



# MP

## MONTANA POSTAL LEADER

*United Postmasters and Managers of America*

United Postmasters and Managers Lead Montana  
Co- Presidents Lead UPMA

### **We Were All First Timers.**

*Ranko Busskohl*

*Montana UPMA Co-President*

The first UPMA State Convention is now history. Thanks to all who took time from their busy schedules to attend. The turnout was average to previous conventions. I know it is difficult for some of us to get coverage for our offices and to use our own leave to attend. Hope all had a great time and were able to learn and network with others. The new board will take effect on November 1<sup>st</sup>. Our new board will be Montana President Iris Kill Eagle and Executive Vice President is Kris Hill and Vice President Dwayne Tedrick, and Don Knight was nominated for sec/treasurer. Jasmine will remain the editor by acclamation but would like someone to volunteer whom she can mentor to take over in the future.

We were all first timers for the new organization but I want to thank the first

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### **UPMA Is A Success!**

*Iris Kill Eagle*

*Montana UPMA Co-President*

I felt that our first UPMA Conference was a great success. The presenters offered valuable information to help Postmasters to complete their required duties in the office. Labor graciously stepped in when Dawne Bridwell was unable to make it. There was great conversation with Debra Blanck-Lovelace and Valerie Avent on a couple of issues that Postmasters have had to deal with like cleaning hours and when the clerk can clean while working. It is always good to have face to face conversations with individuals in the know and to have a variety of Postmasters who have different situations.

It was nice to have our District Manager and the MPOOs present as well as new acting MPOO 3 Deb Brost. It is



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timers that came that have never been to a state convention for League or NAPUS. You are very important to us.

The agenda was changed due to conflicts with the DM's conference calls and OPS Dawne Bridwell that was not able to attend. This was unfortunate due to the high importance we now have on scanning and the purpose of SPM scanning to track our own service on collection and delivery of our mail. We were fortunate to have labor Debbie Blanck Lovelace and Valerie Avent to fill in that training spot. They provide good information we all will be able to use. A lot of questions were still not answered. How are postmasters going to be compensated for the extra workloads given and the different workloads for all the level 18 offices.

The national convention will be held in Louisville, Ky from August 5 – 10. The board approved \$5,000 to help with expenses for anyone wishing to attend. We have three members that are for sure going and have registrations paid for as many as thirteen. Let Iris Kill Eagle, Don Knight or myself know if you are interested in attending.

## Call for Candidates!

Would you like to serve your fellow Postal Leaders as an officer of UPMA? How about as Adverse Action Representative Trainee? As an officer you have opportunities to learn more about what shapes postal decisions, how to manage your offices better, networking with other leaders, and the inside scoop on so many things! Involvement in UPMA is a career-building bonanza! Contact co-Presidents Iris Kill Eagle or Ranko Busskohl to find out how.



*Kill Eagle, continued from Page 1*

appreciated that they take time out of their busy schedules to come and meet with the employees to listen to any concerns they may have and offer valuable information and insight.

I was hoping to have dates and places for the 2018 and 2019 Conventions by this publication but due to continuing health needs of a family member I have been in and out of the office and haven't been able to focus on it. I am making it a mission to have that tied down by the next publication. We were hoping that by announcing the next two Convention dates and locations more people will be able to plan their schedule to attend. I know I had a few Postmasters and others that would have like to attend this year but it was a bad time due to graduations or weddings. It was exciting to have had a couple of clerks join UMPA and they expressed that they felt they learned some valuable information and met people that they could get more information from.

I know that for fairly new postal employees it is hard to use some of your valuable annual leave as you are still trying to build it up and use for family vacations. That is why we were hoping that maybe if you knew in advance you could possibly incorporate it into your vacation. I am being made more aware every day of how much valuable information and experience we are losing to retirement. I strongly urge new Postmasters to utilize the veteran

Postmasters for advice and help. I still see Postmasters that are not aware of a lot of the operation of the Postal Service. Postmasters that have gone from a small level 11 or 15 office and now are in charge of a level 18 office with some of them having RMPOs. Postmasters that have come from a small 4 hour office and now are in a PTPO office with more hours and more responsibilities. I would hate to see any of you get into a situation where you were not knowledgeable enough or totally aware of how to handle certain things in the office that could possibly put you at risk of disciplinary actions. I am strongly advising you to contact someone if you ever feel overwhelmed and am not sure where to turn to. You can always call on Ranko or me for help. If we can't help you we can direct you to someone who can.

