

January 2019

Tennessee Chapter Leader

Happy
New Year!



WHAT IS YOUR TRADEMARK?



“Your smile is your logo, your personality is your business card, how you leave others feeling after an experience with you becomes your trademark.” – Jay Danzie

I assisted a lot of offices during the Christmas period, and I can tell you that we have got to change the mentality of our employees to be able to sustain the business – The Postal Service. It has been very eye opening for me to visit some of our offices. We hear a lot about engagement, actually in everything that we do, but we have got to lead by example. I jokingly say that I can retire in 47 more years, if we as an organization don't change, we will not survive another 47 more years. This change should start with US!

There are great employees, there are bad employees, there are great managers and postmasters and there are bad managers and postmasters. What defines a great employee from a bad employee? Each of us have different views of what makes up those 2 groups of people, but it is our responsibility to make the bad employee a great employee. Now I'm not living in the dark and I know that sometimes

that is impossible to do, but I am just encouraging you to give it a try. You should set the tone for your office.

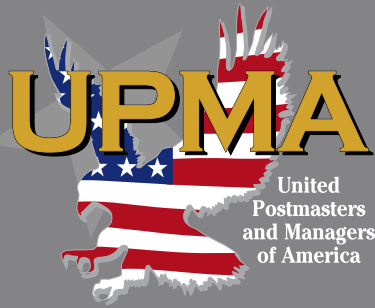
I want to thank each of you for making a successful Christmas season and wish you all a Happy New Year. New Year's always brings a lot of new resolutions. What are yours? Are they attainable? Are they within reach of your capabilities? Maybe you don't like how last year turned out, it is up to you to make that change with yourself or maybe your employees this New Year. I personally am going to work on the above statement from Mr. Jay Danzie and I challenge each of you to do the same. What will your trademark be for 2019?

I am truly honored to be your state President.

Sherwin

10 Things That Will Speed Up Your Personal Growth

1. Don't learn from success stories, learn from failure stories.
2. Don't follow the crowd, follow your own way. Do what you love.
3. Chase your vision and dream. Success will start following you.
4. Act like you are confident and can handle everything. "Fake it until you make it".
5. Be a better listener and meet new people.
6. Love yourself and take care of your health.
7. Be curious and ask questions all of the time.
8. To learn something new, teach others how to do it.
9. Always come to the office on time.
10. When you are working, only use your smartphone for calling and nothing else.



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Betty's Bits & Pieces

I seriously cannot believe Christmas is almost here! They say time flies when you're having fun, so I must be having a lot of it!

The New Year is coming, and with it brings many opportunities for UPMA members. I cannot express enough the need for everyone to participate in the Legislative Summit In January. We may be retired, but we need to our Congressmen and Senators to know we are against any legislation that would negatively impact our retirement or the operation of the Postal Service.

Next comes the State Convention in April with a great program planned. Be sure to register by January 31, 2019, to be eligible for one night's hotel and registration fee to be given away at our Business Session on Friday. In July, we have the National Convention in CT, and SOC will be in October. We would also like to have a Fall Outing at Henry Horton State Park In September or October just for fun, relaxation and fellowship. Please be sure to include these meetings in your travel plans.

Our active members have asked the retirees to support them with a TN Membership Blitz like the pilot project in NC that has been rolled out to all chapters. Thank you, Linda Carter, for sharing your information. Here is how it works:

Retirees will plan a road trip to visit all nonmember offices. Identify non-member offices in each 3-digit zip area; identify Retirees in each 3-digit area to visit the non-member; coordinate visits with Postmaster/Manager in advance; visit the non-member office to tell the UPMA story, benefits, etc; introduce chapter leaders and provide contact information; offer 6-months free membership, deliver a UPMA portfolio to all who signed 1187 on site; agree to follow-up as "mentor" to new members. National UPMA will provide Membership folders, brochures, 1187s, pens, and other membership materials. Local Chapter would pay for the portfolios, postage to correspond with nonmember offices, postage to mail portfolios and materials to volunteers, reimburse volunteers for mileage and lunch if desired.

