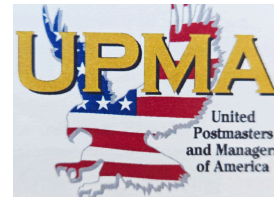


The Hawkeye Heartlander



The Iowa United Postmasters and Managers of America Publication
Volume 10 Issue 6

Nov/Dec 2024



What a great time had
at
Fall Tour 2024



Iowa Chapter Member Reps:
 Aimee Quick: 641-526-3411
 Greg Snow: 515-371-1094
 Ellen Opperman: 563-940-3979
 Sara Lindauer: 319-480-0815
 Wanda Lenhart: 712-260-5025
 Sherri Lingle: 712-579-8636

Printed below is the UPMA Adverse Action Legal Defense Plan. This plan is available to all active EAS members after one year of membership. We are here to help you should the need arise. If you are called in for an Investigative Interview, contact us immediately. It doesn't mean you're about to lose your job. Investigative interviews can be positive; often to air out differences or misunderstandings.

Cut out the box below and keep it in your office. If a Postal Inspector or OIG comes to your office and the questions are related directly to you, ask the question 'AM I UNDER INVESTIGATION?' If they say yes, tell them you will not talk to them until your Chapter Member Rep is present.

IF YOU RECEIVE A VISIT FROM THE INSPECTION SERVICE OR THE OIG

Statement to be read to Postal Inspectors or OIG:

I request to talk to my UPMA representative before answering any additional questions. If I am a suspect in a criminal matter, please so advise me. If so, I wish to contact my attorney.

Chapter Member Rep: Greg Snow(who will assign & send someone) Phone: 515-371-1094

If I am under arrest, I request you to so advise me and inform me of the reason or reasons. I will not resist arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a person. If you have a search warrant I request to see it at this time.

I will cooperate with you fully, but I will not sign a waiver-of-rights form. I will not admit or deny any allegations, I will not make any written or oral statement unless my attorney and/or UPMA Representative are personally present and so advise me.

● President	UPMA MISSION STATEMENT:	National Vice Presidents Central
● Edmund Carley	United Postmasters & Managers	Kerry Nichols, Workforce Planning
● 217-899-9256	of America exists to support our	Spclst, HQ
● ecarley@unitedpma.org	membership through communi-	309-948-4133
● Secretary/Treasurer	cation, education, and representa-	kerrysh12@gmail.com
● Gregory Nors	tion.	
● 254-744-2241	UPMA National Office	Jeff Jerrett, Postmaster, IN
● gnors@unitedpma.org	8 Herbert St	317-340-9979
● Executive Vice President	Alexandria VA 22305-2600	jarrettj55@gmail.com
● Padric Fisher	703-683-9027	
● 559-740-3617	Unitedpma.org	Mari Beth Kirkland, Employee
● oregonupmast@gmail.com	Signature Federal Credit	Development Mgr, OH1
●	Union1-800-336-0284	440-821-4667
●	SignatureFCU.org	mari_kirkland@yahoo.com

Iowa UPMA President



Greg Snow

snowteam6@yahoo.com

O/515-532-3182

C/515-371-1094

Hello Iowa UPMA Members!

Fall is here and has it ever been busy! How are you holding up? You did it, you made it through the Political season nightmare, the reports, the surveys, the running ballots everywhere and the overall frenzied election! But you made it through, and by the time you read this, I hope the surveys are completed and we can move on to PEAK! Great job!

I want to first talk about the upcoming events for Iowa 2025! In March, we will be going to Washington DC to meet with our political leaders and try to get them on board with the issues our federal employees face in the day-to-day world. The dates are from March 16th through the 19th, you are more than welcome to join us, if you are wanting an amazing mini-vacation, let me know and I can send you the hotel information. During fall tour this year we chose one lucky winner of the \$500 incentive towards going to Washington DC. That winner was Mark Cupples. We look forward to having Mark join us!

