

New York Chapter of UPMA Empire State Publication

Volume 2025 / Issue 2

April/May/June 2025

***AND THEY'RE OFF!
LET'S ALL RACE TO THE STATE CONVENTION!***

GAIN KNOWLEDGE, NETWORK, HAVE FUN



EXPERIENCE THE BENEFITS

Embassy Suites, Downtown Saratoga More info on pages 9,16-18

REGISTER BY MAY 2ND



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NEW YORK CHAPTER

The (ESP) Empire State Publication UPMA (United Postmasters and Managers Association), [USPS 175-740] is published bimonthly with special editions in February and April by the New York State Chapter of United Postmasters and Managers Association of America (UPMA), 167 Dutch Road, W. Monroe, NY 13167. The subscription rate is paid for from the membership dues. Periodical postage paid at Salamanca, NY and additional mailing offices. Publication content and opinions expressed herein are those of the authors only and do not necessarily reflect the views of UPMA. The Editor reserves the right to edit articles for length and to conform to the publication's editorial style. Deadline for the ESP is the closest Sunday to the 10th of each month prior to the date of issue. No ESP is printed in June, August, October or December. Notice to Postmasters: Please send all address labels clipped from undeliverable copies, along with USPS Form 3579, to (ESP) Empire State Publication UPMA, 167 Dutch Road, W. Monroe, NY 13167.

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WHAT'S TO COME

We currently have just returned from the Legislative Summit where many thanks were given for the passage of WEP/GPO (returning benefits of Social Security to those that were under the CSRS retirement system). While visiting Capitol Hill we addressed the need to get pre-career time added to the retirement years, Title 39 reform (MSPB rights for all EAS and Binding Salary negotiations), support for Postal Pay policy protections and support against any privatization that may come up.

We learned that the near future is uncertain, where the Postal Service may go if scrutinized by the federal government as you all have seen. You have as many questions as everyone does. I'm sure we will find out as things progress or not progress. What we do know is that the process has started to find a new PMG. There are several steps in this process. We will continue on the DFA (Delivery for America) plan as there has been success with some bumps in the road. One of those bumps I'm sure we all feel is the lack of dependable vehicles. Unfortunately, the band aids will continue probably for another four years bring the LLV (Long life vehicle) over three decades old. How many of you are driving that same vehicle over 30 years?

Watch for and attend any District swing meetings coming up within the next two months. Dates and locations will be listed in this ESUPMA, on Facebook or you will receive info by mail or email.

Our State Convention is around the corner June 1st – 4th with a reception on the evening of the 1st, training and speakers on the 2nd and 3rd and travel home on the 4th. The registration is on our web site

nyunitedpma.org and a copy is printed in this ESUPMA. The hotel, the Embassy Suites in Saratoga Springs, deadline to secure a room is May 2nd and registration to attend by May 14th. The incentive reimbursement to attend is \$179 up to two nights. If you room with someone then between the two of you all three nights are reimbursed. You just need to provide your receipt for what you paid for. Our National President, Tony Leonardi, will be in attendance to address any question(s) you may have.

On the membership side of things, we have had a slow start this year with recruitment but plans are in place to have a successful year again making our presence known. We are excluded from participating in the plants according to the Ethics Board but I have found other ways to get to those potential members. . In June, we will be in attending all three Career Conferences in Farmingdale, Albany and NY. Craft people at the conferences are those that we are looking to recruit, mentor through KSA tutoring and to help get promoted to be our future replacements. With that being said, you should be able to shortly go on to the National website, unitedpma.org and sign up for KSA assistance. You will be assigned a member to assist and guide you with your KSA's. The KSA assistance is for anyone that needs their KSA's looked at and to address those that are weak.

I thank a lot of you for updating your email with me as it will help in getting any news out.

Continue to strive, stay positive, stay focused on your NPA, follow directives given and help where you can. Knowledge and having the ability to help others keeps us all strong.



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Greetings my fellow UPMA Members,
I have arrived back home after another successful Legislative Summit. 15 of us from NY made the trip down to DC. We met Sunday night for a town hall meeting held by UPMA National President, Tony Leonardi. Lots of bylaw changes were proposed, from retiree dues to a retiree running for Treasurer/ Secretary. Monday, we spent the day getting ready for our march to the Hill. Once again, the Honorable PMG, Louis DeJoy spoke. Mr. DeJoy spoke on our progress with the Delivering for America Plan and where we are headed. He has asked the Board of Governors to start the process to look for his successor. We heard from Senator Andrew Kim, Congresswoman, April McCain-Delaney and Congressman, Ben Cline on how important the USPS is to them and our country. Each of these 3 receive PAC money from UPMA to help support our mission. There were 6 items we took with us to the Hill. Our agenda included Postal Governance, Service and Delivery, Title 39 Reform, Federal Retirement Fairness Act, Budget Reconciliation, Postal Board of Governors, and Privatization. If you were unable to attend, you still can call your local Congressman or visit a local office and make your voice heard on these issues. If you don't know who your congressman is, you can look them up at [HOUSE.GOV](https://www.house.gov). It's important that we continue to call and make our presence known.

A reminder that the State Convention is coming up June 1-4 in beautiful Saratoga Springs. We will be at the Embassy Suites by Hilton, 86 Congress St, Saratoga Springs NY 12866. You can call the hotel directly for reservations at 1-518-290-9090. There is a Group rate under the code. NYS UMPA. The NYS chapter will reimburse you up to two nights at the rate of \$179.00. This is a great event to get out and network and talk about the issues that we face daily.

I am asking that each member recruit one new member. They can be EAS or an Associate. Each

EAS you sign up you will receive a \$100 check and for every associate you will get \$50. Remember that each NEW EAS member will get the first year dues free, then a \$15.00 per pay period will be deducted from their paycheck. Associates will pay \$2.85 per pay period.

“Alone we can do so little, together we can do so much” Helen Keller

Legislators By District

District Name,	Party,	Office Room,	Phone
1st LaLota,	Nick R	122 CHOB	(202) 225-3826
2nd Garbarino,	Andrew R	2344 RHOB	(202) 225-7896
3rd Suozzi,	Thomas R.	D 203 CHOB	(202) 225-3335
4th Gillen,	Laura D	428 CHOB	(202) 225-5516
5th Meeks,	Gregory D	2310 RHOB	(202) 225-3461
6th Meng,	Grace D	2468 RHOB	(202) 225-2601
7th Velazquez,	Nydia D	2302 RHOB	(202) 225-2361
8th Jeffries,	Hakeem D	2267 RHOB	(202) 225-5936
9th Clarke,	Yvette D	2058 RHOB	(202) 225-6231
10th Goldman,	Daniel D	245 CHOB	(202) 225-7944
11th Malliotakis,	Nicole R	1124 LHOB	(202) 225-3371
12th Nadler,	Jerrold D	2132 RHOB	(202) 225-5635
13th Espaillat,	Adriano D	2332 RHOB	(202) 225-4365
14th Ocasio-Cortez,	Alexandria D	250 CHOB	(202) 225-3965
15th Torres,	Ritchie D	1414 LHOB	(202) 225-4361
16th Latimer,	George D	1507 LHOB	(202) 225-2464
17th Lawler,	Michael R	324 CHOB	(202) 225-6506
18th Ryan,	Patrick D	1708 LHOB	(202) 225-5614
19th Riley,	Josh D	128 CHOB	(202) 225-5441
20th Tonko,	Paul D	2269 RHOB	(202) 225-5076
21st Stefanik,	Elise R	2211 RHOB	(202) 225-4611
22nd Mannion,	John D	1516 LHOB	(202) 225-3701
23rd Langworthy,	Nicholas R	422 CHOB	(202) 225-3161
24th Tenney,	Claudia R	2230 RHOB	(202) 225-3665
25th Morelle,	Joseph D	570 CHOB	(202) 225-3615
26th Kennedy,	Timothy D	423 CHOB	(202) 225-330



UNITED POSTMASTERS AND MANAGERS OF AMERICA

2025 UPMA Legislative Issues Brief

Postal Governance, Service and Delivery

The United Postmasters and Managers of America (UPMA) strongly supports needed reforms to improve the operations and financial health of the USPS. As an organization dedicated to advocating for postal leaders and ensuring the long-term viability of the Postal Service, UPMA recognizes the critical importance of achieving financial sustainability while maintaining and improving service excellence.

UPMA stands behind the leaders who focus on modernizing operations, protecting workers' safety and job stability and expanding delivery capabilities to meet transitioning volume demands of our customers. By investing in employees and fostering innovation, the plan aligns with UPMA's mission to empower postal leaders and strengthen the Postal Service's ability to fulfill its universal service commitment. UPMA remains engaged in supporting policies and initiatives that reinforce operational efficiency, enhance reliability and secure the financial future of the Postal Service for generations to come.

UPMA believes that performance improvement must be fact-based and transparent. We support the bipartisan Protect Postal Performance Act introduced by Reps. Nikki Budzinski (D-IL), Jack Bergman (R-MI), Harriet Hageman (R-WY) and Jared Golden (D-ME).

Title 39 Reform

UPMA is working to advance legislative reforms and updates to *Title 39* to ensure fair treatment of our members and enforceable employment protections. Currently, UPMA members face a significant disadvantage due to outdated laws. These outdated statutes provide no accountability or enforceability of matters around pay and benefits negotiation

UPMA supports key reforms to *Title 39*, U.S. Code, to include:

- Merit Systems Protection Board (MSPB) rights: All Executive and Administrative Schedule (EAS) employees should have the right to appeal adverse actions to the MSPB, providing a fair and independent review process.
- Binding salary negotiations: When salary negotiations reach the fact-finding stage, the outcome must be legally binding with

2025 UPMA LEGISLATIVE ISSUES BRIEF

Continued from previous page

accountability measures to ensure implementation.

Interim pay protections: To prevent long delays in pay adjustments outside the control of the USPS and Title 39-impacted employees, UPMA and *Title 39*-recognized employees should have the choice to enter into interim pay package negotiations until a final negotiation can be resolved.

Federal Retirement Fairness Act H.R. 1522

UPMA fully supports the bipartisan Federal Retirement Fairness Act introduced by Reps. Gerry Connolly (D-VA), David Valadao (R-CA), Nikki Budzinski (D-IL) and Don Bacon (R-NE). Many postal employees and managers have faced the challenge of lost retirement contributions due to temporary employment status at the beginning of their career.

By allowing these employees to make catch-up contributions, this bipartisan legislation provides a long-overdue solution that enables them to retire on schedule with full benefits. UPMA is committed to advocating for policies that protect and enhance the financial security of postal employees. The Federal Retirement Fairness Act is a critical step toward ensuring equitable retirement opportunities for all federal workers.

Budget Reconciliation Impact

The House Budget Resolution seeks \$50 billion in savings from agencies under the House Oversight and Accountability Committee's jurisdiction. These reductions could potentially come from current retirees, benefits (FERS) and/or Federal Employees Health Benefits (FEHB) and Postal Service Health Benefits (PSHB). These fiscal targets raise serious concerns about potential threats to postal workers' earned pay and benefits. UPMA strongly opposes any policies that negatively affect compensation and job security for its members.

