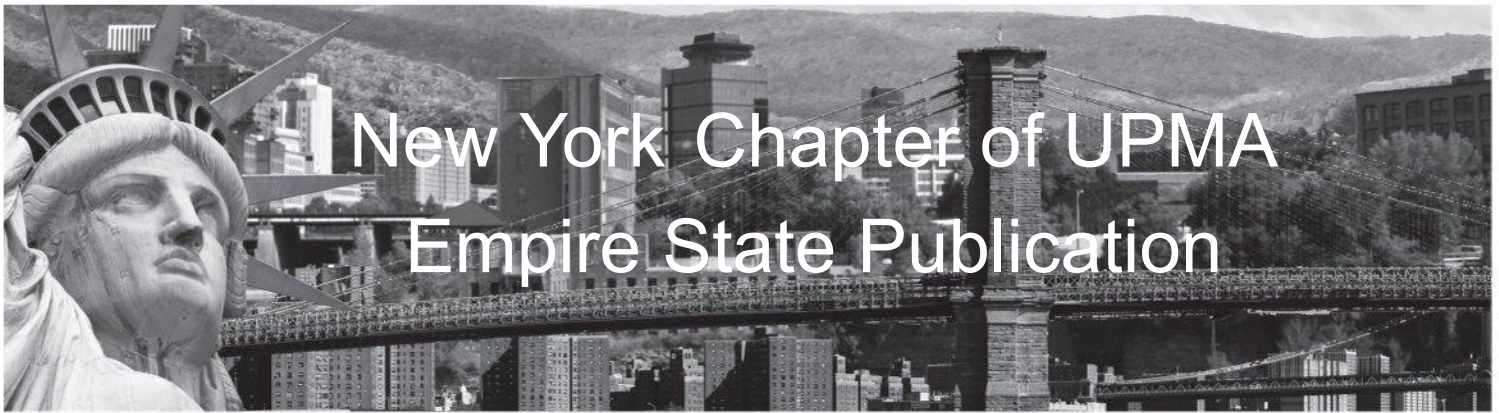




New York Chapter of UPMA Empire State Publication

Volume 2026 / Issue 3

July/Aug/Sept 2026



ATTENTION



ATTENTION

Due to increased printing costs, NY UPMA will begin emailing the ESP to all members.

If you would like to receive a hard copy of the ESP you will have to contact Heidi Freeman, Editor at

nysupmaeditor@gmail.com before September 30th, 2026.

If you do not contact the editor by September 30th, you will only receive an electronic copy of the ESP beginning in 2027.

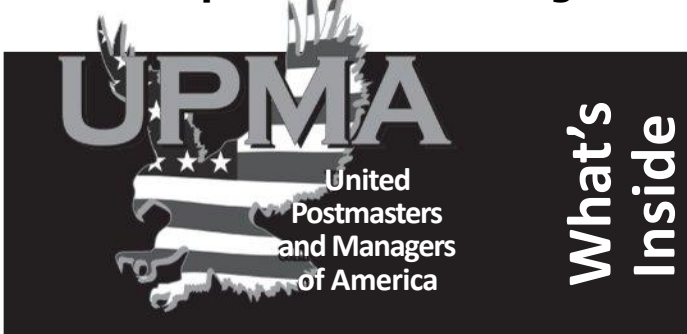
If you need to update your email address and/or mailing address please contact Heidi Freeman, Editor (see page 2)

Scholarships

Training

eCareer Assistance

Representation



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NEW YORK CHAPTER

The (ESP) Empire State Publication UPMA (United Postmasters and Managers Association), [USPS 175-740] is published bimonthly by the New York State Chapter of United Postmasters and Managers Association of America (UPMA), 727 Crawford Ave., Syracuse, NY 13224. 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. Notice to Postmasters: Please send all address labels clipped from undeliverable copies, along with USPS Form 3579, to (ESP) Empire State Publication UPMA, 727 Crawford Ave., Syracuse, NY 13224.

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What Did You Miss?

We just finished with the State Convention on June 13th. We heard the National message advising us about our current affairs; what has been accomplished and potentially what is on the horizon, what is needed to stay strong legislative-wise, membership-wise and all the current progress we have made, making us more visible, more focused on training, KSA assistance, interview preparation and leadership effective styles from employees across the USA and territories. If you were expecting specifics on what was coming in the near future as in consolidations, RIFS, VERA's or another POSTPlan, well, there was none of that even speculated on.

There was training on KSA assistance and representation as well as a retirement seminar explaining all you need to know when planning your own retirement. Scholarships were given out and a few recipients were at convention to receive them. We gave out three \$500, three \$1000 and four \$2500 scholarship awards. Applications are posted on our website and published in the NYUPMAESP that are usually due around the 1st of April every year. Your children and grandchildren should apply if college bound, in trade school or in additional college years. Each scholarship has its own criteria to apply.

We elected a Legislative Vice President (VP), Chapter Member Rep VP and a Secretary/Treasurer. All officers present were sworn in.

Our National Convention is coming up in Puerto

Rico in the first week of August where we will hear from our National Officers and USPS leadership and to conduct our organizational business. I'm sure we will hear about an announced candidate or two for the following year elections.

Our Atlantic Area Conference in Philadelphia is coming up in September, so get registered and attend. Here you will be provided updates and training.

If you don't know, over the last few years we have increased our membership substantially, making UPMA the largest management organization. This year again, we are moving at a record setting pace. The Postal Service is seeing, recognizing and giving accolades to our success through mentoring, assisting with new potential replacements and changing the culture. Ask anyone that has gotten interviews with our KSA assistance.

What we do need is more members that want to help others whether through KSA assistance, interview process, representation when needed or just a big brother or sister mentoring new EAS in their roles. The more we help these gain knowledge, the more productive they become the less they fear from needing representation. District meetings are also held around the state to address concerns and provide training. Anyone desiring to help orchestrate a meeting place that is inexpensive for a room and food for a few hours is welcome to contact me or your UPMA District Coordinator. We will assist to

Continued on next page

NEWS from the President's desk

Continued from previous page

Stay focused, don't take the shortcuts that will get you noticed and keep your integrity as that is what we have to live by. It is what the Postal Service, our customers, each other and our family expect.

Remember the National Convention this year is in Puerto Rico, August 1st-7th at the El Conquistador Resort. The incentive in the form of reimbursement is \$1000.00 to attend the convention sessions.

More info is available on the national website – unitedpma.org

There are many rumors out there on many different attributes that are said to be happening. Unless you read it from the National Office email blasts, we have not been apprised or briefed on them. Don't feed off of them.

Dan Leonard

President, NY UPMA



June 24, 2026

Mr. Anthony Leonardi
National President
United Postmasters and Managers of America
8 Herbert Street
Alexandria, VA 22305-2628

Certified Mail Number:
9589 0710 5270 0888 3332 28

Dear Tony:

This is in reference to our March 5 correspondence (enclosed) proposing the establishment of a new position with the title *Postmaster 18(B)* (EAS-43), Occupational Code: 2301-6318.

The Postal Service created this Postmaster position with a new Occupational Code to differentiate it as special exempt where it is specified in installations designated as a Sunday hub and without earning a Supervisor Customer Services position.

There are 338 offices that have been evaluated and now meet these requirements. Postmasters will receive an updated PS Form 50 Notification of Personnel Action reflecting the change to the new Occupation Code effective June 27, 2026.

We have also enclosed a list of affected Postmasters by Area and District.

Following consultation with you, the Postal Service has decided, pursuant to Title 39 U.S. Code § 1004 to proceed with the establishment of the new position titled of *Postmaster 18(B)* (EAS-43), as outlined in our March 5 correspondence.

Sincerely,

James L. Timmons
A/Director
Labor Relations Policies and Programs

Enclosures

475 L'ENFANT PLAZA SW
WASHINGTON, DC 20260-4101
WWW.USPS.COM

What this means, is these offices are now special exempt as of 6/27/26 and are entitled to hours worked over 8.5 hours in a day as additional (T) time or straight pay.

CHATHAM(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
HAMILTON(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
JAMESVILLE(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
KERHONKSON(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
PERRY(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
PINE@BUSH(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
SCHOHARIE(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
SELKIRK(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
SLINGERLANDS(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
SOUTH@SALEM(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
VOORHEESVILLE(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
WESTERLO(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026
WYNANTSILL(NY)@POST@OFC@-@INSHD@	2301-6218	EAS-43	Exempt	2301-6318	Special Exempt	6/27/2026

Bylaw Committee

If you would like to be part of the Bylaw Committee, please send me, Dan Leonard, an email. I'm looking for up to three more to assist with the President and Bylaw Chair. The committee can be made up of active and retired members.



2026 Atlantic Conference

September 17-20, 2026

Philadelphia, PA

Name: _____

Title: _____

Address: _____

State/Zip: _____

Email: _____

Phone: _____

Hilton at Penns Landing

201 S. Christopher Columbus Blvd.

Philadelphia, PA 19106

Room Rate is \$218.00 a night

****Registration timeline****

Now until October 31st, 2025 - \$200.00

From November 1st 2025 - August 21st 2026 - \$225.00

****Send Registration to: LeAnn Hoch 4345 Clover Hollow Road Slatington PA 18080****



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Secretary/Treasurer

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We had another great State Convention in beautiful Alexandria Bay! The weather and scenery were great, but the people were the best. Getting to see my second family, if even for a brief time, is awesome! We seemed to be able to visit, network, and still get our business done. We had a lot of new faces, and first timers joined us which is great to see. The retirees that come every year have such a wealth of knowledge. They have been where many of us are now and can give us several different perspectives.

We had three scholarship winners join us at banquet; it was great to meet them and hear about their future goals.

We had a presentation from Stephanie Thompson, one of our National VP's. She challenged us to reach out and bring another active to next year's convention. This idea is important for our organization. We need to get some new faces involved.

This year's National Veterans project will once again be Tunnel to Towers. This is a great

organization, and New York has sent a donation of \$500.00.

Next year's State Convention will be on Long Island. The exact place has yet to be determined but we will let everyone know as soon as possible.

The National Convention this year will be in Puerto Rico and the venue looks gorgeous. New York will be well represented with close to 50 people registered so far. There should be a lot of good information and training. Remember, if you come to National and attend all the sessions you will be eligible for a \$1000.00 reimbursement to help offset the cost of the trip.

New York has been actively recruiting again this year and our numbers are growing. We had booths at all three Career Conferences. NY1 had 27, NY2 had 24 and NY3 had nine new members sign up.

Kind Regards,

Dan O'Neil



Convention Memories





Rachel Barber-Forrest
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We have just returned from the 10th annual NY Chapter UPMA Convention. This year the convention was held in Alexandria Bay at the Riveredge Resort. It was great to come together again as a united family to reenergize and strengthen the bond we have together as the NY chapter.