The next thing I want to discuss will be the Upcoming 2025 Tri-State Convention. The venue will be in Sioux Falls South Dakota at the brand-new Canopy Hotel by Hilton Hotels. The dates will be from April 11th through the 13th. We will still try and work out a training day with the District and we will keep you posted as it gets closer. Once we have finalized the venue, I will have the registration form loaded up to the lowaupma.com website and it will also be in the next bulletin. I am looking forward to the convention as it is a great time to see old and new friends and to let off steam by having fun. We will again have some amazing entertainment and great training events. It is well worth the time, and remember, if you come to the Tri-State and the National Convention, Iowa will reimburse you up to \$500 towards the expenses of traveling to Dallas for the National Convention. Those dates are August 10th-15th.

The last thing I want to talk about is the Chapter Member Representatives reports. We have been very busy representing both supervisors and Postmasters. We are all under a great deal of stress and it seems like there is another report, another survey, or another task we are to accomplish yesterday. The best advice I can give is to breathe, taking a deep breath, getting away from the stress even for a few minutes may help. Reach out to those that have helped you in the past, vent to those you trust, if you need someone to talk to, call me, I will talk with you. I may not have the answers, but I will listen. Sometimes that is all we need, someone to listen who understands the stress you are under. We all deserve to be treated with dignity and respect, so regardless of how we are treated from those above, remember, you are the pillar for your office. Make sure you treat your employees with compassion and respect. Most of our employees will grab a bucket and fight the fire with you if you treat them well.

The few things I will implore you to do: REPORT what is happening, do not falsify clock rings just to stay off a list, no manager in the right mind would tell you to not pay your employees for the work they have performed. Pay them, report it and then follow through with the employee's performance review. Always report your mail delays, if you cannot get the mail delivered safely, then follow the SOP to report the delays. The catch phrase "Non-Deliveries is not an option" unfortunately is sometimes the only option. We are all so short handed, we do not have enough employees to deliver the mail sometimes. If that's the case and you cannot deliver the mail "SAFELY" then make sure you report it the correct way. Follow the SOPs, max your employees. If you are carrying, make sure you are documenting in the EAS carrying Survey, if you don't report it, it never happened.

To tie in with this issue of not having enough employees, if your office is in a "HIRING PAUSE" I need you to email me your staffing package, how many city routes, how many employees do you have. This has to stop and I am working with the District Manager and even above her to correct this issue. When you email me at snowteam6@yahoo.com, please make sure in the subject line you add: UPMA Hiring Pause "your town". That way I can see it immediately as I have it alert me. There is no greater hardship from when you are told you do not qualify for a CCA, You are expected to work your carriers 6 days a week You also have to carry in order to service your customers. I am fighting for you, but I need to know all of the offices that are in the "Hiring Pause" in Iowa.

I want to thank everyone of for your hard work and dedication to the Postal Service. Without your perseverance, we will not succeed.

As we have done every year, we will make it through PEAK and it will be January before you know it!

Thank you, I am in your service.

Greg Snow
Iowa UPMA President



UPMA Iowa Secretary /Treasurer

November 2024 Article



Wanda Lenhart

wslenhart21@gmail.com

O/712-225-3708

C/712-260-5025

How can it possibly be November already?? I have absolutely no idea where this year has gone!! I am not even sure that the old saying “Time flies when you are having fun,” applies because I’ve been so busy. I’m not even sure if I’m really having fun yet??!! I find myself staying/work-ing later and later at the office trying to catch up on the “Have to have this done by COB yesterday, why is this late!!”, never mind the fact that the email didn’t come out until 4:50 p.m. on Friday afternoon!! And still waiting for yet another political survey, gemba, certification, log to come out that verifies that I’ve completed all the other surveys, gembas, certifications, and logs for no less than 4 offices (some of you have it much worse with 7 or 8 RMPO’s) and God forbid I try to leave the office by 8 p.m. (or later) not having missed/forgotten one of them. Because then for sure, the free world as we know it will certainly cease to exist until someone completes (with integrity, mind you) the Political PM survey more than a week after

the election is over and certainly the USPS (my office specifically) is directly responsible for someone’s ab-sentee ballot not being delivered timely even though the citizen didn’t bother to mail it until Nov 4th (day before Election Day for those of you who have lost all sense of time/date, myself included) at 10 p.m. from Timbuckto, Anytown, ZIP Unknown but for sure needs their “vote to count”??!!