Postal Board of Governors

UPMA strongly supports a fully appointed Postal Board of Governors and urges the Senate to move swiftly in confirming qualified nominees. A complete and functional board is essential for providing the leadership and oversight needed to ensure the financial stability, operational efficiency and long-term success of the Postal Service.

Delays in confirmations hinder the board's ability to make critical decisions affecting service reliability, workforce policies and strategic planning. UPMA advocates for a Board of Governors that understands the unique challenges facing the Postal Service and is committed to strengthening its universal service mission.

Privatization

UPMA strongly opposes any efforts to privatize the United States Postal Service as such a move would threaten the core mission of the USPS and undermine its ability to serve all Americans. Privatization could eliminate the universal service obligation, jeopardizing affordable and reliable mail service, particularly for those in rural and underserved communities.

Privatization could also put an end to six-day mail delivery on which millions of businesses and households rely and significantly weaken package delivery networks. The Postal Service is a vital public institution that was created in the U.S. Constitution—not a profit-driven corporation.

Privatization would prioritize financial gains over the needs of the American people. UPMA remains committed to fighting against any attempts to dismantle the USPS and will continue advocating for policies that protect its public service mission.

UPMA supports H.Res. 70, which urges Congress to preserve the United States Postal Service as an independent federal entity and oppose any efforts to privatize it.

Information on Upcoming Events

NY Chapter Convention June 1st through the 4th in Saratoga Springs. TBD training and speakers. I believe our National President will be present. Registration form is included in this ESUPMA. May 2nd deadline for hotel reservations. Please don't wait as Saratoga Springs is a busy location with a horse race coming in right after us. Our blocked rooms are very reasonable. If you don't book in time the price goes through the roof at all area hotels.

Elections this year are the State President, Executive VP Membership, Education VP and Political Action Committee VP. A brief description of their duties is listed below.

State President duties: Oversees all aspects of the state operations with membership from representation, consulting, agendas with events, Fiscal Policy, Bylaws, training, recruitment, retention, through the respected officers and committee appointments. Ensure all officers are trained or attend training given either by the state or national office. Work with the National office on all concerns to push their agenda forward and to notify all members of pertinent information.

We communicate through various means either electronically, phone, or paper. Each has its value. I'm trying to enhance the value through various means. We have an excellent website that is always being updated at nyunitedpma.org. Our ESPUPMA magazine is also an excellent source which has a cost and is beneficial in getting the messages and information out there.

Executive VP Membership duties:

Supports the President in their endeavors, is the backup in case the President is incapacitated, executes and leads membership activity to be successful in recruiting and retaining members. Works with the District Coordinators to recruit and retain members. Attend or organize members to attend Career Conferences to recruit and educate potential members.

Education VP duties: To put together a training program with the Presidents approval on the training given at various events, write articles on step-by-step processes for the ESUPMA to educate all on various need to know subjects, help orchestrate trainers/speakers for state and district meetings in conjunction with District Coordinators and President.

PAC VP duties: Educate members on what the Political Action donations do for our members and strive to set up and collect through various means at events at the state and district levels and submit to the national office. Record the donations, attend Legislative PAC telecoms, attend the Legislative summit.

Elections take place at State Convention. Actives must be present to vote.

Dan Leonard, NY State UPMA President

Scan this QR code to send your NAME and EMAIL if you want an electronic copy of the NYS UPMA Newsletter (ESP)

Indicate email only or print and email





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How to Complete an Expense Voucher so You Get Your Money Back

Recently, I've noticed there are a lot of new members joining UPMA which is great. Since we have the State Convention (Saratoga) and the National Convention (Dallas) coming up, I thought this might be a good time to go over the process of filling out and sending a reimbursement voucher to me. I have attached a voucher, but if you email me, I can send you a copy to put on your computer that will help with calculations.

When sending me a voucher it must be filled out and legible. I need to be able to read your address to send you a check. It must be signed and have supporting documentations for everything you are asking for. For instance, if you are putting in for tolls, I will need a copy of the toll receipt or EZ-pass statement with a date. I will need a copy of Google Maps or similar when putting in for mileage. If you are entitled to a flat rate reimbursement, I will only need to know that you attended the event.

If you are entitled to per diem for a certain day, reimbursement is \$20.00 for breakfast, \$20.00 for lunch and \$40.00 for dinner. Remember if a lunch is offered, you are not entitled for lunch reimbursement for that day.

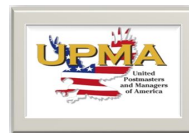
One last important detail, you have 90 days after an event to send me a voucher with any necessary supporting documents. After that time you are no longer entitled to reimbursement. Also, when you receive a check, please cash it at your earliest convenience. This year we had ten

uncashed checks at the end of the fiscal 2024 year; After 2 years I will have to write them off.

If you ever have any questions regarding submitting a voucher, please just reach out. Submit all vouchers either by mail or email to:

Daniel O'Neil: 8 Ridge Terrace East,
Canajoharie, NY 13317

Email: doneil5067@gmail



NY STATE CHAPTER EXPENSE VOUCHER

Charge To: NY UPMA

Pay to the Order of: _____ Officer Title: _____
Street Address: _____ Date: _____
City, State, ZIP: _____ Purpose: _____
Telephone /E-mail: _____

Travel Dates															
Mileage (# miles x .70)	Miles	Rate	Miles	Rate	Miles	Rate	Miles	Rate	Miles	Rate	Miles	Rate	Miles	Rate	Miles
Hotel															
Per Diem															
Other (Tolls)															
Totals															

Instructions: Read Carefully

- Receipted hotel bills and all public transportation vouchers must be attached to this voucher.
- Expense items must be clearly and correctly identified and must represent monies actually expended on official business on behalf of the Association.
- When credit cards are used, receipts are to be attached to this voucher.
- Other expenses must be detailed below or on the reverse side.
- Complete total voucher both down and across.
- Reimbursement for mileage must include copy of mapquest

REMARKS:

Signature of Payee _____

Certified correct in the amount of _____

Approved _____

Secretary-Treasurer

Check # _____ Charged to: _____

Approved _____

President

Send completed form to: Daniel O'Neil * 8 Ridge Terrance Ridge Terrace East * Canajoharie, NY 13317-1329

State Convention
June 1-4, 2025

AUCTION, AUCTION GET READY FOR THE AUCTION

Embassy Suites
Saratoga, NY



The holidays have come and gone so I am hoping you, YES you, remembered to make a box or two of new or gently used items to bring to the UPMA State Convention in Saratoga Springs.

Costume Theme is Horse racing or riding
since we are in Saratoga for the State and Texas for the National Convention.
What is the Auction?

This is a fun evening sponsored by the Retirees where we raffle off all the treasures you bring to us. You can bring books, unwanted decorations, sport equipment, candles, handmade items, etc.

Bring any items that you no longer use but are too good to toss out.
We put them together in groups. You buy tickets and use them to win the items.

Who benefits from the proceeds of the auction, well, your kids and/ or grandkids. So bring a box or create an item for the auction, the more the merrier!!

See you in June.

Liz

Free registration
for first timers

Up to 2 nights free
with receipt

What to See and Do in Saratoga



Visitor's Center - stop and pick up all the tourist information for the following recommendations.
Congress Park History Museum & Canfield Casino- there are no slot machines but fountains and flora depending on the season.
Carousel downtown, open to the public, built in 1913.
Automobile Museum & Vintage Museum, Convertibles, Porsche and racing cars
Saratoga Race Course since 1863 tours of the paddocks.
Caroline Street this is the bar scene
Broadway - lots of great restaurants, and plenty of shopping
National Museum of Racing Hall of Fame - in operation since the colonial days come learn about Seabiscuit, Secretariat and other famous race horses





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PAC off to a slow start for 2025 on donations. PAC is only as strong as its donations. Without donations from people like you, we cannot support and fight for Postmasters, Supervisors and our retirees for the present and the future. Without donations, the current bill that representatives were working on WEP/GPO legislation would've never passed. So please send your donation by E-PAC or by clipping out the coupon below and mailing it to me. I do expect a good amount of donations at our upcoming ninth annual NY UPMA State Convention in Saratoga Springs June 1-4th. If you haven't thought about it, I strongly recommend that you come. Please check out the UPMA Facebook page and at NYUNITEDPMA.ORG for more information.

Thank you
Your NY PAC VP
Jennifer Hayes



Liz Forsell
winning the 50/50
at the Legislative
Summit. Money
was donated to
PAC in her name.

How to Contribute to PAC For Actives:

1. Postal Ease Allotments
2. Direct Credit Card transaction
3. Signature FCU Authorization
4. APCU Authorization

If you would like to make automatic contributions to PAC please go to Unitedpma.org

Click on Government Relations

UPMA PAC Goals, Forms and Documents

Fill out the desired form to make your contributions.

**UPMA
PAC**

for
Postmasters
and Managers

Member
Voluntary
Contribution

Please send to:

Jennifer Hayes

153 Firehouse Rd.

Wurtsboro, NY 12790

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) _____

Home Address: _____

Street Address/PO Box

City _____

State _____

Zip Code _____

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

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

_____ CVV# _____

Exp. Date: _____

Signature (required for credit card charges)

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

PAC for Postmasters and Managers 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.



Cathy Winnie
PM Retired Accord 12404
33 Cat Trail
Williamstown, NY 13494



National Chapter
Member Representative
C: 845-742-7774
cathywinnie@yahoo.com

UPMA Announces a New Career Development Program

Deb Alums, Team Lead

Associate members have historically joined UPMA for the benefit of education, networking and enhancing upward mobility opportunities. President Tony started his term off with bringing the eCareer Assistance that had been going on in many Chapters, to a national Career Development Program that is standardized and available to every UPMA member. You will find a new Career Development Section on the national Unitedpma.org website. There are the USPS Guidelines on eCareer and eProfile development and UPMA Advice on understanding and accomplishing the goal of producing an application that will provide your best opportunity of securing a job interview! Providing the information was not the best part of this new benefit, organizing and developing a team of qualified eCareer Assistants, to guide, coach, and mentor you through the eCareer preparation process was the goal!

The new program went live on April 1, 2025. At the Career Development Section, you will find a portal to submit your name, job title, location, contact information and answer a few questions

to assist in assigning someone to help at your level. Whether you have not started your eProfile, or you just need a critique of your completed eCareer application, we will have an Assistant for you. A cadre of experienced members have volunteered in each Area of the country, to provide these services. The team leads by Area are Cathy Winnie, Atlantic; Tammy Jo Powell, Central; Betty Roach, Southern and Scott Canfiel, West Pac. Debra Alums serves as the National Team leader. Once a member submits their request for assistance on the website, this information goes to Earl Husbands, National Membership Director. Earl assigns the member to the Area Team lead and a contact is arranged.

When you are recruiting new members, be sure to include this new benefit. It brings great value to associate membership. Watch for the success stories in the Leader and encourage your members to share their success stories with the new Career Development program in your Chapter newsletter. UPMA is building the future leaders of the USPS, one member at a time through Career Development.

REGISTER AND BOOK YOUR ROOM FOR THE STATE CONVENTION

MAKE YOUR VOICE
HEARD

TODAY!

