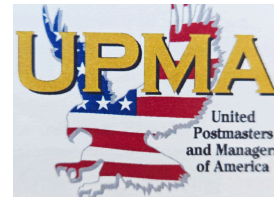


The Hawkeye Heartlander



The Iowa United Postmasters and Managers of America Publication
Volume 10 Issue 8

March/April 2025

REGISTER NOW!

IA-NE-SD 2025 Tri-State Convention



Our site selection is the Canopy by Hilton in Sioux Falls, SD.

Located at: 120 E 4th Place, Sioux Falls SD 57104

Dates are April 10 –13th 2025.

The Canopy by Hilton is brand new and is conveniently located downtown in the Steel District amongst the falls, great shops, restaurants and entertainment.

Reserve your rooms by calling Canopy at 605-275-4120 Room Block is \$189 using code “2025 Tri State UPMA Convention” or by going to the link for the hotel on our www.iowaupma.com webpage.

Don't miss kickoff Thursday evening for some fun events. Friday is the district day of training.

You may register online at www.iowaupma.com or by sending your completed registration and payment to our secretary Wanda Lenhart. Early registration would be appreciated by March 31st due to timeliness of the mail and catering. You may also register at the door, or by using the QR code on this information card. Registration is \$50.

Iowa UPMA members will be reimbursed the registration fee if submitted prior to March 31st, 2025, making registration FREE! Reimbursement will be given at registration table during check-in

Mail your registration to:
Wanda Lenhart-Iowa UPMA Secretary
6766 460th St
Sutherland, IA 51058



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

PRESIDENTS 2-Cents

Hello Fellow EAS and Associate members!

I want to commend you all on your work ethic, and your compassion toward your fellow postal family. Do NOT ever let anyone make you feel unworthy. You need to hold your head high and take the kudos you deserve. You are awesome, even though we may not be treated the same.

Dignity and respect, that is what Mr. Doug Tulino expects from all levels of the Postal Service to embody; however, that unfortunately is not the case. We have some believe that they can get better results with fear and intimidation instead of mutual respect and cooperation. PLEASE, I beg of you, do not reciprocate that down to your employees, be that person that deflects the bad and lets in the good. Be a Leader— not a Boss. Set the example, not the execution. You are all wonderful people, you all have lives outside the Postal Service, we are not slaves. That being said, that DOES require us to be responsible for our offices. That means that we are REQUIRED to be regular in attendance, and we need to try and complete all tasks in the time frames set forth by our upper management. Do your best

to complete these tasks accurately and on time. Do NOT pencil push the reports. Do not falsify just to get off the list. We all make mistakes, we all get busy and we may forget to complete the “tent” or the “strip mall” survey. Do your best and complete as soon as you can.

I am a firm believer in what used to be the 3 daily tasks:

- 1: Get the mail delivered
- 2: Dispatch the mail to the plant
- 3: Get everyone home safely.

I miss those days!

There are lots of changes going on in our district. We have some new acting MPOOs, and they will be bringing with them new styles for us to adapt to. The best advice I can give is to make sure to follow the instructions of your boss. If you are unsure or need clarification, put in writing by emailing them your understanding of the instruction. It never hurts to have it explained a little better so we are all on the same page! Always remember the “No Fear Act” training we just discussed with our employees. We have the same right to come to work without the fear of harm, physical or emotional abuse. Lead by example— treat your employees with the dignity and respect they deserve!

If you need me, reach out by text, phone call, or email. If you call and I cannot answer, please leave a message, I will call you back. If you text me, please tell me who you are, if you email me, please have in the subject line “UPMA” somewhere so I know its not a Spam email!

Here is my info again:

Greg Snow

Cell 515-371-1094

Email: snowteam6@yahoo.com

UPMA Iowa Secretary /Treasurer

The Lost Art of Postage Due



Wanda Lenhart

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C/712-260-5025

Well, I have been suggesting and/or wanting to have articles in the Hawkeye Heartlander that were helpful, answered often asked questions, or discussed topics that maybe were not widely known about, practiced, or encountered. So here I go — wish me luck — and I hope that everyone can find at least a tidbit of helpful information or learn something new from this article!

