUS has reserved a block of rooms at the discounted rate of \$234, single/double/triple/quad, plus tax. You must call the Crystal Gateway Marriott Hotel directly to make reservations at (703) 920-3230. **This rate will be available on a first-come, first-served basis until Feb. 1, 2016; rooms may be depleted quickly, so please call as soon as possible. A first-night, non-refundable room deposit will be charged to your credit card on Feb. 1, 2016.**

Banquet Seating:

Registrants will be seated with their chapters on a first-come basis. Registrations received after **Feb. 1, 2016**, are not guaranteed to be placed at chapter tables and will be seated where space is available. Banquet tickets will be enclosed in your conference materials distributed to all registrants at the beginning of the conference.

Please mail completed forms, with payment in full, to:

NAPUS Leadership Conference Registration
8 Herbert St.
Alexandria, VA 22305-2600

Final Hurdle Cleared to Form New Postal Organization

NAPUS members voted unanimously Tuesday morning, Sept. 1, at their national convention in Mobile, AL, to dissolve the NAPUS organization and join with the League to form United Postmasters and Managers of America (UPMA).

Linda Gurka, Michigan Chapter President and Postmaster of Suttons Bay, spoke at the mike:

“Mr. President: I move that we dissolve the National Association of Postmasters of the United States and join with the National League of Postmasters to form a new organization known as the United Postmasters and Managers of America. I further move that we adopt the Articles of Incorporation and Bylaws of this new organization as written and presented, effective Nov. 1, 2016.”

Bill Judge, Postmaster of Piqua, OH, seconded the motion.

President Tony Leonardi asked all active Postmasters in favor of the motion to please stand. He then asked everyone to sit. Next, he asked any active Postmaster not in favor of the motion to please stand; no one stood. “The motion passes!” he declared.

Leonardi then asked everyone in favor of the motion to stand and show their support for the new organization; everyone in the room rose to their feet.

Also present at this historic event was League President Sean Acord, as well as John Olson and Jack Jameson—the League’s representatives on the joint

committee who worked out the details of the consolidation. The NAPUS representatives on the committee were Secretary-Treasurer Dan Heins and John Galera.

Earlier during Tuesday morning’s general business session, NAPUS members approved a constitutional change to open membership to everyone in the Postal Service. There now are three membership categories:

Article 10, Section 1 (see Constitution and Bylaws at www.napus.org), but can attend all meetings.

Associate—Postal Service employees (not otherwise covered in this article), former Postal Service employees (not to include Postmasters Retired) and surviving spouses. Associate members are members of the Postmasters Retired organization. Associate members do not have the right to vote or hold office, except as provided in Article 5, Section 6 (see Constitution and Bylaws at www.napus.org), but can attend all meetings.

This constitutional change takes effect immediately; current associate members who are EAS employees will have until Nov. 1, 2015, to decide whether they want to become active members or cancel their memberships.



Pictured left to right, League of Postmasters President, Sean Acord and NAPUS President, Tony Leonardi

Active—Postmasters, PMRs, managers, supervisors and any other EAS employee employed by the Postal Service. Active members can vote and hold office, with the exception specified in Article 17, Section 2 (see Constitution and Bylaws at www.napus.org).

Postmasters Retired—Any person retired from the Postal Service, including employees having held the title of Postmaster any time during their careers and employees having held an EAS position at any time during their careers. Postmasters Retired members do not have the right to vote or hold office, except as provided in Article 5, Section 6; Article 17, Section 1; and



Award presented to League President, Sean Acord by NAPUS President, Tony Leonardi, “In recognition of your leadership and strong support in bringing two very proud organizations together to become one.”



Form 1187

Request and Authorization for Voluntary Allotment
of Compensation for Payment of Employee Organization Dues
*Print Form, Fill Out and Return to
NAPUS National Office for Processing*

Section A: All New Members Complete

Your title determines whether you also complete Section B or C

| | | | |
|---|------------------------|---------------------------------------|---|
| USPS Employee Identification Number (EIN) | Social Security Number | Date of Birth | Gender Male <input type="checkbox"/> Female <input type="checkbox"/> |
| Name of Employee (PRINT Last Name, First, MI) | | Home Telephone () | |
| Home Address (Street and Number/Box) | City | State | ZIP+4 |
| Personal E-mail Address | | Total Years of Post Office Service | |