VOTE FOR YOUR
BOARD MEMBERS

Proposed Change to the Articles of Incorporation #1

Convention Year: 2025 Article: VII, Section 2

Description: Allow proposed changes to the National UPMA Articles of Incorporation be submitted to the National Office for consideration up until March 1st of the corresponding year in which the vote is to take place.

Rationale: Enactment would provide 1 additional month to the membership to submit any proposed changes to the National Articles of Incorporation from February 1st to March 1st. Doing so would afford the largest number of members the most available time to submit proposed changes to the UPMA National Office. In accordance with UPMA Bylaws, Article II, Section 4(b) no convention may take place prior to April 1st as such we contend that 30 days is sufficient lead time for both the National Articles and Bylaws Committee and the UPMA National Executive Board to review and submit an opinion on any proposed changes prior to the first chapter convention at which the proposed changes would be considered by the membership at large.

Submitted By: C. Scott Christiansen, Washington Chapter; Brian Wade, Arizona Chapter and Stephanie Thompson, Pennsylvania Chapter.,

To amend Article VII, Section 2 By striking the word Feb. and replacing it with March	
Existing Provision	Provision With Proposed Changes
Article VII, Section 2 All proposed amendments to these Articles must be submitted in writing by at least one active member from each of at least three (3) different chapters to the National Office by Feb. 1 of each year. The proposed amendment or amendments to the Articles shall be published prior to the first Chapter Convention at which they are to be considered. 2023	Article VII, Section 2 All proposed amendments to these Articles must be submitted in writing by at least one active member from each of at least three (3) different chapters to the National Office by Feb. March 1 of each year. The proposed amendment or amendments to the Articles shall be published prior to the first Chapter Convention at which they are to be considered. 2023
Received 1/21/2025 Articles and Bylaws Committee: The Committee voted to recommend adoption by a vote of 4-3. The following dissenting opinion was received: Moving the date to March 1 st allows one week for the committee and one week for the Executive Board to review. This only allows two weeks to address the Presidents and for the Chapters to publish the proposals prior to a convention that is scheduled for April 1 st . National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

Proposed Change to the National Bylaws #2

Convention Year: 2025 Article: I, Section 4

Description: This change will modify the distribution of the dues received from active members from the current 50/50 equal division between the national office and the chapters to 60/40 with 60 percent going to the national office and 40 percent going to the chapters.

Rationale: This would allow the national office to have the funds necessary to support the services that we provide to the membership without having to make a general dues increase.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter

To amend Article I, Section 4 by striking the number 50 and replacing it with the numbers "60" and "40" respectively. In addition, language will be added at the end which states, "This change shall be effective immediately following the adjournment of the convention."	
Existing Provision	Provision With Proposed Changes
Article I, Section 4 All membership dues paid by active members shall be divided between the Organization and the Chapter with 50 percent being retained by the National Office and 50 percent being remitted to the Chapter.	Article I, Section 4 All membership dues paid by active members shall be divided between the Organization and the Chapter with 50 60 percent being retained by the National Office and 50 40 percent being remitted to the Chapter. This change shall be effective immediately following the adjournment of the convention.
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a vote of 6-1. National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

Proposed Change to the National Bylaws #3

Convention Year: 2025 Article: I, Section 6

Description: To allow the National Executive Board the discretion to immediately enact a special assessment for the purpose of entering fact finding, or to enter litigation for issues related to the pay policies, schedules and fringe benefit package offered by the United States Postal Service.

Rationale: Since the current language in the bylaws only allows a special assessment to be proposed by the Executive Board and then ratified by the National Convention prior to its enactment, this would not allow timely action if deadlines for taking legal action are of the essence. This change would give the board the authority to by a two-thirds vote enact a special assessment in a timely fashion to cover expenses related to fact-finding, possible litigation, or staffing changes implemented by the USPS that affect our membership if the board feels it is warranted. This special assessment would remain in effect until ratified or rejected by the next national convention.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter

To amend Article I, Section 6 to add the language "The National Executive Board, may with a two-thirds vote enact an emergency special assessment in the event the board votes to go to fact finding and/or takes other legal action related to the pay policies, schedules, a fringe benefit package offered by the United States Postal Service, or for issues related to staffing changes implemented by the USPS that affect our membership. This special assessment shall remain in effect until a vote is taken to accept or reject the action of the board at the next National Convention. This special assessment shall be reviewed annually by the National Convention."	
Existing Provision	Provision With Proposed Changes
Article I, Section 6: National special assessments may be proposed by the National Executive Board as needed with ratification by the National Convention.	Article I, Section 6: National special assessments may be proposed by the National Executive Board as needed with ratification by the National Convention. The National Executive Board, may with a two-thirds vote enact an emergency special assessment in the event the board votes to go to fact finding and/or takes other legal action related to the pay policies, schedules, a fringe benefit package offered by the United States Postal Service, or for issues related to staffing changes implemented by the USPS that affect our membership. This special assessment shall
	¹ remain in effect until a vote is taken to accept or reject the action of the board at the next National Convention. This special assessment shall be reviewed annually by the National Convention.
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

Proposed Change to the National Bylaws #4

Convention Year: 2025 Article: I, Section 6

Description: To allow the National Executive Board the discretion to immediately enact a special assessment to assist in covering the costs of the UPMA Adverse Action Legal Defense Plan.

Rationale: Since the current language in the bylaws only allows a special assessment to be proposed by the Executive Board and then ratified by the National Convention prior to its enactment, this change would give the National Executive Board the authority to enact a special assessment after final ratification at the 2025 National Convention. This change would give the board the authority to by a two-thirds vote enact a special assessment in a timely fashion to cover expenses related to the UPMA Adverse Action Legal Defense Plan.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter

To amend Article I, Section 6 to add the language "The National Executive Board may with a two-thirds vote of the board enact a special assessment to help cover the costs of the UPMA Adverse Action Legal Defense Plan. This special assessment shall be reviewed annually at the National Convention. The portion of this section beginning with "the National Executive Board... and ending with Convention." shall be removed effective December 31, 2027."	
Existing Provision	Provision With Proposed Changes
Article I, Section 6: National special assessments may be proposed by the National Executive Board as needed with ratification by the National Convention.	Article I, Section 6: National special assessments may be proposed by the National Executive Board as needed with ratification by the National Convention. The National Executive Board may with a two-thirds vote of the board enact a special assessment to help cover the costs of the UPMA Adverse Action Legal Defense Plan. This special assessment shall be reviewed annually at the National Convention. The portion of this section beginning with "the National Executive Board... and ending with Convention." shall be removed effective December 31, 2027.
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

Proposed Change to the National Bylaws #5

Convention Year: 2025 Article: I, Section 3b

Description: This proposed amendment will eliminate the provisions of Article 1, Section 3b from January 1, 2026 through December 31, 2028 at which time the current language shall be reinstated.

Rationale: This change is being made to more closely align the dues of the members of UPMA Retired with the costs of operation of the UPMA national organization.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter

To amend Article 1, Section 3b by striking the current language (with the provision that is will remain in the bylaws with the stricken language to be reinstated on January 1, 2029 at which time all other language shall be eliminated.

To add language at the beginning that states: The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$7.00 per month (\$84.00 per year) effective January 1, 2026. The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$8.60 per month (\$103.20 per year) effective January 1, 2027. The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$10.00 per month (\$120.00 per year) on January 1, 2028. These provisions shall be removed on December 31, 2028.

On January 1, 2029, the strike through on the following language shall be removed and this language shall once again be effective on that date.

Notwithstanding other provisions in these bylaws regarding bylaw amendments, the National Executive Board may amend subsection (a) of this section no more than once a year to increase the dues by no more than the same percentage as the cost-of-living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM. In the event the board votes to increase dues, the FERS COLA shall be used to determine what the maximum increase may be. 2023

Existing Provision	Provision With Proposed Changes
Article 1, Section 3b Notwithstanding other provisions in these bylaws regarding bylaw amendments, the National Executive Board may amend subsection (a) of this section no more than once a year to increase the dues by no more than the same percentage as the cost-of-living allowance (COLA) increases	Article 1 Section 3b The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$7.00 per month (\$84.00 per year) effective January 1, 2026. The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$8.60 per month

equal to the amount of annuity adjustments as issued by OPM. In the event the board votes to increase dues, the FERS COLA shall be used to determine what the maximum increase may be. **2023**

(\$103.20 per year) effective January 1, 2027. The dues for members of UPMA designated as retired or a surviving spouse shall be increased to \$10.00 per month (\$120.00 per year) on January 1, 2028. These provisions shall be removed on December 31, 2028.
On January 1, 2029, the strike through on the following language shall be removed and this language shall once again be effective on that date.

Notwithstanding other provisions in these bylaws regarding bylaw amendments, the National Executive Board may amend subsection (a) of this section no more than once a year to increase the dues by no more than the same percentage as the cost-of-living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM. In the event the board votes to increase dues, the FERS COLA shall be used to determine what the maximum increase may be. 2023

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0).
National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

Convention Year: 2025 Article: I, Section 3a

Description: This change will set the dues of associate and PMR members at a different amount than the dues paid by other members of UPMA Retired.

Rationale: The associates are active employees within the USPS and while they are members of UPMA Retired, they have different issues related to their needs dealing with upward mobility, etc.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter

To amend Article I, Section 3a by striking the words Postmaster Relief and Associate Members and adding the language: "The dues for Postmaster Relief and Associate members shall be set at \$3.00 per pay period and shall not be subject to any COLA adjustments. This change will not affect the distribution percentages of these dues as provided elsewhere in these bylaws. This change shall be effective immediately following the adjournment of the convention."

Existing Provision	Provision With Proposed Changes
Article I, Section 3a The annual membership dues for UPMA Retired, Postmaster Relief and Associate Members shall be as set in the UPMA Membership Policy. Any dues changes shall be published in the UPMA Leader. 2024	Article I, Section 3a The annual membership dues for UPMA Retired, Postmaster Relief and Associate Members shall be as set in the UPMA Membership Policy. Any dues changes shall be published in the UPMA Leader. 2024 The dues for Postmaster Relief and Associate members shall be set at \$3.00 per pay period and shall not be subject to any COLA adjustments. This change will not affect the distribution percentages of these dues as provided elsewhere in these bylaws. This change shall be effective immediately following the adjournment of the convention.

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a vote of 6-1. The following dissenting opinion was received: a) Rational doesn't justify the change. If Associates have different needs and require more assistance, then why a reduced rate? If the rational is just to sign more Associates we could still could have done this but at a rate of \$4 or \$5 per pay period and have the same success.

Proposed Change to the National Bylaws #6

Convention Year: 2025 Article: VI, Section 4

Description: With the increased costs of doing business as an organization and with rising costs related to the national convention, this provision would require the UPMA Retired organization to remit to the national office the difference between the reduced registration fee that the retirees, associates and guests are required to pay and the full amount paid by active members and their guests.