Our time consisted of the re-election of a few of our officers, retirement training, and hearing from our keynote speaker, National VP East and PA President Stephanie Thompson. The re-elected offices/officers were Secretary/Treasurer Dan O'Neil. The re-election of myself as the Legislative chair. As well as the re-election of Kristine Lion as the Chapter Member Rep.

Our theme for this year's retiree auction was pirates. A theme which did not disappoint. This auction benefits the scholarship funds and provides a lot of entertainment for all who attend. I came away with a ride along toy for my granddaughter and a stunned pirate who won best

costume. This night is always looked forward to as part of the convention and something we always encourage the new attendees to be a part of.

Next up on the UPMA agenda is the National Convention in Puerto Rico. I believe the rooms are sold out at this time. I am hoping we receive some updates on our state of affairs and where we are heading to remain a viable organization well into the future.

Please consider attending a UPMA event whether it be convention - state or national, a local district meeting in your area, the Legislative Summit (which will be held in Feb. 2027), or the Atlantic Conference held in Philadelphia, PA in September. We need active members to participate, to get involved and to step up as leaders.

Be sure you respond to how you would like to receive further publications going forward.





Lea Becker
Supervisor
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How to Complete an Observation in IMSOT

1 Enter New Observation

- ☐ Open IMSOT.
- ☐ Select **Enter New Observations** from the navigation menu.

2 Choose Observation Type

Select the appropriate observation form:

- ☐ **PS Form 4584** – Driver Observation
- ☐ **PS Form 4588** – Delivery Observation
- ☐ **PS Form 4589** – General Observation

3 Complete Employee Information

- ☐ Enter the employee's **EIN**.
- ☐ Employee information will automatically populate.

4 Open Observation Categories

- ☐ Click the "+" sign to expand the observation sections.

5 Complete Observation Items

For each applicable item, select:

- ☐ **S** = Satisfactory
- ☐ **U** = Unsatisfactory
- ☐ **N/A** = Not Observed

Note: Complete only the sections that apply to the observation being conducted.

6 Enter Comments

- ☐ Complete the **Comments/Suggestions** section.
- ☐ Provide meaningful feedback related to the observation.

7 Observer Information

- ☐ Enter your **EIN**.
- ☐ If applicable, select **Same as**

Observer for the observer information.

8 Action Plan

- ☐ Complete the **Action to be Taken** section when corrective action is required.
- ☐ Document any follow-up actions or coaching provided.

9 Submit

- ☐ Review all entries for accuracy.
- ☐ Click **Submit** to save the observation.

Key Reminders

Always enter a meaningful comment.

Complete an action plan when corrective action is needed.

Use **N/A** for items that were not observed rather than leaving them blank.

Review observations with employees whenever coaching or corrective action is provided.

Observation Goal

Observations help identify hazards, improve employee safety awareness, reduce accidents, and create a safer work environment for everyone.



Recognizing Our Veterans - Quilt of Valor Foundation



QOV presented to Rudy Brooks
pictured with his wife, Pam Brooks

*Quilt of Valor Foundation-WNY
Quilters for a Cause mission is to
cover all service members and
veterans with a comforting and
healing Quilt of Valor.*



Our UPMA Vets attending the convention



Mary Lou Zerby presenting a Quilt
of Valor to Steve Gonzales
pictured with his wife, Rosa

To nominate a service member or veteran to be awarded a QOV go to QOVF.org, click on the red banner and put in your request. Please first ask the veteran or service member if they would be willing to receive a Quilt to thank them for their service before you nominate them. Veterans can be from any state in the US not just NY.

To contribute to the WNY Quilters for a Cause, please contact: wnyquiltersforacause@gmail.com or send a donation to 2700 Woodlawn Ave., Hamburg, NY 14075 QOVF is a 501(c)3 non-profit organization. Checks can be made out to "Quilts of Valor". Please put WNY Quilters for a Cause on the memo line.

NYS UPMA Convention - Alexandria Bay





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It was a great time at the New York State convention in Alexandria Bay. We couldn't ask for better weather. It was clear skies until the day we had to go home which kind of made it sad. The PAC table had two games, a homemade quilt chest to win and we played two 50-50's where one person won \$234 and the second person won \$137. We also played heads and tails which is always a favorite. All together we raised \$2026. towards PAC. I can't thank you enough for everybody's contributions!!!!!! Keep up the good fight!!!



Heads or
Tails Game
for PAC

How to contribute to ePac through OPM

Go to www.opm.gov

Click on the word RETIREMENT

Scroll down and click on SERVICES ONLINE

Click on SIGN IN WITH LOGIN.GOV

Log in or Create an account

A 6-digit security code will be sent to your phone or email

Enter that one time 6-digit code and hit ENTER

Click on ORGANIZATIONS ALLOTMENTS

Click the green START button

Select an organization

You must select the following:

"NATIONAL ASSOCIATION OF POSTMASTERS OF THE US POLITICAL ACTION COMMITTEE"

Enter your monthly contribution

Click VERIFY

That's it!

And you can always go back and change the amount

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.



WELCOME, FIRST TIMERS



Let's get to know more about our first timers: (Back row left to right)

CLIFF BERTRAND - Postmaster retired Saugerties. He did 38 years with the postal service starting as a PTF Clerk. He loves his character on cheers "Cliff" and loves to travel with his wife.

SHERRY BERTRAND - well she "was" a POOM at one time but moved onto Headquarters. She worked 37 years with the postal service starting as a PTF Clerk. She is currently painting a room in the house and loves to bake cheesecake!!

STEVE GONZALES - He is also a retired Postmaster from TX after 39 years 11 months (\$2 difference to work that last month) spends his time doing honey do this and that projects and mows the lawn. He loves Wheel of Fortune and prefers Pat over Ryan and Rosa over Vanna. He is a Marine Veteran.

ROSA GONZALES - current National Retiree Vice President was here from AR. She worked 31 years, all in Texas. She has joined the HOA team, is busy at the senior center and with UPMA work. She likes to garden and eat good brisket, burnt ends are YUM but needs a good BBQ sauce! Rosa was traveling with her husband,

PAM BROOKS - here from CA running for retiree National Secretary. She lives about 20 minutes north of San Francisco. She worked 46 + years for the postal service. She is currently State President for Retirees in CA. She loves to go on cruises and dancing. Her favorite TV shows are NCIS & FBI.

RUDY BROOKS - Pam's other-half. They will celebrate their 50th anniversary in November. They have 3 daughters and 5 grandchildren. Rudy is a Navy Veteran.

TONY GERITANO - currently is the OIC in Stony Brook. He has 20 years with the postal service starting as a Carrier. He has been married 30 years to his high school sweetheart. He and Widy have 2 sons and are empty nesters. He has a home gym and likes to work out. He went to Scotland, wore a kilt and also loved traveling to Spain and Italy. His wife is awesome - she is a retired NYC Police Officer!!

Front row: (left to right)

CHRIS McGRAW - is currently the Postmaster of Romulus. He has 20 years with the postal service starting as a clerk. He and his wife Beth are

pet sitters, they have a cat and a rabbit named Sunny Bunny Bodaleer.

They have 2 kids and can't wait to be grandparents!! Beth was a Vet Tech.

Chris volunteers at a literacy children's program in their community. Loves "the wire" and mushrooms, peppers and sausage on his pizza.

JONI MONTROY - had 21 years with the post office before deciding to quit!!! She started as a PTF Clerk and now runs a business that helps postal employees navigate the retirement paper work. Joni's husband did maintenance for the postal service. She has 1 daughter. She is very active in NARFE, likes to garden, eat chocolate and go to musicals.

LARRY CAMPBELL - is currently OIC in Big Flats in Western NY. He has 19 years with the post office, starting out as a RCA. He and his wife Tracy have 4 children, 1 boy and 3 girls, all of them into gymnastics. They like to line dance and mountain bike. Tracy was using the trip for some well-deserved R and R.

DAN GUMLAW - is a Supervisor at the Albany plant. He has 13 years with the postal service and started as a PT Carrier. He has 4 children and 2 grandchildren. He once bowled a 299, his bowling team does not have a name and they don't wear matching shirts. Dan likes to take the speed boat out or the jet skis. I think speed is part of it.

Insert:

DAN MCDONALD - (center photo with Liz Forsell) currently Postmaster of Potsdam, it's a college town. He has 32 years with the postal service starting as a Casual. His office is short staffed, so APPLY NOW. He looks like Kojack...His favorite movie is Slapshot - hockey, and has a getaway camp in Colton to unwind. He knows Jimmy Jackson!!!

GARY BONURA - (photo on right) 47 years now retired from Postmaster of Roslyn Heights. He has 3 kids and 6 grandchildren including twins that are 2. He worked in 15 different offices over the years. He is currently doing family care for his siblings. He loves lasagna. He will be married 50 years to Bunny - they met on a blind date - on September 6th♥.

ENJOY THIS INFORMATION!

Next year the convention is in Long Island and you could be a first timer too!!

Liz Forsell Postmaster Retired



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



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

Unlock Your Next Promotion: Why Your KSAs Must Grow With You

Navigating a career path within the United States Postal Service requires the right tools. When it comes to climbing the postal ladder, your KSAs (Knowledge, Skills, and Abilities) are the ultimate keys to unlocking new opportunities. They are the narrative of your knowledge, skills, and abilities to prove to the review board or deciding officials that you don't just want the job, you are already equipped to do it. UPMA offers a dedicated Career Development Program designed to help members master the qualifications and requirements of the KSA. Whether you are aiming for your first supervisory role or eyeing a higher level position, UPMA is ready to assist you in translating your hard work into a winning application submission.

Writing about yourself can be difficult. It is easy to undersell your achievements or get bogged down in postal jargon. UPMA's Career Development Program helps to assist members in creating KSAs that accurately and powerfully reflect the current knowledge, skills, and abilities you have attained. UPMA helps you frame your experience so that review boards see your true capability at a single glance.

Once you complete your KSAs, they are not done forever. Think of your KSAs as a living, breathing document. They are a snapshot of your professional evolution, and they need to grow as you grow. Consider the difference between an acting supervisor who has been in the role for six months versus one who has been

managing a floor for two years. At 6 months you have grasped the basics, handled standard operational hurdles, and learned how to use Postal programs. In 2 years you have navigated peak seasons, mentored staff, implemented efficiency improvements, and managed complex interpersonal conflicts.

If you are still using the same KSA responses you wrote a year or two ago, you are underselling yourself. Your KSAs should always be rewritten to reflect exactly where you are in your Postal career today. No matter where you want to go in your Postal career, UPMA is committed to helping you get there. Invest in your future by taking advantage of the Career Development Program.