Section B (Check One): Postmaster Station Manager

| | | | |
|---------------------------|------------|--|----------------------------|
| Post Office Station | City/State | ZIP code | Post Office Finance Number |
| Post Office Station Level | | Postmaster's Direct Post Office Telephone () | |

Section C (Check One): Manager/Supervisor Associate PMR-Only Complete

| | |
|------------------------------------|-----------------------------|
| Employee Title | PO/City/State/ZIP |
| Post Office Telephone Number | Employee Pay Schedule Level |
| Home Payroll Office Finance Number | Employee Designation Code |

Section D: For Use by the Employee Organization

| | | |
|--|--|------|
| P | Mail completed form to: National Association of Postmasters of the United States (NAPUS) 8 Herbert Street Alexandria, Virginia 22305-2600 | |
| | I hereby certify that the regular dues of this organization for the above-named member currently are established at \$_____ per calendar month. | |
| Signature and Title of Authorized Official | <input type="checkbox"/> NAPUS Membership Chair <input type="checkbox"/> NAPUS Chapter Secretary/Treasurer | Date |
| Member Submitted as <input type="checkbox"/> Withholding | | |

Section E: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay the first pay period of each month the amount certified above as the regular dues the (UN-P) National Association of Postmasters of the United States (NAPUS) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a monthly deduction. It will become effective the first pay period of the calendar month, which includes the first day of the month, following its receipt in the employee organization's headquarters office: NAPUS, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request "Certified Mail" directly to the employee organization's headquarters office: NAPUS, 8 Herbert Street, Alexandria, VA 22350-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

| | |
|-----------------------|------|
| Signature of Employee | Date |
|-----------------------|------|

Section F

- Check this box to signify you've read and understood the terms in Section E of this form.
- Yes, at the same time I join NAPUS, I'd like to join Signature Federal Credit Union and also receive a Signature FCU Visa card if I qualify. After I've received my Credit Union account card in the mail, I understand I may call PostalEASE (1-877-477-3273) and set up a payroll allotment to Signature FCU. The CU's routing number is 254074934.**

Who/what most influenced your decision to join NAPUS?

NAPUS NATIONAL OFFICE FOR PROCESSING



Editor of the Year 2015

There are some folks who, while they may not necessarily want a job, take that job and raise it to another level. Deanna White (PM, No. Chelmsford) offered to be the interim editor for The Massachusetts Baystate Postmaster when Ken Vengren stepped down from the position. She took ownership of the position in so many ways that one wonders how many nights she spent awake sorting different ideas through her head.

As she learned the mechanics of laying out a newsletter, how to chase contributors down for their articles, and getting it on line and to your door, she tweaked the Baystater to a first class presentation. Deanna didn't stop there. She researched programs to enhance the newsletter. She shopped the newsletter through various print houses to make sure she had a better quality newsletter, while saving money. She worked to make sure that whichever printer she hired was able to get the publication to your house- on time.

Deanna also applied her new skills to the State Convention Ad Book, again raising it up a notch or two, or three.

While we all recognized her hard work and her accomplishments, the entire country shared our opinion that Deanna had not only learned her craft well, she had produced an outstanding publication that the other forty nine states could look up to.



Congratulations, Deanna! While we aren't surprised, national recognition is a great honor, nonetheless.

As Deanna steps down and hands the reins to me, I only hope that I can live up to her expectation, and yours. Thankfully, she has promised to help me during the transition.

As she tackles new responsibilities for all of the NAPUS family, please join me in wishing her the best.

One last thing. When she was called out for this honor at the National Convention in Mobile, she became so overwhelmed she broke out in tears. I promised her I wouldn't tell anyone.

Jerry Robertson,
Your new MA Editor

PAC Chair Dave Branga



Happy Fall Fellow Postmasters!

I hope you enjoyed your summer and spent some quality time away from the office and with your family and friends! As the seasons change I think of the changes taking place right now in Congress. The Speakership of the House is in the middle of changing hands. Speaker Boehner has resigned and Representative McCarthy has bowed out leaving Rep Paul Ryan and Rep Chaffetz as contenders. What this means to us is simple, neither of them are exactly postal friendly. Both are willing to make changes to the current retirement system, health care system and who knows, maybe even privatizing some or all of the USPS.

