

THE CALIFORNIAN

The Official Publication of the California Chapter of the United Postmasters and Managers of America



**California State Chapter Convention attendees.
Registered totals were:
32 active, 28 Retirees and 4 guests.**



New Officers Voted in for the California Chapter UPMA starting November 2017 are left to right: Kristi Rico and Katherine Coleman VP's North, Pam Forest Secretary Treasurer, Jackie Deter VP South, Annette Ashford VP Central, Lupeta Mahoney VP South, Mary Fine VP Central, Angelita Daniels Executive VP, Sharie Hetzler President, Jeff Perry, and Charles Hearne Past Co-Presidents.

CALIFORNIA CHAPTER 2017 CONVENTION SACRAMENTO



Audry Manuel, Service Rep and Convention Coordinator!



Jeff Perry, Lisa Jackson, Pacific Area Controller, with Jeffrey Lelevich, District Manager Sacramento and Charles Hearne



Jeff Perry and Charles Hearne, Co Presidents



Marianne Black, Legislative



Mike O'Brien, Parliamentarian



Tawnya King, Sacramento Labor Relations, Luis Castaneda, Sacramento SOMS, and Sal Cardinal, and Alfred Valdivia, Sacramento MPOO's



CC Craig, CA State PM Rep



Jim Maher, Nat'l West VP



Layton Hansen, Membership



Richard Garcia, VP



Engagement Ambassador program, Tim Basquez and Richard Nunes



Mary Fine VP



Jackie Deter, VP & Postal Area Coordinator



Katherine Coleman



Nina Paul, Deputy Managing Counsel, USPS SF



Pam Forest and Shari Hetzler, Co-Secretary/Treasurer



Skype-ing with Bob Levi, Director of Government Relations



Lynda LaForce



Angelita Daniels, VP



Norma Powell, Natl VP



Jack Wilkins, Candidate for National Retirees President



Lorri Meza



Chris Casey, PAC Chair and Kim Paddock, Sgt at Arms, with Brent Cofield, and Norma Powell.



Clarice Golden, Chaplin, and Patricia Bennet, Editor



Brent Cofield



Betty Hicks, Retirees California Chapter President



Retirees Elected Officers are: Deena Wood-VP South, Beverly Fickes-VP North, Cindy Solo Curl-VP Central Audry Manuel-Sec/Treasurer, Clarice Golden- Executive Vice President, and Betty Hicks-President.



Annette Ashford



Margaret Daniels

CALIFORNIA CHAPTER CO-PRESIDENT



JEFF PERRY

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Information exposed to a 6 year old is now equivalent to what a was processed by a technically savvy baby boomer in their early 50s. Information overload is what I call it. The amount of videos, movies, educational electronic toys, and television exposes the young kids to years' worth of sensory images in days or weeks compared to what baby boomers and Generation X were exposed to.

As Postmasters we feel that overload of technology daily. Courses that used to take 40 hours or more are condensed into a couple of hours. With constant changes in systems, protocols and instructions, even in a technological environment, the Postal service can't even keep up with their own instructions and changes in their manuals. The DMM, IMM, POM and other manuals are no longer in print. Why? Because they change before they can get them printed. Our brains can only process so many things at once. With customers, employees, family members and our jobs always increasing the amount of information we have to process

Tick tock, tick tock... Time is so very precious; Time with your family and friends, time that you volunteer to help someone less fortunate and time that you spend at work. As I get older, time just seems to speed up every year. Why is that?

A few years ago I sat through a presentation that explained how 20 years ago the amount of information

exposed to a 6 year old is now equivalent to what a was processed by a technically savvy baby boomer in their early 50s. Information overload is what I call it. The amount of videos, movies, educational electronic toys, and television exposes the young kids to years' worth of sensory images in days or weeks compared to what baby boomers and Generation X were exposed to.

daily, our brain shuts off some things that it determines are less important. As our brain determines what to make note of and what to remember, it stores those events very similar to placing a file into a folder. This folder gets compressed so it doesn't take up much space but as those events get stored in your brain, your perception of time speeds up. Where did they day go? We have all asked ourselves that probably more than we would like to admit. I am no expert but recently I have begun to develop a few things that have helped me improve.