I think we are still getting used to all the changes that have occurred but at the end of the day we still work for a wonderful Organization. We are like one big family there to help each other out and to offer encouragement. I look forward to meeting more of you as the year goes by and hope to see more at the next Convention. Have a wonderful summer!



## Own It.

*By Jasmine Krotkov*

*Postmaster Retired, Neihart, MT, UPMA Chapter Editor*



A couple weeks ago I had some parcels to send out. My town is not in the Middle of Nowhere, but just on the southeast corner of Nowhere. So that rules out sending anything by FedEx or UPS. Their nearest stores are sixty miles away. There is a post office in my town, though, and a little googling shows me that not only is the post office more convenient, it is also a lot cheaper. So my googling has taken me to [usps.com](http://usps.com), where I can calculate how much it will cost to send my parcels, and lo! and behold! I can even pay online, print my label and save a few cents by not making the Postmaster at my post office actually dispense any postage. Wait a minute. ... What? Does that make sense?

Well, I'm doing a lot of the work for the Postmaster, by researching my mailing options myself, and using my own printer and ink. Is that worth the extra few cents I saved by printing my own postage? Not to me it isn't. One thing I like best about using the

Postal Service is the convenience of having a Postmaster right here, in my town, at my disposal. I'm willing to pay for that. I also had to send a certified letter recently. I can't do that online. If I wasn't a retired Postmaster, I definitely wouldn't understand the difference between certified and registered mail, and I'd want to be sure that I was purchasing the right service, and be sure that I wasn't being gouged for it. I really like knowing that I'm getting what I'm paying for, without having to be an expert at mailing options. If I was a big mailer, maybe I'd like to get the couple of cents off my mailing, and wouldn't need to talk to a Postmaster, but I'm not. I'm an average American.

The average American is only one of the stakeholders in the Postal Service. Others include big mailers, recipients, the Postal Service itself, along with suppliers, labor unions, employees, management associations and even FedEx and UPS. Each one of us has our own interests and concerns. Managing the interests and concerns which can compete and conflict with one another is Congress and the Board of Governors (BoG). Right now, both of those seem to be asleep at the wheel. Congress might just pass HR 756, and its eventual senatorial mate, which will be a good start, but where is the BoG?

The BoG was established by the Postal Reorganization Act of 1970 to provide the Postal Service with independent, businesslike direction. It is comprised of nine seats, along with the postmaster general and deputy postmaster general, both of whom are hired by the governors. The governors themselves are appointed by the President and must be confirmed by the Senate. Today there are exactly zero governors on the board. Without them, the Postal Service can't do a lot of things, like change postal rates, introduce new products (even if HR 756 gives the go-ahead to engage in new enterprises), appoint an Inspector General or hire an accounting firm to audit financial statements. On the other hand, an empty board provides an opportunity to reimagine the direction of the Postal Service. Could we be on the cusp of privatization? Maybe.

According to the the Office of Inspector General's November 2016 RARC Report:

“The governors of the Postal Service must represent the public interest generally and not any particular group. Yet determining the public's interest and how best to serve it can be difficult, even in the broadest sense. Some argue it lies in consistent and universally accessible consumer mail services; others in a vibrant commercial mail sector; still others in preserving the dissemination of cultural and civic discourse. When interests conflict, as in the controversies over service levels, network consolidation, and prices, balancing the public's needs is the classic democratic conundrum. Each governor must decide for himself or herself what serving the public interest means.”

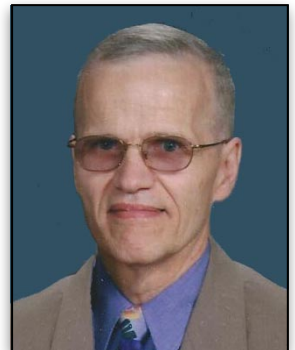
So if you had their ear, what would you tell the incoming board members about what serving the public interest means? I'd like to point out, as I did at the beginning of this piece, that the Postal Service is serving the public interest where private businesses can't. What it does is valuable to me and I'm willing to pay for it. I think the Postal Service should concentrate on what it does best, and stop trying to be UPS or FedEx. It's like my mom used to say: “Just be who you are, honey. Own it.”

