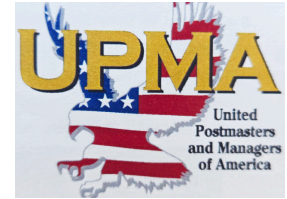


The Hawkeye Heartlander



The Iowa United Postmasters and Managers of America Publication
Volume 10 Issue 7

Jan/Feb 2025



LEGISLATIVE SUMMIT IN WASHINGTON D.C

Dates: March 16-20-2025

Location: Hyatt Regency Crystal City at Reagan Airport, [2799 Richmond Highway, Arlington, VA 22302](#)
[Room](#) rate: \$219.00 (good until February 21, or until the room block is full).

Registration available currently online.

Registration rates are:

- \$100 per person on or before Feb 16, 2025
- \$150 per person Feb 17, 2025 and after

Cancellation fee is \$40 per person if received on or before Feb 16, 2025. No refunds Feb 17 and beyond.

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
● Tony Leonardi	United Postmasters & Managers	Kerry Nichols, Workforce Planning
● tonyupmafl@gmail.com	of America exists to support our	Spclst, HQ
● Secretary/Treasurer	membership through communi-	309-948-4133
● Gregory Nors	cation, education, and representa-	kerrysh12@gmail.com
● 254-744-2241	tion.	
● gnors@unitedpma.org	UPMA National Office	Jeff Jerrett, Postmaster, IN
● Executive Vice President	8 Herbert St	317-340-9979
● Padric Fisher	Alexandria VA 22305-2600	jarrettj55@gmail.com
● 559-740-3617	703-683-9027	
● oregonupmast@gmail.com	Unitedpma.org	Mari Beth Kirkland, Employee
	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

JANUARY 2025

Congratulations, you made it through another PEAK season! You should be proud of yourself; I know I am proud of you. PEAK season is not shrinking, it is getting bigger and bigger every year and both you and your employees should be commended.

Besides the hustle and bustle of PEAK season, I hope you had a wonderful holiday season. Remember to take time for yourself and your family, that is the reason we work so hard and put in the extraordinary effort we do daily. Don't forget why you are where you are, family time is very important.

This has been a very busy year. We now have 10 times more on our plates daily than we have ever had before. Most of the reports, surveys, telecons, and countless other things we are required to do may seem insignificant or useless, and sometimes I agree with you. HOWEVER, these are still required and should never be pencil whipped or fraudulently entered. Do them when they are due, and if you cannot, please keep your MPOO informed of the delay. For Example: I did not complete the monthly arrow key certification in December until it was a week past due. The reason, I now have 8 RMPO offices and a Level 21 Post Office, I had to verify over 100 keys, more like 150, and in order to do that, I needed to visually see those keys, that means going to every RMPO office, inspecting the keys, the safe and any other location that the keys were kept, in order to properly account for those keys.

EVERY day I received an email from Gabrielle Garrean demanding/requesting that the survey be completed. I politely informed her that I was not done verifying them and that I would not falsify the survey until it was complete. That was not the answer she wanted, but it did let them know I was not going to pencil push that survey. And it was the right thing to do.

As it turned out, I returned over 50 keys that were redundant and not needed, and found 6-8 keys that were not on our list, which the next chance I get, I will be sending back to get them out of my inventory.

Do the best you can for the reports. If you are required to give a morning projection by 9am, then send your projections as best you can, then email later any updates you may have. If you are looking like 1800 for a return, report it, if at 11am, you have a carrier go home sick, then send an update. We are now splitting a route, 2000 is now the return ETA— send help!

If I have talked to you on the phone or through email you will know my favorite statement: "DO NOT WRITE A BOOK", your MPOO will not read a book, they will skim the email and pull out what jumps out at them, they do not have time, they may misinterpret what you need. Make sure you are short, sweet, and to the point. Example: Carrier called in sick today, we are splitting a route, ETA 1900 without help.