First, make a plan. If you find things are continually not getting done, or are overwhelming, put pencil to paper and make a list. Secondly, look at the list and find those things that don't take much time and get them out of the way first. Suddenly, your list is much shorter. That overwhelming feeling is just a little less. Next, look at your list and see if there are things that are similar and can be done at the same time or concurrently. This process helps you by keeping focus on similar tasks speeding up the completion process. Finally, put the remaining items on a specific plan. Whether it's a date or a time of day, find a way to fit it into your busy schedule. If you have to break it up, break it into smaller steps; what you need to do to prepare, how you plan on actually acting on it and what you need to do to complete the process.

I know it sounds like over simplification but it works. Give it a try and if you don't get everything done, make a new list with those things you did not accomplish as a higher priority. There will always be something more to do; another report, another surprise issue, a late truck, or another duplicate task that is being assigned. Take control. Don't let it beat you down, be proactive and make a plan. If you feel you are drowning, ask for a life raft. That is what your manager's job is, not necessarily to do the work for you but to help you accomplish those tasks they have placed on you. If you are one of those people who this is easy for, offer a hand to your neighbor or peer. They may not have the same area of strength that you have. We are all one team with one goal so let's help each other out!

NEW CALIFORNIA UPMA MEMBERS

| | | |
|---------------------|-------------|----|
| Christine Hollander | Angels Camp | PM |
| DeAnn Williams | Blue Lake | PM |
| Shanda Duro | Glen Ellen | PM |

CONGRATULATIONS NEWLY RETIRED!

| | |
|----------------------|-------------------|
| Donna Collier-Landau | Elk Grove |
| Angelina Allum | San Clemente |
| Evelyn Carpenter | |
| Debra Pendleton | Pacific Palisades |
| Kong Hu | Talmage |
| Terry Jackon | Soquel |

NEWLY PROMOTED

| | |
|-----------------|---------------|
| Brad Anderson | Manteca |
| Scott Warkentin | Orange Cove |
| Pamela Forest | Patton |
| Ayesha Denson | Redondo Beach |
| Maria Lane | Talmage |

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CO-SECRETARY TREASURER



SHARI HETZLER

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replace administrative leave. There is so much that we do not get from post office training, but do you reach out for training outside of Learning Management System? Do you allow your organization to help you with the day to day of being a postmaster or manager?

It isn't easy admitting that I don't know everything about my job, but I don't. Thank goodness that I have the network that comes with being a member of the United Postmasters and Managers of America. I don't get the network from sitting in my office or attending FOR. I have my network by associating on MY time with postmasters and managers who are doing their best at their jobs too. Slowly I have built up a list of people that I can call when I have an issue and some of them will refer me to another person. Some names I got by attending conventions and going to the breakouts where someone was sharing how to handle situations. The name was not always the instructor. Sometimes it was another postmaster or manager there to glean help as well. I always learn something.

I have to tell you that I have a great office. Every once

EDITOR



PATRICIA BENNET

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10,000 people have signed up. UPMA National Convention is August 5-10, 2017. The Registration Form is on Page 10, this issue. Join us in Louisville KY and learn more about what UPMA really does for YOU!

The Only Thing Constant is Change

Even as we sat in convention and talked about the new organization, things were happening. If you were not there, then you may have been part of the happening. I want to see some of the happenings ended. I want education and training to discipline and admin-

istrative leave. There is so much that we do not get from post office training, but do you reach out for training outside of Learning Management System? Do you allow your organization to help you with the day to day of being a postmaster or manager?

in a while I come up with something to stump myself. A few months ago it was a finance matter. I called a friend. Another time it was something about street delivery, which I don't have, but I like to stay current. What is your challenge? When you have a question, do you have a buddy that will help you? I certainly hope so. It does not have to be someone in your district or MPOO group. I have called Texas, New York and a few other places to get tools. I am like you. I want to be successful at my job and that requires stepping outside of the box at times.

Lisa Jackson came to convention to share about our new acting AVP Larry Munoz. I don't know about you, but I want to know what to expect with him taking on this new position. She talked about that—scanning, WTIL, safety, parcel performance and even NPA. He wants us to hold people accountable for their work. We need to make our ultimate goals the same: maintain service, be contractually compliant and maintain integrity.