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



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

Scholarship Report

2026 was a good year for NY UPMA Scholarships! I did not receive any individual donations but our funds are healthy and growing. At the convention we held 50/50 raffles and raised \$305 dollars that was split between the Frank and Helen Burger fund, and the Edwin D. Jennison Sr. fund. The Retirees also donated \$490 to each of these funds with proceeds from their auction for which we are very grateful. I also received one \$50 individual donation.

We received applications from 14 students this year and 10 were chosen to share in a total of \$14,500 from our three scholarship funds. In this age of transparency, I want it to be clear that the applications are reviewed by a committee that has no affiliation with UPMA. I only look at the applications to be sure that all the required attachments are included before redacting the student and parent or grandparents' personal information. The committee evaluates applications based on the student's high school transcript, their resume, personal statement and letters of recommendations. Only after the selections have been made do I read over the applications in order

to do a short write up on each of the winners.

At the Executive Board meeting last fall we were finally able to establish criteria and amounts for the new NY UPMA Alice Phelps Scholarship. Alice Phelps was the Retired Postmaster of Billings, and left a very generous bequest of \$202,000 to NY UPMA to administer as we see fit. Secretary-Treasurer Dan O'Neil put the money into a CD until we could decide about other investment options. A base of \$100,000 will be maintained and only 10% of the interest earned each year will be available for scholarship awards. The CD has done very well, and at the Fall meeting the board voted to award four \$2500 Scholarships to either high school seniors or college undergraduate students. We had one college student apply this year but I am sure that this number will grow in the future. Keep this in mind for your children or grandchildren who are already in college.

These students are the future and it's wonderful that we can support them in this way. Donations are accepted at any time and can be sent to me at 11 Ambassador Dr., Victor NY 14564.

Hello NY UPMA/UPMAR members

I just wanted to give a huge thank you to all of the attendees to the NYS Convention who contributed to our National Veterans Project, Tunnel to Towers. The active board pledged \$500, the retirees pledged \$200 and individual cash contributions totaled \$200 for a total of \$900! Please accept a heartfelt thanks for your support of Gold Star families and severely handicapped veterans who rely on support from Tunnels to Towers (T2T) for daily living.

It is not too late to make an individual contribution or pledge to T2T. Simply go to dogood.t2t.org/UPMAVeteransProject26 and UPMAR will receive credit for our fundraising efforts. We will also have a T2T table at the retiree sessions in Puerto Rico where you can also make a donation. Thank you again for your generosity and may God bless all of our veterans!

Keith Miner, National Veterans Rep



Just scan to link
directly to the
T2T UPMA
Veterans Project

2026 Scholarship Winners

We had an impressive group of scholarship winners this year pursuing diverse courses of study and we wish them all much success.

This year's Edwin D. Jennison Sr. Memorial Scholarship winners:



Kenol J. Surprise, the son of Ebony Surprise, Postmaster in Warwick. Kenol attended Middletown High School as well as Orange County BOCES Carpentry Certification Program and plans to pursue a course of study in the construction industry at SUNY Delhi. Kenol took part in a Tiny Home Construction Project for homeless veterans which fulfilled his desire to learn more about construction as well as helping others. He was also a leader in the My Brother's Keeper program at his school and has been described as an exemplary servant leader always putting others first.



Mackenzie Marron, the granddaughter of Sharon Harris, Retired Postmaster of Norwich. Mackenzie will be attending Christopher Newport University this fall majoring in Political Science and Criminology with the goal of becoming a lawyer. She participated in the New Visions Law and Government Program through BOCES which gave her the opportunity to shadow professionals with different roles in the legal system. In addition to academic excellence Mackenzie is involved in a number of school and volunteer organizations where she is recognized as a compassionate and empathetic leader.



Calvin Towne is the grandson of Eva Gigon, Retired Postmaster of Wampsville. Calvin will be attending the University of Maryland and wants to be a sports journalist. In pursuit of his goal Calvin applied for two summer internships with organizations where he had no prior connection and was accepted at both. He was praised in one of his recommendation letters for his participation in the Model UN program at his school where he went from being unsure of his abilities to becoming an Under Secretary General at a conference with over 200 students. He has been noted for his self-advocacy, determination, intelligence and grit.

Frank and Helen Burger Scholarship winners:



Jack Hanratty, grandson of David Cook, Postmaster Retired Glen Head. Jack plans to attend Oswego State where he will study Criminal Justice with the goal of becoming a police officer. Jack will also run track and cross country for the school, a sport he challenged himself to master. Jack believes that challenging yourself leads to growth and lets this guide him in all his pursuits. He has achieved the rank of Eagle Scout and in his letters of recommendation words used to describe him included integrity, strong work ethic, determination and perseverance.

Scholarship Winners continued on next page

Frank and Helen Burger Scholarship winners:

Continued from previous psge



Elsie Mae Brigham, granddaughter of Heather Reylek, Postmaster Retired Shelter Island. Elsie will be attending the University of South Carolina where she will enter as an academic scholar – merit award recipient and major in Early Childhood Education. Elsie is a scholar athlete involved in student government, the school newspaper, volleyball and golf. She works as a lifeguard and golf attendant and her community service extends to her church, Habitat for Humanity, and fundraising for Muscular Dystrophy, and a local food pantry.



Samantha Kouba, daughter of Frank Kouba, Postmaster Port Jefferson Station, and the late Bunny Kouba. She will attend St. Joseph University and is also majoring in Early Childhood Education. From an early age Samantha felt that teaching was in her future. In addition to holding down two jobs as a waitress and gymnastic coach she has spent time weekly at an early intervention learning center for children with autism and other developmental disabilities working as a teaching assistant. Her personal statement clearly demonstrated her passion for teaching.

The NY UPMA Alice Phelps Scholarship is open to both high school seniors and college undergraduate students and we are giving four awards from this fund. Three are going to high school seniors, and one will be given to a current college student.



Evelyn Chia is the daughter of Sean Chia, Postmaster of Spring Valley. Evelyn will be going to the University of Southern California and majoring in Business Administration. Evelyn wants to follow in her mother's footsteps and start or invest in a business with a sustainable economic and social impact. She is a member of National Honor Societies in Math, Social Studies, French and Dance, and spent a semester studying abroad at Oxford University. In addition to her academic achievements she is a volunteer with the Stony Point Ambulance youth corps, and a member of the North Rockland Youth Court and Police Academy. She also volunteers with Autism Speaks and mentored a younger student at her school as a Big Sister.



Violet Roche is the granddaughter of Ben Johnston, Postmaster Retired Ellicottville and attends the #1 public high school in Tennessee. She will attend the University of Virginia in the fall and will study Environmental Science and Policy. Like Evelyn, Violet is a member of several National Honor Societies. She is a Youth Ambassador to the TN Environmental Council and has participated in the Model UN. Her interests include cycling, running cross country, and playing the cello in the school orchestra. To her guidance counselors Violet is a well-rounded individual with a unique blend of kindness and determination.

Phelps Scholarship winners continued on next page

Phelps Scholarship Winners

continued from previous page



Natalie Chesna is the granddaughter of Joe Chesna, Postmaster Retired Binghamton. Natalie will graduate #5 in her high school class and will be attending Notre Dame University where she has already participated in a summer scholar program. Natalie loves math and the process of working toward a solution whether it's a math equation, crossword puzzle, or a complex problem. This is what made studying Business and Accounting a natural choice for her. She participates in a number of sports including flag football and is also in Key Club, SADD, and helps with a meal program to provide groceries to food insecure members of the community. Natalie is creative, goal oriented and has a strong work ethic.



The final Alice Phelps winner is college student **Alex Kouba**, the son of Frank and Bunny, Alex has completed his first year at Stony Brook University pursuing a degree in Business Management and was on the dean's list both semesters. Prior to attending Stony Brook, he completed two years at Suffolk Co. Community College. In addition to attending school full time Alex has worked at Target since 2021 moving up from small format team member to a General Merchandise team leader who manages the sales floor, backroom, and other store processes, as well as traveling to other stores to oversee backroom inventory operations. Alex credits his late mother's legacy of empathy with inspiring his pursuit of a career in business where he can build relationships outside of transactional exchanges and leave a lasting impact on the world around him.



From left to right: Carol Commisso, Scholarship Chair, Samantha Kouba, Alex Kouba and Calvin Towne

Congratulations



From left to right: Sharon Harris, Ben Johnston, Carol Commisso, David Cook, Samantha Kouba, Frank Kouba, Alex Kouba, Calvin Towne, Monica Towne, Mark Towne, and Eva Gigon.



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 and Send to UPMA National Office at the
Address Below for Processing*

Section A: New Members Complete All Applicable Sections

USPS EIN (8 digits)		Date of Birth	
Personal Cell Phone #		Gender (Check One)	Male ☐ Female ☐ Other ☐
First Name (Form 50)			
Last Name (Form 50)		Suffix (If applicable check one)	Jr. ☐ Sr. ☐ II ☐ III ☐
Other Preferred Name (If applicable)			
Home Street Address			
City	State	ZIP Code	
Personal E-Mail Address (not @usps.gov)			
Form 50 Pay Level		Form 50 Finance Number	-

Section B: From your current PS Form 50 (Check One):

- | | | | |
|--|---|---|---|
| ☐ Postmaster | ☐ Manager | ☐ Supervisor | ☐ Other EAS |
| ☐ PCES | ☐ 204B | ☐ Associate (Craft) | ☐ PMR |

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 C: 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-P) 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.

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

New Member's Signature:

Date:

Who most influenced your decision to join UPMA?

Person's Name:

Revised 6/18/25 EAH



NYS UPMA BY-LAWS

BYLAWS OF THE NEW YORK CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA, INC.

Adopted June 8th, 2024
Preamble

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to; assure the users of the mails the best service possible improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name

This organization shall be known as the New York Chapter of the United Postmasters and Managers of America Inc.

Article I Section 1 Subordinate units

The subordinate units of this organization shall be known as Districts.

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article IV – Meetings

The annual convention of the organization shall be held prior to the National Convention. The location will be chosen by geographical areas of interest where potential sites will be solicited. The Executive Boards will determine the location within the geographical areas by potential contract solicitations.

Special meetings may be called by the president and shall be called on the request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the paid-up membership of this chapter.

The chapter secretary/treasurer shall mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings or 5 days electronically.

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum.

Robert Rules of Order shall govern the deliberations of this chapter except where any provisions of this Bylaw document are inconsistent or in conflict with Robert's Rules of Order; then, this Bylaw document shall prevail.