To prevent that from happening, we need to lobby hard against changes in service and the slashing of benefits. Lobbying takes money, money that comes from our hard working membership. I ask you to donate as much as you can to PAC as we enter this colorful season. While we all can appreciate the rich oranges, fiery reds and busting yellows of the autumn leaves, Congress only appreciates one color, green!

On the training front, there has been a lot of push coming from the area and headquarters regarding training. There has been the passport recertification, cyber safe training and now the employee engagement training. I urge you to get it done as early as possible. Time has a way of sneaking up on us and the next thing you know, you've got too much on your plate to get it done. Oh wait, that's everyday isn't it! If you can think of any training ideas you'd like to have at the next state convention, please let me know. It's never too early to start planning.

Until next time, get out and enjoy the best season of the year!

Dave Branga





NAPUS National Editorial Awards

At this year's National Convention in Mobile, AL the Massachusetts BayState Postmaster won four National Editorial awards.

The winners are:

- Best Membership Article, written by Pam Boudreau
- Best Cover Photography, submitted by Jerry Robertson
- Best Photography in a Standalone, submitted by Deanna White
- Editor of the Year 2015, Deanna White

I was honored to be recipient of the Editor of the Year 2015 award. To be recognized by my peers is the ultimate compliment.



I would like to express my sincere appreciation to the entire Massachusetts NAPUS Chapter, both active and retired.

Whether it was personal support, creative ideas, or article submissions, your contributions made The Massachusetts BayState Postmaster one of the Nation's best and is a

publication we can all be proud of!

We are only as good as those around us. I feel blessed to be surrounded by some of the most talented people in all of NAPUS. Thank you for the teamwork, support, and companionship. I look forward to working with my NAPUS family in future positions at both the State and National levels.

Sincerely,
Deanna



Banquet Night



Girls Just Wanna Have Fun!



Candidate for Treasurer of UPMA of the Retirees for 2016



I, Dinah L. Marshall am announcing that I will be a candidate for the position of Treasurer for the United Postmasters and Managers of America of the Retirees for 2016. The election will be held in New Orleans, Louisiana, August 27-Sept. 1, 2016.

I was an employee of the USPS for 30 years, serving as Postmaster for 20 years. Currently I am the National Retiree Area 6 Rep for NC, SC, GA, and FL.

I hold a 4 year accounting degree from Greensboro College; I am a Certified IRS Tax Preparer, a Notary for the State of NC and have my own tax preparation service.

I have been a NAPUS member since 1993 and love working for NAPUS and appreciate all the opportunities it provides me to help my fellow Postmasters. Positions I have served in NAPUS are Greensboro District Secretary/Treasurer for 3 years, NC NAPUS Secretary/Treasurer 4 terms, NC NAPUS Vice-President for 1 term, NC NAPUS President 2 terms, NAPUS Auxiliary Secretary and Convention chair 3 years. I have contributed to PAC and was awarded the millennium award for 2010 thru 2013. Most recently I was awarded the NC NAPUS Retiree Postmaster Award for 2015 at our state convention.

Your support is greatly appreciated and I look forward to being elected as Treasurer in New Orleans.

Dinah L. Marshall
National Retiree Rep Area 6

Candidate for Treasurer of UPMA of the Retirees for 2016



For those of you that don't know me I am Mandy Heslep-Whitten. While I was in Mobile Alabama at the National NAPUS convention I announced my candidacy for National NAPUS Treasurer for the Retirees.

I believe that I have the necessary credentials and community background along with NAPUS loyalty to represent the Retirees and keep our financials in balance.

I am the retired Postmaster from Boyle Mississippi.

I have been a NAPUS member for 36 years and held every office in my chapter except Editor.

I have served as Secretary/Treasurer from 1994-2006 then again in 2010 and 2015.

I have been Secretary/Treasurer for the Mississippi Retirees from 2012 to 2015.

In 1998 I was honored to receive the Jessie Harrison award.

I was Area 11 Vice President representing the states of Alabama, Tennessee, and Mississippi.

I have served as Secretary/Treasurer for the Southern Officers Conference from 2002 to 2015.

I would like to thank everyone for the opportunity to announce and hope that I can count on you for support and your vote in 2016 at the National convention in New Orleans LA.