Okay, enough venting (Please feel free to continue this conversation ad libitum with anyone who may be watching you read this and/or react to it!!). I have had a whirlwind of UPMA “stuff” going on as well!! I attended the 8th UPMA National Convention in August (discussed in the last issue, many pictures included in this issue), then attended the Central Area Officers Seminar (affectionately and/or appropriately referred to as CAOS, which is mayhem with capital letters!!) the end of September— Fall Tour meetings in Iowa in October and last but certainly not least, I went to Denver the first weekend of November for CMR (Chapter Member Representa-tive) training. This training was extremely helpful as I’ve not been a CMR for a very long period of time and not a lot of experience either. That, I suppose, is a good thing, depending upon how you look at it. Quite honestly, I view this “job” and its included training in two ways – 1) to educate myself to be a better representative for any of my fellow members who may need it, 2) how to stay out of the hot seat myself and what NOT to do!! I would certainly be more useful to all of you if I’m not “fighting my own battles” as well!

I would like to review a few of the highlights of this training. We had the privilege of the training being led by four of the National Adverse Action Committee members, including Mr. John Sertich, the director of this com-mittee. A side note here, the members of this committee are there for YOU! They are listed on page 5 of every issue of The Leader that you receive as part of your UPMA membership benefits AND their phone numbers are listed as well! CALL THEM – unlike the district offices that you can call multiple times and leave even more messages with still nary a response, these guys will answer their phones! They are passionate about what they do, they do it well, and they do it for YOU!! If you never need their services, even better, but they are a group with a pool of knowledge beyond your wildest dreams! Again, CALL THEM, chances are they know a little bit about what question(s) you have and probably know someone who knows a lot about what question(s) you have!! They have been in your shoes, walked the walk, seen it all (most of it anyway), and now are willing to spend their time helping their fellow members!

So just a few things that I picked up and thought extremely relevant to both myself and more than likely most of you as well.

- 1) First and foremost – do NOT falsify ANYTHING!! Anything related to someone’s pay (including your own), any surveys, gembas, certifications, logs, (sound familiar from 3 paragraphs earlier??) etc. are OFF LIMITS! You may think that I am overusing capital letters – I am NOT! The emphasis is deliberate and intended!
- 2) If you find yourself being asked for a meeting, discussion, face to face, fact finding (The words Inves-tigative Interview may or more often are probably NOT going to be used.), etc. ALWAYS ask if you can have a representative present. Your first call should be to your Iowa UPMA President, Greg Snow. (Sorry

Greg, I know that your phone is most days in a constant state of ringing, vibrating, or talking already!) He will coordinate and designate your representative. Sometimes it is based on location (who is closest to your location), sometimes it is based on availability (someone might be closer to you but also may be otherwise busy and not able to assist), and sometimes it is based on knowledge and/or experience (know you personally, know your situation, or dealt with the issue before). Your manager does NOT get to choose your representation. Some MPOO's have been trying to be/appear proactive and are contacting the CMR's directly when they want to schedule something. They do not get to tell you who will be present. YOU get to make that choice, with the help of Greg.