Article V – Election of Officers

Article V – Election of Officers

The officers of this chapter shall be a president, executive vice president, a secretary/treasurer, the immediate past president (who shall serve for a term of two years beginning at midnight the day after close of the National Convention and will end at midnight the day after the National Convention closes of the year a newly elected president shall assume office), the president of the UPMA retired, who together with the four vice presidents, shall constitute the executive committee, and the governing body of the chapter. The president shall be elected at the annual convention to serve a term of two years. Three vice - presidents which will be the Executive Vice President, PAC VP and Educational VP shall be elected the same year and serve a term of two years. The vice presidents of

Adverse Action and Legislation along with the Secretary/Treasurer shall be elected at the annual convention in a subsequent year to serve a term of two years. The term of office shall commence the following day after close of the National Convention and will end at midnight the day the National Convention closes. The position for which an officer is elected shall be limited to two consecutive terms of office. Vice President (VP) positions will be voted on by specific position title as Executive VP Membership, VP Educational, VP PAC, VP Chapter Member Representative and VP Legislative.

If there are no candidates for a position the current officer will remain in office until the next state convention election turn over date or appointment by the Executive Board is made.

In the event a State Officer excluding the President and or Executive Vice President retires from the USPS without it being discipline related during the final year of their term, they may remain on to fulfill their term.

If in any year the State Convention is held and officers are elected and the National Convention is cancelled, all elected officers will take office the following day the National Convention would have ended. If the State Convention is cancelled all officers will continue until the next State Convention in which all elected officers take office according to the above paragraph.

Article VI District Coordinators

District Coordinators will serve the districts that currently exist according to the District Map and be nominated and elected for two-year terms every odd year and be sworn in. They will take office at close of the Swing meeting elected at. District Coordinators are not voting members of the Executive Board but will be required to attend the three Executive Board meetings for member information and audit purposes which are the Executive Board meeting held within the first 120 days of office and pre and post-convention boards. District Coordinators that can't attend an Executive Board meeting should designate an alternate representative for them.

- Confer with the Vice President that will serve as the Chapter Member Representative Chair on matters pertaining to their respective Districts.
- Call a district meeting at least twice a year for the purpose of advising the district membership of progress within the state and for maintaining communications.
- Assist the members in their districts in all endeavors.
- Attend all meetings required by the President.

Article VII REPRESENTATION & VOTING AT STATE CONVENTION

Voting will be done by one vote per active member present, with the exception of Time and Place and Dues structure where all members present can vote.

All members must be registered and present at the Convention to be considered to be nominated and voted on for any position. Any exception to this rule must have had an announcement published in the ESUPMA or a letter to the President emailed or hand delivered by them as their intent to run prior to the start of the Convention.

Additional or other nominations shall be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot, of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast.

If there is a tie vote for any position, the position will be decided by a separate Executive Committee session where a majority vote will decide. If there still is a tie after this the President or (Executive Vice President if in the capacity of acting President) will cast the deciding vote.

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members in good standing of the organization, retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who

during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant. If there are no candidates to elect for the position of President or Executive Vice President and the position or positions are vacant the Executive Board will appoint a candidate or share the responsibility until the position can be filled.

If the Executive Board elects to have an Electronic or mail in option as well as in person, procedures for that will be followed as set up by the Executive Board.

Article VII Section 1

State convention registration fees charged UPMA Retired members shall be twenty-five percent (25%) less than such fees charged active Postmasters and guests and shall include all functions included for active Postmasters and guests.

Article VIII – President

The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The president shall receive such compensation for their services as the executive committee may provide. The president shall be bonded as provided in Article XVI.

Article IX – Executive Vice President

The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be voted on as the Executive VP, be a two-year position and must be an active member. Should the office of the president be vacated, the executive vice president will serve the remaining term. The remaining term of the vacant position of the executive vice president shall be filled by the executive committee. If there is no Executive VP to fill the position the Executive Board will appoint someone to fill the President's position or share the responsibility until the position can be filled.

In addition, the executive vice president shall serve as the Membership Chair for the chapter. It shall be their duty to promote membership for the organization and ensure that the chapter always has a strong membership. The executive vice president shall receive such compensation for their services as the executive committee may provide.

Article X – At Large Vice Presidents

The At Large Vice Presidents will be responsible for the following duties:

One Vice President will serve as Education Chair. It will be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership.

One Vice President will serve as the Legislative Chair. It will be their duty to handle legislative activity within the chapter.

One Vice President will serve as the Political Action Committee (PAC) Chair. It will be their duty to handle any PAC activities within the chapter.

One Vice President will serve as the Chapter Member Representative Chair. It will be their duty to work with all Chapter Member Representatives to properly represent the members and to assist the District Coordinators with their labor management concerns.

In the event of a vacancy in the vice-presidential position, the vacancy shall be filled by the executive committee.

Article XI – Secretary-Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XVI hereof and shall receive such compensation for their services as the executive committee may provide. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the vacancy shall be filled by the executive committee.

Article XII State Communication

Section 1: Editor

An editor shall be appointed by the executive committee. It shall be the editor's duty to publish the official newspaper ESUPMA (Empire State United Postmasters and Managers of America) of the NY Chapter of UPMA.

Section 2: Webmaster

A Webmaster shall be appointed by the executive committee. It shall be the webmaster's duty to keep the official website of ESUPMA (Empire State United Postmasters and Managers of America) of the NY Chapter of UPMA current.

Article XIII – Executive Committee

The officers of this chapter shall be a president, executive vice president, four at large vice presidents, a secretary-treasurer, the immediate past president who shall serve a term of two years beginning the following day after the National Convention of the year a newly elected president assumes office and the president of the UPMA Retired shall constitute the executive committee and the governing body of the chapter.

It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention, it shall have direct control of all business of the chapter and its affairs, it shall be the power of the executive committee to authorize necessary expenditures; to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee.

The executive committee shall have the power to remove any of the States elected officers for good and sufficient reason by two-thirds vote of the committee. The President shall have the power to remove members in appointed non-elected positions.

In case of vacancy of the Immediate Past President, the office shall remain unfilled until the next Past President is available.

In case there are equal number of voting members on the Board, a tie vote on any matter is considered defeated except as described in Article VII.

In the case of a vacancy of the UPMA Retired President, the UPMA Retired Executive Committee, shall appoint one of its members to fill the unexpired term.

Vacancies on the State Executive Committee Board shall be filled within 120 days from the effective date of vacancy excluding the past Presidents position as described above. A quorum of the State Executive Committee shall be a majority of the voting positions held.

Any tie in the vote, the president will make the determining vote for the replacement.

The new executive committee shall hold an organizational meeting within 120 days of when they take office .

Continued on next page

Article XIV – Sergeant-At-Arms

At the opening of each convention the president shall appoint a master sergeant-at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

Article XV – National Convention Roll Call Voting Procedure

At the annual Chapter Convention when preparing for roll call votes to be cast on amendments at the National Convention a vote shall be taken after discussion by a majority of raising of hands to determine the method to vote by being roll call, paper ballot or raise of hands. When preparing for roll call votes at the National Convention to be cast on elections a vote shall be taken by paper ballot. If the Executive Board votes to cancel the State Convention due to safety reasons or reasons beyond our control, a form of electronic or mail in vote may be used. If electronic or mail in vote is used an outside source may be used for verifying the vote. The results of the vote shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President or designee. The results of the votes will be listed in the official minutes of the Chapter convention. The Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention.

When preparing for roll call votes held at the National Convention on any additional candidates, conflicting amendments or items not available for consideration or a vote at a Chapters convention, those members in attendance at said National Convention, who are eligible to vote, shall caucus. The results of the vote shall govern the procedure, by percentage, for how the Chapter's votes will be cast by the Chapter President or designee.

Article XVI – Bonds

The secretary-treasurer and President shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved the executive committee and the premium on such bond shall be paid by the chapter.

Article XVII – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XIII – Official Publication

There may be established an official publication of this Chapter. The publication will be distributed to the membership and others. The official publication will be named - ESUPMA (Empire State United Postmasters and Managers of America). In addition, the Chapter may maintain a website and a Facebook account for the dissemination of information. The executive committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

Article XIX – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter president at least sixty (60) days prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published in one or more ways using the State publication and or Website at a minimum prior to the convention. These bylaws may be amended at any convention of the chapter by a 2/3 vote of the delegates present and voting or if the State Convention is cancelled by 2/3 vote of the electronic returns, mail in vote returned or combination thereof. The Executive Board will decide the proposed method. Any proposed amendment(s) shall be read at one session of the convention or electronic meeting and voted on at a subsequent session with the opportunity to mail in their vote or electronically submit as the Executive Board had decided on the method. A deadline date would be imposed at that time depending on the current concerns of not having a convention. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment. When proposing changes, although not required, be sure to include all sections affected by the proposed change and why the change is needed. Show current writing and proposed writing.

Article XX Committee's

The following temporary committees shall be appointed by the President:

1. Bylaws and Fiscal Policy – Up to five members

Duties and responsibilities:

- (a). Solicit input from membership all during the year.
 - (b). Hold meetings as necessary to consolidate and formulate.
 - (c). Furnish a complete copy of Bylaws and Fiscal Policy to ESUPMA Editor within 30 days of the close of the annual Chapter Convention.
 - (d). Present Bylaw and Fiscal Policy proposed changes to the President at least 60 days in advance of the State Convention in which they are to be considered.
2. Convention Time & Place - Up to five members.
 3. Nomination of Officers - Up to five members.
 4. Budget - Up to five members, of which the Secretary-Treasurer shall be one.
 5. Audit - Up to five members which will consist of one member from each District as designated by its District Coordinator, the Chairman of which shall be the Secretary-Treasurer. He/she shall let those members know at the beginning of the year the requirements for the mandatory Audits as described in Attachments A & B.
 6. Special Committees as necessary.

ARTICLE XXI – SCHOLARSHIP CHAIRMAN

The Scholarship Chairman shall have the responsibility and imagination for maintaining and overseeing the fund-raising efforts for the purpose of scholarships. The Chairman shall act in the capacity of Chairman and Advisor to the Scholarship Selection Committee. The Scholarship Chairman will be reimbursed for any direct expenses, such as, but not limited to, administrative and communication expenses, upon approval of the Board of Directors. The Scholarship Chairman would be an annual appointment made by the State President. The Chairman of Scholarship would act in that capacity throughout the course of the year and not be a temporary appointment for the purpose of convention.