Remember: EXPERIENCE COUNTS WHEN COUNTING MATTERS





Who goes to Alabama in August?

This past August the National Convention held in Mobile, Alabama. My husband asked “Who the hell goes to Alabama, never mind in August?” But he was quick to change his mind. The people showed their southern hospitality, the food was excellent and the waterfront was beautiful. My only wish was that more Postmasters and Postmasters Retired came to enjoy this trip.

This was my first National Convention as a Postmaster Retired and it was a blast. At the Postmasters’ Retired luncheon, which is included in the registration costs, there were Mardi Gras masks, a marching Mardi Gras band and a storyteller that explained how and why Mardi Gras began in the first place. Mobile claims to be the first to have this yearly celebration and they say they sent members of their mystic society to teach New Orleans to have such a celebration. There were museums that displayed the elaborate and ornate robes worn throughout the years. I had never seen anything like them.

Besides all the fun, a new National President and Vice President for Postmasters Retired were elected, a vote to support a dissolve of NAPUS was taken and passed to create a new organization with the League of Postmasters. The organization’s

name will be United Postmasters and Managers of America. This was a bittersweet moment as you can quite imagine but now is the time to embrace this change and move forward in a positive manner. We need to welcome all retired Postmasters and encourage those Postmasters who didn’t continue their membership in retirement to join. This invitation can now be extended to all EAS who have retired. We need a strong united voice to protect our benefits and health coverage that we worked for during our careers in the Postal Service.

The Leadership Conference in Washington D.C. is coming up and scheduled for March 12 – 16, 2016 so plan on attending this year. Remember that Postmasters Retired are entitled to some if not all reimbursement of the cost of registration, transportation and accommodation with full participation, which includes going to Capitol Hill. Detailed information is on our national website at napus.org so start making plans now.

The National Convention for 2016 is in New Orleans August 27 to September 1, 2016. There are already over 680 registered. Reservations can be made at the Marriott New Orleans, Central Reservations at 800-654-3990 pass code 2016 Postmasters Convention. This is

going to be a fun time so come and enjoy time with old and new friends.

Health Benefit open season runs from November 9, 2015 through December 14, 2015. This year Office of Personnel Management OPM will be offering “Self Plus One”. The cost of the plan will never have a higher rate than “Self and Family option”. You can use the OPM website at retireefehb.opm.gov and use your active password. You can also call the Open Season Express toll free at 800-332-9798. Sign on as soon as possible to make sure you have an active password that works. Also, Health Benefit rates are going up this year and we are not expecting a cost of living increase.

Stay in touch and stay connected. Join our MA NAPUS POSTMASTER RETIRED group on Facebook, contact me by email at Lornasan@aol.com or call 987-905-9621. We have a loud voice together and we have a lot of fun.

Take care and enjoy the holiday season with family, friends, and good health.

Lorna

LET US DO TOGETHER WHAT
WE CANNOT DO ALONE!



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:

| | | | | | | | | | | |
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CSA

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|---|--|----------------------------|------|-----------------------------------|-------|---------|-------|
| 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 \$ _____.



Area 1 Representative for Retired Postmasters



This article will be about the National Convention and the recent consolidation. I had a wonderful time at the National Convention in Mobile, Alabama. It will go down in history as the Convention that will change the way we do things, increase our membership and keep us a viable organization for years to come. We unanimously cast our vote for the future of the United Postmasters Managers of America (UPMA).

My schedule was full of meetings and training; however there was some time to interact with Postmasters from throughout the United States. A National Convention is like a big family reunion in that it has a way of bringing people together to share their stories and learn from each other. Our guest speakers kept us informed on the many changes that are happening in the USPS.

We elected Clara A. McCullar to be our National President and Janiece Taylor to be National Vice President for 2016-2017. They will both be strong leaders and will guide us through our consolidation.

I am grateful that I have had the opportunity to represent you as your Area 1 representative for 2015 and look forward to 2016.

In closing, it is imperative for us to embrace our new friends/ members and welcome them to the Napus Family so that we can be a stronger and more viable organization. Thank you and I hope to see some of you at next year's convention.