I know that having integrity seems to be a challenge. At least it does when postmasters are being put off on Admin for things that seem to be out of integrity. Who counts your mail? Have they been trained correctly? Have you watched them at one time or another to be sure that it is being entered correctly? Speaking CSDRS, are you checking on that? Did you take a walk around your unit looking for mail that wasn't taken to the street? Is it on CSDRS? Even if CSDRS is populated by a supervisor, you should be looking at it daily.

TACS, CSDRS, training, logs and even your paystub should be checked regularly. All are things that you are responsible for the correct numbers, even the ones in which you don't make the entries. Look at the reports. Verify. You are right. You don't have any extra time. How much time will it take for the investigative interview about the reports that you did not see? How many knots will be in your stomach while you wait for the discipline to be issued—or not? Sometimes to save time you must spend a little in ways that you had not planned.

2017 CA UPMA SCHOLARSHIP WINNERS

Kellan McLaughlin – Grand child of Cheryl McAuliffe-Corey Retired Postmaster: Enrolling at the University of Nevada, Reno and majoring in psychology with a specialty of behavioral analysis as a criminal psychologist.

Rita McAuliffe – Daughter of Cheryl McAuliffe-Corey retired Postmaster: Enrolled at Sierra Nevada College as a graduate student and pursuing a Master of Arts in Educational Education.

Zoe Stephens – Niece of Paul Widener, Retired Postmaster-Enrolling at Keystone College and studying to be a wildlife biologist.

Alejandro Sandoval – Nephew of Alfonso Saucedo, Postmaster-Enrolling at University of Nevada, Las Vegas to obtain a Bachelor's degree in Hospitality Management with a concentration in restaurant management.

LEGISLATIVE BEAT



MARIANNE BLACK

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You Can't Cross The Sea Merely By Standing And Staring At The Water- (Political Quote)

It seems to me we have been staring at the water for some time now. Might this be the year we start out across the sea?

One week ago, at our 1st UPMA CA Chapter Convention, we heard from our UPMA Director of Government Relations, Bob Levi, via skype. He shared a few sobering facts. The US Postal Service generated a 3.7 billion dollar surplus in the

past three years.....sans the required 5.5 billion prefunding payment. The Postal Rate Commission reported 119 billion in total unfunded workers comp, pension and health care obligations at the end of March. The Postal Service, having reached our borrowing limits, can't borrow any more money. Our fleet is at or past the expected 24 year life span and parts are no longer available. This year our 5.5 billion annual health care prefunding obligation will increase to 6.8 billion. Market dominate products like 1C, standard and periodical mail declined 1.5% this past year. Our ability to complete our mission without postal reform legislation is in jeopardy as we could run out of cash in 6-12 months.

USPS impact reaches far beyond our 71.4 billion dollars of operating revenue and over 508 thousand career employees. We are the cog in a 1.4 trillion dollar postal economy employing 7.4 million workers. The rest of the "good news" is that the United States Postal Service was ranked as the most favorable federal agency with an 84% approval rating. However, popularity can't prevent volume declines or pay prefunding demands. At this point all we have is H.R.756 - Postal Service Reform Act of 2017. While not the bill we would have written, it is a consensus bill that could move forward. We must remember that "perfect is the enemy of good."

Currently the bill is awaiting action in the House Ways and Means and House Energy and Commerce Committees. The Chairman of the W/M Committee wants to do a tax bill first. California W/M Committee members include Judy Chu CA-27, Devin Nunes CA-22, Linda Sanchez CA-38 and Mike Thompson CA-5. The Energy and Commerce Committee also has CA members. They include Tony Cardenas CA-29, Anna Eshoo CA-18, Doris Matsui CA-06, Jerry McNerney CA-09, Scott Peters CA-52, Raul Ruiz CA-06 and Mimi Walters CA-45. Please call, write, fax, email or visit these committee members and ask them to talk with the committee chairman and ask them to act on H.R. 756 as quickly as possible. H.R. 756 currently has 13 cosponsors, none from California. Contact your Congressional Representative and urge him/her to cosponsor the bill. Right now this legislation is the only lifeline available. We need Congress to move this bill.