The Chairman shall:

1. Coordinate and promote fund-raising efforts throughout the year and during State Convention.
2. Maintain any records pertaining to fund-raising.
3. Report to the Secretary-Treasurer.
4. Select a volunteer Committee to assist in fundraising efforts throughout the year and during the UPMA State Convention.
5. Assure the compliance of the awards and scholarship process according to the guidelines established by the Executive Board.
6. Have responsibility for the application process for any awards or scholarships to be presented by New York UPMA.

ARTICLE XXII - ORDER OF BUSINESS

Section 1. The Order of Business at any state convention or other meeting of this Association shall be:

- (a) Call to Order
- (b) Invocation then Pledge of Allegiance
- (c) In no order Reports of Officers and Committees, Elections, Bylaw voting, training, etc.
- (d) Unfinished Business
- (e) New Business
- (f) Open Forum
- (g) Benediction
- (h) Adjournment

ARTICLE XXIII - BUDGET

Section 1. The budget shall be in detail and shall itemize the various amounts for the several officers and committees and for State and National conventions. Items so budgeted shall not be exceeded without specific authorization of the President and the Secretary-Treasurer and disbursed on receipt of proper vouchers approved by the President. Section 2. The total of the budget shall not be exceeded by 5% except by the consent of two-thirds of the Board of Directors.

NEW YORK CHAPTER UPMA FISCAL POLICY

Amended October 18th, 2025

The purpose of the policy is to provide guidelines for those having the responsibility for authorizing and accounting for funds, expenditures, and property of the New York Chapter of UPMA, and to provide for the routine review of such expenditures and procedures.

SECTION I - GENERAL POLICIES

1. A financial Audit Committee consisting of the President, Secretary/Treasurer, District Coordinator, or representative from each of the five UPMA districts shall meet a minimum of once each year, at the pre-State Convention board meeting as set by the state constitution.
2. These audits are to include the financial statements and supporting documents from each month for Jan 1 through Dec 31 for the secretary/treasurer and scholarship chair and from State Convention to State Convention respectively for the districts. A list of audit requirements is included in Attachment A of this fiscal policy. The checklist will be completed, and members of the audit committee will sign off on the check list. The findings of the committee will be presented to the general membership at the meeting following the audit.
3. The State Secretary-Treasurer shall provide all monthly filings of reimbursement vouchers, receipts, and check stubs; VISA payments with vouchers and receipts attached; bank statements for the month applicable period to the audit committee for the audit. An annual report, by budget category is to be sent to the members of the State incoming Executive Board. In addition, a copy of the UPMA budget for the current year and the prior year's financial report shall be published in the next issue of the ESUPMA, or in an issue as soon thereafter as practicable after the incoming board meeting.
4. In accordance with the state constitution the Executive Board shall have an annual audit conducted by an independent audit company and taxes submitted by a tax Accountant of recognized standing. This report will be sufficient for the state audit and copies of the report, and taxes paid will be supplied to the executive board at the pre-convention board meeting.
5. A Budget Committee, of which the Secretary-Treasurer shall be one, will be appointed by the President. The committee will prepare an annual budget to be presented to the Executive Board and for approval by the Executive Board.
6. UPMA recognizes the Signature Federal Credit Union will be the depository for all chapter funds. Credit Union VISA cards will be issued to the Secretary-Treasurer and President for chapter expenses. At no time are the cards to be used for personal expenses, and receipts must be voucher secured and filed monthly to match any listings on the monthly statement.
7. The Secretary-Treasurer will give a stipend of up to \$3000.00 from the due's money to each of the five districts annually to conduct their business. No account at any time shall exceed the \$3000.00.
8. Any 3 digit/county meetings wanting to start up will be given a \$100 startup fee paid by the state. Must call President for monetary approval.
9. The Legislative reimbursement travel fund will be determined annually by the Executive Board.
10. Postmasters Retired: Recognizing the valuable contribution made by the Postmasters Retired to the chapter, an annual sum will be given to the Postmasters Retired organization in the amount of 50% of

their 25% dues money received per active paying member, to aid them in their endeavors. This is determined by the Retiree Executive Board.

11. Retiree's State Convention registration fee will be set at 75% of actives registration fee

12. Committee expenses to be pre-approved by the committee chairman, the State President and Secretary-Treasurer. Chapter Member Representatives expenses are pre-approved by the Vice President Chapter Member Representative Chair, the State President and Secretary-Treasurer.

13. The financial audit will be conducted for each of the five districts at the pre-State Convention board meeting and anytime there is a change in District Coordinator position of a District. These audits are to include the financial statements and supporting documents from the past 12 months.

Attachment B will include a checklist to be followed and signed off when completed. Failure to complete the audit will prevent the payout of chapter assessment share for that district until this obligation is met.

14. The district monies are for the purpose of enhancing membership and legislative involvement. (Attachment C)

15. As stated in the New York State UPMA Chapter Bylaws: Individual items on the approved Budget shall not be exceeded without specific authorization of the Chapter President or Secretary Treasurer and disbursed on receipt of paper vouchers approved by the President. The total annual approved budget shall not be exceeded by more than 5% except by the consent of 2/3 of the Board of directors.

16. Violations of this fiscal policy will be reported by any member of the Executive Board to an ethics committee. The ethics committee will be selected annually, at the incoming board conference. It will be comprised of five members of the State Executive Board selected as follows: two members appointed by the state president and the other three members by random drawing of the remaining members of the State Executive Board. These members immediately will select a committee chair. This committee will be charged with investigating violations and reporting results to the State Executive Board for any necessary action. Necessary actions could include, but not be limited to, removal from an elected/appointed position, and/or monetary reimbursement.

SECTION II - REIMBURSEMENT

1. Reimbursement of authorized expenses will be accomplished using a New York UPMA expense voucher (Attachment E) submitted to the Secretary-Treasurer within sixty (60) days of the event at which the expenses were incurred. Vouchers received later than 60 days will not be paid unless extenuating circumstances occurred, and the Executive Board approves the reimbursement.
2. Vouchers must be filled out completely with all heading information, and a signature to be considered valid. All required receipts and/or supporting documentation must accompany each voucher. Incomplete vouchers will be returned to the sender.
3. Districts should make the announcement of time & place of their district meetings in the ESUPMA. ESUPMA is the state communication tool sent to all members. In addition, the chapter website is available and will be utilized to post the same information. Notifications electronically may also be used in addition to the ESUPMA magazine. Or at each districts expense they may mail notifications.
4. Time and place committee: upon submission of a properly completed voucher, members of the time and place committee for state convention will be reimbursed for mileage and meals per fiscal policy (only) when making site visits to potential properties.
5. Local travel: when using your POV for authorized state travel the mileage reimbursement rate will be that of the USPS mileage rate per mile (rounded to the next penny).

Continued on next page

6. Registration Fees: Paid in full for members authorized to attend events by President in writing and submitted with the voucher.
7. Meals: Officers authorized for reimbursement of meals will be entitled to the limits of (\$20.00 breakfast, \$20.00 lunch, \$40.00 dinner). When a meal is provided at an event, that cost will be deducted from that day's allowance. Entertainment expenses are not included.
8. Lodging: Rooms will be reimbursed for members entitled to this expense at the rate determined for the specific event and not to include tips of any kind. Valet parking is also not covered unless it is specified in what will be reimbursed for.
9. Transportation: When options for transportation are available, a cost comparison should be done, and the most economical mode of transportation will be used as the rate of reimbursement.

10. Equipment: The purchasing of equipment will be limited to memory devices, programming, and minor devices necessary for the business of conducting important state business.

SECTION III –AUTHORIZED EXPENSES BY OFFICER AND EVENT OFFICERS:

STATE PRESIDENT

1. Bond Fees
2. Development seminars
3. Travel and meals to District meetings.
4. Postage, supplies and travel necessary for conducting state business
5. Specific events as listed in this section

SECRETARY-TREASURER

1. Bond fees
2. Development seminars
3. Travel and meals at meetings when representing the President
4. Postage, supplies and travel necessary for conducting state business
5. Specific events as listed in this section
6. the Sec/Treasurer position will receive a payment of 3% of monthly dues, on a quarterly basis. When a new Sec/Treasurer takes office, payment is prorated based on time of service.

EDITOR

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

WEB MASTER

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

EXECUTIVE VICE PRESIDENT Membership Chair

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

VICE PRESIDENT Education Chair

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

VICE PRESIDENT LEGISLATIVE CHAIR

1. Travel and meals at meetings with elected state and federal representatives
2. Approved Development seminars
3. Postage, supplies and travel necessary for state business
4. Specific events as listed in this section

VICE PRESIDENT Chapter Member Representative Chair

1. Travel and meals at meetings with USPS representatives, UPMA members and Chapter Member Reps
2. Approved Development seminars
3. Postage, supplies and travel necessary for state business
4. Specific events as listed in this section

VICE PRESIDENT PAC CHAIR

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

Chapter Member Representative EXPENSES

1. Travel, meals, postage and supplies necessary on a case-by-case basis as determined by the Chapter Member Representative Chair and / or State President

Bylaws, Fiscal Policy Chair

1. Approved Development seminars
2. Postage, supplies and travel necessary for state business
3. Specific events as listed in this section

SCHOLARSHIP CHAIR

1. Postage, supplies and travel necessary for state business
2. Specific events as listed in this section

PARLIAMENTARIAN

1. Specific events as listed in this section

DISTRICT COORDINATORS

1. Postage, supplies and travel necessary for state business
2. Specific events as listed in this section

CONVENTION CHAIR

1. Postage, supplies and travel necessary for state business
2. Specific events as listed in this section

EVENTS:

DISTRICT MEETINGS

District Coordinators (of that District)

1. Meals and mileage.
2. Lodging if more than 100 miles from home and as approved by President and Secretary-Treasurer

All expenses

- . President
- All expenses when invited by the President and required reports must be given**
- . Retiree President
- . Secretary-Treasurer
- . Editor
- . Web Master
- . Executive Vice President (Membership Chair)
- . Vice President (Education Chair)
- . Vice President (Legislative Chair)
- . Vice President (PAC Chair)
- . Vice President (Chapter Member Representative Chair)
- . Bylaws, Fiscal Policy Chair

Incoming Board Conference

All expenses (reports and agenda items must be prepared and copies attached to vouchers for expenses to be paid). Projected agenda and expenditures for Jan 1 through Dec 31 of the following year.

- . Retiree President
- . President
- . Secretary/Treasurer
- . Editor
- . Webmaster
- . Executive Vice President (Membership Chair)
- . Vice President (Education Chair).
- . Vice President (Legislative Chair)
- . Vice President (PAC Chair)
- . Vice President (Chapter Member Representative Chair)
- . Parliamentarian
- . District Coordinators or one designee per District Coordinator
- . Immediate Past President
- . Immediate Past Secretary-Treasurer 1 year
- . Scholarship Chair
- . Convention Chair / Co-Chair
- . Bylaws, Fiscal Policy Chair
- . Any others invited by the President

LEGISLATIVE CONFERENCE

Any member not reimbursed by the State who attends the Legislative Conference shall be reimbursed per the travel fund determined at the incoming Executive Board Conference provided the member attends the pre-legislative meeting and all assigned Hill appointments.