## **Am I in Trouble?**

*Rick Kindsvatter*

*President, National Association of Postal Supervisors  
Montana State Branch 929*

The decision on when to make the request for representation from your Management Association rests solely with you, the member. At any time during questioning by postal management that you have reasonable belief disciplinary/adverse action may ensue, you can request representation from your Management Association. Within Western Area, EAS personnel are being asked cursory questions on administrative matters from their manager and did not feel that the session was an investigative interview but later received discipline. Remember that the person who is conducting the questioning, Investigative Interview or Day In Court is not obligated to advise you that you can have a representative present as it is your responsibility to request the representation if you feel corrective or adverse action may result from the questioning. It is in your best interest to ask the person conducting the questioning if you are the focus of the investigation/questioning and if the findings may lead to disciplinary and/or adverse action. Keep in mind that the person conducting the questioning might respond that it will not lead to disciplinary action but a higher level person might influence or persuade the investigative official to issue some type of disciplinary/adverse action.



One tactic that has occurred during Investigative Interviews is the interviewer will ask questions based on a document, statement or evidence that they have and relying upon. It is always in your best interest to ask to see the document, statement or evidence so you can make a response. The reason to see the information that they are relying upon is because in some cases the interviewer does not have it, they are just fabricating it to see how you will respond. In 1969 the United States Supreme Court ruled that interrogators can use this technique only in a verbal format to elicit a response from the person being interviewed. However, it does prohibit the interrogators from fabricating hardcopy document, statement or evidence.

Another technique that is being used by the interviewer is asking the same question at different stages of the interview to see if the response is the same. If there is a deviation in the response the interviewer will take the position that the interviewee is not being truthful with their response and reminds them that they have to cooperate in the investigation and not to make false statements. Within the provisions of Section 665.3 of the Employee Labor and Relations Manual employees of the United States Postal Service are to cooperate in any investigation including Office of Inspector General investigations. You must understand that investigations are fact-finding processes and designed to protect the sanctity of the mails and the integrity of the United States Postal Service to provide the best possible service to our customers. One of the duties of the officers of the Management Associations is to provide you representation and it is always best to have them involved at the very beginning of the investigation.



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## **Meet Rep. Gowdy, New Oversight And Government Reform Committee Chair:**

*Posted by Bob Levi on 06/08/17 at [www.unitedpma.org](http://www.unitedpma.org)*

Earlier today, the House Republican Steering Committee selected Rep. Trey Gowdy (R-SC) to succeed retiring Rep. Jason Chaffetz (R-UT) as chair of the House Oversight and Government Reform Committee. Chaffetz will be leaving Congress at the end of June.

Rep. Gowdy is serving in his fourth term as a member of the House of Representatives and is a former federal prosecutor. As a prosecutor, he was awarded "the Postal Inspector's Award" for successfully prosecuting a multiple-felon who robbed two post offices. The incoming chairman gained national attention as chair of the House select committee investigating the 2012 attack on the U.S. consulate, in Benghazi, Libya. Rep. Gowdy currently serves on the Oversight and Government Reform Committee. He is also a member of the Judiciary Committee, the Ethics Committee, and the Select Committee on Intelligence.

## Retiree News

*Sue Hanson, Postmaster Retired, MT UPMA Retirees Co-President*

The retirees met at Billings for the first UMPA meeting on May 3-4. We adopted new by-laws and voted in new officers. President is Sue Hanson, Executive Vice-President, Bill Parry, Vice-President Kathy Whitaker, Secretary-Treasurer is Phyllis Ulrickson all whom take office officially November 1, 2017.

The retirees hosted a scholarship auction Thursday night which brought in over \$1200 and we were able to award four \$750 scholarships to four very deserving students.

Retirees scholarship auction will continue for future Montana State UMPA chapter meetings. Scholarship auction night consists of two parts. One a silent auction of items donated by active and retired chapter members and a floor auction of wrapped gifts purchased by retiree board. The retirees usually don't spend over \$200 for purchased gifts. We spend the year scouring for bargains so the return on investment is substantial. If allowed by the hotel venue, we try to start the night off with pizza and drinks.

Make sure you plan to attend next years state chapter meeting for this great time. Details of time and place will be announced later.