MEMBERSHIP NOTES



LAYTON HANSEN

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Our membership consists of 490 Postmasters. 153 Other EAS, 413 Retired and 51 Associate's. 39 of our retired members are life time members, (free dues). Our 145 Other EAS members is 2nd in the nation.

The other side of the coin is 316 non-member offices. I like to refer to them as opportunity offices. The last edition of the UPMA Leader has a list of career awareness conference's

scheduled for July and August. I, Board members and any member willing to assist will set up a table and recruit. The first date is July 16 in the Sacramento District.

the organization. They pay full dues and have voting rights and can hold an office in the organization.

The National Executive Board approved 6 months' free dues for all non-members. This offer is available until the end of 2017.

Be sure to register and attend the National Convention in Louisville, KY August 5 to August 10, 2017.

- This will be the first UPMA National convention.

At the State convention, I chaired a committee meeting on membership and some ideas were discussed. One problem we are having nationally, is receiving a list of newly appointed postmasters from USPS headquarters. I have learned most if not all Districts publish a directory of postmasters. If you can obtain this list and email it to me at: wcpmlah@aol.com, it will help me recruit these newly appointed postmasters. I will contact by mail then ask postmasters in the same district to contact by telephone or in person as a follow up.

Remember to move the mail and protect the money.

Remember, any EAS employee may be a regular member of



H.R. 756 is the Postal Reform Act of 2017. This is a bipartisan bill that is the best opportunity we have had in many years to pass positive postal legislation. There are several important provisions in the bill. It will give relief to retiree health care prefunding requirements, refund excess retirement contributions and enhance and promote innovative revenue growth. These are just a few of the provisions contained within the bill. The bill does not represent everything that we need but it is a start to begin moving in the right direction.

I challenge each of you to support this legislation by contacting your local representative. It is as easy as picking up the telephone and making a call. If you do not feel comfortable speaking with someone, send an email. Better yet, remember the old-school letter or postcard?

Below is the 2017 Legislative Advocacy Summary. It outlines UPMA's position on current legislation.

CHRIS CASEY-chris.casey@pacbell.net 925-674-9385

26,000 Active and Retired Postmasters and Postal Managers Promoting Postal Vitality, Affordable Universal Mail Service and Secure Employee Benefits

Protecting and Enhancing Our National Postal System

A decade ago, the U.S. Postal Service became the only entity – public or private – required to prefund its retiree health benefits. (Congress appropriates U.S. military retiree health benefits.) This exceptional postal obligation devastated the operations and finances of the U.S. Postal Service, the security and morale of its employees, and services provided to millions of Americans who rely on a quality universal postal system. The agency and its employees emerged from the protracted recession seriously wounded by the prefunding obligation. Absent the debilitating \$5.5 billion per year requirement, the Postal Service would have realized operating surpluses for the past three years. (The payment for this year will be \$6.7 billion.) Despite the unfair burden, the USPS managed to achieve an operating surplus for the past three years. In a large part, this is attributable to workforce reductions and service changes that impacted service to the American public. The lack of measurable fiscal breathing space impairs the Postal Service's ability to modernize operations, invest in capital, energize its workforce, and be more innovative in its products and services.

For these reasons, UPMA supports **H.R. 756**, the bipartisan Postal Reform Act of 2017. UPMA believes that this bill would help to:

- Lessen the harmful impact the retiree prefunding requirement has on postal solvency and operations
- Encourage postal product and service innovation
- Promote postal pricing that more accurately reflects the true costs of mail acceptance, processing and delivery
- Enhance a universal, accessible and affordable governmental postal system

In addition to the core elements of the bill, UPMA strongly supports provisions to assist Postmasters and managers of retail postal facilities make critical improvements and safeguards to postal operations. The measure helps to stabilize a nationwide postal network, and sustain rural mail service.