I've decided to talk about the lost art of "postage due". I think that in the hustle and bustle of morning distribution — You know, first parcel scanned by X number of minutes from the first clerk's clock in, X number of parcels/hour, flat and letter distribution time to earned, DUT to BT goal, etc. etc. etc.!!! — it's very easy to gloss over or just not even pay attention to our duty to protect our (USPS) revenue. I like to think of it as retail security, not unlike any retail store that uses several different tactics to prevent shoplifting.

Finding items within the mail stream that have not been properly classified and/or paid for is part of our jobs and part of "what we signed up for" when we took on a career with the USPS. Protecting postal revenue is every employee's responsibility, but let's face it, the buck is going to stop with the clerks and/or postmasters — those of us whose job it is to weigh, rate, and apply postage to outgoing mail. It is exactly what we are trained to do in the first place, so naturally we would be the most logical people to be able to recognize these issues when we see them.

So how do you add yet another task to your morning distribution routine? I have instilled the importance of this in my clerk staff and they are getting pretty good at catching several things. I am absolutely sure that we are not catching everything that's out there but are doing what we can to protect the USPS revenue.

Below are a few of things that we are seeing and doing:

- 1) Media/Library Mail – Did you know that you can open and inspect the contents of certain mail classes? We (USPS employees) are all about the sanctity of the mail. We take an oath regarding that when we are hired, and we all have heard the unbelievable stories of undelivered/stolen mail found in people's garages, basements or vehicles. But, when people choose to mail their items at Media Mail or Library Mail postage rates, they also agree to the possibility of having their parcels inspected at any point in the mail stream to confirm that the contents are eligible to be mailed at those discounted rates. Those heavily discounted postage rates come with conditions that must be met to be eligible for them. Library Mail not only has to qualify to be mailed at that rate but also can only be sent between eligible entities (libraries, museums, universities, etc.) so a quick glance at the to and from addresses can give you a clue. DMM 4.0 gives you a list of specific things that are eligible for Media Mail rates. If a package rattles like M & M's, Nerds, or a puzzle, is soft and squishy like a t-shirt, - sounds like a pair of shoes in a box that looks like a shoe box— it's probably worth your time to inspect the contents. Just because a record player, DVD player, etc. are meant to be used to watch or listen to media mail, These items do NOT mean that they can be mailed with media mail rates.
- 2) Priority/Priority Mail Express – Did you know that when people use these expedited products in any way, shape or form they also are agreeing to pay those postage rates? If, upon inspection, you find the completely eligible for media mail postage rate books wrapped in a Priority Padded Flat Rate Envelope, guess what??? It is no longer Media Mail but Priority Mail. If it's an Express Flat Rate Envelope but has Priority postage on it, it should be treated as Express Mail AND should be paid for at Express Mail postage rates. If a customer places a box on your counter wrapped in paper and it looks like a Medium Flat Rate Box and it's exactly the same size as a Medium Flat Rate Box when you set one next to it (walks like a duck, quacks like a duck, etc.), it's probably a duck or a Medium Flat Rate Box. You can ask the customer to prove to you that it is not a Medium Flat Rate box. When the Priority Large Flat Rate Box comes in with a "pregnant" bulge and/or when the flap of Priority Flat Rate Envelope barely wraps around the top of the contents and would never have stayed sealed

if it weren't for the half a roll of tape holding it shut, it's no longer eligible for flat rate postage. Sometimes the mailer "wins" because the by weight and ZIP Code postage is less than the flat rate postage. But if it's coming from California and weighs in at a hefty rate, it's probably short on postage.

- 3) Ground Advantage – Did you know that when the Ground Advantage classification replaced the First Class Parcel category, it took on the requirements of First Class Parcels? If the mailer desires the item to be tracked like a parcel, it has to actually be a parcel. If the tax prep documents in a 9" X 12" manilla envelope are important enough that it needs to be tracked, it has to either have some characteristic that makes it a parcel (rigid, variance in thickness of more than ¼", more than ¾" thick, etc.) or it needs to have Priority postage on it. A nicely folded shirt, scarf, or flag in a plastic envelope that is exactly the same size as the contents, is not a parcel just because it's not paper(s) in a large envelope. It's not rigid. It's not longer than 15" or taller than 12" or thicker than ¾". It's uniform in thickness. It's a large envelope!
- 4) Oversized/Overweight – Did you know that the fee for oversized or overweight items found in the mail stream is now \$200? Amazon packaging sites have a specific set of box sizes to pack orders in and they also know what the size limitations are for mailing via the USPS. They have a box that is just under the 130" length plus girth limit. If you see them combining two boxes or altering the configuration of a box, it's worth your time to take the measurements and do the math to make sure that it is eligible to even be in the mail stream. After you've measured about 5 or 6 of the "biggs" on the pallet (and been disappointed that it's just under the limit), you quickly get a feel for what oversized looks like. At one point in time I had 4 items taking up space on my workroom floor for this very reason. That's an easy \$800!!