Rationale: The members of UPMA Retired, Associate members and their guests pay 25% less than active members and their guests for registration to the national convention per this article and section of the bylaws. Since the members of UPMA Retired and their guests receive all the same meals and other events as the active members the loss on this reduced registration fee, is significant for the national organization so we need to find a way to recover some of these costs.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter

To amend Article VI, Section 4 to include the following language: "Effective with the 2026 National Convention and within 30 days of the conclusion of the convention, the UPMA Retired treasurer shall be responsible to reimburse the national organization for the difference between the registration amount paid by active members and guests and the reduced rate for retired members, associates and retired member guests in attendance at the convention using the registration amount as of November 1, of the year prior to the convention. The number of those registered shall be provided by the national office prior to the conclusion of the convention. This provision shall remain in effect provided the associate members remain members of UPMA Retired and the percentage division of dues remains at 50% to the national office and 25% each to the UPMA Retired organization and 25% to the chapters. If these percentages are changed this provision shall be null and void."

Existing Provision	Provision With Proposed Changes
Article VI, Section 4 National Convention registration fees charged UPMA Retired members and one (1) guest (provided the guest is not an active member) shall be 25 percent less than such fees charged for active members and guests and shall include all functions included for active members.	Article VI, Section 4 National Convention registration fees charged UPMA Retired members and one (1) guest (provided the guest is not an active member) shall be 25 percent less than such fees charged for active members and guests and shall include all functions included for active members. Effective with the 2026 National Convention and within 30 days of the conclusion of the convention, the UPMA Retired treasurer shall be responsible to reimburse the national organization for the difference between the

registration amount paid by active members and guests and the reduced rate for retired members, associates and retired member guests in attendance at the convention using the registration amount as of November 1, of the year prior to the convention. The number of those registered shall be provided by the national office prior to the conclusion of the convention. This provision shall remain in effect provided the associate members remain members of UPMA Retired and the percentage division of dues remains at 50% to the national office and 25% each to the UPMA Retired organization and 25% to the chapters. If these percentages are changed this provision shall be null and void." .

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0).
National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

Proposed Change to the National Bylaws #7

Convention Year: 2025 Article: I, Section 3a

Description: This change will set the dues of associate and PMR members at a different amount than the dues paid by other members of UPMA Retired.

Rationale: The associates are active employees within the USPS and while they are members of UPMA Retired, they have different issues related to their needs dealing with upward mobility, etc.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter

To amend Article I, Section 3a by striking the words Postmaster Relief and Associate Members and adding the language: "The dues for Postmaster Relief and Associate members shall be set at \$3.00 per pay period and shall not be subject to any COLA adjustments. This change will not affect the distribution percentages of these dues as provided elsewhere in these bylaws. This change shall be effective immediately following the adjournment of the convention."

Existing Provision	Provision With Proposed Changes
Article I, Section 3a The annual membership dues for UPMA Retired, Postmaster Relief and Associate Members shall be as set in the UPMA Membership Policy. Any dues changes shall be published in the UPMA Leader. 2024	Article I, Section 3a The annual membership dues for UPMA Retired, Postmaster Relief and Associate Members shall be as set in the UPMA Membership Policy. Any dues changes shall be published in the UPMA Leader. 2024 The dues for Postmaster Relief and Associate members shall be set at \$3.00 per pay period and shall not be subject to any COLA adjustments. This change will not affect the distribution percentages of these dues as provided elsewhere in these bylaws. This change shall be effective immediately following the adjournment of the convention.

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a vote of 6-1. The following dissenting opinion was received: a) Rational doesn't justify the change. If Associates have different needs and require more assistance, then why a reduced rate? If the rational is just to sign more Associates we could still could have done this but at a rate of \$4 or \$5 per pay period and have the same success.

Received 1/29/2025

Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a vote of 6-1. The following dissenting opinion was received: a) Rationale doesn't justify the change. If Associates have different needs and require more assistance, then why a reduced rate? If the rationale is just to sign more Associates we could still could have done this but at a rate of \$4 or \$5 per pay period and have the same success.

National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams

Proposed Change to the National Bylaws #8

Convention Year: 2025 Article: II, Sec. 4c

Description: This change would allow a retired Postmaster or retired EAS to seek the position of secretary-treasurer within a chapter regardless of what other individuals may be seeking the position.

Rationale: In our chapters, the position of secretary-treasurer is one of the most important officers that we have and this proposed change would allow us to have the best qualified persons serving in this vital position. Even though a retired Postmaster or retired EAS may seek the position, the election will only include the votes of the active members at the convention.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter

To amend Article II, Section 4c by adding the language: "with the exception of the office of Chapter Secretary-Treasurer when a retired Postmaster or retired EAS may run for the office even if an active member is seeking the position. Only active members will be included in the casting of ballots for all chapter officer positions."

Existing Provision	Provision With Proposed Changes
Article II, Sec. 4c: elect a president, one or more vice presidents, a secretary-treasurer and such other officers as provided by the Chapter bylaws (with the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of retired Postmasters, retired EAS or a Postmaster Relief provided no active EAS member seeks the office).	Article II, Sec. 4c: elect a president, one or more vice presidents, a secretary-treasurer and such other officers as provided by the Chapter bylaws (with the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of retired Postmasters, retired EAS or a Postmaster Relief provided no active EAS member seeks the office with the exception of the office of Chapter Secretary-Treasurer when a retired postmaster or retired EAS may run for the office even if an active member is seeking the position). Only active members will be included in the casting of ballots for all chapter officer positions.

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0).
National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

Proposed Change to the UPMA National Bylaws #9

Convention Year: 2025 Article: VI, Section 2 (a)

Description: To change the language regarding the number of years in the future the organization may select a convention site.

Rationale: Due to changes in the marketplace regarding availability of adequate venues for the annual National Convention and the ability to perhaps negotiate a better contract going additional years into the future than what the current Bylaws call for.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter

To amend UPMA Bylaws, Article VI, Section 2 (a): by striking the language two (2) and replacing it with three (3);
Striking the word host and replacing it with have;
Striking the word shall and replacing it with the language in their area may;
Striking the word March and replacing it with January in two places;
Striking the language: All proposals submitted to the National Executive Board for consideration must be with the approval of the Chapter, or group of Chapters that would be needed to host the National Convention.
Also striking the language "The National Convention shall not coincide with the National Rural Mail Count."
Adding the language: This proposed change will be effective immediately upon adoption of this proposed change.

Existing Provision	Provision With Proposed Changes
Article VI, Section 2 The time and place of the annual National Convention shall be determined by a roll call vote, as defined in Sections 5 and 6 of this article at a National Convention not less than one (1) convention year nor more than two (2) convention years prior to the date of the future convention. Chapters, or groups of Chapters wishing to host the convention shall recommend sites to the National President by March 1 prior to the National Convention at which the vote on that site will be held. If no recommendations are	Article VI, Section 2 The time and place of the annual National Convention shall be determined by a roll call vote, as defined in Sections 5 and 6 of this article at a National Convention not less than one (1) convention year nor more than two (2) three (3) convention years prior to the date of the future convention. Chapters, or groups of Chapters wishing to host have the convention in their area shall may recommend sites to the National President by March January 1 prior to the National Convention at which the vote on that

received by March 1, the National President and/or his or her designee shall research available sites, and present to the National Executive Board one or more sites to be voted on. All proposals submitted to the National Executive Board for consideration must be with the approval of the Chapter, or group of Chapters that would be needed to host the National Convention. The National Convention shall not coincide with the National Rural Mail Count. This proposed change will be effective immediately upon adoption.

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0).
National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

Proposed Change to the National Bylaws #10

Convention Year: 2025 Article: III, Section 2

Description: Defines what steps must be taken by a member of the UPMA National Office staff if they wish to seek an elected position while they are working at the National Office.

Rationale: Even though an individual is employed at the national office that should not preclude them from seeking elected office on the National Executive Board.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter

To amend Article III, Section 2, to add the language at the end of the section which states: "In the event an active member from the UPMA National Office staff declares their intension to seek a position on the National Executive Board, they shall submit their written notice of intention to resign to the National President and the National Executive Board by March 1st of the year they would be elected. Following acceptance of their resignation by the National Executive Board they shall relinquish their position at the National Office by March 31st of that year.

Existing Provision	Provision With Proposed Changes
Article III, Section 2 All individuals wishing to be elected to the positions of National President, National Secretary-Treasurer and National Vice President shall nominate themselves in writing conveyed to the National Office between 30 days prior to the National Convention held one year before the election is scheduled to take place and Feb. 1 of the year in which the election is scheduled to take place. Except as provided in the next sentence, no nominations will be in order after that date or on the convention floor when the election is to take place. However, if a candidate, or candidates, die, become incapacitated, or withdraw their candidacy and there are at the time no candidates for an office, then nominations may be conveyed to the National Office up to the time during the National Convention at which the election takes place. 2021	Article III, Section 2 All individuals wishing to be elected to the positions of National President, National Secretary-Treasurer and National Vice President shall nominate themselves in writing conveyed to the National Office between 30 days prior to the National Convention held one year before the election is scheduled to take place and Feb. 1 of the year in which the election is scheduled to take place. Except as provided in the next sentence, no nominations will be in order after that date or on the convention floor when the election is to take place. However, if a candidate, or candidates, die, become incapacitated, or withdraw their candidacy and there are at the time no candidates for an office, then nominations may be conveyed to the National Office up to the time during the National Convention at which the election takes place. 2021 In the event an active member from the UPMA National Office staff declares their intension to

seek a position on the National Executive Board, they shall submit their written notice of intention to resign to the National President and the National Executive Board by March 1st of the year they would be elected. Following acceptance of their resignation by the National Executive Board they shall relinquish their position at the National Office by March 31st of that year.

Received 1/29/2025
Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0).
National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

Proposed Change to the National Bylaws #11

Convention Year: 2025 Article: V, Section 9

Description: This change adds language regarding the staffing of the national organization.

Rationale: The National Executive Board should have direct input into the individuals that are working for the organization and serving the UPMA membership.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jim Maher, Missouri Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter

To amend Article V, Section 9 by adding the language "No one may be hired or terminated at the national office without the approval of the National Executive Board."	
Existing Provision	Provision With Proposed Changes
Article V, Section 9 The National Executive Board may direct the President to submit recommendations for the position of Executive Director. The National Executive Board may then appoint an Executive Director and define the duties of the position. The Executive Director shall serve at the pleasure of the National Executive Board and under terms and conditions established by it.	Article V, Section 9 The National Executive Board may direct the President to submit recommendations for the position of Executive Director. The National Executive Board may then appoint an Executive Director and define the duties of the position. The Executive Director shall serve at the pleasure of the National Executive Board and under terms and conditions established by it. No one may be hired or terminated at the national office without the approval of the National Executive Board.
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

1

Proposed Change to the National Bylaws #13

Convention Year: 2025 Article: III, Section 2

Description: To change the final date for filing for national office to be aligned with the date of the submission of proposed changes to the national articles of incorporation and the national bylaws.

Rationale: This change will make it less confusing for the membership because the dates for the final nomination for national office and the final date of submission of proposed changes to the articles and bylaws will be in alignment.