H.R. 756 includes the following key provisions:

- Facilitates equitable calculation of the Postal Service's retiree health and pension liabilities by using postal-specific demographic data
- Offer relief from the debilitating retiree health liability by coordinating postal retiree Medicare benefits with the Federal Employees Health Benefits Program (FEHBP) and by creating a postal-only component within the FEHBP
- Enhance opportunities for revenue growth by enabling the Postal Service to offer innovative products
- Provide the Postal Service with needed rate stability and flexibility by reinstating one-half of the exigent rate adjustment that lapsed in 2016
- Safeguarding quality mail service by implementing a temporary pause on further post office hour reductions or reclassifications of post offices that serve small and rural communities, pending a study by the Postal Inspector general
- Provides MSPB appeal rights for certain EAS level employees

There is presently no Senate companion bill to **H.R. 756**. In the previous Congress, UPMA supported **S. 2051**, the bipartisan "Improving Postal Operations, Service, and Transparency Act" (iPost), which included many of the same key provisions as **H.R. 756**.

UPMA supports H.R. 756 and requests its prompt passage; UPMA urges the Senate to introduce postal legislation promptly

PM REP STATE OF CA



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I retired after 36 years of service in 2001 and have been an active NAPUS member since 1991. I was born, raised, went to school, raised my family, and live in Sacramento.

I did not have to travel far to attend our first joint State Convention held at the downtown Embassy Suites Hotel in Sacramento from April 21st through the 23rd. For those of you who did not attend or have never attended a

First, I would like to introduce myself to the membership since we have now merged both organizations into the united UMPA. I have served NAPUS as the State's Postmaster Representative for the past 15 plus years. I am a retired Postmaster and my last office that I served in that position was Rancho Cordova, CA 95670.

I retired after 36

convention, you missed an opportunity to not only meet and network with those who have similar responsibilities, but also those who have been through and experienced much of what you might experience now and later in your career. Things change, never does anything stay the same. We used to have convention leave to attend State and National conventions, our retirements benefits have changed from CSRS to FERS, and many Post Offices no longer have Postmasters. One thing that never changes is our responsibility to do our jobs and we are now held to a higher standard to do our jobs and also how we conduct ourselves.

What I heard at this convention is that the Postal Service has realized that people who are hired into these positions, were it be a Manager or Postmaster, need training and engagement to be able meet the standard regarding job requirements and conduct. My job as Postmaster Representative is to ensure that your rights are protected should you find yourself being investigated for an adverse action situation and to advise many of my helpers that stand by and with you when you get that call to meet for an investigative interview for something you may have done or not done. I look forward to serving out this year in this position, but also would like to mentor or have an active member succeed me next year.

CALIFORNIA STATE CO-VP



MARY FINE

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For current Postmasters, I realize how DIFFICULT it is to get away from your office, I know how HARD it is to use your much earned, precious annual to take a day to go to convention and I UNDERSTAND how challenging it is to join in something for an entire weekend, after you have worked all week. Not quite your ideal, "choice", weekend you might think, but how wrong that thinking is. Convention is an added tool/support to our seemingly dwindling

The first UPMA California State Convention has come and gone. To all the retired and active members in attendance, thank you.

This convention was incredibly inspiring, as two organizations merged to develop the comingling of thought and idea to enhance the future for our newly formed United Postmasters and Managers of America=California Branch.

supply of resources. Convention is an excellent opportunity to network, converse and engage with other Postmasters and managers. Convention allows you an incredibly valuable asset, which is not easily accessible in day to day operations, to gain knowledge and experience from the retirees of our organization. What a wealth of knowledge they can be!! You can also benefit by feedback and assistance from other Postmasters, collaboratively bouncing off ideas for situations you may be experiencing in your operation. You can also obtain valued information from ALL levels of Postmasters, in order to acquire different aspects that are involved in Postmasters daily duties—but in a relaxed atmosphere. Something we cannot attain in our usual hectic daily schedules or 4dx whirlwind environment. Another benefit--you get the opportunity to meet and converse with fellow Postmasters and create lifelong acquaintances. This is an invaluable perk!

Please become involved, join the ranks of the active and retired members of UPMA. UPMA—the organization that promotes, educates, legislates and informs all postmasters and managers in their careers and retirement! Next time you see the opportunity to attend state or national convention, don't disregard the idea! Encourage your neighboring Postmaster to join you in this venture and atmosphere of encouragement and empowerment. It is truly a fabulous, worthwhile experience. Don't just PAY, PARTICIPATE!!!!