These are just a few things that are relatively easy to watch for. You don't have to weigh every parcel to double check the postage paid. You don't have to open and inspect every Media Mail package. And it really does not take long to become proficient in checking for these things all while scanning and sorting your parcels each day. It has almost become a competition in my office on who can find the item with the most postage due, but my clerks still rock the socks off of the 300 parcels per hour sorting goal. Some of the things that you find when you hone your eye to watching for these things will make you just plain shake your head and say "Nice try, but not on my watch!!" Now that I've planted the seed, happy hunting!!

This is totally off topic but remember —you ALWAYS deserve to be treated with dignity and respect. If you are not, chances are some of your "neighbors" aren't either! There is strength in numbers people!!! Don't "settle" and don't allow or tolerate someone treating you that way. Use your UPMA resources to stop that from happening!! One of those resources is the Tri-State Convention, sure to be a good time, a great networking opportunity, and a learning experience. Get your registrations in now to secure your spot!

Until Next Time,
Wanda S. Lenhart
Iowa UPMA Chapter Sec/Treas

Proposed Retiree By-Law Changes to be voted on at the Retiree meeting at the 2025 Tri-State UPMA Chapter Convention.

Current By-Laws

Article IV Section 3----The election of officers shall be conducted at the annual Retiree Chapter Convention. Candidates to be elected to their respective offices must be present when their name is placed in the nomination. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Retiree Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two (2) candidates with the most votes will compete in a run-off election. Where no contest exists, election may be by acclamation.

Proposed Change

Article IV Section 3--- The election of officers shall be conducted at the annual Retiree Chapter Convention. Candidates to be elected to respective offices must be present when their name ~~is placed in nomination~~ **placed in nomination or have a letter or email on file with the President and/or Secretary-Treasurer stating their intent to accept if their name is placed in nomination.** Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Retiree Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two (2) candidates with the most votes will compete in a run-off election. Where no contest exists, election may be by acclamation.

Iowa UMPA V/P- Education Chair



Debra Droz

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I Am Afraid....

Change is the essence of our every day. Changes in life, changes in health, changes in our families, and of course the hourly changes in our jobs. We have become adjusted to the endless certifications, surveys, checklists, and "It's Tuesday, so we are going to do it like this now". We should be awarded t-shirts that say "You can't scare me, I'm a Postmaster!!"

But this is different. It is not a RIF where there are jobs to fall into, even if they are not ideal. It is not being absorbed into another District where we become even more of a little duck in a big pond and no one wants to know your name. This isn't about your staff getting cut, or gaining or losing a Supervisor.

We have watched our Federal brothers and sisters lose their jobs due to no fault of their own. We wonder if we will be next. We hear the whispers. We hear the declarations. We look at our families and wonder if we can continue to provide for them.

It is okay to be afraid, but we also need to take control of those things we can control. First of all, run your office to the best of your ability each and every day. Support your employees, be productive, and complete the tasks that are thrown at you. That is in your control and you can be GREAT at it!!!

Second of all, don't listen or transmit rumors. Just because an anonymous user on Facebook posted it, does not make it true. When someone declares they are in the know because they heard someone else say it, they are only trying to make themselves look important. Don't feed into their hypothesis.

Lastly, EDUCATE YOURSELF!!! There are articles from the UPMA leadership keeping us updated with actual facts. They are going to lead us through this time and do everything they can possibly do to keep us well-informed. They are not news reporters looking to fill airtime with the biggest shock value. They have the truth and are willing to share it with us.

I am looking forward to attending my first Legislative Summit this month. We have to SPEAK UP!!! Put a face with your elected officials. Write a letter, send an email, and join in the Legislative Summit.

Be realistic. Are more changes coming, absolutely! Something is brewing and you can't deny that. Will it be better? Will it be worse? No one knows that until we get through them. Don't sit back in fear or let being afraid take over your life. Please reach out to EAP or other professionals if it begins to affect your health, your sleep, or relationships.