All expenses

- Retiree President
- President
- Executive Vice President (Membership Chair) in the absence of the President.
- Secretary-Treasurer
- Editor
- Vice President (Legislative)
- Vice President (PAC)

CMR Academy

- All expenses**
- President
- Executive VP
- CMR VP
- All others set by stipend approved by the Executive Board.

Membership Kick-off

- All expenses**
- President
- Secretary-Treasurer
- Any other member approved by the President. Substantial recruiting will be the criteria.

ATLANTIC CONFERENCE

- All expenses**
- All Executive Board members.
- All others set by stipend approved by the Executive Board.
- Any member not reimbursed by the State who attends the Atlantic Conference shall be reimbursed per the travel fund determined at the incoming Executive Board Conference.

STATE CONVENTION

- All expenses**
- Retiree President
- President
- Secretary-Treasurer
- Editor
- Web Master
- Convention Chair and Co-Chair
- Registration Chair
- Hospitality Chair
- Executive Vice President (Membership Chair)
- Vice President (Education Chair)
- Vice President (Legislative Chair)
- Vice President (PAC Chair)
- Vice President (Chapter Member Representative Chair)
- Bylaws, Fiscal Policy Chair
- District Coordinator or one designee per District Coordinator
- Scholarship Chair
- Sergeant of Arms
- Parliamentarian
- Immediate Past President

Continued on next page

Fiscal Policy continued from previous page

Immediate Past Secretary-Treasurer 1 year

All others will be reimbursed per the travel fund determined by the executive board.

Reimburse registration fees for any first-timer ever at a convention. Their sponsor when notated on their registration form who they sponsored.

NATIONAL CONVENTION

All expenses

President (including one guest travel and registration)

Secretary-Treasurer (including one guest travel and registration)

All expense when invited by President to attend, and when participating in training or activities scheduled specific to their office at the convention

Editor

Webmaster

Executive Vice President (Membership Chair)

Vice President (Education Chair)

Vice President (Legislative Chair)

Vice President (PAC Chair)

Vice President (Chapter Member Representative Chair)

Bylaws, Fiscal Policy Chair

ATTACHMENT A

NEW YORK CHAPTER Secretary/Treasurer AUDIT REQUIREMENTS

Checks - accounted for, on the appropriate monthly bank statement and have dual signature vouchers - complete, with receipts attached.

Transfers - complete, appear on appropriate bank statement and appear on the receiving account statement and presented at the State Convention pre-board meeting.

VISA statements correct and account for, all transfers to and from Visa account are accounted for on appropriate bank statement. The Independent audit company results is sufficient for the audit when completed and presented.

Last Independent Audit Date: _____

Audit Co: _____

Taxes Filed Date: _____

Bonds purchased Date: _____

Bond Company: _____

All the above requirements have been met and the following members are witnesses to this audit, dated: _____

Chairman of Audit: _____

Secretary-Treasurer: _____

ATTACHMENT B

New York Individual District AUDIT REQUIREMENTS

Checks: accounted for and appear on a monthly bank statement.

Vouchers - complete, with receipts attached.

Annual Reports presented at the State Convention pre-board meeting.

An audit will be conducted prior to a new District Coordinator taking over.

All the above requirements have been met and the following members are witnesses to this audit, Dated: _____

Chairman of Audit: _____

District Coordinator: _____

ATTACHMENT C

Ideas for use of District Assessment funds:

A portion of these funds may be allotted for an incentive for the Legislative Conference.

Set supplemental amounts for travel incentives for travel to/from UPMA events or cost of meals at District events.

Supplement or Pay members meals at swing meeting for first timers, retirees, or the membership in general.

Supplement or Pay registration fees at UPMA events.

Provide training for district members (i.e.: printouts, guest speakers, memory tools for personal computers etc.).

Plan special events, such as a picnic or seasonal celebrations, for the purpose of membership drives.

Purchase of incentive items for first timers attending District meetings.

Congressional and Senatorial representatives hold local activities and as a district you may supplement the cost of your members attending and discussing UPMA issues with the Representative.

Flowers given at a max value of \$100.00 for any scenario requiring them.

*** All ideas and money spent should first be presented to the membership of that District in the form of a motion made, discussed, and approved by the majority at a swing meeting, when possible.**

ATTACHMENT D

NYS UPMA Scholarship Awards

1. EDWIN D. JENNISON Sr. Memorial Scholarship

2. Frank and Helen Burger Scholarship

3. **CD Interest** – We will renew the CD Jan. 20th, 2024, for the entire amount. It shall remain in place and continued to be rolled over at the best rate until January 2029 at such time any interest above the \$100,000 will be divided equally between the Burger and Jennison scholarships. Should we have to cash in the CD prior to the 5-year mark any available interest will be split between those same scholarships at that time.

4. Alice Scholarship

EDWIN D. JENNISON Sr. Memorial Scholarship Award

The Edwin D. Jennison Sr. Memorial Scholarship is established in memory of Ed Jennison Sr., long time Postmaster of Milton NY. Ed served as President of the NYS Chapter and after retirement became President of the NYS Retiree Chapter.

Ed was involved with the Boy Scouts, Viebey Sutton Post #124, the Knights of Columbus, and the St. James Church, Milton.

We are proud to name this Scholarship Program in his honor.

The NY Chapter of UPMA awards scholarships to qualifying students.

Eligibility: The applicants must be the child or grandchild of an active or Retired Postmaster, Manager, Supervisor or Associate, who is a member of the UPMA.

Applicant must be a high school graduate and accepted as a first-year student for fall admission to an accredited college, university or trade school.

The applicant must have a 3.0 Grade Point Average (GPA) over all including a 3.0 average for the last full year of high school.

Applicants must provide a transcript of their grades covering the most recent year of school.

Applicants must list and briefly describe awards and community service during their previous school terms. They will have to provide enough information that the committee will know what they were doing during their school term.

The applicant must provide the committee with a copy of their letter of acceptance from the college of their choice.

Advertisement and Selection: The scholarships will be advertised in the Empire State UPMA, and on the official web site for the NY UPMA.

A committee of three (3) will screen applications, judging on test scores, secondary school records, personal qualifications, and community involvement. Decision of the committee will be final.

*Items must be included with application or application will not be considered

The criteria for the funds of this scholarship are as follows:

1. Funds are to remain at a base minimum of \$4000.00 in which \$5000.00 was transferred from the general fund at the UPMA Fall Conference 2017
2. Funds will be built up through donations and raffles

Frank and Helen Burger Scholarship award

Eligibility: NY UPMA children or grandchildren of Postmasters or Postmasters retired who just graduated from high school in December or plan to graduate in June and are planning to attend college or a trade school are eligible to apply for a Frank and Helen Burger NY UPMA

Scholarship award. NY UPMA children or grandchildren of Associate members are not eligible for this Scholarship.

All applications and other required documents must be postmarked by the application deadline.

Application must be accompanied by:

1. Student high school transcript
2. Personal resume' of scholastic activities, extracurricular activities, sports, employment history, community service, clubs, positions held, and awards or honors received.
3. Applicants personal statement. Please write a statement in which you discuss a personal experience or achievement in your life. Describe how it relates to your aspirations for your future.

The criteria for the funds of this scholarship are as follows:

1. Base to be maintained at \$45,000.00 or above set by initial investments and donations. Any interest earned or additional money received unless otherwise specified can be used towards scholarship awards yearly.
 - a. Member initial donations and raffles \$10,000.00
 - b. Helen & Frank Burger donation \$20,000.00
 - c. Helen & Frank Burger donation \$15,000.00

Alice Phelps Scholarship

The criteria for the funds of this scholarship are as follows:

1. Donation of \$202,000 from the Alice Phelps estate.
2. No criteria for this scholarship was given when awarded to NY UPMA from the Alice Phelps estate.
3. Base to be maintained at \$100,000 in some form of interest accruing account that only the interest can be used for the Alice Phelps scholarship.
4. Initial fund to be dispersed as follows:
 - a. Bring the Jennison base to \$4,000 by inputting what it is lacking.
5. Disperse each year, no more than 10% of eligible available funds not part of the base.
6. Applicants must meet and fulfill the listed eligibility requirements to be considered.

Eligibility:

Children or grandchildren of active or retired active NYUPMA members who just graduated from high school in December or plan to graduate in June and are planning to attend college or a trade school are eligible to apply as well as for any additional year attending a college or trade school. Any NY UPMA children or grandchildren of Associate or retired associate members are not eligible for this Scholarship. Exchange students are not eligible.

1. All applications and other required documents must be postmarked by the application deadline.
2. Application must be accompanied by one of the following:

Continued on next page



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Is It Time to Reimagine the District Coordinator Position? - Editorial by Matt Tracy

Prior to the widespread use of computers in our lives these positions were the way in which information was distributed to the membership. Today I believe that the information is just a click away on our computers. The number one answer that I get from members when I ask them why they wouldn't come to a district meeting is "why would I go on my time and my dime when I can find the same information on the UPMA website"!

National President, Tony Leonardi and his team have done a fantastic job getting information out to the membership with incredible speed. If something happens during the day that the membership needs to be aware of, they usually send out an email blast that night. They have also done a great job at putting together monthly Zoom training calls that are open to any members with a vast collection of archived training that cover almost any subject that someone may want to learn more about.

I am of the opinion that the current District Coordinator structure is outdated in today's digital era. I believe that we should seriously consider a couple changes to these positions.

1. Making the districts mirror the USPS districts.
(NY1, NY2 NY3)

This is the census population data as of 2024 for the current 5 districts.

District 1 —11.4 million
District 2 —2.8 million
District 3 —1.8 million
District 4 —1.4 million
District 5 —2.4 million

This does not seem like an equitable distribution of our resources to me. If we mirrored the USPS district structure District 1 and District 2 would split that 11.4 million and District 3 would be 8.4 million. I can hear people screaming “yes, but that would make District 3 geographically huge!” That is true

but in the past 3 years that I have been involved with UPMA the state convention has been in Saratoga, Buffalo, and Alexandria Bay. I think that it is safe to say that the vast majority of our meetings are in upstate NY.

2. Having at least 1 VP from each of the districts so that each district is represented on the Executive Board and having those VP's serve as the District Coordinators. To be clear I am not suggesting that we should add VP positions I am talking about within the current structure having one from each of the 3 proposed districts.