The Executive Board approved the Plan, plus agreed to give each new EAS member a TN UPMA tee-shirt.

Sounds like a win-win to me! Here is a challenge, a little competition, and an opportunity to demonstrate that Retirees still ROCK! Ok, I'm in! Who is with me? Call, text, or email to volunteer. You are needed!

Merry Christmas and Happy New Year to you and those you love and hold dear.

Betty

RETIREES

Register by January 31, 2019 for the
State Convention in Mount Juliet
April 26-28, 2019 to be eligible to win
Registration Fee plus one Night Hotel.

Drawing will be Friday, April 26, at our
1:00 pm Business Session.

Must be present to win!

RETIREES FALL OUTING @ HENRY HORTON STATE PARK CHAPEL HILL, TN



September or October 2019

Actives are invited!

GOLF

Fishing & Canoeing

Skeet & Trap

Restaurant
Inn
Cabins
Campsites
Hiking
Fellowship

Good Times
Good Friends

We will be discussing this outing at our
State Convention in
Mount Juliet. Give us your ideas!

2019 UPMA RETIREES LIFETIME ACHIEVEMENT AWARD

I nominate _____, UPMA Retired, for the Lifetime Achievement Award for TN. I believe that he/she deserves this award for his/her dedicated time and efforts to UPMA as both an active and retired member.

1. UPMA:

A. Service to UPMA organization: _____

B. Committees: _____

C. Awards: _____

2. Postal Service:

A. Years of service: _____

B. Awards Received: _____

3. Community Service

A. Member of Clubs and Organizations: _____

B. Special information about the nominee's relationship to their

Community: _____

4. Additional information that you feel valuable toward this person's

nomination: _____

Note: Even if you do not have requested information, you may nominate an individual. The member must have been a member in good standing of TN UPMA. Additional comments may be made on back of form. **THE CURRENT STATE PRESIDENT IS NOT ELIGIBLE FOR THE UPMA LIFETIME ACHIEVEMENT AWARD.**

Nominated by _____ Signature _____

Winner will be announced at the State Convention. ***Please mail the nomination form no later than April 16, 2019,*** to the current president:

Betty Lawson
108 Jackson Lane
Jonesborough TN 37659-1512

Boosting Revenue

By Arlene Bush



Looking for ways to boost revenue for the U.S. Postal Service's money-losing operations, the Trump administration is suggesting selling access to mailboxes.

"The legal mailbox monopoly remains highly valuable," said a government report issued last week. "As a means of generating more income, the mailbox monopoly could be monetized."

The report, representing the efforts of a task force created by President Donald Trump, proposes a number of other changes to the U.S. Postal Service, including cutting costs and boosting prices for "nonessential services," including delivery of commercial mail such as advertising flyers. In November, the USPS reported its 12th straight year of losses, due to slumping mail volume and rising costs of retirement and health care benefits.

While the report didn't detail how much the USPS could earn from franchising mailboxes, it suggests the USPS could charge third-party delivery services such as UPS or FedEx to gain access to consumer mailboxes. It's currently illegal for other delivery services to drop packages or letters in a mailbox -- a restriction that even applies to neighbors stuffing flyers for a local event.

Ever ask yourself who should I contact?

Certain incidents need to be directed to the appropriate parties.

See attached for clarification.

Workplace harassment should always be reported to the HR Manager.