Submitted By: Tony Leonardi, Florida Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter

To amend Article III, Section 2 by striking the word "Feb." and replacing it with the word "March"	
Existing Provision	Provision With Proposed Changes
Article III, Section 2 All individuals wishing to be elected to the positions of National President, National Secretary- Treasurer and National Vice President shall nominate themselves in writing conveyed to the National Office between 30 days prior to the National Convention held one year before the election is scheduled to take place and Feb. 1 of the year in which the election is scheduled to take place. Except as provided in the next sentence, no nominations will be in order after that date or on the convention floor when the election is to take place. However, if a candidate, or candidates, die, become incapacitated, or withdraw their candidacy and there are at the time no candidates for an office, then nominations may be conveyed to the National Office up to the time during the National Convention at which the election takes place. 2021	Article III, Section 2 All individuals wishing to be elected to the positions of National President, National Secretary- Treasurer and National Vice President shall nominate themselves in writing conveyed to the National Office between 30 days prior to the National Convention held one year before the election is scheduled to take place and Feb. March 1 of the year in which the election is scheduled to take place. Except as provided in the next sentence, no nominations will be in order after that date or on the convention floor when the election is to take place. However, if a candidate, or candidates, die, become incapacitated, or withdraw their candidacy and there are at the time no candidates for an office, then nominations may be conveyed to the National Office up to the time during the National Convention at which the election takes place. 2021
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	

Proposed Change to the National Bylaws #12

Convention Year: 2025 Article: V, Section 3

Description: This change would modify the number of mandatory meetings of the National Executive Board from the current language calling for four meeting per year and change that number to two.

Rationale: The business of the organization can easily be conducted at two meetings a year, along with special meetings as necessary. This change would allow the National President the flexibility to convene the meetings at perhaps more strategic times than as they are currently scheduled.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jeff Jarrett, Indiana Chapter; Katie Evertsen, Utah Chapter, Jim Maher, Missouri Chapter

To amend Article V, Section 3 By striking the words "in the convention city immediately before and upon adjournment of the convention and" and strike the word "thereafter" and replace it with the word "annually" and by striking the word "additional."	
Existing Provision	Provision With Proposed Changes
Article V, Section 3 The National Executive Board shall convene in the convention city immediately before and upon adjournment of the convention and at least twice thereafter upon the call of the National President. These additional meetings may be conducted in person or electronically. The National President may call a special meeting of the National Executive Board and shall call a special meeting upon the written request of a majority of voting members of the National Executive Board.	Article V, Section 3 The National Executive Board shall convene in the convention city immediately before and upon adjournment of the convention and at least twice thereafter annually upon the call of the National President. These additional meetings may be conducted in person or electronically. The National President may call a special meeting of the National Executive Board and shall call a special meeting upon the written request of a majority of voting members of the National Executive Board.
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted to concur with the recommendation of the committee to adopt this proposed change by a vote of 8-7. Voting in favor: Tony Leonardi, Charles Peters, Tania Cason, Kerry Nichols, Jeff Jarrett, Jim Maher, Stephanie Thompson, and Darwin Adams. Voting to recommend rejection: Greg Nors, Padric Fisher, C. Scott Christiansen, John Douds, Bernadette Puodzinis, Carla Biggerstaff, Kendrick Comulada. The following dissenting opinion was received and supported by all seven people that voted to recommend rejection of the committee's recommendation: Since the entire National Executive Board is already present at the National Convention, the cost for the Board to meet for two days prior is not significant, and does not outweigh the importance of the Board's only required in-person meeting.	

Proposed Change to the National Bylaws #14

Convention Year: 2025 Article: III, Section 9

Description: To change the procedure for electing an Executive Vice President to align with the proposed change in Article V, Section 3.

Rationale: This change would allow the voting for National Executive Vice President to be conducted before the start of the new year.

Submitted By: Tony Leonardi, Florida Chapter; Tania Cason, California Chapter; Jim Maher, Missouri Chapter; Katie Evertsen, Utah Chapter; Jeff Jarrett, Indiana Chapter

To amend Article III, Section 9 by striking the language, "immediately following the convention." Add language that says, "between the conclusion of the National Convention and December 31" of that year."	
Existing Provision	Provision With Proposed Changes
Article III, Section 9 An Executive Vice President shall be chosen by majority of the National Executive Board at a meeting immediately following the convention. Voting is limited to the current National Executive Board and all newly elected officers. Those eligible for the position shall be the incumbent vice presidents whose term does not expire on December 31 of the current year, and newly elected vice presidents. The Executive Vice President shall assume the duties on January 1, for a one-year period and until his or her successor is elected. 2021 and 2022	Article III, Section 9 An Executive Vice President shall be chosen by majority of the National Executive Board at a meeting immediately following the convention. between the conclusion of the National Convention and December 31st of that year. Voting is limited to the current National Executive Board and all newly elected officers. Those eligible for the position shall be the incumbent vice presidents whose term does not expire on December 31 of the current year, and newly elected vice presidents of the National Executive Board. The Executive Vice President shall assume the duties on January 1 for a one-year period and until his or her successor is elected. 2021 and 2022
Received 1/29/2025 Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a unanimous vote (7-0). National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.	



Rachel Norton-Rowland
HQ Sales Generalist
2979 State Route 29
Greenwich, NY 12834



Convention Co-Chair

W: 518-695-9221

H: 518-531-4247

C: 518-708-1005

rowland@nycap.rr.com

www.facebook.com/groups/NYUPMA

Are you attending the NYS UPMA Convention **this June in Saratoga Springs, NY?**

Why wouldn't you want to take advantage of the below great incentives being offered to members who attend?

Why wouldn't you want to attend to receive the below benefits from attending?

The agenda will include key speakers with a great deal of beneficial training being provided but, don't worry, there also will be free time and entertainment for all to enjoy!

Incentive: At the group rate of \$179.00 plus tax, up to two nights reimbursement with provided hotel receipt. If you are rooming with someone, each of you provide a copy of the receipt with

whoever gets paid for the total of the three nights.

The hotel that the event will be hosted at is the beautiful Embassy Suites located in the heart of downtown Saratoga Springs, within walking distance to Broadway which offers many wonderful bars and restaurants. Also within walking distance is Congress Park, and Canfield Casino. The Saratoga Racecourse, Saratoga Racino and the National Museum of Dance & Hall of Fame are within a 10-minute drive.

The Embassy Suites hotel offers a free cooked-to-order breakfast and complimentary evening reception to complete your stay.

[Embassy Suites by Hilton Saratoga Springs, NY Hotel - \[https://www.hilton.com/en/hotels/albeses-embassy-suites-saratoga-springs/?SEO_id=GMB-AMER-ES-ALBESES&y_source=1_MjI4NzUyOS03MTUtbG9jYXRpb24ud2Vjc2I0ZQ%3D%3D\]\(https://www.hilton.com/en/hotels/albeses-embassy-suites-saratoga-springs/?SEO_id=GMB-AMER-ES-ALBESES&y_source=1_MjI4NzUyOS03MTUtbG9jYXRpb24ud2Vjc2I0ZQ%3D%3D\)](https://www.hilton.com/en/hotels/albeses-embassy-suites-saratoga-springs/?SEO_id=GMB-AMER-ES-ALBESES&y_source=1_MjI4NzUyOS03MTUtbG9jYXRpb24ud2Vjc2I0ZQ%3D%3D)

[Visit Saratoga Springs, NY | Things to Do, Hotels & Restaurants - <https://www.discoversaratoga.org/#:~:text=Saratoga%20Springs%20is%20nationally%20recognized,racing%2C%20restaurants%20and%20historic%20museums.>](https://www.discoversaratoga.org/#:~:text=Saratoga%20Springs%20is%20nationally%20recognized,racing%2C%20restaurants%20and%20historic%20museums.)

- Networking Opportunities
- Learning and Education
- Career Advancement
- Industry Exposure
- Access to Resources and Tools
- Personal Development
- Inspiration and Motivation
- Exposure to Diversity
- Access to Industry Trends and Forecasts
- Fun and Entertainment

Please consider attending the convention!

I hope to see everyone in June!

Proposed Change to the National Bylaws #15

Convention Year: 2025 Article: X, Section 1

Description: Allow proposed changes to the National UPMA Bylaws be submitted to the National Office for consideration up until March 1st of the corresponding year in which the vote is to take place.

Rationale: Enactment would provide 1 additional month to the membership to submit any proposed changes to the National UPMA Bylaws from Feb 1st to March 1st. Doing so would afford the largest number of members the most available time to submit proposed changes to the UPMA National Office. In accordance with UPMA Bylaws, Article II, Section 4(b) no convention may take place prior to April 1st as such we contend that 30 days is sufficient lead time for both the National Article and Bylaws Committee and the UPMA National Executive Board to review and submit an opinion on any proposed changes prior to the first chapter convention at which the proposed changes would be considered by the membership at large.

Submitted By: C. Scott Christiansen, Washington Chapter; Brian Wade, Arizona Chapter; and Stephanie Thompson, Pennsylvania Chapter

To amend Article X, Section 1

By striking the word Feb. and replacing it with the word March

Existing Provision	Provision With Proposed Changes
Article X, Section 1 All proposed amendments to these Bylaws must be submitted in writing by at least one active member from each of at least three (3) different chapters to the National Office by Feb. 1 of each year. The proposed amendment or amendments to the Bylaws shall be published prior to the first Chapter Convention at which they are to be considered. 2023	Article X, Section 1 All proposed amendments to these Bylaws must be submitted in writing by at least one active member from each of at least three (3) different chapters to the National Office by Feb. March 1 of each year. The proposed amendment or amendments to the Bylaws shall be published prior to the first Chapter Convention at which they are to be considered. 2023

Received 1/21/2025

Articles and Bylaws Committee: The committee voted to recommend adoption of this change by a vote of 5-2. The following dissenting opinion was received: Moving the date to March 1st allows one week for the committee and one week for the Executive Board to review. This only allows two weeks to address the Presidents and for the Chapters to publish the proposals prior to a convention that is scheduled for April 1st.

National Executive Board voted unanimously (15-0) to concur with the recommendation of the committee to adopt this proposed change. Voting in favor: Tony Leonardi, Greg Nors, Charles Peters, Tania Cason, Padric Fisher, C. Scott Christiansen, Kerry Nichols, Jeff Jarrett, Jim Maher, John Douds, Bernadette Puodzinis, Stephanie Thompson, Carla Biggerstaff, Kendrick Comulada and Darwin Adams.

The 9th Annual NY Chapter of United Postmasters & Managers of America



Convention June 1st-4th, 2025

Saratoga Springs, NY 12866

Official Registration Form

Please complete one application per registrant



**Additional Information about the convention and the registration form will be posted on
NEW YORK STATE UPMA FACEBOOK PAGE AND AT NYUNITEDPMA.ORG**

First Name: _____ Last Name: _____

Title:

- ☐ Postmaster
- ☐ Supervisor
- ☐ Manager
- ☐ OIC
- ☐ Associate (Craft)
- ☐ Postmaster Retired
- ☐ Supervisor Retired
- ☐ Manager Retired
- ☐ Guest
- ☐ Auxiliary
- ☐ Veteran
- Branch: _____

First name (nickname for your badge): _____

Post Office You Represent/ed: City: _____ Zip: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Phone/s: _____

E-mail: _____

First Timer/Retired First Timer: ☐ Yes ☐ No

Are You Attending

Tuesday Banquet ☐ Yes ☐ No

Registration Fees:

One day registration Retiree's \$37.50

One day registration All others \$50.00

Full registration \$75.00 Actives & Guests, Retiree's \$56.25 & Guests

Registration includes :

Sunday Welcome with cash bar and hors d'oeuvres 5:30-7:00

Tuesday Night Banquet – “Inform if you will be Attending Tuesday Nights Banquet”.