### Scholarship Winners

*Brianne Peterson*

Bozeman MT 59715

Currently attending Montana State University, Bozeman MT  
Granddaughter of Karen Kultgen

*Brock Peterson*

Clyde Park MT 59018

Expects to enter Rocky Mountain College, Billings MT  
Grandson of Karen Kultgen

*Tucker Lien*

Savage MT 59262

Expects to enter Bismarck State College, Bismarck ND  
Son of Brandi Lien, Postmaster of Glendive MT

*Shandelle Daniluk*

Lakewood CO 80226

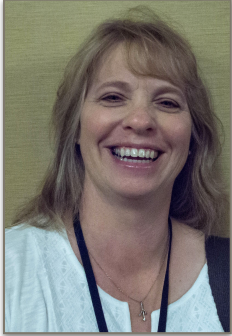
Currently attending Arapahoe Community College, Lakewood, CO  
Daughter of Ranko Busskohl, Postmaster of Belgrade MT



## Become a Member Today

*Kris Hill*

*Postmaster, Stanford, UPMA Co-Vice President*



It's so easy to sign up to join the United Postmasters and Managers of America. Postmasters, Managers, Supervisors and Associates (PSE's PTFs, PMRs) are all eligible, and it takes less than five minutes to do online. You can go to [unitedpma.org](http://unitedpma.org) to sign up, or there's a link on the Dakotas home page, or you can fill out the 1187 in this magazine and send it in. Any way you do it, it's a good deal. Your first 6 months is free, and after that Associate members pay only \$2.50 per pay period. Even for those who earn more, the dues are money well spent.

What you get for the money is priceless in many ways. The networking you can do at conventions and other meetings to find a mentor or a mentee, to find out about job openings and details, create relationships with District staff; all of that comes with membership. Not only that, but legal representation is available to members after six months of membership. Don't wait! Even if you're not doing anything wrong, that doesn't mean you can't get into trouble. Labor relations is an issue that has become more complicated for all postal managers, and without guidance, it is all too easy to make an error without even realizing it.

UPMA is the only member organization that can represent you to postal headquarters, on specific Postmaster issues, like pay talks, schedules, benefit programs and etc. UPMA leaders are all current postal employees and national officers only serve one term, keeping the leadership innovative and inspired. On [unitedpma.org](http://unitedpma.org) you'll find interactive training and videos to help you understand programs and policies that are sometimes confusing or not well supported.

Nowadays we don't get a lot of face-to-face support from the Postal Service. Our jobs are complicated and hard and we don't get enough training. UPMA fills that gap. If you come to an UPMA meeting, national or state convention with a question, you're going to walk away with an answer or the name of someone who can help you.





## New Tools for Parcels?

*By Gary Tenda*

*Postmaster, Dillon, UPMA co Vice President*

Customer service for parcel information could not be easier, so you would think. As Postmasters today, we receive dozens of phone calls a day requesting information about “where is my parcel?” We get the tracking number and look it up online. We sometimes see the event scan as “address encoding”. This means that the sort machine had an issue with the address. We then take the tracking number over to another website called “Webapat”. This program has the actual photo of the parcel passing through the machine. We zoom in on the image to see what the problem is. Sometimes it is a bad zip code or a street address for someone that has a PO Box. Other times the address is absolutely perfect. This leaves the Postmasters scratching their heads.



Sometimes we receive the dreaded phone call “my tracking says the package was delivered but I don’t have it”. At this point we track the parcel and look for the delivery scan. Postmasters look to the right of the final scan to read “Geo location available”. We then click on this link which takes us to the actual latitude and longitude readings of the exact spot that the parcel was scanned “delivered”. We copy and paste these coordinates to another website that pulls up a satellite image map of this location with a little red pointer on the location. Like detectives we utilize the zoom button again as street names and locations come into sharp, clear focus. Occasionally available is the street view function. This actually shows the sidewalk, lawn or driveway that the carrier was standing on when scanning the parcel. At this point it takes very little to see the house number.

Postmasters realize that the parcel addressed to 310 Main St was delivered to 310 Main St. We share our findings with the customer. The customer’s response is usually “Oh, I found it on the front porch” or the dreaded “I have not received it”. With all these helpful tools we still sometimes fall short.