- 3) If you find yourself, for whatever reason, not being allowed to be in your office (Emergency Placement), this MUST be documented with a written letter. There is protocol in place for this type of situation and for it to work properly, it must be documented action! Possession is 9/10ths of the law which could apply here (If it's not written down, it didn't happen!)
- 4) DOCUMENT, DOCUMENT, DOCUMENT!!! Did I mention DOCUMENT EVERYTHING! And by the way, keep hard copy files NOT at your office! You need to be able to get to things off the clock and/or when you are not at the office.
- 5) ALWAYS start with the next higher level! If you are having issues, of any kind, even though it may be an awkward email (NOT a phone call), you MUST start there. Be nice, be professional, and be politically correct, BUT be direct! Explain the problem, request an answer or solution and thank them for their time. If you do not get a resolution or even a response, then your next step is your UPMA CMR program. There are established and recognized avenues of communication at their disposal and you must let the "system" work for you. Did I mention DOCUMENT?
- 6) And finally, (This is IMPORTANT!) DON'T PANIC! You must try to stay calm and collected! And before you all laugh out loud because of the complete irony of me being the one to tell you to be cool, calm and collected, that's exactly why you need a CMR present. You have a lot at stake in some of these situations — it's your job, your office, your employee, your whatever —and more than likely you have a lot invested in whatever the situation is. It is our job to help you protect that investment and not let your emotions get the better of you. Do be short (painfully short — another oxi-moron coming from me) and concise. Do be HONEST (If you did it, own it!), do be respectful, and do not be argumentative. We will help you swim/stay afloat.

There was much more information presented, including some mock situations demonstrated and analyzed. But for now, these are the basics. Oh, and one more thing did I mention DOCUMENT?? Just like it takes time and patience to deal with that always absent employee, whom you either can coach and mentor into the stellar employee that is an example for everyone or that you eventually utilize the progressive steps of corrective action to ultimately remove. This does not happen overnight. You must complete each, slow and painful step one at a time and keep the records of each step for it to work in your favor. In a world where instant gratification is always expected and often demanded, you have to rely on the old methods to accomplish things. Hard copy documentation is still the way to go!

For now, may you never need any of the advice given above, may you be able to leave your office by 6 p.m. at least 1 or 2 nights a week, may you not be buried under a toppled > 7 foot pallet of Amazon parcels, and may you find some joy, hope, peace, and family time during this upcoming peak season.

Sincerely your Iowa UPMA Secretary/Treasurer and one of your CMR's,

Wanda S. Lenhart



Iowa UMPA V/P- Education Chair



Debra Droz
DDroz2012@outlook.com
O/563-323-0306
C/563-210-3146

I recently moved to a new office and was struck by the things that were important for me to place in this space with me. This will likely be my last office to transform into my own. I learned a long time ago though to never make plans because the USPS and God take it as a challenge to see what can be thrown your way!!

My last office had a wall of certificates, awards, and training etc that I was proud to display. The offices that I have worked in have formed me into the manager that I am today. Some were great experiences, and some were 'learning' experiences. When I arrived here though, that was not the story that I wanted to surround me on a daily basis.

Here are a few things that made the list:

- A small village set that includes a Post Office, a mail person, and a cross beside the church. We are the center of our towns, but our time is limited and we can all be replaced.
 - A garage sale find that states 'Common Sense isn't Common'. It is a reminder that we can't expect things to make sense everyday and will only drive ourselves crazy trying to decipher through the muck for what makes sense.
 - A wall hanging from a fundraiser. This is a small red, white, and blue quilted hanging with a raveling piece of yarn holding it up. As I was looking at this item at a silent auction I noticed a few spots on it, some uneven stitching and the condition of the piece of yarn. I had just decided to pass it up when an older gentleman came up and asked if I liked the piece. He went on to tell me that his wife had crafted it several years ago and how proud he was of her work. He had lost the love of his life that year and he obviously wanted to share her pieces for others to enjoy. Well, obviously I made sure that I ended up with the treasure. It reminds me that we all have our imperfections and get frazzled, but we are a true quality piece of work.
 - Several handwritten notes from employees and co-workers. Some of these notes are over 15 years old, and still warm my heart.
 - Pictures of family. Time with family is so precious, especially as we work the crazy hours through the holiday. And there is no guarantee on the number of our days together.
- A series of art stamp pictures that were gifted to me by a former Postmaster. Dyan Roby was an icon in my early career and one of the first female Postmasters in our District. I remembered these pictures hanging outside of her office and when she asked if I would be interested in them, I was touched. I never imagined that she would follow my career and support someone that was just a clerk under her leadership. The pictures reminded me of that bond that is between those who carry the title of 'Postmasters'.
 - If you have ever heard me speak, it is likely that you have heard about the video "Lollipop Moments". This is my favorite video of all time and gets me each and every time that I watch it!! So, I now have a vase of 6 year-old candy sitting on my desk and it is one of my most treasured mementos that I have ever been gifted. Please take a chance to watch or rewatch this video. You never know the difference you can make in someone's life.