Remember, UPMA is here to support you. UPMA members are here to support each other. UPMA is here to keep you educated. UPMA is here to fight for you.

One of the monuments that really impressed me the last time that I was in Washington DC was the Martin Luther King Memorial. I look forward to visiting it again while at the Summit. He reminds us:

DARKNESS CANNOT DRIVE OUT DARKNESS,
ONLY LIGHT CAN DO THAT.
HATE CANNOT DRIVE OUT HATE,
ONLY LOVE CAN DO THAT

MARTIN LUTHER KING, JR – 1962

Respectfully submitted

Deb Droz
Page 6

Iowa UMPA VP Legislative / PAC



Jeff Stoltz

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C/641-919-4628

Hello Iowa UPMA,
I'm currently working on our office visit schedule for when we visit Capital Hill next month. It's been a bit difficult getting appointments with the Congress people and Senators due to them not being in session the week that we are to be there. But that's ok, because we will meet with their staff members that deal with postal issues. I'm also attempting to schedule a tour of the White House for everyone that will be attending the Legislative Summit this year. I was able to go on a White House tour last year while in DC. It was a tour I will not forget for quite some time. Last year I was also able to visit the House of Congress.

This year in DC, we will be thanking those who voted for the passing of HR82. I believe that was everyone except for Senator Chuck Grassley. We will discuss how important HR5995, MSPB rights for all EAS and modification to Title 39. I have a Legislative telecom the first Tuesday of every month to hear any updates

on what is important, and key topics we will talk about during our meetings with our Iowa elected officials.

Doing some research on HR5995, it would be an amendment to Title 5. It would allow all federal employees with non-career time (that's you RCA's PSE's, TA's, CCA's) the ability to retire on time and buy back their non-career time. The topic of MSPB rights for all EAS is said as such, "an employee that doesn't supervise two or more employees doesn't have the right to representation if they are disciplined and possibly terminated." A lot of these employees would be district and HQ employees. I don't personally know of any EAS in the field that doesn't supervise at least two employees, Even Todd Oxley supervises two employees.

After two Legislative telecoms, they haven't touched on or mentioned what wording needs to be modified to Title 39, and how it's important to us at Iowa UPMA. I expect they will talk more about Title 39 this next month. During training in DC, on Monday before we meet with the elected officials, they hand out a packet that touches on all topics that we will be discussing.

Each year at the Iowa UPMA State Convention, members can sign up for a chance to win a \$500 stipend to go to Legislative Summit in DC. This year, Brian Lawson (Boone Postmaster) will be joining us in DC.

This year will be my second trip to DC. Oh my! It was quite an experience and very interesting seeing all the historic things in DC. I was so grateful to have all the other board members there with me last year. They had been there many times and knew exactly where to go and how to get there. DC can be an overwhelming place being from rural Iowa. When a tractor drives by my office, my phone alerts me that traffic is heavier than expected!

I hope to see everyone at Tri-State Convention and hopefully some new faces this year as first timers.

Jeffrey Stoltz

Iowa UPMA Legislative VP/PAC chair

Iowa UPMA V/P - Membership



Sherri Lingle

sherrilingle4@gmail.com
O/712-653-3414
C/712-579-8636

Hello, All Fellow members:

We are in the recovery faze of the Christmas period and heading into the MMS. How'd you do?

I think we had a lot of shining moments. There are stories that are above and beyond what a normal mail delivery would need. Thank you all for the extra efforts you all made to deliver the mail/packages and to help your neighboring offices. There are many of you that did reach out and help others, not because you had to but because you wanted to. That tells me that you are committed in our main objective and our mission. Our mission has not changed and with the people of the Postal service we will not fail. I wanted to touch on a couple of items regarding the service needs.

We have had some serious weather issues and delays due to staffing, please make sure you are ready for those occurrences. It will happen to you. Have your network names and numbers for when this occurs. Do you have your SOPs in place for the non-deliverable mail? Here is the SOP for the weather delays or other non-delivery reasons that was sent out to us all, make sure you are following this standard.