## Grassroots Opposition To President Trump’s Fy 2018 Budget:

*From Bob Levi, Director of Government Relations:*



As you know, two weeks ago, the President unveiled his fiscal year 2018 budget, which targets many of the earned benefits enjoyed by UPMA members, both active and retired. I have attached a [suggested telephone script](#) that UPMA members may use when contacting their members of Congress and Senators to urge rejection of the proposals. The calls should begin next week and extend through June 28. If you have any questions, please do not hesitate to contact me. [703-683-9027](tel:703-683-9027).

## **Call Senators Jon Tester and Steve Daines and Congressman Greg Gianforte Today!**

### **Lobbying Script in Opposition to President Trump's Fiscal Year 2018 Budget Proposals Impacting UPMA Members**

*This call should be made by UPMA members to their members of Congress and Senators. It is likely that Congress will begin consideration of the Budget shortly.*

*Capitol Switchboard 202-224-3121*

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Hello, my name is \_\_\_\_\_. I am a member of the United Postmasters and Managers of America, the association representing the nation's Postmasters, postal managers, and retirees who formerly occupied those positions.

I'm calling to urge Congressman \_\_\_\_\_/ Senator \_\_\_\_\_ to oppose proposals contained in the Administration's fiscal year 2018 budget that are harmful to postal employees and postal retirees, including UPMA members

A number of proposals target the financial security of middle-class wage-earners and retirees. Those proposals would cost federal and postal employees and their families more than \$149 billion over the next decade. This same group has already contributed \$182 billion towards deficit reduction since 2011.

The Administration's FY 2018 budget proposals would:

- Increase employee retirement contributions by approximately 6%, without any benefit enhancement. This is a 6% pay cut
- Eliminate cost-of-living-adjustments (COLA) for retirees covered by the Federal Employees Retirement System (FERS), and reduce COLAs for Civil Service Retirement System (CSRS) annuitants
- Radically alter the calculation of current employee annuities by changing the formula upon which the annuity is based from the highest three years of salary to the highest five years
- Abolish the FERS annuity supplement for new retirees.

Swinging a budget ax at postal and federal employees and retirees harms hard-working middle-class Americans who have dedicated their lives to public service.

Therefore, I respectfully request that Congressman/Senator \_\_\_\_\_ oppose these punitive proposals.

If the Congressman has any questions, please have him/her call me back. My phone number is \_\_\_\_\_.

Thanks very much for your time.

## UPMA LEARNING CENTER: [www.unitedpma.org](http://www.unitedpma.org)

If you haven't visited the new UPMA Learning Center page on our website, [www.unitedpma.org](http://www.unitedpma.org), please go there and take a look around! Excellent training by excellent leaders! What a wonderful resource for our members! Not only is it "subject-specific" enabling us to review specific details when we are tasked with an issue, there is detailed training to ensure your office is receiving all the credit it earns. Checkout the parliamentary procedures that are vital to orderly meetings in any arena... not just UPMA. Plus, grievance handling, attendance control, adverse action..... All covered in detail! Bob Levi discusses the UPMA Political Fund, and Rich Hui provides an overview of the new site created to assist and advance profession careers for postal managers (and wanna be managers), and to develop members to fullest leadership potential. In addition to Rich and Bob, a huge thanks to Jim Maher, Tim Burke, John Galera, and Stephanie Jett! What a great benefit to UPMA Membership!



### Supervisor's Guidelines for Attendance Control

Jim Maher

Duration: 28:51

Jim Maher, Postmaster of Chesterfield and a National Vice President discusses Labor Relations issues regarding attendance control and the proper manner to address poor performers via the disciplinary processes. Jim has many years of Labor Relations Experience and recently served as the Manager of Labor Relations for the Gateway District. Many Districts have their own method for handling attendance issues. When in doubt, always check with your own LR staff to insure compliance with any local policies.

### Get What You Earn - Is My Office Level Correct?

Stephanie Jett

Duration: 14:25

Learn to quickly determine the level of an office using the PS Form 150.



# The Road to Success Starts Here

*by Janice Erfle, UPMA Retirees Co-President, UPMA Legislative Chair*



On Sunday, June 4, 2017, there was a **Career Awareness Conference** in Billings. Co-President Ranko Busskohl and I attended representing **UPMA**. We had a display and handout materials. There were Postmasters, Supervisors, Clerks and Carriers who attended. District personnel attending were an integral part of the Sessions.