Investigative Responsibilities

Office of the Inspector General (OIG) Special Agents

** Internal Crimes committed by employees and contractors*

- Theft, Delay, Dumping or Destruction of Mail by Employees
- Theft, Sabotage, or Destruction of USPS Equipment by employees
- Narcotics Sales, Use, or Possession by employees
- Embezzlement and Financial Crimes
- Computer Crimes / Child Pornography by employees
- Injury Compensation/Healthcare Fraud
- Internal Affairs and Executive Investigations
- Contract Fraud/Kickbacks
- Whistleblower reprisals
- Egregious Official Misconduct
- Criminal Misconduct by W-2 employees off-duty
- Sexual Harassment



Hotline: 1-888-USPS OIG
(1-888-877-7644)

<http://www.uspsoig.gov/investigations/investigations>

US Postal Inspection Service (IS) Postal Inspectors

** External Criminal activity by civilians or non-postal personnel; Security of the mail, facilities and personnel*

- Dangerous or Threatening Mail
- Narcotics sent by Non-USPS person
- Child Pornography/Obscenity by Non-USPS person
- Fraudulent Money Orders and Checks
- Mail Fraud / Revenue and Postage Fraud
- Foreign Lotteries
- Identity Theft
- Mail Theft by Non-USPS civilians
- Security of employees, facilities and equipment
- Workplace Violence – Threats, Assaults, Robberies and Homicides of Employees
- Strong Armed Robbery or Burglary of USPS Facility
- Sexual Assault of an Employee

Hotline: 1-877-876-2455

<http://postalinspectors.uspis.gov>





Do you have your room reservation secured at the Mohegan Sun for the 2019 UPMA National Convention, July 27 – August 2, 2019? In the next few days we are making a decision to increase/decrease the number of rooms we are holding for the convention, and would like to be as accurate as possible. If you have not reserved a room, can you do this as soon as possible so we are looking at accurate numbers?

UPMA has a special rate at the convention hotel at the Mohegan Sun in 2019. 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 15, 2019. 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, 2019, or all rooms in the block are sold, whichever comes first.

Mohegan Sun

1-866-708-1340

\$139 single/double/triple/quad

****Be sure to request the UPMMA19 group rate.***

UPMA ACTIVE MEMBERS

Registers by January 31, 2019 for the State Convention in Mount Juliet, TN.



Win FREE registration and a one night hotel room! Register by April 26 2019.

Drawing will be held Saturday, April 27 at our Business Session.

THE EDDIE RUSSELL SCHOLARSHIP FUND

It's time to start getting your documentation ready for the Eddie Russell Scholarship Fund. The application is included with this edition of The Tennessee Leader. To qualify for the scholarship, the applicant must be a child or grandchild of a member or retired member of the Tennessee chapter of the United Postmasters and Managers Association. Legal guardianship is also acceptable.

The salary portion is no longer required because of concerns of members. The other documentation required is listed on the application. Please ensure all required documentation is filled out completely and submitted by the deadline date of March 31, 2019.

The scholarship is funded by donations only. TN UPMA needs your donations to be able to continue the scholarship fund. Donations can be made directly to TN UPMA. Donations in memory of a loved one are a great way to donate.

The Scholarship will be presented at the state convention in April 2019. If you have any questions, please contact me at the telephone number or address listed on the application.

Vicki Hicks

Scholarship Fund Scholarship Chairman



2019 TENNESSEE CHAPTER of UPMA EDDIE RUSSELL SCHOLARSHIP FUND APPLICATION

FINANCIAL

Family's adjusted gross income from tax return _____ (attach copy)