Convention Meeting June 2nd & 3rd 8am – 5pm

Training – various subjects TBD

Payment information: Convention fee: \$ _____

Hotel Website

<https://www.hilton.com/en/attend-my-event/albeses-upm-18b9ef52-1799-44ab-a67e-997b7d5883ba/>

Hotel Smart Code



Registrations postmarked after 5-2-25 will be an additional \$25.00

Send check or money order payable to **NY UPMA**

Mail to **by May 14, 2025**

Maureen Wratten,

1108 Mason Rd., Waterville, NY 13480.

Questions: Call 315-525-2822 or email jmw wratten@yahoo.com

Embassy Suites by Hilton Saratoga Springs

86 Congress St,
Saratoga Springs, NY 12866
Contact hotel directly
for reservations.

1 518-290-9090

Room rates each night:

1 King Bed 2 Room Suite - **\$179.00**

2 Queen Beds 2 Room Suite - **\$179.00**

Group code for reservation is:

NYS UPMA

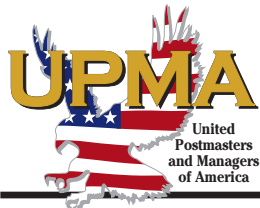
Reservation deadline:

May 2, 2025

INCENTIVES

At the group rate of \$179.00 plus tax, up to two nights reimbursement with provided hotel receipt. If you are rooming with someone, each of you provide a copy of the receipt with whoever gets paid for the total of the three nights

First Timers will have their Registration refunded after attending the convention.



JOIN TODAY
EAS GET ONE YEAR
FREE

Form 1187

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

*Fill Out Form On-line, Print it out, and Return to
UPMA National Office at the Address Below for Processing*

Section A: All New Members Complete

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

Section B (Check One): ☐ Postmaster ☐ Manager/Supervisor ☐ Associate ☐ PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

JOIN TODAY -
EAS GET ONE
YEAR FREE

Section C: For Use by the Employee Organization



Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.



Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-I United Postmasters and Managers of America (UPMA) 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 pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 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 by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. 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 E

☐ Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

☐ Career Awareness Conference ☐ USPS Provided Training ☐ Other

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT



UPMA 9TH NATIONAL CONVENTION

AUGUST 9-15, 2025

SHERATON DALLAS, DALLAS, TEXAS

Hotel Reservations:

Contact the Sheraton Dallas to book your hotel room. Mention that you are attending UPMA National Convention.

UPMA rates are available until July 18, 2025 or until the room block is sold out, whichever comes first.

Sheraton Dallas Phone Number: 888-627-8191 Group Code: UPMA National Convention 2025



9th UPMA National Convention | Dallas, TX August 9 – 15, 2025

First name: _____ Badge name: _____ Last name: _____

Badge name (if different from first name): _____ Chapter: _____

Post Office You Represent – City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ Zip: _____

Cell Phone: _____ Email: _____

Select your title:

☐ Postmaster ☐ Manager ☐ Postmaster ☐ Supervisor ☐ EAS Supervisor

☐ UPMA Retired ☐ Associate ☐ Guest – includes ticket to UPMA Retired Luncheon

☐ Guest – does NOT include ticket to UPMA Retired Luncheon ☐ Child (17 and under)

Circle the appropriate fee:

2025 National Convention Registration Rates	August 24, 2024 - August 30, 2024	September 1, 2024 - March 31, 2025	April 1, 2025 - June 30, 2025	After June 30, 2025
Postmaster, Manager, Supervisor or EAS Professional	\$200	\$220	\$252	\$300
UPMA Retired, Associate or Guest <small>This rate includes the UPMA Retired Luncheon.</small>	\$200	\$215	\$239	\$275
Auxiliary or Guest <small>This rate does not include the UPMA Retired Luncheon.</small>	\$150	\$165	\$189	\$225
Children 17 and under <small>This rate includes child's meal at the Thursday Grand Banquet.</small>	\$100	\$110	\$126	\$150

Please let us

☐ I plan to attend the Sunday banquet.

know if you plan to:

☐ I plan to attend the Thursday closing party.

If you are attending as a guest, who are you joining? _____

Do you have any food allergies or dietary restrictions? _____

Payment Information

Convention Fee: \$ _____

Additional tickets for UPMA Retired

Lunch \$50 each: \$ _____

TOTAL PAYMENT: \$ _____

☐ Check payable to UPMA

☐ Visa/Mastercard

CARD NUMBER: _____

Expiration ____/____

Signature: _____

Hotel Reservations

UPMA has a special rate at the convention hotel. You must book online or call the hotel directly to make a reservation. The National Office will not handle room reservations. All room cancellations must be made directly with the hotel 72 hours prior to arrival to avoid penalty.

To secure the special UPMA rate, you must identify yourself as part of the 2025 UPMA National Convention. The rate is available only until July 28, 2025, or until all rooms in the block are sold, whichever comes first. The group rate is available 5 days pre and post convention based on availability.

Sheraton Dallas | 1-888-627-8191
\$189 – Run of House | \$199 – Queen/Queen |

\$1000. Reimbursement
when attending
sessions

YOU MUST REGISTER
FOR THIS EVENT
ONLINE OR FILL OUT
FORM AND MAIL IT.

Website is:
UNITEDPMA.ORG

Go to Events

National Events

Links to Register
and Book hotel

What airport should I fly in to?
The closest airport is Dallas
Love Field (DAL). DAL is
located approximately 9.6 miles
from the Sheraton Dallas Hotel.

The Dallas Fort-Worth (DFW)
airport is located approximately
20 miles from the Sheraton
Dallas Hotel.

Is there a shuttle to/from the
airport? No. The hotel does
not have shuttle service to/from
the airport.

Is there a train I can take from
the airport to the Sheraton
Dallas Hotel?

Both DAL and DFW airport offer
access to the DART light rail
system which operates daily.

The two closest stations to the
Sheraton Dallas Hotel are
Pearl/Arts District and St. Paul.

One form per registrant.

Cancellation Policy: Cancellation requests must be submitted via email to UPMA@crispevents.me. Requests received on or before July 25, 2025 will be assessed a \$50 cancellation fee per person. Cancellations received on or after July 26, 2025, will not receive a refund. Tickets for cancelled registrants are not available for use by other registrants. Registration transfers (name changes) are not permitted.



Carol Commisso
Retired PM Fishers
11 Ambassador Dr.
Victor, NY 14565



Scholarship Chair
585-905-5164
ccommisso12@gmail.com

An Extra Opportunity

By the time you receive this edition of the newsletter, the deadline for submitting an application for one of our two scholarships will likely have passed, but I have some great news to share that is still relevant.

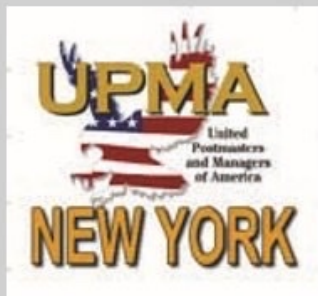
At the Fall meeting, the Executive Board approved three \$1000 scholarships to be awarded from the Frank and Helen Burger Scholarship fund, and only two \$500 awards from the Edwin D. Jennison Sr. Scholarship. The reason for only two from the Jennison fund was in an effort to increase the base of the fund to

meet the threshold designated in our fiscal policy. **The news that I have to share is thanks to the generosity of an anonymous donation, we will now be awarding a third \$500 Jennison scholarship.**

I am looking forward to receiving many applications for these scholarships. Last year, six students benefited from these scholarships, and now thanks to our generous donor, we will again be able to help six students.

See you in June when we announce the winners!

EDWIN D. JENNISON Sr MEMORIAL SCHOLARSHIP



Enclosed is: \$ _____

Date: ____/____/____

NAME: _____

ADDRESS: _____

CITY

STATE

ZIP

Send to:
Carol Commisso
11 Ambassador Dr,
Victor, NY 14564

Donations can be made to the Burger Scholarship

Send to: Carol Commisso
11 Ambassador Dr.
Victor, NY 14564



United Postmasters and Managers of America 2025 Scholarships

The UPMA Scholarship Foundation awards scholarships to qualifying students.

1. The applicant must be the child, step-child, grandchild or great-grandchild of a member of UPMA.
2. Applicant must be a high-school graduate and accepted as a **first-, second-, third- or fourth-year student** for admission to an accredited college, university or trade school.
3. The applicant must have a 2.5 grade point average (GPA), including a 2.5 GPA average for the last full year of high school, and **must provide a transcript of their grades covering the most recent year of school.**

The winners will be announced at the UPMA national convention. Applicants who are not chosen to receive a scholarship will not be notified. If the recipient leaves school for any reason except for sickness or death, all money must be returned to the UPMA Scholarship Foundation.

The application and all additional pages must be postmarked no later than **June 20, 2025**, and submitted to the UPMA Retired Scholarship Committee chair (*see below*).

Please read instructions carefully; incomplete applications will be disqualified. Type or print all additional information on 8½ x 11-inch sheets of paper. Place your full name on top of each page submitted.

Student Information

1. Full name: _____
Address: _____
Email: _____ Phone: _____
2. Birthdate: _____
3. Name and address of the relative who is a UPMA member:

4. UPMA member's relationship to you: _____
5. UPMA member's state in which they are a member if different from address above: _____
6. School you plan to attend:
Name: _____
Address: _____
7. **First-year students:** Have you applied for admission? _____ Have you been accepted? _____
Include acceptance letter with application.
8. Write a narrative that is *not more than 500 words* describing: 1) awards, 2) community service, 3) school activities, positions or offices, 4) paid and/or volunteer jobs, 5) future plans, 6) personal or financial need 7) scholarships or grants received, 8) approximate annual cost of institution you are attending. You may include any other pertinent information to help the selecting committee in evaluating your application.
9. **Attach your latest transcript from school**
School: _____
City: _____ State: _____
10. Have you received this scholarship before? ☐ Yes ☐ No What year/years? _____

Signature _____

Date of Application _____

**Applications must be postmarked or emailed
no later than June 20, 2025.**

If you need clarification on any point, you can write to the address at right or email dorisconrad@aol.com.

**Please submit all papers
and necessary forms to:**

Doris Conrad, chair
997 Lynwood Ave.
Circleville, OH 43113-1325



Rachel Barber-Forrest
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The Future?

Where are we at? We are at a place where we must pivot into the future of the post office. We are at a place where we have begun to search for a new PMG. We are at a place where we are renegotiating with Amazon. We are at a place of uncertainty for the Postal Service. We are at a place where we have about 22 billion in reserves and if we stay on trend with another loss of 9 billion, we have about 2.5yrs before we need a bailout. We are at a place where 65% of our Post Offices don't cover their own cost. A place and time where the PMG asked DOGE to come look into our organization.

Why would he do that? Well to better position us for the future. What did the PMG ask DOGE to do for us? To name a few he specifically asked them to look at CSRS, our pension plan, workman's comp, unfunded congressional mandates, and lease renewals. Better to invite with intention then for DOGE to have free reign.