HOW TO HANDLE NON-DELIVERIES

Weather Delay

WHY: Massive weather event

WHEN: In office, roads impassable

WHERE: In office Only

REQUIRED:

1. Permission from POOM
2. Scan in office ONLY
3. Use Weather Delay placard
4. Report in DCV as delayed
5. Report in FDB/SITREP
6. Deliver the next day

No Access

WHY: Attempt made while delivering

WHEN: At road that is impassable or box unreachable

WHERE: At location outside geo-fence

REQUIRED:

1. Discussion with supervisor
2. Scan on street ONLY
3. Return package to the office with notice left mail

Delivery Delay

WHY: Employee availability

WHEN: As situations arise

WHERE: At the office

REQUIRED:

1. Permission from POOM
2. Scan in the office ONLY
3. Report In DCV as delayed
4. Deliver the next day

You will not get into trouble for reporting non-deliveries, you must report all non-deliveries to your MPOO as soon as you are aware of the potential for non-deliveries, as well to report those non-deliveries in both DCV and FDB-Operational Impact Reporting-Sitrep at the end of the day. To locate this, you would log into FDB, it is the very first link on the left side. If for some reason you have forgotten the process, reach out to your neighbor, or your MPOO. They will help guide you. There is understanding when you explain what your operation needs are.

NPA- yes, I know this is early to be talking about this. However, I feel we need to keep that a focus from the very beginning. I have had several calls regarding their work hours and SPLY. Check yours out occasionally. It will help you monitor what you need to focus on to improve your goal. I cannot stress enough the importance of LTATS. If you are carrying mail, are you remembering to transfer those into the craft of need?

Are you remembering to pay yourself for those hours that you are carrying, that caused you to work above your 8.5-hour day? Please remember that you are to report your carrying/case time hours into RADAR- other reports- EAS carrying mail report. This does not mean that if you worked 12 hours and carried 10 parcels that you get paid for it. There has been a misconception about how we are reimbursed for our carrying hours. If you work your Nonscheduled day to carry mail and you work 8 total hours or more, you may fill out a 3971 for a relief day worked in the comments write- Do not charge leave per ELM 519.733 - and basically bank a day in the future. You must send this to your MPOO so that they are aware that you worked your SDO and want

to take another date. Make sure that we are utilizing this with the integrity we use with all our reporting tools.

If you have a clerk carrying mail, are you making sure that those hours are transferred to that craft you are covering? You may have a rural or city carrier assisting in the office. Make sure you are transferring that time. We have all been really short staffed— between the lock out of hiring, contractual staffing/hiring, the weather or the flu. It has taken it's toll on all of us. There are no people to borrow. Again, it is our mission to service the American public to the best of our ability, safely and efficiently and sometimes we need to look outside of the box. If you need someone to help you look at alternatives, pick up the phone and get someone else's opinion. Make sure that you explain what your issues are to the fullest. Some of you have more going on than others.

Please don't forget that we have a ton of individuals that would be great resources for you, whether you are new into management or not. Whether you are on a detail, or 204b or higher level, or want to reach a higher potential level— reach out. Put your hand up. We all could use some help, and we all have assets within ourselves that could help someone else with their needs or goals. Thank you all for your guidance to me and to others within the USPS community.

Together we can achieve it all!

Sherri L Lingle

Executive VP-Membership Iowa Chapter

Summary of 2025 Tri-State Convention

The planning is still underway and it looks to be a wonderful fun-filled time.

April 10th - Thursday afternoon/evening we are planning on having a group activity at location such as Top-Golf or another similar location, we are planning on having food available so please plan to attend, we should have more details coming soon and we will start posting on all the chapters web pages. So stay tuned on Thursday night.

Friday April 11th - we are working with our District Manager Lisse Garrett to have the joint paid training day. It sounds like Ms. Garrett has some great speakers ready for us. I can't wait!

Friday evening, we will be doing our PAC and Scholarship Auction, so please bring any item you would like to donate for the cause, this is a great cause and it is a great time. This year to conserve a little time for the Friday evening festivities, we may split the auction in half and do some as a silent auction and some live bidding, so come and be prepared to bid to your hearts content!

After the auction, we are planning on having some sort of entertainment that allows us to have fun and compete against others. You will not want to miss this great time!

Saturday April 12th - It will all be UPMA, the trainings will be spectacular and we will also have three board positions open for voting!

Saturday evening we will have a wonderful meal and great entertainment so make sure you bring your dancing shoes!

Sunday April 13th - we will have our memorial for those we lost this last year, we get to remember the great times we have had with those wonderful UPMA members that are watching over us.

Please stay tuned to the iowaupma.com website for more information to come!

