



GEORGIA CHAPTER

United Postmasters & Managers of America



Peaches & Print

Jan/Feb

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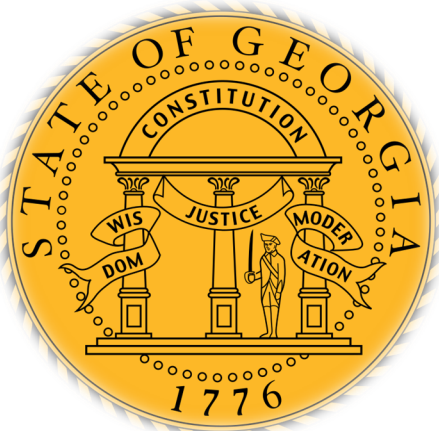
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necessarily the opinion or the position
of the UPMA.**



*A new command I give
you: Love one another.
As I have loved you,
so you must love one
another.*

John 12:34 NIV



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*“We can complain because rose
bushes have thorns, or we can
rejoice because thorn bushes
have roses.”*

Abraham Lincoln



President — Becky Manley

~ Meeting With District Manager ~

Greetings everyone and Happy New Year. Roy and I met with the District Manager, Mr. Kumar on Friday, January 12th at 2:30. Below is a synopsis of our meeting.

Disrespect on the phone and telecom: We discussed the issue of some of the MPOOs hanging up on the postmasters and managers, and the yelling on the telecoms. Mr. Kumar said everyone deserves dignity and respect in communication and individual issues in a unit should be handled offline. He went on to say the late night telecoms until the unit clears only needed a knowledgeable person in the office, not necessarily the postmaster. He asked for the MPOOs doing this and the names were provided.

035 time: The deletion of clock rings, and time needing to be approved in advance. Mr. Kumar stated he had not seen a District with such integrity issues. Roy suggested he have TACS pull the disallowed/deleted clock ring report like we used to get to address the outliers daily. He said that he would. He agrees that everyone should be paid properly and supervisors working open to close in the absence of the postmaster, that is approved in advance. Mr. Kumar went on to say he knows we have postmasters not working a full day.

Discipline without an Investigative Interview: Mr. Kumar said he understood with a Letter of Warning but not 7/14 day due to defection when it goes to 650 mediation. UPMA believes an Investigative Interview should be conducted before all discipline.

Postmaster leave being denied or changed to AWOL: Mr. Kumar said that we have to understand the office has to be covered. He assured us he would look into this and said I wonder how they would like it if they were treated like that.

After Mr. Kumar listened to our concerns he shared his. First he spoke about compliance, how it's not going away and no one should be chasing it. The next topic was integrity which was no surprise since he referred to it earlier. The clock ring issues, mail being delayed and not reported and too many postmasters not working an 8 hour day, appearing as part time postmasters. UPMA's response was we defend the right not the wrong and understand postmasters need to do their jobs .

I want to thank Mr. Kumar for his time. Our meeting was scheduled to last for 30 minutes and lasted for 47. His closing statement was how the Georgia District is consistently ranking 30-35 weekly instead of 50. He said we have a lot of good people in Georgia. This is not a hard statement to agree with. UPMA is committed to representing, mentoring and training the incredible employees of the Georgia District. Please reach out to someone before you're in trouble. Working together we can be partners for a even greater District.

“Honesty is the first chapter of the book of wisdom.”
Thomas Jefferson



Editor - Scarlet Cox

~ Legislative Summit—March 17-20, 2024 ~

The UPMA Legislative Summit is fast approaching. If you have not attended a legislative conference in the past, I can't encourage you enough to make plans to attend in March. There is plenty of time in between meeting and congressional visits to explore our nations capitol. The Georgia UPMA Executive Board voted for a \$15000.00 stipend (not to exceed \$750.00 per person) to offset the expenses of those attending the business session on Monday, and congressional visits on Tuesday. Members who receive compensation by the state/national office do not receive any of the stipend. Rooms are available in the hotel block until February 23, 2024 or until the block is sold out. You can get the hotel information and submit your registration/payment on unitedpma.org. If you have questions feel free to contact myself or any of the executive board members.