Search for new PMG. What does that involve? The US Postal Board of Governors is responsible for selecting the next PMG. The Board consists of 9 members, currently with three of those seats vacant. President Trump is expected to announce his preferred candidates for the roles. Senators must confirm all presidential nominees. The board must then vote to officially appoint the new PMG.

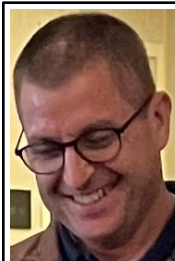
We just got back from the Legislative Summit. A way to speak to our representatives to let them know what we need from them, our agenda so to

speak. In speaking with them it seems they are on our side and do not want to see privatization for us. It was also a way to thank our representatives for their work to get the WEP/ GPO passed. A shout out to Dave, Mike, and Cathy three UPMA members in NY, for their work, dedication, and contribution to get the bill passed. The three of them all received an award just for that.

Lastly, the next **second district meeting will be held at Guiseppe's in Horseheads on May 6 from 3:00 to 5:00pm. All are welcome to attend. Lunch or early dinner will be served.**

I am still working on the training aspect of this meeting but hope to have in attendance the District Manager, acting POOM, a representative to speak on the upcoming May 31 launch of the Elmira S&DC, and a Postal Inspector to speak on Revenue Fraud and reporting. We appreciate if you could RSVP to 607-738-5494 with a text to let us know you will be in attendance.





Matthew Tracy
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3641 McGraw-
Marathon Rd.
McGraw, NY 13101



3rd District Coordinator
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A WALK IN THE WOODS....

This morning I took a walk in the woods and was quickly blessed by all of the beautiful sights and sounds of spring. There is no truth more apparent than “change is a part of life” when you walk in the woods during spring. This was exactly what I needed to feel refreshed and rejuvenated this morning.

This past week I had an encounter with what I will refer to as a “union zealot”. This person really was very adamant that nothing change in the way that the United States Post Office do business. They definitely were not open to any change or proposed change to the way that we operate here at USPS. His thought was strictly that we should continue to do things the same way we have done them in the past, no change required, and that the USPS was never intended to be profitable. It is very true that we were not designed to be profitable however, it is equally true that we were not designed to lose massive amounts of money on a continual basis either. The fact is that after the 1971 reorganization we were mandated to break even so that no tax dollars were used to support the USPS mission of delivering mail.

I am very grateful to our 75th PMG; Louis DeJoy. I am grateful for his vision in seeing that we were on an unsustainable path, however he is certainly not the first to identify that fact. I am primarily grateful for his courage to implement those changes in the face of extreme opposition. Whether we agree with all his changes or not we should have an enormous amount of respect for the leader that had the fortitude to stand up and fight for their implementation.

We are undoubtedly going to be faced with many changes in the coming months. When those changes come I hope everyone will take a step back and evaluate them on the good of the United States Postal Service as a whole. The whole USPS is an American institution worth preserving. I don't think that anyone really thinks that USPS has survived almost 250 years without many changes, BIG and

small. The bottom line is that we, Postmasters, are the backbone of the USPS the same way that the NCO is the backbone of the military. And as such, we will be in the thick of the implementation of many changes as they come our way.

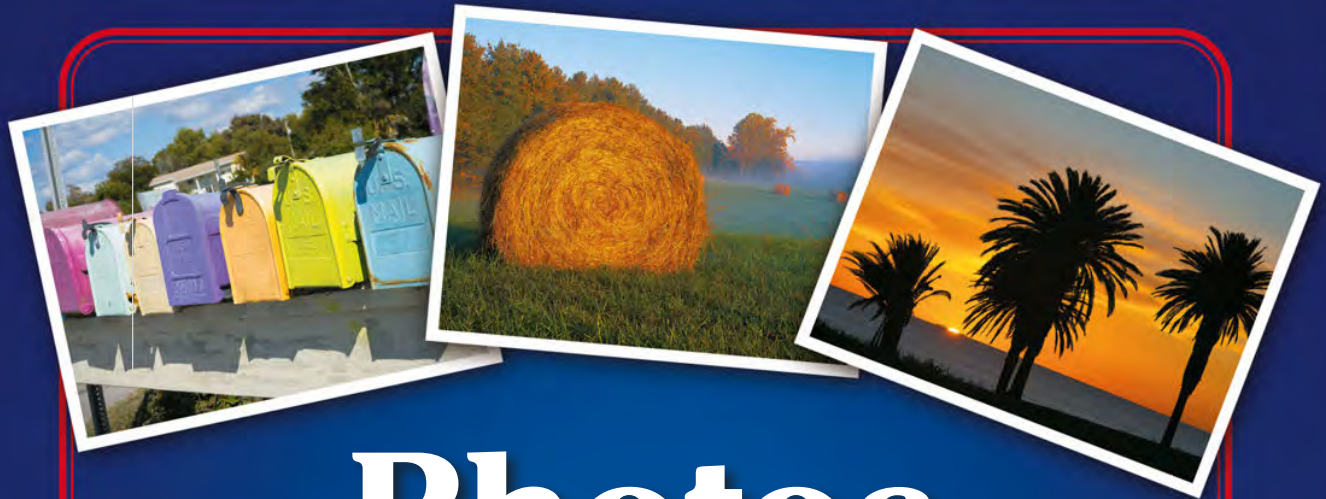
So my suggestion to everyone.....

Take a walk in the woods this Spring. See if that doesn't have the same rejuvenating effect on you as it certainly did on me.

Be on the lookout for a postcard with info for our District 3 meetings. Time and date TBD.



Kathy Hoy's, PM Retired Sidney Center NY, photo has been selected for the UPMA 2025 Calendar. She has won two years in a row. Congratulations!



Photos Needed for the 2026 UPMA Calendar

Attention UPMA shutterbugs: This is your opportunity to have your photo chosen for the 2026 UPMA calendar. Please note: You must be a UPMA member; no more than two entries are allowed per member.

The deadline for receipt of **high-resolution, horizontal** jpgs is June 20. Photos need to be a minimum of 300 dpi; if your file is smaller than one megabyte, your photo is low-resolution. The photos cannot be digitally manipulated; any files edited in Photoshop or other software will not be accepted.

Send your photos to kbalentyoung@gmail.com. Be sure to include your name, post office or post office from which you retired and contact information.





FORM 1187-R

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

Please complete and mail to:

UPMA 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

			-			-					
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My Annuity Number is:

CSA

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

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

Note: If not receiving an annuity contact National Office for information on membership.

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 **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** 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 **UPMA** 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	Date:
------------------	--------------

Revised 11-19

In the Running.....



Here I am with Louise Nix (left) and Kathy Frame (right) both vying to be our next National President of the Retirees. I know Louise will be in Saratoga, as will current President Charlie Peters. COME MEET YOUR LEADERS @ Saratoga.


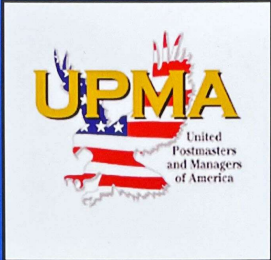
Looking forward to State Convention on June 1st -4th.

See you there!

Liz Forsell,

Co-Chair State Convention





Rob Leary
Candidate
UPMA
National VP
Atlantic Area

It is with great excitement that I announce my candidacy for UPMA National Vice President, Atlantic Area. With 25 plus years as an EAS employee, it has always been my passion to help and assist my fellow Postmasters and Managers. This is why I look to continue my UPMA journey by moving into the National scene, where I feel I can do more to support our members

UPMA/Postal Experience:

Promoted to EAS: February 2000

Member of UPMA/NAPUS since 2005

Regional VP Mass. UPMA: 2006-2008/2010-2012

Sec/Treasurer 014-017 Area Mass. Chapter-2014

Scholarship Chair Mass. Chapter 2013-2016

Legislative Rep Mass. Chapter: 2018

CMR, Mass. Chapter: 2012-Present

CMR Chair, Mass. Chapter: 2018-2019/2022-2023

State President Mass. Chapter-May 2023- Present



I, Elizabeth Forsell, seek your support in the Retiree election for Vice President to be held at the NY State Convention in Saratoga Springs June 1-4. I have been an active member of UPMA having held the position of Fourth District Coordinator for several years. I have welcomed numerous "First Timers" to State Conventions. I chaired last year's successful auction. This year i am Convention Co-Chair. I attend Legislative and National Conventions representing our interests on a regular basis. I began my 30-year Postal Career as a PTF clerk in Blue Mountain Lake and retired as Postmaster from the Long Lake Post Office in 2015. Thank you in advance for your support..

Other Candidates for National VP Atlantic Area -

Tasha Clemens - PM N.Carolina Peter Urbani - PM Connecticut



Keith Miner
PMRetired
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Saugerties, NY 12477



NY UPMA
Retiree President
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Greetings again one and all!

I hope everyone has survived winter and is watching the snow melt, the birds return and the grass turn green.

We had a very successful Legislative Summit. If my memory serves me, we had 14 New Yorkers attend which was a very good showing. Dave Cook, Mike Silvestri and Cathy Winnie received special awards from President Leonardi for their contributions to WEP/GPO passage. We had a very informative town hall meeting where the bylaw and amendment proposed changes were explained. Tuesday, March 18th was our big day on the Hill where we had the opportunity to meet with staffers from our congressional officers. (Congress was not in session so members of Congress were in their home districts.) To keep you informed so that you can reach out to your own members, here is a quick recap of topics of importance that were briefed to the staffers- Postal Governance, Service and Delivery- We support the Protect Postal Performance Act which supports a fact based, transparent plan to maintain and improve service excellence while ensuring financial stability. Title 39 Reform- We support ALL EAS having MSPB right, binding salary arbitration and interim pay protections while salary negotiations are occurring. Federal Retirement Fairness Act- this act will allow Postal employees who had non-career time to "buy

back" their time much as military members can buy back their active duty time towards retirement. Budget Reconciliation Act- we oppose any policies that negatively impact compensation, job security and cuts to retiree benefits. Board of Governors- We strongly urge the appointment and confirmation of three more Governors to bring the Board to full strength. Privatization- We support HR. 70 which urges Congress to preserve the USPS as an independent federal entity and oppose any efforts to privatize.

Now on to our upcoming State Convention to be held in Saratoga Springs June 1-4. We are currently set to welcome Presidents Leonardi and Peters as well as candidates and reps for candidates for national retiree officers. We will also hold elections for our retiree President and Vice Presidents, hold our retiree Auction- in support of scholarships (I'm sure Liz will have more on that!) and hold our memorial service. If you have not already registered and booked your room, do so soon! Remember, this is your opportunity to be heard and well as get together with old friends and make new ones.

If anyone needs assistance or information, please do not hesitate to contact me. I look forward to seeing everyone in Saratoga! Until then be well, be safe and thank you to our veterans. God bless one and all.



**Scan to join the
UPMA Retired FB Page
or
search UPMA Retired
to join.**

I dedicated over 30 years to the USPS under CSRS and spent 20 of those years in law enforcement, contributing to Social Security the entire time. For the last 7+ years, I've been receiving Social Security benefits at the reduced rate which cost me over \$30,000 that I was entitled to, thanks to the penalties involved with WEP/GPO.