Respectfully Submitted,
Demosthenes P. Sofronas, Area 1 Representative

National Vice President Area 2 Report



Greetings Fellow Postmasters,

Our 111th NAPUS National Convention has come and gone. For those of you that did not make it, you really missed out on a great time. The hospitality we received upon arriving in Mobile, Alabama was incredible. From the moment we stepped in the taxi cab at the airport, until the day we left, we were drenched with warm friendly greetings everywhere. The food was excellent and sightseeing was also noteworthy, but most importantly, we were surrounded by our second family, the NAPUS Family. Once again we were able to meet up with friends from all over the country. To me, this is the sweetest reward for attending a National Convention.

On the second day of the convention, all eight hundred Postmasters gathered and voted unanimously to consolidate the NAPUS organization with the League of Postmasters organization. The occasion was somber, but also mixed with eagerness and anticipation and a bit of excitement. I was truly blessed to be part of this historic event.

During the questions and answers period, our new Postmaster General Megan Brennan, answered some very tough but true concerns from Postmasters. One of the answers Megan provided for the audience was the evaluation period for POSTPlan. The Postal Service will utilize the 2016 data for office measurement and if any changes will be made, it will not take effect until sometime in the spring of 2017.

On the local front, there were several issues brought to my attention. One of which is the early Amazon drop that affects Postmasters' budget and manpower. I met with Greater Boston District leadership at length on this, and, although both sides agreed that this is a legitimate issue, our District does not have the final say on budget allotment or manpower increase. Currently this issue was documented in our Resolution Log and forwarded to NEA for review.

Most recently, I was invited to speak at a local 013 NAPUS chapter meeting. This took place in a country setting in the Berkshires, a very beautiful place to visit. The drive was

pleasant, with breathtaking scenery as the leaves were beginning to change. The meeting was casual and I was very happy to meet with Postmasters in this area. There were many questions brought up by this group and I was glad I came prepared and was able to answer most of the questions. Robin Driscoll did a great job setting up this meeting and I thank her for the invitation.

At your service,

Richard Hui
Area Vice President, NAPUS

National Vice President Area 2 Report



Hello Massachusetts Postmasters! It was great seeing our friends from Massachusetts at the National Convention in Mobile. It was a great convention and a very historic one as we voted to dissolve our beloved NAPUS organization and become the United Postmasters and Managers of America. For many of us it was a bittersweet moment when the vote was taken, but now we have to look forward to the excitement of making history with the new organization. We will all be charter members of UPMA and many years from now will be able to say we were there when it happened.

Another important vote at the convention will now allow us to sign up any postal employee to be members of NAPUS effective immediately. Membership will be free until April 1st at which time their dues will kick in. All EAS members will be full, active members and their dues will be assessed according to their EAS level. Any craft employees who join will be associate members with dues of \$60 per year. This change offers a great opportunity to grow membership. I know I am preaching to the choir as Massachusetts is number one in the country with a current membership percentage of 86.05 and one of the best membership chairs is Pam Boudreau. The Form 1187 has been updated to reflect the new changes and is available on the NAPUS website. Make sure you use this new form when signing up new members.

Of particular interest to many Postmasters is the re-evaluation of post offices, especially those that were upgraded due to POSTPlan. Postmaster General Megan Brennan told us they will use FY16 data to evaluate each office. Obviously that will not be available until well into the

fall of 2016 and then we will be into the holiday season when it is too busy to change anything. She assured us that no office would be downgraded before the spring of 2017. That gives folks about a year and a half to decide if a career move might be right for them and pursue their options.

Congratulations to Deanna White on being named Editor of the Year at the National Convention. She does a great job on the BayStater and is well deserving of this award. As a former Editor I can tell you that putting out the newsletter is a very labor-intensive job. You have to have enough content to fill the pages and a bit of creativity putting it all together to make it an interesting read. It can be frustrating at times when you are waiting for people to send in their articles as their deadline closes in, but the finished product is something to be proud of. Congratulations, Deanna, for a job very well done!

Barbara Swiderski
National Vice President Area 2





THRIFT SAVINGS PLAN

HIGHLIGHTS

Your Plan ★ Your Future

October 2015

Does Your TSP Need a CHECKUP?

During this time of year, when you start to review your health, dental, and vision insurance coverage, don't forget about the TSP. Now's the perfect time of year to examine your TSP account to ensure you're on track to meet your retirement goals. Here are some questions you should ask yourself:

Am I contributing enough?