**Doug Stephens, Dakotas District Manager**, welcomed the attendees, those who “took the step to step up”. His marketing plug was on “Informed Visibility”. His praises were for this District’s SCANNING. Paul Rowe and Lance Keller accepted the award given to the Billings Plant for DHL delivery.

**Debbie Persico, Western Area Marketing Manager**, complimented Doug as her best Marketing Manager. He strives to improve customer experiences as well as make more money, goals of Marketing. Debbie gave examples of “Informed Delivery”. The homework given to the attendees was to go to the Dakotas website and look around. Then do the same with the Western Area website and on to the Headquarters website. Send a message to someone. Ask questions. Make a connection!

Doug Stephens went through **Retirement Benefits**. Annual Leave carryover for Craft (440 hours) and Management (560 hours) can be enhanced upon retirement if you retire December 31, before the new Leave year, add hours from current year up to 208 hours. The Annual Leave buyout will fall into the new calendar year, as will your last paycheck. It is a cushion until your Annuity and Social Security/Supplement kick in. Tax consequences will be diminished.

Remember to update your Beneficiary forms (FEGLI, Retirement contributions, TSP) for each Qualifying Life Event. If you have bought back military time, you need 5 years of civilian in addition. For example, age 60 with 20 years (15 military, 5 civilian). CSRS has the Voluntary Contribution Program (VCP). It pays 7%/year. Contributions are after tax dollars up to 10% of your lifetime base salary.

Thrift Savings Program (TSP) allows a 5% max contribution match with FERS. When you hit 50 years old, you are allowed “catchup contributions”. What risk are you willing to take? “L” funds diversify your Portfolio.

**Simon Storey, Acting Vice President Employee Resource Management, HQ** began his Postal Career in Billings as a PTF Clerk 26 years ago. Simon told his story to the attendees. His Power Point was a series of quotes that kept him going throughout the years and hopefully inspired others.

In addition, **Breakout Sessions** were: eCareer, KSA, Narrative Writing, The Foundation of Labor Relations, Introduction to Lean Six Sigma, Effective Interviewing Skills, Basic and Intermediate Excel, Employee Engagement and the SHARK TANK with 2 minutes to sell yourself.

I visited with Tracie Wallenberg who was manning the Registration Desk. She explained the funding of this type of event. I told her I had not heard of any Career

Awareness Conferences in years. We look forward to more of these in the future and in different locations. In the **May 2017 issue of UPMA LEADER**, there is an article that summed up the intent of the CAC. “It gave employees the opportunity to network with Postal Service leaders and staff from many departments.” I witnessed a Postmaster from the Hi-line meet her M,POO for the first time. I also witnessed a Clerk telling her Acting M,POO that she was available and mobile. **NETWORKING!**



## Benefits of joining UPMA as a Postmaster, Manager or Supervisor

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
  - All national UPMA leaders and state presidents are current USPS employees.
  - National officers serve one term only in their current positions.
  - As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
  - A national website—[unitedpma.org](http://unitedpma.org)—that offers the latest information regarding the organization, legislative issues, interactive training and videos and Postal Service information that affects your career.
  - A national magazine and state publications that contain information important to you in your current position and will help you in your future endeavors.
  - Annual national and chapter conventions that offer training to help you be successful.
  - After you have been a dues-paying member for six months, you have the benefit of our Legal Defense Plan and network of Adverse Action Member reps, should the need arise.
  - You gain a network of Postmasters and Managers who can assist you in your day-to-day duties and mentor you for future opportunities.

## First UPMA Montana Convention

*Janice Erfle, Postmaster Retired Co- President*

Those of you who stayed home or at work missed a Golden Opportunity to **NETWORK!**

UPMA sent us **National VP Drew Martin** and **Retiree National VP Nancy Trautman**. Besides your fellow Postmasters and Retirees, the **Dakotas District** was there in full force with **District Manager** Doug Stephens, **MPOOs** Dominic DeMartino, Hal Barber, Deb Brost, **HR Labor Relations Manager** Deb Blanck Lovelace and Valerie Avent, **Finance** Kim Vennard, **eCC** Holly Johnson. Congressional Representatives were there from each of the offices: **Smith Works for Senator Jon Tester, Jenna McKinney for Senator Steve Daines, Alex Sterhan for MT Congressional Office**. Our **Welcome to Billings** included **Mayor Tom Hanel, Postmaster Todd Snyder** and **Plant Manager Paul Rowe**.