I've traveled to Washington, DC, multiple times to advocate for legislative change. Many of those years felt unproductive, but each conversation with Congress members and their aides made it easier to convey our organization's request to repeal this unjust legislation. The need to repeal WEP and GPO became deeply ingrained in my mission.

Finally, a couple of months ago, we (UPMA) achieved success! I want to express my gratitude to everyone who maintained their faith, invested their time, and tirelessly worked for the removal of this punitive legislation. About a month ago I received a lump sum for the past year's benefits I

was entitled to. Next month, I will begin receiving the benefits I was entitled to right along for the past 7+ years. To everyone who contributed to this accomplishment, both past and present, your efforts are truly appreciated!

I just returned from the Legislative Summit, where I had the opportunity to express my gratitude to our Congress members and their aides for their support in repealing the WEP/ GPO. Additionally, I presented our organization's new concerns through position papers to our elected officials.

Let's regroup and keep moving forward. While not everyone can travel to D.C. to advocate for our cause, we can all act by writing, emailing or locally visiting our representatives to support our positions. Please do your part!

Ben Johnston
Retired PM



Liz Forsell
Retired PM
Long Lake 12847



NYUPMAR VP
C:315-369-5053
lizzie13436@hotmail.com

Hoping all of you that received the Windfall understand all the hard work active and retired members put in to getting this passed. Without UPMA members it would have never been corrected.

Deana and I left from Albany on Sunday morning for the Legislative Summit. She drove all the way with only a few stops. We arrived in Crystal City about 4pm in plenty of time to check in and have dinner with most of the NY members.

Kick off meeting was Sunday with Tony Leonardi, current National President. He will be in Saratoga at our State Convention!

Tony went over some updates he would like to see approved. A big one to me was the increase in retiree dues.

Monday, we had some guest speakers, Senator Andy Kim from NJ. He is a freshman but seemed very fair in his way of thinking. Two other

representatives spoke and then Postmaster General Louis DeJoy, who resigned a few days after speaking to us. He started off saying he was unleashed! He does not want to see the Postal Service privatized as Rural America would suffer greatly. The Postal Board of Governors needs a few more appointments to be a full board. We then heard from our Legislative Team about what to expect on the hill. Deanna and I visited 8 offices and dropped off our position papers. My Congresswoman is Elise Stefanik and she was waiting for confirmation to the UN. Her office was all packed up! I attended the PAC Medallion reception where I presented Dave Cook with a special gift for leading the way. We had a great dinner at Filomena's. On Wednesday, I flew back to Albany and Deana went to visit family in Virginia. Mission accomplished.



David Cook
29 Glenwood Rd.
Glen Head, NY
11545-1313



National UPMA Retiree
Legislative Chair
H: 516-676-2843
C: 516-322-1328

SOCIAL SECURITY FAIRNESS ACT

The following information was obtained from the Social Security Administration website at www.ssa.gov.

The Social Security Fairness Act was signed into law on January 5, 2025 after more than 40 years of dealing with Congress each year on our visits to the Legislative Summit. The Act ends the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). These provisions reduced or eliminated the Social Security benefits of 3.2 million people who receive a pension based on work that was not covered by Social Security because they did not pay Social Security taxes. This law increases Social Security benefits for certain types of workers, including the following:

Teachers, firefighters and police officers in many states

Federal employees covered by the Civil Service Retirement

The Government Pension Offset reduced or eliminated Social Security spouses' or surviving benefits.

Social Security Administration stated December 2023 is the last month that WEP and GPO will apply. SSA expects that it could take more than one year to adjust benefits and pay all retroactive benefits. Callers to SSA's national 800-772-1213 hear a message about the act. This message has helped tens of thousands of people avoiding holding for a representative. However, more than 7,000 people each day still wait to speak to a representative.

If you never applied for retirement, spouse's or surviving spouse's benefits because of WEP or GPO you may need to file an application. The most convenient way to apply for retirement or

spouses' benefits is online at www.ssa.

Survivor benefits cannot be done online. SSA will also take applications by telephone for those who did not previously apply for retirement benefits because of WEP or spouse's or surviving spouse's benefits because of GPO. If you meet these conditions, call 1-800-772-1213 Monday through Friday, from 9:00am to 6:00pm ET. When the system asks, "How can I help you today", say "**Fairness Act.**"

Benefits for Spouses

The spousal benefit can be as much as half of the worker's primary insurance amount, depending on the spouse's age at retirement. To qualify for Social Security spousal benefits, you must meet certain requirements such as: be at least 62 years old, if you have a qualifying child, you can receive benefits at any age, have been married to your spouse for at least one year. If you are eligible for both a retirement benefit and a spousal benefit, you will receive the higher of the two amounts

For more information go to www.ssa.gov





Michael Silvestri
PM Retired
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SUCCESS

We have successfully arrived home safe from the Legislative Summit 2025. We visited the offices of Congresswoman Lara Gillen, Congressman Tom Souzzi, Andrew Garbarino, and Nick LaLota. We spent some time educating Laura Gillen's aide, Sam Fingerhut, on who we are as an organization and who we represent. We also discussed with Sam Fingerhut, (as well as the other three aides) the importance of Universal Mail Service, Title 39 reform, H R 1523 Federal Retirement Fairness Act, H R 441 Equal Cola Act (not reducing cola for FERS retirees), H R 1040 Senior Citizens tax elimination Act, H R 1700 Enhance Social Security Benefits & ensure the long-term solvency of the Social Security Program, S 770 Enhance Social Security Benefits & ensure the long-term solvency of the Social Security Program is the Senate Bill. We spoke about Budget Reconciliation Impact. The importance of the Postal Board of Governors. UPMA strongly opposes privatization of the Postal Service. For the members who were not able to attend the Legislative Summit you can still help with the legislation above. Make an appointment to meet with your representatives at their local offices in your districts. The 2025 UPMA Legislative Issues Brief page is on the UPMA National website. If you have any questions, please feel free to contact me or Dave Cook. We will be happy to answer any questions you have. Our contact information can be found on the UPMA National website. Click on the retirees Legislative Committee. The four days & three nights were very enjoyable. We arrived before noon on Sunday. After checking in we went to lunch. After lunch, we attended a very informative meeting hosted by our UPMA National President Tony Leonardi. That is the first time I realized how similar President Leonardi's name is to our own NYS President, Dan Leonard. President Tony Leonardi held a very informative meeting on where he plans to take our organization during his tenure. After the meeting, we met with friends from

other states. Monday morning, we attended a general session. Bill Tierney, Dave Cook, Cathy Winnie and myself were recognized for our contribution to the Social Security Fairness Act becoming law. The meeting continued on to how the next PMG would be selected. The next order of business was headquarters answering questions from the floor. Then we had the honor of hearing from PMG Louis DeJoy. Next were several Congressman discussing their policies & positions on the Postal Service and the federal government. We were served a box lunch courtesy of UPMA. Most attendees had a free evening. I along with several other members from UPMA NYS Chapter attended PAC Medallion Reception. Tuesday morning it was on to Capitol Hill to keep our appointments with our representative's aides. Again, UPMA provide lunch at the Capitol Hill Club across from the Cannon HOB. Tuesday evening was a free evening. Several of the NYS Chapter dined at Filomena's in Georgetown. It is my hope that my article inspired you to attend our State & National Events. Looking forward to seeing new faces at the UPMA NYS Chapter Convention in Saratoga Springs June 1-4. Our National Guest Speaker will President Tony Leonardi. For the retirees, our meeting will be attended by President Charlie Peters and his lovely wife Anita. Retirees watch for that boost in your Social Security check. God bless you and your family.





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Washington Legislative Trip

We just returned home from our annual legislative trip to Washington DC. I had missed the last few years, so this really felt so good to be there. There were over three hundred people attending the Legislative Summit. We had 15 people from New York State. I got to spend time with some people who I really didn't know very well. It was so nice to spend time with them. I really appreciate these wonderful active Postmasters, and I am sorry for all they must endure in their jobs. Dan Leonard, Rachel Barber-Forrest, and Jamie Mosher were so considerate of my slightly aging body. I went with them to the offices for which we had folders. Unfortunately, our elected Congressional people were off for the week. We were, however, able to speak to Nick Langworthy's aide who handles Postal Affairs. He was well informed about our issues and listened well to our presentation. At the other offices we advised the person at their front desk what was in our folder. Our current issues were concisely written, taking up only the front and back of one page. At each of our offices we presented a medallion for each congressman who had voted in favor of HR-82. We also presented a medallion to Senator Schumer and Senator Gillibrand for their support in the Senate.

Prior to our time on Capitol Hill, there were very informative presentations. We started with a Town Hall meeting on Sunday evening. On Monday we celebrated the passage of HR-82, WEP-GPO. Michael Silvestri and Dave Cook were honored for all the work they had done. They kept us informed of the progress of HE-82 as well as other legislation. Cathy Winnie was also honored. The process of selecting a new PMG was explained. Our current PMG is stepping down from his position. Postmaster

General Louis DeJoy spoke to the assembly for over an hour. He said it is only halfway through his ten-year plan. He also took questions. The UPMA Headquarters staff also took questions in the morning. We were served a box lunch after the morning session. In the afternoon there were several Congressional speakers. Later there was an invitation only PAC Medallion Reception. The people who were invited were those members who contributed a large amount to PAC. Deana Wood, Liz Forsell, Michael Silvestri, Dave Cook, and Cathy Winnie were all invited. The rest of us went out to dinner.

On Tuesday we had our Capitol Hill visits. We were served lunch at the Capitol Hill Club. Some folks then went back to the Hill to finish their office visits. Since my group was finished, we walked to the White House. We had hoped to get a picture of us on the sidewalk in front of the White House. That was just not meant to be. Everything was blocked so people couldn't get to the White House. There were armed men on the roof of the White House with their weapons pointed to the front. We walked around to the side of the White House and were able to get a picture through the fence. I remember, back in days gone by, we were able to take a tour of the White House. I don't know, if you somehow arranged it beforehand, a tour is still possible.

Overall, it was a very rewarding experience. It was so good to also spend time with our New York retirees. I know we still have issues other than WEP-GPO. I hope we have success with the other issues in less time than the forty years it took to do away with the Social Security issue. A big thank you to all who were able to attend this year's Legislative Summit. Hopefully, more people will be able to attend next year's trip.

Attention All Members

District Meetings

2nd District - May 6, 2025 3-5pm

Guiseppe's, 1020 S. Center St., Horseheads

All other Districts -TBD (Look on Facebook)

NY State Convention

June 1-4, 2025

Embassy Suites by Hilton Saratoga Springs, NY

Room rate \$179. Say UPMA

(518) 672-9001

National Convention

August 9 - 15 2025

Sheraton Dallas Dallas, TX

Room rates - \$189 Run of the House/\$199. Queen/Queen

1-888-627-8191 2025 UPMA National Convention

Atlantic Area Conference

September 25-28, 2025

Great Wolf Lodge Concord, NC

MEMBER INCENTIVES



State Convention Saratoga Springs, NY

Up to 2 nights hotel with receipts

National Convention Dallas, TX

\$1000. reimbursement when attending sessions

Plan now to attend!

I ♥
NY



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Deadline for

July/August

NYS ESP issue is

June 14th by 5 pm