UPMA 2017 BUDGET BY PAM FOREST, CO SEC-TREASURER

| <u>CAL UPMA</u> | | | | | |
|--------------------|--------------------------------|---------------------|---------------|--|--------------------|
| <u>2017 BUDGET</u> | | | | | |
| | | | THRU | | DIFFERENCE |
| INCOME | BUDGET | | | | TO BUDGET |
| DUES: | PM WITHOLDING | \$70,000.00 | | | \$70,000.00 |
| | ASSOCIATE | \$1,000.00 | | | \$1,000.00 |
| | RETIREE | \$4,000.00 | | | \$4,000.00 |
| | Sub-total | \$75,000.00 | \$0.00 | | \$75,000.00 |
| | INTEREST | \$800.00 | | | \$800.00 |
| | MISC / CASH | \$700.00 | | | \$700.00 |
| | STATE CONVENTION | | | | \$0.00 |
| | TOTAL | \$76,500.00 | \$0.00 | | \$76,500.00 |
| EXPENSES | | | | | |
| | THE CALIFORNIAN | \$18,000.00 | | | \$18,000.00 |
| | CHAPLAIN | \$130.00 | | | \$130.00 |
| | COMPUTER | \$500.00 | | | \$500.00 |
| | FALL BOARD MEETING | \$4,000.00 | | | \$4,000.00 |
| | Harold McGraw Award | \$500.00 | | | \$500.00 |
| | HOSTESS | \$0.00 | | | \$0.00 |
| | LEADERSHIP CONFERENCE | \$0.00 | | | \$0.00 |
| | LEGISLATIVE Reimbursement | \$0.00 | | | \$0.00 |
| | LEGISLATIVE CHAIR | \$2,000.00 | | | \$2,000.00 |
| | COALITION | \$500.00 | | | \$500.00 |
| | GENERAL | \$0.00 | | | \$0.00 |
| | | | | | \$0.00 |
| | MEMBERSHIP CHAIR | \$2,000.00 | | | \$2,000.00 |
| | MISC | \$500.00 | | | \$500.00 |
| | NATIONAL CONVENTION | \$6,000.00 | | | \$6,000.00 |
| | OFFICE SUPPLIES | \$100.00 | | | \$100.00 |
| | OFFICER TRAVEL | \$100.00 | | | \$100.00 |
| | PAC CHAIR | \$2,500.00 | | | \$2,500.00 |
| | PARLIAMENTARIAN | \$750.00 | | | \$750.00 |
| | PAST PRESIDENTS DUES | \$1,000.00 | | | \$1,000.00 |
| | PM REP - GENERAL | \$5,000.00 | | | \$5,000.00 |
| | POSTAGE | \$0.00 | | | \$0.00 |
| | PRESIDENT LINE ITEM | \$1,000.00 | | | \$1,000.00 |
| | RETIREES | \$3,500.00 | | | \$3,500.00 |
| | SCHOLARSHIP | \$0.00 | | | \$0.00 |
| | SERVICE REP | \$1,200.00 | | | \$1,200.00 |
| | SGT@ARMS | \$300.00 | | | \$300.00 |
| | STATE CONVENTION | \$25,000.00 | | | \$25,000.00 |
| | TOTAL | \$74,580.00 | \$0.00 | | \$74,580.00 |
| | | | | | |
| | NET = OR - | \$1,920.00 | | | |
| | | | | | |
| | | | | | |
| | ACCOUNTS AS OF: | | | | |
| | ID 00 REGULAR SHARE SAVINGS | \$10.71 | | | |
| | ID 10 GENERAL FUND MONEY MARKE | \$40,557.25 | | | |
| | ID 11 REGULAR CHECKING ACCOUNT | \$49,397.41 | | | |
| | ID 13 STATE CONVENTION MONEY M | \$13,655.95 | | | |
| | ID 14 SCHOLARSHIP MONEY MARKET | \$8,369.99 | | | |
| | ID 15 LEGISLATIVE MONEY MARKET | \$1,105.91 | | | |
| | 18 MONTH CD | \$40,845.04 | | | |
| | TOTAL | \$153,942.26 | | | |

NATIONAL UPMA VP



NORMA POWELL

Groveland

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new board will be seeking active members to consider for committee assignments. Step up and volunteer (committees are listed in this publication).