Increasing your contributions a little each year can move you closer to your retirement goals. Surprisingly, many people never change the contribution amounts from when they first started. If your pay has increased over the years but your contributions remain the same, your retirement account could be suffering. Even small increases can help. For example, investing the \$3.50 you'd spend on specialty coffee each day could mean an extra \$100,000 in retirement savings after 30 years.* Also, if you were automatically enrolled, consider increasing your contributions to at least 5% of your salary so that you don't miss out on free matching money from your agency.

Just sign into your agency's payroll system (for example: Employee Express, EBIS, myPay, LiteBlue, or NFC EPP) and choose the Thrift Savings Plan option.

* Assumes a 6% annual rate of return compounded monthly and does not include matching contributions.



Am I taking enough risk? As you review your account, consider your tolerance for risk and how involved you want to be in managing your investments. If you find managing your investments intimidating, consider our Lifecycle (L) Funds (L 2050, L 2040, L 2030, L 2020, and L Income). For example, our experts designed L 2030 for people who were born between 1963 and 1972 and will need their money around the year 2030. The L Funds provide an optimal mix of risk versus reward based on when you'll need your money. The reward for taking on more risk is the potential for a greater investment return. Playing it *too* safe may be risky.

To change your investments, log into the My Account section of tsp.gov and choose "Contribution Allocations" or "Interfund Transfers" on the left.

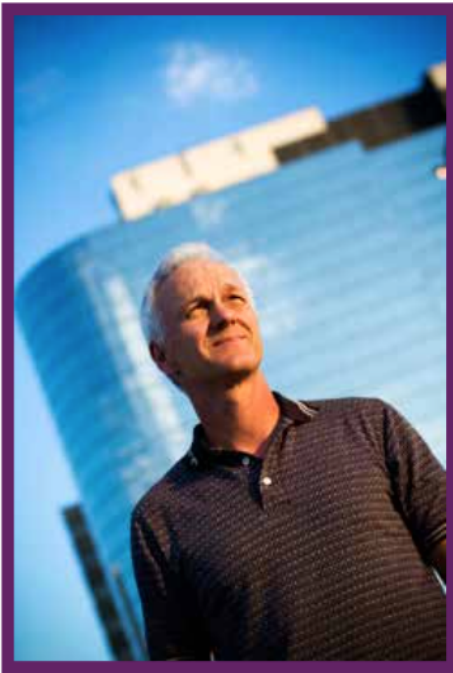
Already Left Federal Service?

Even if you're no longer employed by the Federal Government or uniformed services, your TSP account could use a checkup. Want to update your investment mix? Our interfund transfers make it easy (see previous section). Do you have other retirement accounts? Consider transferring eligible money into your TSP account. All the while, you can enjoy our low expenses compared to similar plans. Visit tsp.gov to learn more.

Notice Something Different?

We've updated *Highlights* with a brighter look and more accessible design. This refresh is a small part of our commitment to enhancing your overall TSP experience.

TSP Website: tsp.gov
ThriftLine: 1-TSP-YOU-FRST (1-877-968-3778)
Outside the U.S and Canada: 404-233-4400
TDD: 1-TSP-THRIFT5 (1-877-847-4385)
YouTube [youtube.com/tsp4gov](https://www.youtube.com/tsp4gov) @tsp4gov



contributions up front, so when it's time, you get to take out your contributions and earnings tax free if certain conditions are met.** In general, if you expect your tax rate in retirement to be higher than your current rate, the more likely you are to benefit from Roth.

Watch our informational video, "Is Roth TSP Right for Me?" at youtube.com/tsp4gov to learn more.

Is my contact information current? You may now add up to two email addresses and one phone number to your TSP account profile by visiting tsp.gov and logging into My Account. If you do, we'll send confirmation notices for certain online transactions and other communications about your TSP account to the inbox of your choice. Also, be sure to keep your mailing address updated so that you can receive your TSP statements and other correspondence.

If you're currently employed by the Federal Government, make any updates with your agency or service. If you've left Federal service, log into My Account to change your address under "Profile Settings."

Just like with healthcare, planning for retirement is serious business—it's not a one-time deal where you set it and forget it. Periodically reviewing your TSP account can potentially mean the difference between a comfortable retirement and a difficult one.

What Else Should I Consider?