What I have learned from this experience is that what you accomplish throughout your career is not nearly as important as the people you meet, lead, mentor, learn from, and go home to.



Iowa UMPA VP Legislative / PAC



Jeff Stoltz

keotapostmaster@hotmail.com

O/319-293-3298

C/641-919-4628

Good day UPMA,

As I am writing this today, 11/12/2024. the House of Representatives will be voting today on HR 82 (Social Security Fairness Act of 2023). Next article I hope to give a positive announcement of HR 82 being passed at the House level. It still has a couple hurdles to jump before being law but I'm going to keep on thinking positive about this bill.

I would like to give a bit of a shout out to a couple people that have been very instrumental in my goal to become EAS. I was a rural carrier and back almost 10 years ago it was almost unheard of for a rural carrier to become management. I tried on my own for about 20 different EAS postings and did receive a few interviews but all said "you need some experience". That's very hard to do as a rural carrier in an office with 30 carriers and 5 RCA's. My postmaster would never let me out of the office due to short staffing.

I went to a career conference in Des Moines and it was somewhat set up like speed dating. The MPOO's and upper management were inside this square and the attendees of the career conference would move seats to the left every 5 minutes. And when I got to Wendy Berg, she asked to see

my badge. I showed her and she said "your going to Ottumwa next week as 204B". I was so excited. I had been trying to get some experience for quite some time.

Next in Ottumwa, I worked with Larry Sims. Most of you may not know Larry but I think he was very helpful in me becoming EAS. I had interviewed with Larry 2 times for Ottumwa supervisor. And he called me after the 2nd interview and helped me tremendously by looking over my KSA's and cleaning up my references because he said I had one on my reference list that wasn't doing me any favors. I worked there in Ottumwa for about 90 days. I think Wendy forgot about me because one time she called and I answered and she said "you are still there in Ottumwa?". I still get a laugh when I think of that conversation.

With Larry's help, I put in for another supervisor job. This time in Emmetsburg. I was interviewed for the Emmetsburg job by Mike DeWall. I really was in a bad place mentally after all the rejection, so I wasn't thinking very positively about getting the supervisor job. It was what was called a super 17 position. Two days in Emmetsburg and 3 days wherever district would like me to work. the next day After the interview, Mike called me and said I had been selected for the supervisor position. I was so excited! I remember I was at home when I received the call.

After being in Emmetsburg about 6 weeks I saw a job posted for a small town postmaster job fairly close to my home. The job was a level EAS 18 position in Keota. I told Mike that I was interviewing just for the experience to interview with postmaster questions in the interview. I interviewed for the Keota postmaster job in Cedar Rapids. I interviewed with Tom Allen. I was very nervous and I think Tom could tell. He asked me to relax. He said there were 13 applicants for the position, so again I wasn't very confident with such little experience in EAS. Tom said it would be about 2 weeks before I would hear his decision because the next day we was going on AL for 2 weeks. I drove 4 hours back to Emmetsburg and after I arrived Mike said someone was on the phone for me. It was Tom Allen. He said "do you still want the Keota job? If you want it, it is yours". I definitely didn't expect to get that position at that time.

I owe a lot to Wendy Berg, Mike DeWall, Larry Sims and Tom Allen for getting started in EAS and it has been almost 10 years now and it has been quite a ride.

In about a week, I can start a single digit countdown to retirement. It will be 9 years, 364 days, as of November 15th.