YOU, as a Postal Service Employee has EVERY right to come to work and be treated with dignity and respect, unfortunately, that is not happening in a lot of areas. That needs to be addressed. I have had numerous calls, emails, texts and even face to face conversations with those that are afraid to come to work because they feel bullied or belittled. That is unacceptable. I have been in discussion with the District Manager and reporting the treatment of those affected, and I have been pretty vague at who reported the issue to protect them from retaliation.

If you are feeling disrespected, bullied, belittled or even having your boss use profanity towards you, report to me, my number is 515-371-1094, email me, my email is snowteam6@yahoo.com. I will address it with the District Manager. If you text or email me, please include in header UPMA help, or something to draw my attention, as we all know, spam is outrageous right now. (My packages are always addressed wrong and are waiting at the Postal warehouse awaiting my response!)

I am here for you. If all you need is an ear to listen, I can do that. Don't give up, and don't remain silent, speak up and let me help.

Now on to fun times the 2025 Tri-State Convention! This year will be in Sioux Falls, South Dakota, April 11th-13th. The hotel and venue will be the brand-new Canopy by Hilton and the address is 120 E 4th Place. The hotel overlooks the river and is within walking distance of the Historic Falls Park and Levitt Outdoor Amphitheater. There are lots of activities and eateries within 5 minutes of the hotel.

The rate for the convention is \$189 and you can call the hotel directly to reserve your room at 605-275-4120. Use the promo code Tri-state UPMA for the room block.

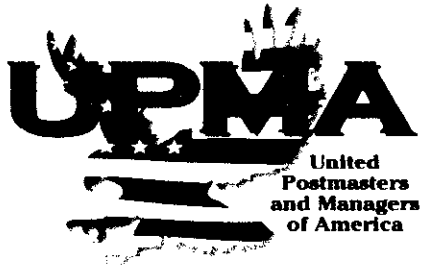
We will be planning on having the district day of training on Friday again and hopefully the district manager will again agree to have it a paid day for those active employees. Those details we are working with the district manager to finalize.

All three states will be sending out a postcard shortly to all UPMA members so check you mail and more information will be provided.

I want to thank each and every one of you for your dedication and drive to make UPMA and the Postal Service the best it can be. For your retirees, we all appreciate your knowledge and support you have given us in the past, present and future. We would not be where we are today without you.

I am in your service;

Greg Snow
Iowa UPMA President



IOWA CHAPTER UPMA AUDIT REPORT July 12, 2024

We the parties listed below, using a copy of the Rules of Audit and based on procedures as outlined have reviewed the financial operations of the Iowa Chapter of UPMA. By examining all vouchers and documentation we were able to account for every deposit and check written during the period in review. After careful review and some consultation we have found that the checking and savings account balances were properly reconciled to match the statements issued by the Signature Credit Union.

We would also like to commend the Treasurer on her attention to detail and organization of material used during the review process.

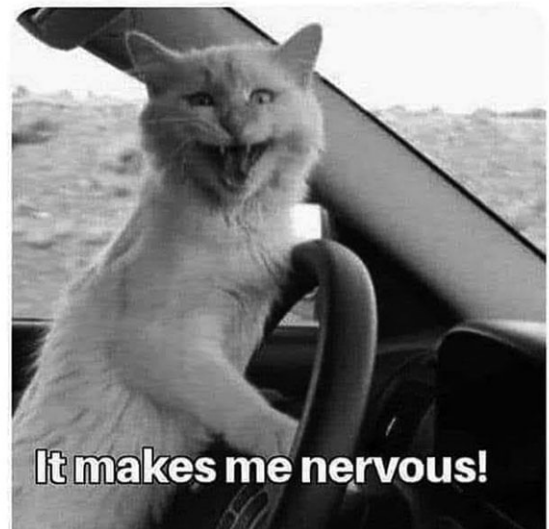
For Audit purposes, all current bank statements and credit card statements were provided showing the most up to date balances for reconciling purposes.

The ending balance of \$34543.59 in checking and \$50,671.09 in savings are true and accurate across all platforms to include bank statements and online Quicken account.