Do you have any questions about UPMA? How many of you have met your MPOO face to face? Are you in touch with your Senator's staffers? Those who attended had the opportunity to meet and greet all of the above. **Network!**



*Deb and Valerie show us how District employees tear their hair out in frustration.*



*Convention is when we get to wear our fancy shoes.*



***Stress Management: Understanding Stress***

Stress management begins with you. Your reaction to stressors is very important. Your response impacts how stressful situations will be to your body, mind, emotions and relationships. The first step to managing stress is awareness. You have to be aware of the warning signs in your body that you are under stress. Then you can do something to stop stress.

***Signs of Stress***

How do you know you are stressed? You may be aware of certain patterns in how you react to too many demands. Take a look at the list below and identify any signs that you are under stress. Pay close attention to physical warning signs as these are often the first clues that you are stressed.

***What’s Causing Stress?***

The next step is to identify the situations that are causing you to feel stressed. When you find yourself tied up in knots, emotionally or physically, ask yourself, “What has just happened that makes me feel this way?” “Does this person, place, event, or thing make me feel this way?” Then check the symptoms from the list in the table.

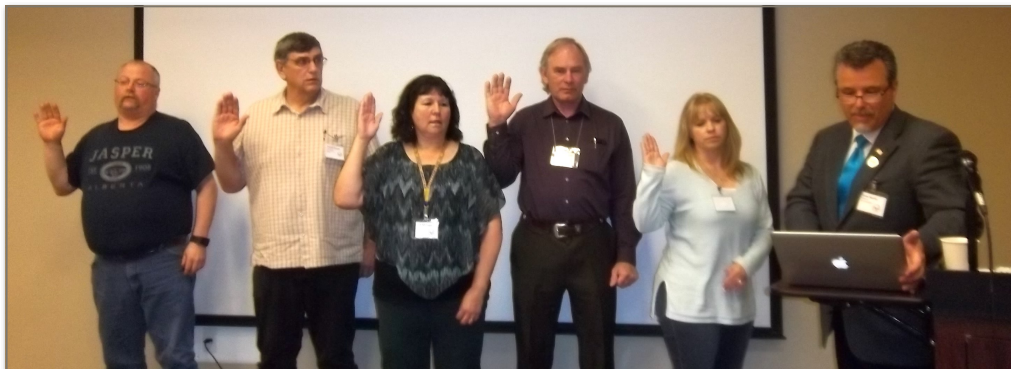
***Learning to Relax***

Learning to relax is a powerful way to stop stress. Practice these few simple steps to calm down.

- Take a few deep, cleansing breaths
- Take a break
- Walk and talk more slowly
- Keep your sense of humor and laugh!

There are also simple relaxation exercises you can do on the spot.

<b><i>Deep breathing</i></b>	exhale slowly, and tell all your muscles to relax
	say as you exhale, “I feel tension and energy flowing out of my body.”
	repeat the above exercise five or six times and you’ll become more relaxed.
<b><i>Whole-body tension</i></b>	tense every muscle in your body; stay with that tension and hold it as long as you can without any pain.
	slowly release the tension and very gradually feel it leave your body.
	repeat three times. Notice how your feelings change.
<b><i>Shoulder shrugs and head rolls</i></b>	try to raise your shoulders up to your ears. Hold for the count of four, then drop your shoulders back to normal position.
	rotate your head and neck. Vary this by rotating your shoulders up, down, and head and neck around first one way, then the other, then both at the same time.
<b><i>Imagine air as a cloud</i></b>	open your imagination and focus on your breathing.
	as your breathing becomes calm and regular, imagine that the air comes to you as a cloud it fills you and goes out.
	notice that your breathing becomes regular as you relax



## Montana Chapter of the United Postmasters and Managers of America *Board of Directors*

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# Form 1187

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

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

## Section A: All New Members Complete

Your title determines whether you also complete Section B or C

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

## Section B: To Be Completed by Postmaster

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

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

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

## Section D: For Use by the Employee Organization

**P**

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

## Section E: 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 filing such a revocation form or other written revocation request "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22350-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
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## Section F

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

Who/what most influenced your decision to join UPMA?