Jeffrey Allan Stoltz
Iowa UPMA VP Legislative

Iowa UPMA V/P - Membership



Sherri Lingle

sherrilingle4@gmail.com

O/712-653-3414

C/712-579-8636

Hello: All my fellow UPMA members

Just wanted to say good job to all those that have helped in recruiting members. Iowa is at 91.67% for Postmasters and it is all thanks to you. We all need to be working together to encourage those members of our team that you can see achieving or striving to be in your position or a management position of some type. We all aspire to do things that will make us happy or to help us grow as a person or as a team, and most of us don't know how to get there. We have Clerks, Carriers, Mail Handlers, Custodians, Transportation, Labor Representatives, HR personnel, Station Managers, MCSO's Supervisors, Postmasters, MPOOs, District Managers, all the way up to the Postmaster General as members. We all play a vital role at the Postal Service. Each part that we play in another person's job effects how they perceive the potential for their growth. UPMA is the go-to for that growth. If you see potential in that person, take a few moments or your time and try to encourage them to take a chance and see what UPMA can offer them. If you know someone that would benefit sign them up, it is easy. Associate membership is very cost affordable at less than \$6.00 a month (associate members are craft employees) we want craft employees to join so that we can help them develop and grow in their knowledge and experiences. EAS members can get a free first year.

I wanted to stress how important staying positive is. You're a role model, the most important role model for your team and for others around you. Being positive is not the easiest thing sometimes. Something I try to keep in mind to help stay more positive is remembering that perception is key, verbal communications and/or a written word can be perceived differently. Keeping a positive point of view is key to our everyday jobs. Instructions given may not be as cut and dry as they seem. Don't be afraid to ask the questions, it will help everyone on your team. Encourage the questions and the communication. Remind others that they really need to know the sender of the message and how do they really mean what you are reading. Simple and short responses don't work for all of us. Think of the recipients, how would they react to a short response, or is this recipient someone that needs more detail. Also, don't read into the statement or comment. Things are not as negative as they can appear. We all have so much pressure or perceived pressure that we look to the negative for the solution What we really need to do is look at all the positive. When is the last time you spoke with the recipient in person? Maybe this would be a good time to drive over and have a visit. I know I like a personal visit from time to time or just pick up the phone instead of sending an email. We all like to know we matter and that we can communicate on another level and can trust what we are hearing and what we are saying. Build that trust, that connection and the work family relationship.

I do a lot of driving and try to help here and there where and when I can. Talking with other people and getting a feel for how they are doing, as always. I get a revived picture of what it truly is to be a member of UPMA and the Postal Service Family. Whether it is speaking with an active employee or a retiree, I love to hear the stories and the support that we provide to each other. We don't have the answers, but someone else does or someone know someone that does. If you need someone to just talk to or confide your opinion— we are here for you. Support each other. We don't always agree on the answers and that is why there are so many of us to reach out to. Our goal is to be there for each other and grow because of those relationships.

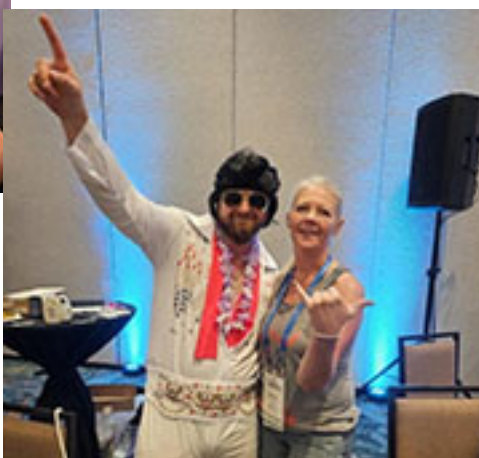
Just around the corner is the best time of year, right? We are loving the cooler temperatures and the sunrises and sunsets. Going to work in the dark and coming home in the dark. We are all getting ready for peak season. We ordered our supplies, did our Bulk funding, and most importantly, we put on our happy faces to embrace what is coming. We know it won't be easy, but it will be successful. It will be successful because of each one of us. Our jobs have purpose and meaning. We have a purpose each day. We make up the most dedicated, loyalty, honest and hardworking people in the world. We know we share the same mission each day. We deliver a service and a reputation every minute of every day. We love what we do, and it shows. I love what we do. I stand with each one of you. I will always be there to cheer for you and standing up for the jobs and the performances that we achieve. I am honored to be here and honored to have such a dedicated family to work with.