Respectfully submitted;

Wanda S Lenhart *Deb Droz*
Wanda S Lenhart Deb Droz
Date 7/12/2024 Date 7/12/2024

Listen, if you're gonna ride
shotgun you can't scream
every time I drive off the road.



7/1/2024-

Category	6/30/2023	6/30/2025	6/30/2023	7/1/2023
	Actual	Budget	Difference	Budget
INCOME	83,865.43	70,000.00	-7,599.65	
AIC 001 Special Assessment	7,207.00	7,000.00	-1,193.00	7,000.00
AIC 005 Retirees & Associates Dues	3,328.95	2,500.00	328.95	3,000.00
AIC 006 Postmasters & Managers	54,892.87	50,000.00	-5,107.13	60,000.00
AIC 008 New Member	11,895.00	5,000.00	-3,120.00	5,000.00
AIC 009 Miscellaneous	669.50	500.00	-2,830.54	500.00
AIC 010 INTEREST	57.11	50.00	7.07	50.00
AIC 017 Fall Tour Registrations	0.00	0.00	0.00	0.00
AIC 018 State Convention	5,815.00	5,000.00	4,315.00	5,000.00
				80,550.00
EXPENSES	99,836.74	96,600.00	15,370.95	
AIC 101 Special Assessment Payout	9,000.00	8,000.00	-600.00	8,000.00
AIC 103 Webmaster - Communication	128.31	0.00	371.73	10.00
AIC 104 Education	0.00	1,000.00	0.00	0.00
AIC 106 OFFICE SUPPLIES	88.79	300.00	211.21	300.00
AIC 107 POSTAGE	115.85	200.00	84.19	200.00
AIC 108 Membership Incentive	13,921.55	5,000.00	8,486.06	10,000.00
AIC 109 Hawkeye - Heartlander	8,885.80	6,000.00	-1,885.84	6,000.00
AIC 110 Fall Tour	4,781.60	5,000.00	718.36	5,000.00
AIC 111 Central Area Officers Summit	3,645.93	5,000.00	1,354.11	4,000.00
AIC 112 NATIONAL CONVENTION	9,500.08	15,000.00	8,499.92	15,000.00
AIC 114 Legislative Advocacy Days	4,568.05	7,000.00	5,431.91	7,000.00
AIC 115 PM RETIRED	3,322.72	3,500.00	-1,322.68	3,500.00
AIC 116 MISC	2,785.73	1,000.00	-185.69	200.00
AIC 117 MEMBERSHIP WORK	7,915.26	5,000.00	-6,415.26	4,000.00
AIC 118 STATE CONVENTION	21,327.56	20,000.00	-1,327.52	20,000.00
AIC 119 LEGISLATION	136.79	100.00	-36.83	100.00
AIC 120 DIRECTORIES	0.00	0.00	2,000.04	0.00
AIC 121 EXECUTIVE BOARD MEETINGS	4,343.68	7,000.00	-343.72	6,000.00
AIC 122 COMPUTERS	180.29	2,500.00	19.75	0.00
AIC 123 Member Representative	5,188.75	5,000.00	311.21	6,000.00

Net Difference:

-15,971.31 -23,742.61 7,771.30



Iowa UMPA V/P- Education Chair



Debra Droz

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Safety Talk... Service Talk... Mandatory Talk... How many messages do you get on giving talks to employees daily?? You feel overwhelmed by them, and they feel your boredom. Are you talking "at" your staff instead of speaking "with" your staff? How serious do they take you when it is just another task to get off your daily checklist. How serious do you take a task when you are told "Get off the list"?

Take the time to put down your paper and speak with your employees!! Is it a short message that you can paraphrase? Is someone else willing to step up and read the message to everyone? A new face, voice, and perspective will do wonders for the retention of the same message you have read a hundred times. Can a seasoned clerk/carrier give an example of their real experience on the subject and share it with the group? Can a newer employee ask a question about the topic that maybe they are too busy to ask at another time. Do we take the time to really see if there are questions afterwards?