Sunday, March 17, 2024	
3:00 – 5:30 PM	Registration
6:00 PM	PAC Medallion Reception (Invitation Only) Chesapeake Rooftop Room
Monday, March 18, 2024	
8:00 AM	Registration Regency Ballroom Foyer
9:00 AM – 12:00 PM	Training Session Regency Ballroom EF
12:00 – 1:30 PM	Lunch on your own for most participants
12:05 – 1:30 PM	Invitation Only Luncheon with Special Guest
1:30 – 4:00 PM	Training Session Regency Ballroom EF
4:00 – 5:00 PM	UPMA Retiree Meeting Regency Ballroom EF
5:00 PM	Free Evening
Tuesday, March 19, 2024	
8:00 AM – 5:00 PM	Meetings with members of Congress or their staff on Capitol Hill
11:00 AM – 1:00 PM	Lunch provided at Capitol Hill Club
Wednesday, March 20, 2023	
Travel Home Day	



Executive VP/Membership Rep - Gina Talley

~ Happy 2024 ~

Hope this new year finds you all healthy and refreshed. Really hard to believe we are already this far into the new year. Peak 2023 is a memory and plans for the for upcoming Legislative Summit in the not so distant future. We barely get one year finished and here we go again in the merry-go-round of UPMA life.

The participation in the Chapter Membership Drive has been incredible and I really want to thank each and everyone of you who have worked successfully to grow to the chapter. I cannot wait for all of us to get together and meet so many of our new members face to face! If you have a chance, look at the "UPMA Leader" December 2023 edition and take a minute to view the number of new members listed by State. On the "Welcome, New Members" page Georgia was really showing up! I am so proud of all our efforts. We put our mind on the goal and we showed out.

A new year, new challenges, a new contest, something new to keep life interesting. What is changing in your world?

I am happy to announce that I have had a rather large change in my Postal life. I have been named the Postmaster of the wonderful town of Ball Ground, GA. Ball Ground is a growing small town in Cherokee County, Georgia. Ball Ground has a population of approximately 2800 residents and growing daily. This is where I was born and raised. I know some of you have doubts on that and were thinking for certain wildlife and the woods may have been involved, but there were a strong set of parents and a great family right here in this beautiful little zip code. I will say on the day that I was told that I had been selected, I was honored to be able to be with my 98 year old Daddy. My new boss was able to share the new with my daddy and my brother. I will say that was an exciting time for Daddy and me. Of all times I did not take a picture! I am truly honored to have earned this great privilege and hope to make our town proud.

A lot of changes again coming our way in the new year. I hear many of you sharing that we are constantly in a cycle of what is important. Our leadership does change their focus from point A to Point B from time to time and then again back to the Point A. I compare it to a wheel of fortune. The analogy is so pure there are just different players at the podium, spinning the dial. But here is the constant – our goal is to collect and deliver the mail to every household every day in a timely manner and to hopefully satisfy our customers to the best of our ability. It sounds like such a simple task, but by now we all know it is not simple, it is not easy, but we have chosen to serve our communities. We the USPS support those communities and we the UPMA support our managers and Postmasters who are holding it all together. We are there for you always.

In this new year I do wish for everyone that hiring becomes more streamlined, the closet with the extra RCAs and clerks opens up, and we are all blessed with more than enough to staff us comfortably for every day needed. May the parking lots be filled with vehicles that run and will not break down, and the informed visibility actually show the customers what the plant is sending to you on the day promised. Bidding your ECC cases be none, your carriers be happy, and your sick calls be zero. Just a few of the many wishes but hopefully this and some pixie dust will make the new year grand.

As a new year zooms by us, I wish for you all good health and good fortune. In this past year we had to bid farewell to far too many of our dear friends and family. We are blessed beyond measure with the friendships and family that we still hold dear, but reminded daily that time is a true thief. Hold close those we cherish and make those moments special for they pass quickly, and the precious memories are all you will have left. Stay safe and warm until the next time we meet.



Roy T. Shaffer Scholarship Donations



Roy Shaffer—In memory of Karen Boudreaux's father, Ira Bourque
Ruby Britt—In memory of Dayna Mahaffey, Wilda Dorman, and Jack Shurling
In honor of Roy Shaffer for his generosity of time, money, and knowledge



2nd VP/Convention Chair — Amanda King

~ UPMA Legislative Summit ~

The dates for the UPMA Legislative Summit is nearing! If you have never made this trip, I recommend it 100%! It is my favorite outing that we take as a group. When you walk the halls of Congress, a great sense of pride and patriotism, is something I will never be able to explain. It is something that you have to experience yourself. It is so important that we do our part as UPMA Members and USPS Managers to speak with our Congressmen on the issues we face as a company. Please take this trip with us. You won't regret it!