All my best
Sherri Lingle
Iowa UPMA Executive Vice President
Membership Chair



*You are only as good
as your team...*





2024 National Convention
Orlando, FL
Come and be part
of the fun in 2025 at
Dallas, TX

Iowa UPMA Retiree Secretary



Lisa Eittreim
gal4eddie@aol.com
C/515-229-6198

Iowa UPMA Retiree Secretary Lisa Eittreim

Happy Veterans Day to all our Veterans and thank you for your service.

Time is flying and Fall is approaching fast and Mother Nature has given us such a colorful landscape to look at. We have another election day behind us. In speaking with my DC friends having a new administration and lame duck Congress we all must be vigilant in watching current bills regarding GPO and WEP. Also, we must keep an eye out for possible impacts to Social Security and Medicare in the new Congress.

The most important thing for us to pay attention to right now is Open Season with the transition to the PSHB program. The following is information put together by Iowa member Linda Silverio, retired PM Lowell IN. Please look at all that we need to know.

- FEHB to PSHB plan crosswalk letters were mailed to annuitants and employees this week to be in homes by Nov 11th. I encourage you to review the plan, premium rate, and dependent information. If no changes are needed, NO ACTION is needed. The member will automatically transition to the identified plan effective Jan 1st. Crosswalk letters are specific to YOU. Open Season Booklets were also mailed to annuitants and employees this week, to be in homes by Nov 11th.

- The PSHB platform will be open for end users on Nov 11th.

- New OPM PSHB Navigator Help Line 1-844-451-1261, launched this week to assist all with login.gov account set up and to help annuitants enroll via phone. They will also mail out PSHB plan brochures upon request.

- Final regulations on Part D have been published in the Federal Register, the opt out provision now includes a 90-day "grace period" for annuitants to opt back in to Part D if the out-of-pocket cost for medication turns out to be too high.

- For annuitants who missed the SEP and still wish to enroll in Medicare Part B, they can reach out to the USPS PSHB Navigator Help Line 833-712-7742, to request an Equitable Relief letter, which will allow them to submit the enrollment for Medicare Part B, with an effective date of Jan 1st.

- The USPS Open Season vFairs virtual platform [USPS Open Season Benefits Fair Website - Postal Times](#) has launched.

- Open Season 101 Registration information is slated to be posted on the MyHR website's [open season page](#). (Employees' Website)

- The Postal Service will host "Open Season 101" webinar on Saturday, Nov. 16, from 1 to 3 p.m. Eastern each day.

- The presentation will include information on 2025 benefits changes, including the Postal Service Health Benefits Program and the Postal Service Health Benefits System enrollment platform.

- Other topics will include the new flexible spending accounts program, Checkbook's Guide to Health Plans for Federal Employees, the Federal Employees Dental and Vision Program and the Annual Leave Exchange.

Participants can also speak with a benefits specialist during each webinar.

- Registration information is slated to be posted on the MyHR website's [open season page](#). (Employees' Website)

- It is especially important to remember: DO NOT DROP MEDICARE PART D. YOU WILL HAVE NO DRUG COVERAGE IF YOU DO!**

Open Season runs from Nov. 11 to Dec. 9, 2024.

Happy Fall!

Harry "The PAC Man"



Harry Healey
irish13155@yahoo.com

APATHY: lack of interest, enthusiasm or concern

In politics, apathy is a strong factor toward who gets to rule. In fact, I think politicians depend on it. President-elects declare a "mandate" when they win. They say things like, "The people have spoken." But have they really?