Some of the most effective safety learning moments that I have ever had required me to really step out of my box. This also brought the employees out of their shells though and showed them I was serious about what I was preaching.

Let's talk mirror safety. This isn't just for carriers. We all drive in our daily lives. Everyone adjusts their mirrors on a daily basis, right!?! Probably not. So, take everyone outside and place anyone in the driver's seat. Place a doll, toy, hat, wig, or picture of their grandchild on the back bumper and ask them what they see. If they can't see it, strike the back of the vehicle as if they have hit it. What kind of impact is this going to make? Are they going

to think about that each and every time they look in their mirror or start to back up?

Let's talk dog safety. Again, this is for all employees. I have never been a carrier, but I have a child with dog bite scars. Ask three employees to volunteer. Have one person be the dog, one person the carrier, and one person the customer.

- Have the customer walking the dog and tell the carrier 'my dog would never bite' as they hand the customer the mail. BITE!!!
- Have the carrier knock on the door to deliver a certified letter and not block the door with their foot because they are juggling with the scanner. The customer is home and out jumps their dog. BITE!!!!
- Have the customer sitting outside reading their book on the front porch. Sweet Fifi is hidden in the shade under their chair. Here comes the carrier and doesn't see a tie-out or leash. It must be safe...BITE!!!
- Have the carrier jump out of their car to deliver a parcel because they have dog treats in their pocket and that always works to make the dog friendly. They get halfway back to the car before the attack comes. BITE!!

You will probably get some laughs out of the audience, but it will also induce others to show their scars and make the reality of the circumstances hit as well. It starts the heart of the 'talk' which is to make a difference.

Trying to explain to employees why we give the Heat Stress Talk in January and February is difficult. It is such an important subject, yet again, we try to rush through it because it isn't relevant at that moment. Try this. Buy a gallon of Hy-C and some cups. Pour everyone a drink in your grass skirt and sunglasses as they come in for the training. Again, it will get you some looks, but when you put those sunglasses on in July and remind them of the hazards of the heat, THEY WILL REMEMBER!!!

Iowa UMPA VP Legislative / PAC



Jeff Stoltz

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Hello Iowa UPMA

Congratulations to everyone. HR 82 has passed after 43 years of unbelievable amount of effort by so many. HR 82 was passed by the House of Representatives on November 12th by a vote of 327 to 75. The Senate passed HR 82 by a vote of 76 to 20 on December 21st. And President Biden signed HR 82 into law on January 5th. It back dates to January 2023 so those affected by WEP/GPO will get back pay for 1 year's time and going forward will see an increase in their social security checks each month.

Over 43 years there have been so many people contact Congressmen and Senators to ask for their support. The amount of people that have worked on this effort is astronomical.

Tuesday January 7th we had our first Legislative telecom in preparation for our annual trip to Capital Hill. UPMA President Tony Leonardi said this year we will be giving many thanks to those who have helped with the passing of HR 82. Tony said we will concentrate on Title 39 and HR 5995.

Title 39 of the United States code outlines the role of the United States Postal Service in the United States code. It's divided into 6 chapters in 1960 and 5 parts by the Postal Reorganization Act of 1970. It has hundreds and hundreds of amendments over the years. In our telecom it wasn't mentioned what part of Title 39 we are going to concentrate on going forward. We will have at least two more telecoms before heading to DC.

HR 5995 would provide those with civil service after December 31, 1988 may receive creditable service towards FERS retirement System. Those of you who have been a PRM, PSE, CCA or RCA or any other non-career time would be able to buy this time towards your retirement. Including the 118th Congress that just concluded this bill has been introduced four times. It has gained a good amount of support each and every 2 year congressional cycle. HR 5995 really gained some momentum this past 118th Congress with 131 cosponsors-106 Democrats and 25 Republicans. Sad thing at this point 0 of our 4 Representatives in Iowa have cosponsored HR 5995.