UPMA Priority Issues in the 118th Congress



Fair Treatment of Civil Service Annuitants

UPMA supports H.R. 82—Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA)
UPMA supports S. 597—Sens. Sherrod Brown (D-OH) and Susan Collins (R-ME)

More than three decades ago, Congress enacted two provisions unfairly penalizing CSRS annuitants: the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).

UPMA fully supports the WEP/GPO reform bill, H.R. 82/S. 597, Social Security Fairness Act of 2023, and encourages its passage.

UPMA members believe this bill is essential to ensure public servants receive the retirement benefits they have earned.

Under the current WEP and GPO laws, many public servants who also worked (or had a spouse who worked) in the private sector are unfairly penalized, often losing a significant portion of their earned Social Security benefits. The WEP/GPO reform bill H.R. 82 would significantly reduce the impact of these provisions and provide a more equitable retirement

for public servants.

As a nation, we are responsible for ensuring those who serve our communities and contribute to our economy can retire with dignity and security. H.R. 82 is a much-needed step in the right direction; we urge all to support its passage.

Title 39 Reform

UPMA supports H.R. 595, the Postal Employee Appeal Rights Amendment Act of 2023, sponsored by Rep. Gerald Connolly (D-VA). The bill would extend the right of appeal to the Merit Systems Protection Board to any officer or supervisory, professional, technical, clerical, administrative or managerial employee of the Postal Service covered by the Executive and Administrative Schedule.

UPMA supports forthcoming legislation that clarifies the representation of Postal Supervisors, Postmasters and Managers and the Postal Service's recognition of management associations.

UPMA supports efforts to strengthen the consultation process for non-collective bargaining-unit employees.



Chapter Secretary/Treasurer - Tammy Cantrell



~ Georgia 3-Peat ~



I hope everyone had a very Merry Christmas and wishing all a happy, healthy and prosperous New Year! In my last article I wrote about hoping for a 3-peat for the DAWGS with a National Championship and Georgia UPMA with first place in the National membership contest. Unfortunately the Dawgs didn't get their 3-peat, but Georgia UPMA DID!

Everyone was saying that it would be hard to sign a lot of new members in the last 2 months of the year due to peak season. Georgia was trailing Indiana in the contest by 21 new members at the beginning of November. The contest is based on percentage of non members in the state. For every 2 members Indiana signed, we had to sign 3 just to stay even. We had to get a game plan to make this 3-peat happen. As stated previously, the Executive Board approved an extension of the membership cash incentive until the end of the year. Then we concentrated on the non-member Post Office list to try and sign up non-member Postmasters. I'm happy to say Georgia is currently a little over 94% on Postmaster membership (highest in the nation). Then our membership expert,

Roy Shaffer, started working and pushing other members to work on increasing our Supervisor membership with emphasis on the plants. As a result, Georgia signed 74 new EAS and 10 Associate/Retiree members in November and December (usually the 2 months we see the least increase in membership). The membership contest is only for new EAS members signed. This was enough for us to pull ahead of Indiana and take 1st place one more time! Roy even broke his own record of 184 new members signed last year by signing 185 this year! We signed a total of 326 new members in 2023! Way to go Roy and all Georgia members that helped make this membership contest a great success.

Membership is our primary income and with this major increase your Executive Board will be looking at ways to give back to the membership this year by continuing the cash incentive for new members signed and setting aside funds to help members attend the Legislative Summit, State Convention and National Convention. Let's continue the emphasis on membership in 2024 which helps our chapter thrive!



Retiree President –Robin Bugg

~ Me more In 2024 ~

You are probably thinking....Why did she title this article this way? I really want to think more about my well being in 2024 and I want you to as well!

The value of retirement and staying active is multifaceted, encompassing various aspects of physical, mental, and social well-being. Here are some key points highlighting the significance:

- ◆ **Health and Well-Being:** Staying active during retirement is crucial for maintaining physical health. Regular exercise can help prevent or manage chronic conditions, improve cardiovascular health, and enhance overall fitness. It also contributes to better mental health by reducing stress, anxiety, and depression. Many doctors just want to give you a pill to help with the problem. I am not saying that I am anti-medicine; however, the majority of the time it is ME.
- ◆ **Mental Stimulation:** Engaging in activities that challenge the mind, such as learning new skills, pursuing hobbies, or solving puzzles, provides mental stimulation. This promotes mental sharpness and agility. Change up the way you drive to the same places. Read a new type of book, or watch a movie you normally wouldn't watch. It is all about thinking in different ways. Making your minds turn on and off in different ways. Personally, I have started playing pickleball (and LOVE it) and I am a 2024 Master Gardener Trainee in my county. Oh yea, and I have started beekeeping...so challenging!
- ◆ **Social Connections:** Retirement can be an opportunity to strengthen social connections and build new relationships. Maintaining an active social life through volunteering, joining clubs, or participating in community events helps combat social isolation, fostering a sense of belonging and emotional well-being. If you haven't been involved in UPMA, then we would love for you to

become a part of UPMA or get back involved with UPMA. Life is better with laughter.