I look forward to any feedback and/or discussions on these ideas.

Respectfully
Matthew A. Tracy
matracy13@gmail.com

Fiscal Policy (continued from previous page)

1. Student high school transcript, college or trade school enrollment
3. Personal resume' of scholastic activities, extracurricular activities, sports, employment history, community service, clubs, positions held, and awards or honors received.
4. Applicants personal statement. Please write a statement in which you discuss a personal experience or achievement in your life. Describe how it relates to your aspirations for your future.

ATTACHMENT E

NYS UPMA STATE VOUCHER

ATTACHMENT F

NYS UPMA DISTRICT VOUCHER

District and County Map Attachment G ~~~~~



District meetings:

Each New York UPMA district is required to hold 2 district meetings each year. These are usually held in the spring and fall. The state president is usually invited and may bring other state officers. Updates about what is happening at state and national levels are provided at these meetings. At most of these meetings Postal District management is invited to attend and do presentations on important issues affecting the Postmasters and the Postal Service. These meetings are a great opportunity for those who cannot get away to attend overnight events to meet the officers and to see how UPMA operates.



Anthony Geritano
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Bay Shore, NY 11706



1st District Coordinator
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C: 718-666-7528
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Hello District 1,

It's been an exciting first few weeks serving as your new District 1 Coordinator.

First, I'd like to thank New York State UPMA President, Dan Leonard, for the confidence he has shown in me by appointing me to this role. I'm honored by the opportunity and look forward to serving our members while strengthening communication, professional development, and engagement throughout District 1.

One of my first responsibilities was organizing our District 1 Networking & Training meeting in Deer Park. We had a great turnout, with 24 USPS managers and supervisors coming together to network, share ideas, and discuss the challenges we face every day. I'd also like to thank POOM Frank Monteleone for taking the time to meet with our members and answer questions. It was a great discussion and a reminder of how valuable it is when postal leaders come together to learn from one another.

Shortly afterward, I attended my first New York State UPMA Convention in beautiful Alexandria Bay. I expected to learn more about UPMA, but I left with something even more valuable; a real appreciation for the people who make this organization what it is.

During the convention, I attended Executive Board meetings, presented my first District 1 report, and had the opportunity to discuss our recent district meeting, the challenges we face

Downstate, and ideas for growing membership and increasing participation. It was great exchanging ideas with fellow District Coordinators, State Officers, and Executive Board members.

The educational sessions were another highlight. Joni Montroy of Key Retirement Solutions presented an outstanding retirement seminar that offered practical information for employees at every stage of their careers. Cathy Winnie's presentation on management representation and the disciplinary process was equally valuable. These sessions reminded me that one of UPMA's greatest strengths is members sharing their knowledge to help one another succeed.

It was also great to see scholarships awarded to deserving students, including two children of our own District 1 member, Frank Kouba. Recognizing our members and their families is another thing that makes UPMA special.

What stood out most to me, though, wasn't a meeting or presentation, it was the people.

As a first-time attendee, I was welcomed from the moment I arrived. Everyone took the time to introduce themselves, answer questions, and make me feel like part of the UPMA family. A special thank you to Liz Forsell for making all of the first-time attendees feel welcome during the general session. It set the tone for the entire convention.

That same welcoming spirit extended beyond

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New York. Members of the National Executive Board made themselves available throughout the week, sharing ideas, answering questions, and encouraging everyone to get involved. It showed that UPMA is much more than a state organization, it's a network of leaders who genuinely want to help one another.

Of course, it wasn't all meetings. The convention also gave us the chance to enjoy Alexandria Bay, build friendships, and have some fun. Helping present the Retiree auction prizes turned out to be one of my favorite parts of the week and reminded me that some of the best professional relationships are built outside the meeting room.

The convention concluded with the installation of the newly elected and appointed officers, where I was honored to be officially sworn in as your District 1 Coordinator.

As your District 1 Coordinator, my goal is simple:

create opportunities for our members to connect, learn, support one another, and grow professionally. Whether you've been involved with UPMA for years or you're thinking about attending your first meeting, I want every member to feel welcome and proud to be part of District 1.

Planning is already underway for our next District 1 Networking & Training meeting in early October in Roslyn, New York. I hope you'll join us, bring a colleague, and help us continue building a stronger District 1.

Thank you again to everyone who has welcomed me into this new role and shared their knowledge and encouragement. I'm excited about what's ahead for District 1 and the UPMA Family as a whole.

Respectfully,

Tony Geritano
District 1 Coordinator



MEMORIAL SERVICE



Albert (Steve) Brighton - Bethel

Thomas Heichon - Pawling

Frank Garofalo - Lindenhurst

Mary Jean Gilligan - Bearsville

Martin Cropsey - Wurtsburo

G. Robert Maskara - Port Jervis

Donna Sheehan - Millport

Thomas Topa - Chenango Bridge

Robert Orlando Evans - Franklin Square

Mark D. Linnen - Aquebogue

Marion Scott - Pine Bush

William T Raffel - Peconic

Charles Abt - Bellmore

Mary Mountain - Belfast

John Garrett - Briarcliff Manor

Robert Scripture - Brant Lake

David Stevenson - Harpersfield

Central Williams - Nedrow

James Vazquez - Bronx





Keith Miner
PMRetired
Hurley12443
101 Highwood Rd.
Saugerties, NY 12477



NY UPMA Retiree President
National Veterans' Rep. UPMAR
H: 845-246-3489
C: 845-706-9894
kminer@hvc.rr.com

Greetings once again to my UPMA/UPMAR family and friends. With summer just beginning, I hope everyone is getting into "relax mode" and planning on outings, gatherings and just plain rest for the summer season.

We just concluded a fabulous State Convention at the River Edge Resort in Alexandria Bay. On Thursday, we had a very nice social get-together after the Executive board meeting. On Friday, we had our general business session followed by a very relaxing river cruise that focused on "Millionaire's Row" castles, mansions and cottages on the St. Lawrence River. Friday evening was the usual festivities with our pirate themed silent auction coordinated by Liz Forsell. With many generous donations and assisted by many volunteers, the auction raised \$1470 to be split between three scholarships (Jennison, Burger and National). Many kudos to Liz and Company!!!

On Saturday, we held our annual memorial service to remember our departed Postmasters. I would like to thank Carol Commisso for coordinating and organizing the memorial. Immediately following the memorial service, we held our annual retiree meeting. We had an amazing 40 retirees in attendance. We were honored to host National Vice President Rosa Gonzales and her husband Steve. Also in attendance were National Secretary candidate Pamela Brooks and her husband Rudy from California. Mary Lou Zerby once again stole the show with her presentation of veteran Quilts of Valor to both Steve and Rudy. They were both very touched and honored to be recognized for their military service at our convention. Rosa shared many pieces of information from the national retiree perspective. We also had the UPMA National Active Area 2 Rep, Stephanie Thompson, from Pennsylvania share some

thoughts from the active side. Dave Cook gave a legislative update as well as introduced a by-law change on voting which was approved. We also re-elected Gerry Geddis to another term as Secretary/Treasurer. I would also like to congratulate my friend, Cathy Winnie, on receiving our Lifetime Achievement Award at our banquet. Cathy's career achievements and work efforts on behalf of the membership are too numerous to list. Suffice it to say that this award is richly deserved.

So, with the conclusion of our State Convention, we now look forward to our National Convention at the El Conquistador Resort in Fajardo, Puerto Rico to be held August 1-7, 2026. This should be a festive and relaxing convention in a tropical setting. It is not too late to register if ocean beaches, the only tropical rain forest in the US, bioluminescent sealife and great food sound appealing.

I cannot thank everyone enough for all of their efforts to make our convention a success. Donna, Cathy and Brenda- great job organizing, decorating and executing a great convention plan. Marti, Liz, Gerry and Dave- thank you for your efforts as retiree board members. To all the retiree members- thank you for what you do for our organization throughout the year.

I hope to see all of you in Puerto Rico. Until then, be safe, be well and God bless. Finally, as always, thank you to our veterans!



Just scan to
link directly
to the T2T
UPMA
Veterans
Project



Michael Silvestri
PM Retired
7 Queens St.
Huntington, NY
11743-3724



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The Downstate Perspective

The five First District UPMA NYS Chapter members and three guest have returned to Long Island from Alexandria Bay where we attended this year's State Convention. The Long Islanders who made the trip were Retirees Dave Cook, Gary Bonunra and myself (thank you Gary for driving). Frank Kouba made the trip with his children Alex & Sami. The fifth Long Islander who made the trip was Anthony Geritano & his lovely wife. Anthony Geritano was sworn in as the new Long Island First District UPMA Coordinator. Congratulations Tony. Tony has already hosted his first LI District Meeting in May. He has begun planning the next LI meeting. Stay tuned for details.

I must thank Rosa Gonzales and her husband Steve for attending our convention. It was great seeing you both and spending time with you. We saw retiree, Carol Commisso, award several scholarships. Calvin Towne grandson of retiree Eva Gigon, Alex Kouba, Sami Kouba son & daughter of Postmaster Frank Kouba received their awards at the banquet on Saturday. We all wish them the best in their new chapter which will begin in August.

It is my honor to congratulate this year's Lifetime Achievement Award recipient. This year's award went to Catherine R. Winnie. Cathy started her career right here on Long Island. Cathy has been dedicated to serve our members & the Postal Service in many ways. Cathy has assisted members as a mentor, as a concerned friend when members were in a time of need, whether it had to do with the job or a members personnel life. Cathy truly believed and practiced that our organization was not just a defender of our pay & benefits but UPMA members are a family. Well-deserved Cathy Winnie and all the best to you. This year's state convention was very enjoyable. Those in charge did an outstanding job making

the convention informative, eventful and great fun. Thank you all for a wonderful hospitality room. Next year we here on Long Island will not have to travel because the State Convention is to be held right here on Long Island. It looks like it has been narrowed down to Roslyn or Islip. I will keep you informed of the dates in June and the location as soon as it is decided. If you have a preference as to where on LI please feel free to contact any member of the UPMA NYS Chapter Executive Board. Their contact information can be found at www.nyunitedpma.org or on page 2.

The Legislative Summit 2027 will be held on February 21-24 2027. Please plan on attending. Just an update on H R 1552 Federal Retirement Act. There are 150 co-sponsors. Seventeen co-sponsors from New York. All the Long Island representatives are co-sponsors of this bill. If your representative is a cosponsor please take the time to thank them for their support. If not please request your representative to co-sponsor this bill.

Until we meet again stay well, stay healthy and God bless you and your family.