Please call or email your Representative and ask for their support for so many individuals to get much earned credit they deserve.

Here are the numbers on the HR 5995 (Federal Retirement Fairness Act) in previous congressional cycles.

118th HR5995

131 cosponsors (106 Democrat and 25 Republican)

117th HR 4268

100 cosponsors (79 Democrat and 21 Republican)

116th HR 2478

62 cosponsors (48 Democrat and 14 Republican)

115th HR5389

17 cosponsors (12 Democrat and 5 Republican)

Jeffrey Stoltz

Iowa UPMA VP Legislative/PAC



Hello fellow Iowa UPMA members!

It has been an absolute privilege to be your Iowa UPMA President these last 18 months, it has flown by and I have learned so much. I hope I have made a difference and I am looking forward to running again for the next election coming up in April.

My background: I am a second-generation Postmaster with 26 years of service, I started out as a PTF clerk/carrier and after countless years of trying to become a Postmaster, I reached that goal in 2013 when I took the Postmaster position in Fort Dodge. I was there for 3 years and because of the less than perfect pay scale, I decided to take the Clarion Postmaster position, which I loved. Clarion was a great office and the staff was amazing, I was there for 8 years and 2 days. I have now made a full circle back to the Fort Dodge office and am reacquainting myself to the hustle and bustle of a level 21! Yes, I know what you are thinking...why, are you crazy? The

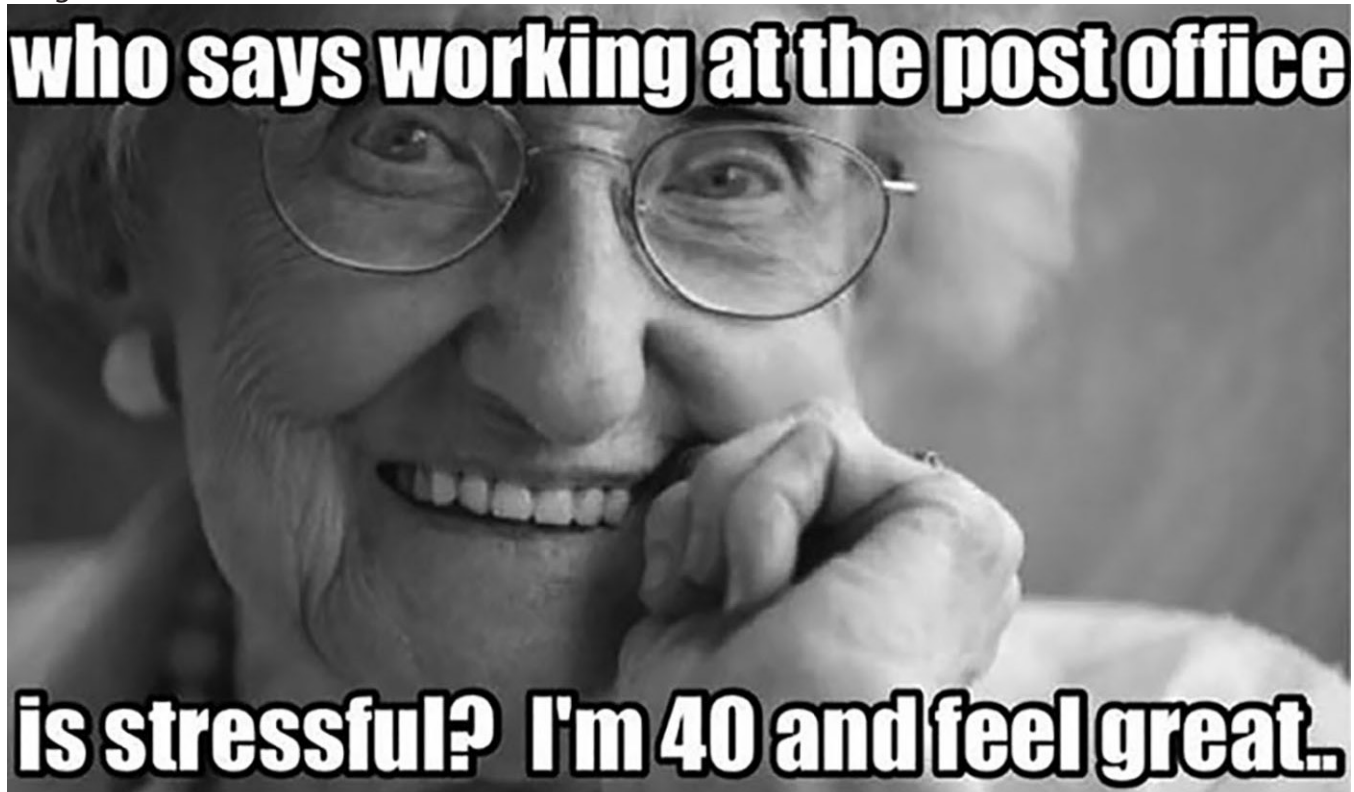
answer is yes, I loved Fort Dodge and only left to try and recoup all the levels I skipped the first time. Did it work...no. That's a story for another time. But, did I make the right decision, yes, I like the challenge and I like the people. So it was the right choice.