- ◆ **Personal Fulfillment:** Retirement allows individuals the time and freedom to pursue personal interests and passions. Whether it's traveling, exploring creative pursuits, or contributing to meaningful causes, retirement provides the space for personal growth and fulfillment. Get some friends together and plan a trip. This also splits up the cost and creates another memory of good times.
- ◆ **Quality of Life:** A well-balanced and active retirement contributes to an enhanced quality of life. Having the time and resources to enjoy leisure activities, spend time with loved ones, and pursue personal goals leads to a more satisfying and fulfilling life during the retirement years.

In summary, the value of retirement and staying active lies in the holistic well-being it offers—physically, mentally, and socially. It provides an opportunity for individuals to lead fulfilling lives, pursue personal interests, and enjoy a sense of purpose and connection in our later years.



FINANCIAL REPORT

GA UPMA POSTMASTERS RETIRED

Checking - Beginning Balance November 1, 2022 \$6839.98

Receipts: PM Retired Dues from Chapter \$2349.00
Interest APCU \$7.90

Total Receipts \$2356.90

Disbursements: Pres: 2022 Nat. Conference St. Louis \$1502.22
Pres: 2023 State Convention and Door Prizes \$200.00
Sec/Treas: 2022 SOC \$581.21
Sec/Treas: State Conv. \$100.00
Sec/Treas: 2023 Nat. Convention Colorado \$1878.17
2023 National UPMA Veterans Project \$200.00
Transfer to CD \$3500.00

Total Disbursements \$7961.60

Checking Ending Balance \$1235.28

Primary Savings: Beginning Balance December 1, 2023 \$4575.32

Receipts: PM Retired Spouse Dues \$50.00
APCU Interest \$14.51

Total Receipts \$64.51

Disbursements: Transfer to CD \$4000.00

Total Disbursements \$4000.00

Primary Savings: Ending Balance November 30, 2023 \$639.83

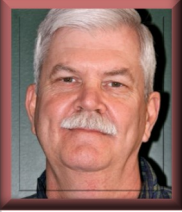
12 Month CD Balance November 30, 2023 \$3594.96

24 Month CD Balance November 30, 2023 \$4024.67

TOTAL ALL FUNDS NOVEMBER 30, 2023 \$9494.74

I certify this is a true statement of receipts and disbursements for the GA Chapter of UPMA Postmasters Retired
from November 1, 2022 through November 30, 2023.

Theresa Pulliam
Secretary/Treasurer Postmasters Retired



Chapter Membership Representative - Roy Shaffer



~ Ramblings Of An Old Man ~

I retired in 2018 and even though I'm an active Chapter Member Rep, I'm not always aware of all the changes taking place in operations or with Postal Manuals. When did the Employee Labor Relations Manual change the code of conduct to allow Managers, Postmasters, and PCES employees to steal from their assigned EAS employees? On December 22nd three supervisors in one office worked a total of 50 hours combined and on December 23rd those same 3 supervisors worked a total of 41.50 hours combined. All three supervisors were paid 8 hours for each day. The Postmaster wasn't at the office during these two days but 2 other Postmasters and the MPOO were. These 2 Postmasters and the MPOO knew the supervisors were delivering mail and were aware of how many hours each supervisor worked. Why weren't the supervisors paid properly? My simple-minded opinion is that the 2 Postmasters and MPOO are dishonest and not as smart as they think they are. An honest person with integrity ensures all employees, including EAS, are paid properly. All anyone has to do is to look at the daily reports that are available and a person of average intelligence can see when an EAS employee started and ended their workday. One of the 3 Supervisors (a 17-year veteran) resigned because she was tired of working 10-14 hours for 8 hours pay. In my simple-minded opinion, the Atlanta District policy of all 035 time must be approved in advance is an asinine policy and hopefully is only in the Atlanta District. When you allow or have knowledge of a supervisor working more than 8 hours, you approved that 035 time. Don't try to justify your stealing from the supervisor by telling me the supervisor has a time