- ◆ Examine your statements
- ◆ Reevaluate your savings goals
- ◆ Transfer other plans into the TSP
- ◆ Set a date to revisit your plan

Is Roth right for me? The answer depends on whether you think you'll be better off paying taxes on the money now or later. With Roth, you pay taxes on your

** Roth earnings are tax-free when you reach age 59½ or have a permanent disability **and** five years have passed since the year of your first Roth contribution.

Rates of Return and Expenses

| | L 2050 | L 2040 | L 2030 | L 2020 | L Income | G Fund | F Fund | C Fund | S Fund | I Fund |
|-------------------------------------|-----------|-----------|-----------|-----------|-------------|-----------|-----------|-----------|-----------|-----------|
| Rates of Return | | | | | | | | | | |
| Year-to-Date | - 0.89% | - 0.61% | - 0.31% | 0.13% | 0.83% | 1.33% | 0.68% | - 2.84% | - 1.24% | 0.73% |
| 1-Year | - 1.14 | - 0.60 | - 0.21 | 0.37 | 1.54 | 2.07 | 2.01 | 0.55 | - 0.15 | - 7.23 |
| 3-Year | 11.70 | 10.67 | 9.52 | 7.95 | 4.29 | 1.99 | 1.98 | 14.37 | 15.82 | 8.83 |
| 5-Year | - | 11.44 | 10.25 | 8.64 | 4.60 | 2.04 | 3.29 | 15.92 | 16.79 | 7.38 |
| 2014 Administrative Expenses | | | | | | | | | | |
| Gross | .042% | .042% | .042% | .042% | .042% | .042% | .042% | .042% | .042% | .042% |
| Net¹ | .029% | .029% | .029% | .029% | .029% | .029% | .029% | .028% | .029% | .029% |
| Other Expenses² | | | | | | | | | | |
| | .010% | .009% | .008% | .006% | .003% | .000% | .017% | .003% | .020% | .017% |

The returns for the TSP funds represent net earnings after the deduction of administrative expenses and, in the cases of the F, C, S, I, and L Funds, after deduction of trading costs and investment management fees as of August 31, 2015. Additional information about the TSP funds; their related indexes; and their respective monthly, annual, and 10-year returns can be found in the TSP Fund Information sheets or by visiting "Fund Performance" at tsp.gov.

With the exception of L 2050, the Lifecycle funds, which are invested in the individual TSP funds—G, F, C, S, and I³—were implemented on August 1, 2005. Therefore, their first annual returns are for 2006. Since L 2050 was implemented on January 31, 2011, its first annual returns are for 2012.

¹ Net administrative expenses are the expenses charged to TSP participants per dollar invested in the respective funds after offsetting gross administrative expenses with account forfeitures and loan fees.

² Fees associated with securities lending are not included in 2014 administrative expenses. Consistent with standard practice in the industry, they are charged in addition to administrative expenses. The other expenses represent fees paid to the investment manager for administering securities lending programs. Income earned from these programs improved the returns of the funds.

³ The Government Securities Investment (G) Fund contains Government securities; the Fixed Income Index Investment (F) Fund contains Government, corporate, and asset-backed bonds; the Common Stock Index Investment (C) Fund contains stocks of large and medium-sized U.S. companies; the Small Capitalization Stock Index Investment (S) Fund contains stocks of small to medium-sized U.S. companies; and the International Stock Index Investment (I) Fund contains stocks from more than 20 developed countries.



Membership Chair /Service Rep Pam Boudreau

UNLOCK THE GATES ...AND INVITE THEM IN

September 1, 2015 marks an important event for NAPUS and the League of Postmasters. It was on this day at the NAPUS National Convention that a vote was approved, which will allow ALL EAS employees of the Postal Service to become full and active members.

As a reminder this change levels the playing field for the privileges that a full member enjoys. Those privileges include but are not limited to: holding an officer position, voting on Chapter and National issues, legal defense fund availability, and the ever valuable tool of having access to quality Postmaster/EAS Representation.

Now the fun truly begins because as members, people have the ability to join the Signature Federal Credit Union, who offers numerous accounts and loans. In addition NAPUS members can take advantage of all that Liberty Mutual has to offer. Don't forget to tell your PMR's about the benefits they will enjoy; including great deals on medical, dental, and vision insurance. Also, there are accident and life insurance options.