UPMA Legislative Zoom meeting is held the second Tuesday of each month at 8:30pm EST

Log in at [https://zoom.us/j/96098101224?](https://zoom.us/j/96098101224?pwd=tsG89AjbFWAy24aGOmbUvjH4h3pkyS.1&from=addon)
[pwd=tsG89AjbFWAy24aGOmbUvjH4h3pkyS.1&from=addon](https://zoom.us/j/96098101224?pwd=tsG89AjbFWAy24aGOmbUvjH4h3pkyS.1&from=addon)

Meeting ID: 992 6635 3615
Passcode: 481741



Gerald Geddis
PM Retired
Schuylerville 12871
P.O. Box 500
Cambridge, NY 12816



NYUPMAR Secretary Treasurer
C: 518-391-9251
poboy66@msn.com

The NYS UPMA annual Retiree meeting was called to order by President Keith Miner @ 8:50 AM on Saturday June 13, 2026. There were 39 retirees present including guests. The posting of the colors was completed by Michael Silvestri and Randy Sliker. The Pledge of Allegiance was led by Michael Silvestri and then Heidi Freeman gave the invocation. Welcoming remarks and introduction of special guests, officers and past presidents was given by President Keith. Special guests—UPMA National Area 2 representative, Stephanie Thompson, UPMAR National Vice President, Rosa Gonzalez and UPMAR National Secretary Candidate, Pamela Brooks. Board members—Keith Miner, President—Liz Forsell, VP—David Cook. Immediate Past President-- and Gerry Geddis, Secretary/Treasurer. Past Retiree Presidents—David Cook and Michael Silvestri.

A special presentation was given by Postmaster Retired, Mary Lou Zerby from the Western NY Quilters for a Cause. She recognized Veterans Rudy Brooks, husband of Pamela and Steve Gonzales, husband of Rosa, and presented to them a Quilt of Valor and a certificate for their duty to the USA and for all Americans. Both Pamela and Rosa thanked Mary Lou and all NY Retiree members for honoring them. Other Veterans in attendance included—Ben Johnston, Robert Maruschak, Michael Silvestri, Randy Sliker, Dale Bernard, Dick Dalrymple. They were recognized by President Keith, who is also a Veteran.

A motion to waive the reading of the prior Convention minutes was made by Heidi F. and 2nd by Liz F. All in favor, motion passed. The minutes were published in the July/Aug/Sept 2025 Issue of the ESP and there were also

copies on hand for anyone that wanted to review them. Copies of the budget and finances were provided to attendees. Gerry Geddis went over the budget and line items with the attendees. Last year's ending balances totaled \$9822.11. The current balances as of June 1st were checking---\$1248.84 and Savings---\$7061,50 for a total of \$8310.34. The retiree assessment of \$6802.60 was not included in the balances as it had not cleared the Credit Union as of June 1st. Motion made by Betty Berndt and 2nd by Liz F. to accept budget. All in favor, motion passed.

Rosa Gonzalez spoke on membership and membership recruiting tools including video meetings. There are currently 25,544 active members, 6913 Retiree members and 7183 Associate members. There is still currently a membership contest going on and the drawings will be held at the National Convention. The National Convention is being held Aug. 1-7, 2026 at the El Conquistador Resort in Fajardo, Puerto Rico. She spoke on the agenda and what will be happening this year. The agenda can be found online. She also spoke about the retiree meetings and voting for UPMAR board positions and bylaws. Check for emails, the website, the Leader, UPMA Gold and In the Mailbox to stay informed and up to date on the Convention and all other important issues.

Stephanie Thompson spoke on all current workplace issues that Postmasters and managers are facing on a daily basis. She also spoke on pushing dignity and respect.

Continued on page 31



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:
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**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): R Check R Money Order R 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)

31/GPWWPCC#MVR#BGMVZ#%GVMZ#%SWMQEWXV#BCC#BXVMVH#BCC#%WWWGVMEX#?XEX#XS?GVHVMX#CC

49/315/345WQEWXV#BCC#MVR#BGMVZ#%GVMZ#%SWMQEWXV#BCC#BXVMVH#BCC#%WWWGVMEX#?XEX#XS?GVHVMX#CC
HMMVH#ZERVX#BCC#MVR#BGMVZ#%GVMZ#%SWMQEWXV#BCC#BXVMVH#BCC#%WWWGVMEX#?XEX#XS?GVHVMX#CC
SVX#X#BGMVZ#%GVMZ#%SWMQEWXV#BCC#BXVMVH#BCC#%WWWGVMEX#?XEX#XS?GVHVMX#CC
partisan political action fund.



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



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

LIFETIME ACHIEVEMENT AWARD WINNERS

The UPMA Lifetime Achievement Award recognizes UPMA retired members for distinguished service to management organizations.

This year's recipient is Catherine Winnie.

Betty Berndt Retired PM Martville

Betty Eickler Retired PM Washingtonville

Carol Commisso Retired PM Fishers

Cindy Kain Retired PM Trumansburg

David Cook, Retired PM Glen Head

David Laughlin, Retired PM Selden

Deana Wood, Retired PM Warrensburg

Donna Dort, Retired PM Kennedy

Josephine Zunno, Retired PM Milton

Marie Saltys, Retired PM Cherry Valley

Mary Converse, Retired PM West Bloomfield

Michael Silvestri, Retired PM Bethpage

Sue Wilk, Retired PM Highland Falls

Eileen Johnson, Retired PM Addison

Cathy Winnie, Retired PM Accord



CONGRATULATIONS



Liz Forsell
Retired PM
Long Lake 12847



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

The 1000 Islands were more beautiful than you could have imagined. The weatherman said cold and rainy; he was wrong again. It was a spectacular 4 days!!

Betty Berndt attended her 42nd consecutive state convention. Dick Dalrymple was there with his daughter Janet. Dick turned 90 a week or so before convention. I brought some cards and we all signed them one to Pat Kozmowski and one to Hilde Koch, both long time members who always need a hello. Legislative will be February 21-23 next year, new hotel same area. Jen Hayes raised \$2292 for PAC a very important part of our legislative trip, supporting those that support our cause.

Retirees were everywhere, we seem to

outnumber the actives but are always happy to help. Lynn and Ray Gardner took over registration, Brenda did an outstanding job on the decorations, Cathy Winnie and Donna Jenness were the convention chairs, Mary Dillon and her husband Pat ran the hospitality room. Deana Wood was the master of ceremony for the banquet. Carol Commisso is in charge of the scholarships. How awesome to have 3 recipients present at the banquet. Randy Sliker and Heidi Freeman did the invocations. I'm hoping I did not miss anyone. As retirees, we sure love getting together and catching up - making new friends and reconnecting with the old. Next year for State Convention, we will be going to Long Island and the year after that Corning. I sure hope you will think about joining us.

ARR you ready for the total from the Retiree Auction???

\$1490. split 3 ways for the Jenison, the Burger and the Retiree National Scholarship. Pirates came from near and far. I'm sure there are pictures in this issue!! I can't thank all of you enough for bringing the goods and helping set up over 130 items. My helpers on the floor were Tony, Matt, Dan, Alex and Lea (hope I didn't miss anyone) and of course, Gerry and Rachel selling the tickets. A great time was had by all!!
Liz Forsell, Auction Chair



Retiree Meeting Minutes

Continued from page 27

David Cook, UPMAR Legislative Chair, spoke on Legislative issues and the numerous bills currently in Congress. There has been a lot of action and some movement. Some of the bills in Congress include HR491 and S624, for FERS retirees to make COLA equal to CSRS—HR1522, for casuals, transitionals and RCAs to receive work credit towards their retirement. The legislative Conference in DC this year was one of the best as there were many Congressmen and women in their offices. The Postal Service is in financial difficulty and needs to take action. Congress is currently opposed to many ideas by the PMG including 5-day delivery, the shipping of alcohol, and the closure of small offices that do not cover their operating expenses. Dave also explained how to obtain your 1099R by mail or online. He stated to get your logon.gov account set up over the OPM website or calling OPM, as it seems you are on hold forever. Dave continues to send out updated emails. Read them and stay informed. Contact him if you are not on the email chain.

Total Convention attendance was 78, including 17 Active members, 39 Retiree members, 2 Associate members and 12 guests.

Pamela Brooks and Linda Gurka are the National candidates for UPMA Retired Secretary, and Shelly Hays is the National candidate for UPMA Retired Treasurer. President Keith read letters that were sent to him from Linda and Shelly. He also handed out rail cards with their information. Pamela was in attendance and spoke on her background and qualifications. She also handed out rail cards with her information.

Unfinished Business--Liz Forsell stated that the Friday night Auction raised \$1470.00 to be divided equally among 3 scholarships--\$490.00 each to

the Berger, Jennison and National Scholarships.

New Business—The 2027 State Convention is being held on Long Island. Time and Place will be provided when determined. Dave Cook spoke on the proposed NYUPMAR Bylaw change that states that a member in good standing, running for an elected position does not need to be in attendance at the State Convention. An email was previously sent out to all members for review. A motion was made by Ben Johnston, 2nd by Ray Gardner to accept Bylaw change. No discussion, motion passed. Election of Officers—The Secretary/Treasurer is the only position up for election. Motion made by Betty Berndt, 2nd by Randy Sliker to nominate Gerry Geddis for the Sec/Treas position. No other nominations. Motion made by Jill Gresens, 2nd by Lynn Garlipp to close nominations. Motion passed. Motion made by Jill Gresens, 2nd by Lynn Garlipp for the Vice President to cast 1 vote for Gerry Geddis for Secretary/Treasurer. All in favor. Motion passed. President Keith spoke on the National Veterans Project this year, the Tunnel to Towers (T2T) organization. Motion made by Cathy Winnie, 2nd by Liz Forsell for NY UPMA Retired to donate \$200 to the Tunnel to Towers(T2T) fund. All in favor. Motion passed.

Benediction by Heidi Freeman and retiring of the colors by Randy Sliker. Motion made by Keith Miner, 2nd by Liz Forsell to adjourn the meeting. All in favor. Motion passed. Adjournment at 10 AM.

Respectfully Submitted,

Gerald P. Geddis,

NY UPMAR

Secretary/Treasurer



Attention All Members

District Meetings

TBD

10th National Convention

August 1 - 7, 2026

El Conquistador Resort

Fajardo, Puerto Rico

Atlantiic Conference

September 17 -20, 2026

(See page 5)

Hilton at Penn's Landing

Philadelphia, PA 19106

(215)521-6500 \$218/night

Legislative Summit

February 21-24, 2027

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



www.unitedpma.org
www.nyunitedpma.org
[www.facebook.com/groups nyupma](https://www.facebook.com/groups/nyupma)



Deadline for
Oct/Nov/Dec
NYS ESP issue is
Sept. 26th by 5 pm