More voters participated in the 2020 presidential election than at any other time in our lifetimes, including this year. Joe Biden received over 81 million votes. Donald Trump received over 74 million. But here's the kicker! More than 85 million eligible voters in 2020 did not vote. What is a politician to think when more people are apathetic than what it takes to get elected? Do they think, "I can do whatever I want because most people don't really care?"

I wonder if politicians, when we take our legislative issues to them, notice that 92% of our UPMA members do not contribute to our PAC program. Do they wonder if UPMA members, as a whole, really don't care about passing bills that would give their FERS retirees equal COLA's (HR 866/S 3194) or would care if a bill that would make it possible for any postal employee to be fired for any or no reason were passed (HR 3115/S 1496)?

UPMA PAC gives us some political clout. Are you going to get onboard now or are you going to wait until politicians notice that you don't care so why should they care about you?

Get to unitedpma.org NOW and get started on a payroll deduction or you can send checks made out to UPMA PAC to me at: 1219 42nd St NE, Cedar Rapids, IA 52402-5734 and I will send them in for you.

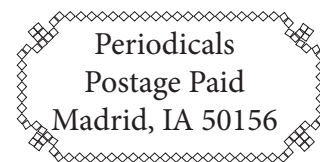
Breaking News —H.R. 82 Passes

As I believe most of you are aware, the United States House of Representative passed H.R. 82, the Social Security Fairness Act this week by an overwhelming majority. However, that means we are only half way there! We now need all of you to please mobilize and contact your Senator's offices and ask them (whether they are co-sponsors, or not) to please put pressure on the Senate leadership to bring this vital bill (S. 597) to the floor for a vote during this session. We have been working on this for too many years to be this close to the finish line and not get the job done (or at least to know that we did not go down without giving it our very best effort). You can call the Senate at 202-224-3121 and ask to speak to your Senator's office. If you are unable to speak to a member of the staff I would encourage you to leave a message just asking that the Senator encourage the leadership to bring S. 597 to the floor for a vote as soon as possible.

Thank you in advance for your efforts on behalf of not only you, or your fellow UPMA members, but also for all of the other individuals that have given their lives to serving their communities in one way, or another, and should not be unfairly treated by the Windfall Elimination Provision and Government Pension Office (WEP/GPO) provisions limited the receipt of benefits they have paid into and that they are entitled to.

Contributed by Dan Heins

Wanda Lenhart
Secretary/Treasurer
6766 460th St
Sutherland, IA 51058



Congratulations to all the Star Chapter Award Winners!

Way to go Iowa!

Sympathies

Sending condolences to Sheila Soppe on the loss of her father, Edmund Schmitt, who passed away November 17, 2024.

Article Due Dates

Jan/Feb: Jan 13th

March/April: March 10th

May/June: May 13th

Please remember that all members are welcome to submit articles. All content is subject to the approval of the Editor & State President. Submit to: upmaiaeditor@gmail.com

THE HAWKEYE POSTMASTER

ISSN 2475-8221

Published bi-monthly, by the Iowa Chapter of the United Postmaster and Managers of America, 102 S Main, Madrid, IA 50156-1232

Subscriptions \$25 per year (included in dues of members). Periodicals postage paid at Madrid, IA 50156. The opinions expressed in the HAWKEYE POSTMASTER are those of the writers and not necessarily those of the United Postmaster and Manger of America.

Upcoming Events

UPMA Kickoff

Dallas, TX

Jan 18th, 2025

January Board Meeting

Feb 1st, 2025

Holstein, IA

Legislative Summit

Hyatt Regency Crystal City
Arlington, VA

March 16th-19th, 2025

2025 Tri-State Convention

Canopy Hotel
Sioux Falls, SD

April 11th-13th, 2025

More info to come so be watching

UPMA IS NOT A UNION. IT IS A PROFESSIONAL ASSOCIATION.

It is an organization of people who hold proud titles. It does not discriminate by race, gender, or salary level. It is a vehicle, an avenue, a method and a tool that can and does help, assist, benefit, and encourage members to be better Postal Managers.