As you may know, I am not quiet and sometimes I stick my foot in my mouth, I am always fighting for what is right and what is fair. I am your voice when you need it and a support beam when you need to vent or need to speak your mind.

I have had lengthy discussions with some of your MPOO's and I am not afraid to speak my mind. I would like your support in continuing that through the next 2 years. Please come to the 2025 Tri-State Convention and cast your vote. I would appreciate your support and I am hoping to make the next 2 years better than ever.

Thank you for your support and I hope to see you in April!

Greg Snow



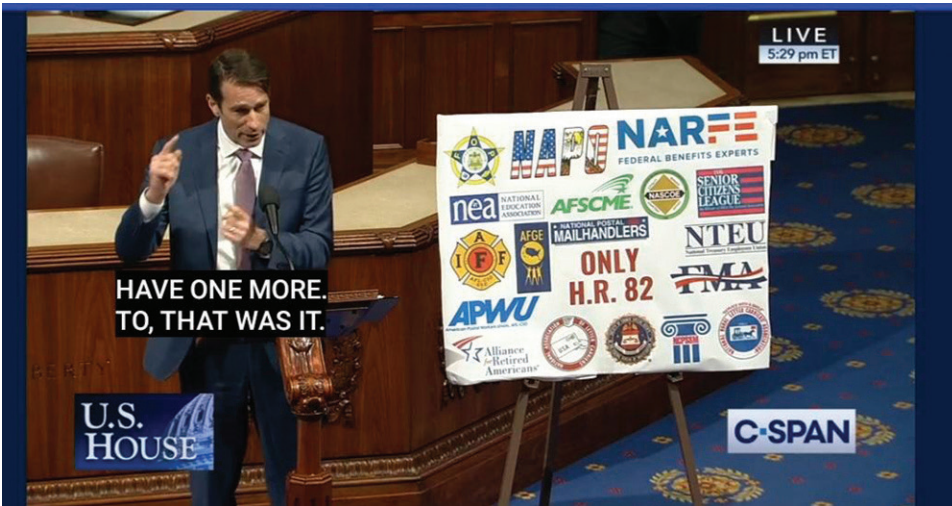
President Biden signs 'Social Security Fairness Act' into law



•The Social Security Act of 2023, H.R. 82 was introduced by Rep. Garrett Graves (R-LA-6) on 1/9/2023.