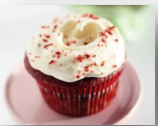
management problem or wasn't approved in advance. In my simple-minded opinion, the current problems in the Atlanta District are because no one is willing to speak up on the telecoms when the bullying and belittling starts. If you think you're being bullied or belittled on a telecom or during a one-on-one telephone conversation, hang up. Your boss can only bully or belittle you if YOU allow it. If you're a supervisor or a non-exempt Postmaster who is not being paid properly, send me a copy of the completed 1260s which were submitted and not processed. If you haven't been completing and submitting 1260s, you need to start. I suggest you email the completed 1260s and if not, at least keep a copy before submitting the original. Your boss can only steal money from you if you allow it. In my simple-minded opinion, if you're one of the EAS employees issuing discipline without conducting an investigative interview, you're a sorry excuse for a leader and you're lazy.

Always remember these two questions when you get that call from your boss.

- Do I need representation?
- If the answer is no, may I bring representation?

If I can ever be of any assistance, please call.

Roy Shaffer
404-357-9596
Semper Fidelis



Anyone that knows me well, is aware that I love to cook. I have many recipes that I cherish that have been shared by family, friends and customer. This recipe was shared by a dear elderly customer of mine, who would bring these delicious cupcakes to my staff every year. **Scarlet**



Red Velvet Cupcakes

In a mixing bowl combine:

- 1 1/2 c sugar
- 2 c vegetable oil
- 2 eggs
- 2 ounces red food coloring
- 1 t vanilla extract
- 1 t apple cider vinegar

Preheat oven to 350 degrees.

In a separate bowl combine:

- 2 1/2 c all purposes flour
- 1 1/2 t salt
- 1 t baking soda
- 2 T cocoa (good quality)

Icing:

- 1 stick of butter, softened
- 1 8 oz cream cheese, softened
- 1 t vanilla extract
- 16 oz 4X sugar
- 1 cup chopped pecans

In mixing bowl (sugar mixture) add 1 cup of buttermilk and dry ingredients. Add 1/2 of each at a time, beginning with buttermilk and then flour mixture. Mix until combined, but do not over mix. Pour into greased cupcake pan with or without cupcake liners. Bake cupcakes for 25 minutes. Place cupcakes on a cooling rack. While cupcakes are cooling combine icing ingredients. Combine softened butter and cream cheese with mixer. Gradually add 4X sugar until well blended. Add vanilla and nuts until combined. Ice the cupcakes and share with your Valentines!

Roy T. Shaffer Scholarship Rules

1. Applicant must be the child or grandchild of a Georgia Active/Retiree member to be eligible.
2. Scholarship is awarded to a 2024 high school graduate.
3. Applicant must be a high school senior planning to attend an accredited college or academic institution.
4. The award will be \$1000.00.
5. Selection of the winner is made on the basis of a GPA and **no more than** five extracurricular activities that are sanctioned by the church, school or community. A limit of two sports and two clubs will be considered. Selection will be made by the scholarship committee and will be approved by the president.
6. A transcript from an accredited school showing the GPA must be attached to the GA UPMA Scholarship application when submitted to the scholarship chairman for consideration.
7. Winner will be notified in April by the Secretary-Treasurer.
8. Winner and/or their sponsor is expected to attend the award ceremony that will take place at the UPMA State Convention in June. The winner will be asked to give a short acceptance speech. GA UPMA will pay for one night's lodging & the banquet meal for the winner. To defray the expense of attending the banquet to accept the award.
9. Actual funds will be mailed directly to the college in July.
10. If you wish confirmation that your application was received, please send your application with USPS tracking or enclose a self-addressed postcard that will be returned to you. Mail application to:

Visit **www.gaupma.com** to print the scholarship application or use the application in this edition of Peaches & Print.

DEADLINE FOR SUBMISSION OF APPLICATION IS THE LAST DAY OF FEBRUARY 2024

Please do not forget to include a separate sheet with a list of extracurricular activities. The selection committee will consider no more than five extracurricular activities sanctioned by the church, school or community.

Some things to remember to simplify the selection process:

- Do **NOT** send letters of reference from teachers or community leaders.
- When choosing your extracurricular activities, base your selections on those in which you have had a leadership role, excelled in some way, or it was meaningful to you.
- A variety of activities could be helpful (sports, art, music, etc.). This indicates a more well rounded-student and future leader.
- Don't forget to send a transcript from your school showing GPA. If SAT or ACT scores are available submit that documentation as well.

Periodical Postage

PAID at
Lexington, GA 30648