Congratulations to CA new president Shari Hetzler and the new board. In addition to volunteering your time, your current Co-Presidents Charles and Jeff are looking for feedback from the state convention.

I want to thank the CA branch for the experience of my first convention stop as VP for UPMA. Audry did a great job of chairing this year's first CA UPMA state convention. It's a big job who will be next?

UPMA Needs You! "Volunteer"

1. A person who voluntarily offers himself or herself for a service or undertaking.
2. A person who performs a service willingly and without pay.

I begin with the definition of this word to remind members that this is a volunteer organization, striving to help other postmasters, managers and supervisors. Your

Your new board takes office 11/1/2018. Some may wonder why so long? During the first 2-years, the code was established to ensure a consistent start for the two organizations.

I commend the state for the adoption of the CA Code included in this publication. Parliamentarian Mike O'Brien did a great job. It takes a lot of effort to blend two organizations together. Moving ourselves from comments like "that's not how we do that" to "how do we want to do that?" was encouraged by our Engagement Ambassadors during the convention.

Advocacy Days in DC were well attended except for CA. Retiree Margaret Daniels and I walked the halls of Congress for CA and NV. While we visited many of our Representatives, we needed help- we need YOU! My hope in 2018 is to find the halls of congress filled with California UPMA members.

The national board is working to provide educational videos and classroom training at all events. You will find some of this training at the National Convention. All board members should be in attendance, as we continue to grow into our new UPMA organization. Have you reviewed the new educational videos on our national website? If not, use your member ID number located on your copy of the Leader to access. UPMA has the new videos posted at unitedpma.org.

My next stop will be the Central Valley Chapter hosting their first training in Plymouth on May 19th. Watch your mailbox for details, then NV convention starting May 20-23rd.

See you in Louisville.

RETIRES CORNER: CO PRESIDENT



BETTY HICKS

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The California Chapter UPMA Retirees had its first meeting and we survived!!! There are always bumps when starting out on a new adventure and organizing is one. The State Executive Board had the by-laws ready and read as required. The Retirees by-laws are in compliance and copies will be available.

Retirees Elected Officers are: Betty Hicks-President, Clarice Golden- Executive Vice President, Beverly Fickes-VP North, Dena Wood-VP South, Cindy Solo Curl-VP Central and Audry Manuel-Sec/Treas.

One of the main issues discussed was how to get more people to attend. As for the Retirees, we want some fun and interesting things to do (tours, wine tasting, various sites to see etc.), so we encourage all of you to offer suggestions so it will be what we want. The Retirees make up almost one half of attendees and that shows our dedication to the organization. We should help the Membership chairperson by encouraging others to attend.

Mentor the new Postmasters as they come in. Help them to feel as comfortable as we do. I encourage all of you to be a committee of ONE to help our Organization grow. I also encourage you to get as many Postmasters, Managers and OIC's to attend our conventions as possible.

Do you remember your first convention? What kept you wanting to come again? I cherish the friendships most of all. This is really a new day, a new beginning and we can make it what we want. I hope to see you at The National Convention in KY.



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 City: _____ State: _____ ZIP+4 _____
 Associate
 PM Retired Cell Phone: _____
 Spouse E-mail: _____
 Guest

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

Convention Registration (only one person per form):

Please circle the appropriate fee:

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

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

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

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.



2017 STATE CONVENTION PHOTOS SACRAMENTO



Level Breakout: 18-21
Committees Membership

Site
Selection

Newletter Deadlines

The Californian is published 4-6 times a year. The deadlines for submission of articles and photographs are as follows:

January/February.....January 25
March/April.....March 25
May/June.....May 15
July/August.....July 15
September/October.....September 15
November/December.....November 15

Early submissions are desirable and appreciated. The dates above are provided to assist in this. Please email articles and digital photos to Patricia Bennet at pebfilm@comcast.net. Guest contributions including articles, photos, comments and suggestions are welcomed.

Co-Presidents: Charles
Hearne and Jeff Perry
Co Secretary Treasurers:
Sherri Hetzler and Pam
Forest
Editor Patricia Bennet

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