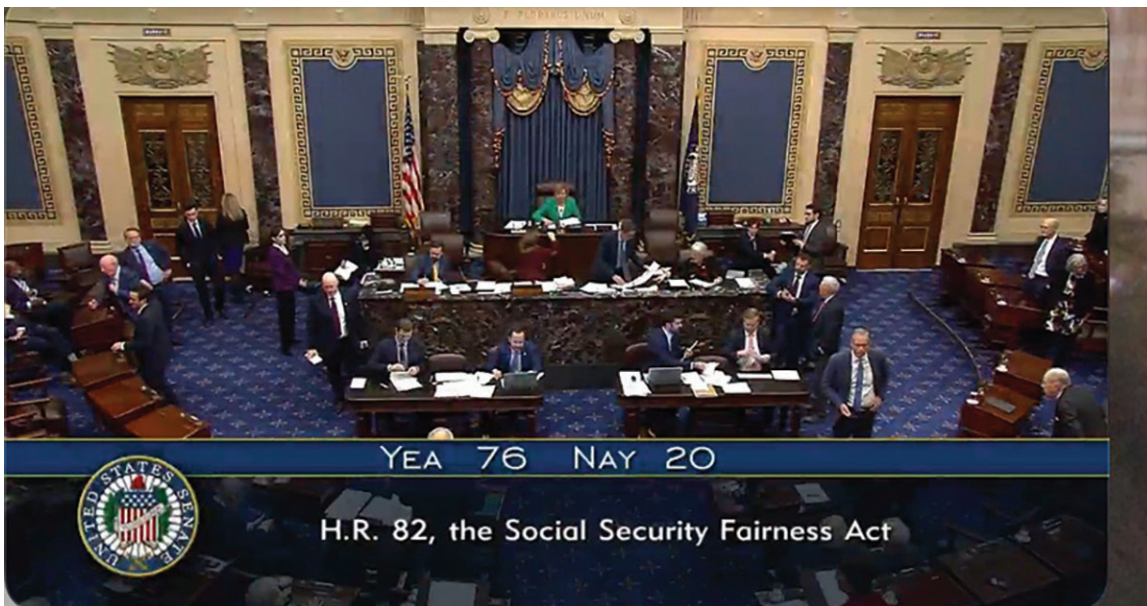
•It was passed by the House with a vote of 327-75.

•It was passed by the Senate with a vote of 76-20.



•It was sent to the President on 12/27/2024 and signed into law by the President on 1/5/2025.

•It was wonderful to see such a bi-partisan effort by Congress. All 4 of Iowa's Congressional Representatives voted to support the bill. Sadly our two Iowa Senators voted against it.



Iowa UPMA Retiree President



Ellen Opperman

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WOW...we finally did it!! H.R. 82 has passed and is awaiting the Presidents signature as I write this article!! Below I have compiled some resources to help with some questions that many may have as we move forward.

ABOUT WEP/GPO PASSAGE: info from SS Fairness Act

Question: I previously filed for Social Security benefits and they are partially or completely offset.

Answer: You do not need to take any action except to verify that we have your current mailing address and direct deposit information if it has recently changed. Most people can do this online with their personal my Social Security account without calling or visiting Social Security. Visit www.ssa.gov/myaccount to sign in or create your account.

Question: I have not previously filed for Social Security benefits.

Answer: If you are receiving a public pension and are interested in filing for benefits, you may file online at ssa.gov or schedule an appointment.

Question: How can I get all the information provided?

Answer: Subscribe for free with the link included to Social Security Fairness Act: Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) update (Subscribe)

The Social Security Office put out instructions to staff on how to handle inquiries about the implementation of HR 82. Here is the core of what you need to do once HR 82 is signed. Basically if all your information is correct, then you just need to wait... What we don't want to do is overload the phone calls to the SSA wanting to know when our accounts will be updated.

if you have not already, make an account on my ssa.gov and select email messages, which will send you an email when you have a message concerning your account, which you will need to log into my [ssa](http://ssa.gov) to retrieve. This is how I received my 2025 information. You can use login.gov to log into account or your social security number.

ABOUT PSHB CONVERSION: info from NARFE

It appears that some new en-

rollees to Aetna Medicare Advantage got enrolled in Aetna Advantage. Check your card and if your ID starts with a W call the customer service number on the card. They will work with you to fix it. It appears folks who were crosswalked into PSHB from FEHB being an Aetna customer last year are ok, but check your card it should have an ID that starts with 101.