Total number family members at home and ages _____

Number of those listed attending college _____

Amount of other financial aid _____

GRADES - SAT or ACT Score _____ Circle One: SAT ACT Cumulative GPA _____

Attach copy of transcript SCHOOL RELATED ACTIVITIES

List all school activities (attach additional pages if necessary) _____

COMMUNITY ACTIVITIES: List all activities e.g. Church, Sports, Work, Volunteer

Applicant's Last Name First Middle

Address City, ST Zip

Phone Number Date of Birth Social Security Number

Name of School _____ Graduation Date _____

High School Principal* _____ GuidanceCounselor* _____

School You Plan to Attend-Name and Location _____

Has entrance application been submitted? _____ Have You Been Accepted _____

Parent/Grandparent/Legal Guardian is Postmaster at _____

Name and Complete Address of Parent/Grandparent/Legal Guardian _____

If Postmaster is retired, state where and when _____

Additional Requirements: Applicants must be the child or grandchild of an active UPMA Member or UPMA Retired Member. Children whose legal guardian is an active UPMA Member or UPMA Retired Member may also apply. *The applicant must submit educational history from the ninth grade of school to date of application, evidenced by school certificates, signed by the proper school authority, showing the courses taken and the grades received (transcript). All materials from third parties should be sent directly to the Chairperson(s) of the Scholarship Committee. Scholarship, leadership and financial need are the criteria by which applicants will be judged. It is the responsibility of the applicant to meet all guidelines and if they fail to do so they will not be considered.

Applications must be postmarked by **March 31, 2019**. Mail completed applications to: TNUPMA Scholarship Chairperson Retired Postmaster Vicki Hicks 242 Old Island Trail; Kingsport, TN 37664 Cell Phone: 423-782-6206



2019 Tennessee State Convention

Where: Comfort Suites
600 Red Ink Drive, Mt. Juliet, TN 37122
PH: 615/206-3310 • Fax: 615/773-1455
csmtjuliet1@gmail.com

When: April 26-28, 2019

First Name _____

Last Name _____

Title (please check one that applies): Postmaster UPMA Retired Guest
 Supervisor Manager

Post Office You Represent: City _____ State _____

Your Mailing Address:

City _____ State _____ ZIP _____

Daytime phone: _____

Email: _____

Registration Fee: (please circle fee that applies) Registration

On or before March 31, 2019 \$25; After April 1, 2019 \$50

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

Sherwin Taylor
607 Sugar Hollow Rd
Telford, TN 37690





825 Fugate Road
Evansville, TN 37332

TENNESSEE
STRONG

CSRS

Civil Service Retirement System (CSRS) retirees and Social Security beneficiaries will receive a 2.8 percent COLA in 2019, maintaining the value of their benefits in the face of rising consumer prices. FERS retirees, on the other hand, will only receive a 2 percent COLA in 2019, allowing inflation to erode the earned value of their annuities. This unfair discrepancy is supported by current federal law due to a bargain struck in Congress during the creation of FERS in the 1980s. Based on this law, FERS COLAs are unfairly capped at 2 percent when the full COLA falls somewhere between 2 and 3 percent, as it did for 2019.

Rep. Gerry Connolly, introduced the Equal COLA Act, H.R. 7165, to remedy the disparate FERS COLA calculation policy and provide all federal retirees with full COLAs and adequate protection from rising inflation. UPMA worked closely with Congress on this legislation and will continue to support as they shepherd the legislation through the House. UPMA will carry on fighting so that all federal annuities are shielded from erosion, as all federal retirees living on fixed incomes are impacted by rising consumer prices. Call your member of Congress to support H.R. 7165 and compel your legislators to cosponsor this legislation. Sure hope to see you all in DC Just a brief note on our legislative summit in DC for the ones that have registered you need to contact your Congressman and make an appointment. I will contact the senators and make us an appointment for the Tennessee Tuesday which will be on the Tuesday so if anybody has any questions just give me a call. Sure hope everyone has a blessed Merry Christmas.

Thanks,
Arlene Bush
931-979-9999

★ ATTENTION! ★
IMPORTANT NOTICE

Web Update

UPMA National and Chapter Officers,

The following has been post on our website www.unitedpma.org

Update: Level-20 Special Exemption for Postmasters without an authorized supervisor is in effect.

The new Postmaster Pay Package for extra straight time (code 035) for the level 20 Postmasters without supervisors (Occ Code 2301-6220) has been put in to production. All time should calculate effective this week (pay period 24 week 1) going forward.

This agreement is retroactive back to September 1, 2018 (pay period 19 week 1). Any extra hours to these employees that occurred retroactively back to pay period 19 week 1 can be processed through the AdjustPay application.