The icing on the cake for all of us is the award winning Postmaster Gazette, our national magazine. This is published 10 times a year and keeps us all connected and informed.

We are not stopping there either. It was also determined at the National Convention that we can now recruit others from the USPS as associate members.

Because NAPUS is truly the gift that keeps on giving we are also offering FREE membership to any new Postmasters, Managers, Supervisors and Associate members through April 1, 2016.

After this, then I have only one question left for you... Why wouldn't you want to join NAPUS? The answer is simple.... Of course you want in! Now our job as members is to share this golden opportunity with any nonmember.

Please remember that I am always available to help sign new members. Happy recruiting!

Respectfully,
Pam Boudreau
MA Membership Chair

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!*

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 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.

*Happy
Holidays*



Kill the Messenger



Recently I watched the movie “Kill the Messenger”. Gary Webb was a reporter for a San Jose CA newspaper in the 90’s and the movie was based on his story. Gary was assigned to investigate a story that was based on a conspiracy theory. This story involves an involvement between the US government CIA and crack cocaine dealers in Nicaragua. He was assigned by his publisher with the support and encouragement of his editor to investigate this theory and write this story. During his investigation he came across a lot of bad drug dealers and corrupt people in the government who did not want this story to be written.

Well he wrote the story of which he believed was the truth and his job as an investigative reporter. The San Jose paper he worked for was recognized nation wide, his publisher and editor were extremely happy reaping the benefits and celebrating Gary’s success. Gary was asked to do interviews on the top networks and he was going to be named reporter of the year. All was good until those that didn’t want the story published started to turn things around and discredit Gary Webb and his story. He went from hero to zero fast. When this happened everyone got on the bandwagon and turned against him including his publisher and editor. Gary Webb would not change his

story when they asked him to because he was following the rules of a good investigative reporter and continued to fight his battle. I won’t spoil the ending of the movie but it did not end well for Gary.

When I was watching the movie I was thinking of how sometimes Postmasters get too wrapped up in rules and regulations. Sometimes they are so intent on enforcing these rules that they have trouble seeing the damage they are doing. It’s like the saying “they can’t see the forest through the trees”. I am not saying not to follow rules and regulations. It is the job of the Postmaster to make sure the rules are followed but I am saying we need to pick our battles and not try to change everything at once. You need to get the buy in of the people that work for you and then you can avoid resistance.

POOMs and upper management will push Postmasters to enforce the rules, hold people accountable and get it all done yesterday. They get Postmasters all fired up and pledge their support in this quest. They continually tag the phase that “it is a leadership issue” when anything goes wrong in your office even when it is out of your control. The support is there until there is a complaint from an employee, and EEO’s are filed and there’s union push

back. Then the support from upper management diminishes and the Postmaster is in trouble and there is a 552 being conducted in their office. The findings of the investigation are not always against the Postmaster but the damage has been done and if it happens again this Postmaster now has a history of trouble.

Postmasters need to do their job regardless of the roadblocks and challengers they encounter. Dignity and respect go both ways and you as a leader need to practice what we preach even when you don’t receive the same treatment. You need to take the high road and not get bullied into handling your employees in ways that you know are not right. You need to pick your battles and tackle them with tact. Be the leader you need to be. Don’t take the road to a quick fix that you know will only come back to bite you in the end.

If things going on at work don’t feel right and keep you up at night, call a fellow Postmaster or me. Sometimes getting another perspective or help with a situation can keep it from escalating and eventually spell trouble for you. Stay positive and take care.

Respectfully,
Lorna

SAVE THE DATES

2016 NAPUS
Leadership Conference
Washington DC
March 12-16, 2016
Marriott Crystal Gateway Hotel
1700 Jefferson Davis Highway
Arlington VA 22202
Reservations: 703-920-3230

2016 MA NAPUS
State Chapter Convention
May 25 - 27, 2016

Details will be available soon @
masschapternapus.shutterfly.com

2016 NAPUS
112th National Convention
New Orleans, LA
August 27 – September 1, 2016
New Orleans Marriott
Reservations: 504-581-1000
Questions? Call 703-683-9027

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020 – 023 President

PM John Carroll
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025 - 026 President

PM Heather Higgins
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027 President

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Dighton, MA
Office: 508-669-6308

* 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.