Those of us with GEHA had issues when GEHA teamed with SilverScript for Part C coverage. To opt out, you had to call them. Otherwise, you were automatically enrolled in the SilverScript drug plan. And get this: our spouses had to call them separately to opt out and keep the standard GEHA plan. I wouldn't have known this if I hadn't innocently asked if my wife was opted out when I opted out. Nothing in their letter describing the SilverScript plan told us the spouses had to call.

I called Blue Cross Blue Shield today and here is the latest on the cards....

The correct cards are being mailed out in groups, so they are mailing them out. She stated to be patient and should have them by the end of January! Wow!

She did tell me again, that you

can use your old card, and everything will be ok, even with the pharmacy.

For those who received the new card without the Medicare info, replacements are in the cards being sent out.

<https://www.fepblue.org/> currently

does not have the ability to print out your new card, but they are working on getting that corrected, but didn't give me a timeline.

Your card is available on the fep-blue app for smart phones.

I hope this helps some of you as we work our way through both of these recent changes. Such an exciting time of changes for all of us...but remember...just like a kidney stone, this too shall pass!!!

Until next time!!!

Ellen

Harry "The PAC Man"



Harry Healey
irish13155@yahoo.com

If you google "the forty year's war" you will find information about a war that took place in what is now modern-day Burma. The war started in the year 1385 and was fought between the Kingdom of Ava and the Kingdom of Hanthawaddy. Other than Keva Richardson, none of us were around to witness this war. History tells us the war ended in a stalemate. If you wish greater detail about the war you will have to ask Keva.

We've just claimed victory in our own "forty year's war" when on Sunday, January 5 President Joe Biden signed into law the Social Security Fairness Act. Civil Service retirees will begin receiving their full Social Security benefits. It took a long time to get the unfair Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) repealed, but it was worth the fight. All four Iowa members of the US House of Representatives voted to pass the repeal bill. Both Iowa Senators voted against it. In the letter I received from Senator Grassley, he spelled it out for me how being fair to us would hurt 55 million other Americans. In the email he sent me I could see the tear drops that fell from his aged eyes as he responded to me. I feel so guilty that I am going to send my newly acquired riches to those 55 million poor people. If I figure rightly

that comes to 12-one thousandths of a penny each month for each of the 55 million. I'm not sure how much extra spending power that will give each of them, but I do know I am going to have to order more checks.

We got this win because of the efforts of our legislative leaders at the national level. UPMA is one of several organizations that represent federal employees that join together to fight for good legislation such as this. PAC money gives those legislative leaders the access they need to Congressional people. Now is the time to re-fill our PAC coffers to keep good legislation coming, such as getting an equal COLA for FERS retirees, and to keep bad legislation from happening, such as offhandedly firing 75% of the federal workforce as proposed by Musk and Ramaswamy, two guys who were not elected to anything!

It could be scary times ahead. Get onboard the PAC wagon now! There are several ways to do it and no good excuse not to. Payroll deduction, recurring credit card payment, retirement annuity deduction, automatic withdrawal from a Signature or Atlanta Postal credit union account, or send a check directly to UPMA Political Fund, 8 Herbert St, Alexandria VA 22305-2600 made out to UPMA PAC. Get off your donkey and do it!

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

Periodicals
Postage Paid
Madrid, IA 50156



Article Due Dates

March/April: March 4th

May/June: May 13th

July/Aug: July 6th

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

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Upcoming Events

January Board Meeting

Feb 1st, 2025

Holstein, IA

Legislative Summit

Hyatt Regency Crystal City
Arlington, VA

March 16th-19th, 2025

See front page for details

2025 Tri-State Convention

Canopy Hotel

Sioux Falls, SD

April 11th-13th, 2025

More info to come so be watching

Central Area Officers Symposium

Double Tree By Hilton, Oak Brook, IL

September 26 - 28, 2025

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.