UPMA NATIONAL OFFICE FOR PROCESSING



# 1st UPMA National Convention

Aug. 5-10, 2017

## Official Registration Form

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

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title: First Name (for your badge): \_\_\_\_\_

Postmaster

Supervisor Post Office You Represent City: \_\_\_\_\_ State: \_\_\_\_\_

Manager Your Mailing Address: \_\_\_\_\_

OIC

Associate City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP+4 \_\_\_\_\_

PM Retired

Spouse Cell Phone: \_\_\_\_\_

Guest E-mail: \_\_\_\_\_

**First-Timer/  
PM Retired  
First-Timer?**  
 Yes  No

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

Please circle the appropriate fee:

	1/1/17- 3/31/17	4/1/17- 7/15/17	After 7/16/17
Postmaster/Manager/Supervisor/ OIC/Associate	\$215	\$240	\$265
Postmasters Retired or Guest*	\$186.25	\$205	\$223.75
<i>(PM Retired Luncheon included)</i>			
Auxiliary/Spouse/ Postmaster Guest	\$161.25	\$180	198.75
<i>(Does NOT include PM Retired Luncheon)</i>			

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

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

Grand Banquet: Aug. 9, 2017

### Payment Information

Convention Fee: \$ \_\_\_\_\_

\_\_\_\_\_ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ \_\_\_\_\_

**Total Payment:** \$ \_\_\_\_\_

Check payable to UPMA

Visa/MasterCard

Card number \_\_\_\_\_

Card security code: \_\_\_\_\_ Expiration date: \_\_\_\_\_

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

Signature: \_\_\_\_\_

**Mail with full payment to UPMA National Convention  
Registration, 8 Herbert St., Alexandria, VA 22305-2600.**

**Questions? Call 703-683-9027**

### Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 1, 2016. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after May 1, 2017.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 1, 2017, or all rooms in the block are sold, whichever comes first.

#### Galt House Louisville

1-800-THE-GALT

(1-800-843-4258)

\$119—single/double/triple/quad

**Be sure to request the  
Postmaster convention rate.**

### Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by April 1, 2017, for 75 percent refund; and by July 1, 2017, for 50 percent refund. No refunds after July 1, 2017. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.

Louisville, KY

# Fair Treatment Of Civil Service Retirement System (CSRS) Annuitants:

*Copied from April 2017 UPMA Leader, page 36:*

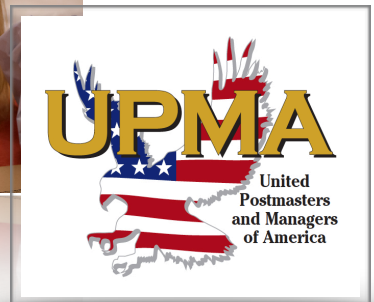
More than 30 years ago, two provisions were enacted that unfairly penalized CSRS annuitants: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

The WEP is a one-size-fits-all mechanism that reduces the Social Security benefits of workers who also participate in pension plans not covered by Social Security, such as the CSRS. In the past Congress, Rep. Kevin Brady (R-TX), chairman of the House Ways and Means Committee, introduced H.R. 711, the "Equal Treatment of Public Servants Act." The bill would have repealed the WEP and replaced it with a fairer formula that would treat CSRS participants similarly as other American retirees. The bill was scheduled to be considered by the Ways and Means Committee in July 2016, but an unexpected amendment was offered that eroded the measure's wide support. We hope that similar legislation will be introduced this year.

## **UPMA would support a more equitable formula to calculate the Windfall Elimination Provision.**

The GPO reduces a CSRS retiree's Social Security spousal or survivor benefits by an amount equal to about two-thirds of the CSRS annuity. In the previous Congress, Rep. Rodney Davis (R-IL) introduced H.R. 973 and Sen. Sherrod Brown (DOH) introduced S. 1651-both known as the "Social Security Fairness Act." The bills would have repealed the WEP and GPO.

## **UPMA would support legislation that repeals the Government Pension Offset and Windfall Elimination Provision.**



Montana Chapter of the  
UPMA



PO Box 1  
Neihart MT 59465