I look forward to seeing you soon.

Iowa/Nebraska/South Dakota - UPMA 2025 Tri-State Convention

April 11-13, 2025

Sioux Falls, SD 57104

First Name (as it should appear on your badge): _____

First Name _____ Last Name _____

Office _____ Office Zip _____

Home Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

Please note: one attendee per registration form.

First Timer.

Title (please check the one that applies)

Postmaster/Manager Postmaster Retired Associate Member Guest/Child

Supervisor OIC PMR Title: _____

The Canopy
120 E 4th Place
Sioux Falls, SD 57104
605-275-4120

Room Rate: - \$189 plus taxes (ask for the UPMA rate). Room block expires March 31, 2025.

You are responsible for booking your own room.

Committee (please check the one that you would like to volunteer to assist with)

Hospitality Room PAC/Auction Sergeant at Arms/Teller Other: _____

Registration/Deposit Fee: (Please circle the one that applies)

UPMA Members On or before March 31st, 2025 – reimbursed* at check-in \$50.00

UPMA Members after March 31st, 2025 - non-refundable \$50.00

Non-Member USPS employees - non-refundable \$50.00

Guests and Children – non-USPS employees – non-refundable \$30.00

* All Iowa UPMA members will be reimbursed the registration fee only at the registration table during check-in if it was submitted prior to March 31st, 2025, making registration FREE!

Please mail completed form, with payment in full, Check payable to **Iowa UPMA**, to:

Wanda Lenhart, Secretary/Treasurer

Iowa Chapter of UPMA

6766 460th St

Sutherland IA 51058

CONVENTION PROTOCOL

1. Keep your program with you at all times.
2. Be on time for all sessions.
3. Wear your convention badge to all sessions.
4. Dress appropriately
5. Turn off all cell phones, or put on silent ring or mute.
6. Do not leave or enter during a speaker's presentation.
7. Be respectful of the Sergeant at Arms instructions.
8. Do not talk or carry on conversations while a speaker is talking.
9. When speaking from the floor, identify yourself by name and office.
10. Be respectful at all times.
11. Remember, you are a member of United Postmasters and Managers of America. You have the right to be involved, the privilege to be in attendance and to be heard, and the responsibility to listen.

Silent Cell Phones Please



Want to actively participate in the UPMA?

There are several offices becoming available to fill:

- President (2 year term)
- Executive Vice President-Membership (2 year term)
- Vice President-Legislative/PAC (2 year term)



Iowa UPMA Retiree President

Here is the absolute latest info on WEP/GPO. Please remember that is very fluid and changes and updates are given almost daily. For the latest, please make sure that you are signed up for UPMA Gold by contacting Linda Carter @ upmagold@gmail.com.

SOCIAL SECURITY UPDATE: - Dave Cook, UPMAR Legislative Chairman

Starting the week of February 24, 2025, SSA is beginning to pay retroactive benefits and will increase monthly benefit payments to people whose benefits have been affected by the WEP and GPO

If a beneficiary is due retroactive benefits as a result of the Act, they will receive a one-time retroactive payment, deposited into the bank account SSA has on file, by the end of March. This retroactive payment will cover the increase in their benefit amount back to January 2024, the month when WEP and GPO no longer apply.

Ellen Opperman
eopper1234@hotmail.com
C/5639403979

Social Security benefits are paid one month behind. Most affected beneficiaries will begin receiving their new monthly benefit amount in April 2025 (for their March 2025 benefit). Anyone whose monthly benefit is adjusted, or who will get a retroactive payment, will receive a mailed notice from Social Security explaining the benefit change or retroactive payment.

NOTE: A beneficiary may receive two mailed notices, the first when WEP or GPO is removed from their record, and a second when their monthly benefit amount is adjusted for their new monthly payment amount. They may receive the retroactive payment before receiving the mailed notice.

We have been able to expedite payments due to the use of automation. For the many complex cases that cannot be processed automatically, additional time is required to manually update the records and pay both retroactive benefits and the new benefits amount.

We urge beneficiaries to wait until April to inquire about the status of their retroactive payment, since these payments will process incrementally throughout March.

Beneficiaries should also wait until after receiving their April payment before contacting SSA to ask about their monthly benefit amount because the new amount will not be reflected until April for their March payment.

Also, plans are coming together for our IA/NE/SD Tristate Convention in Sioux Falls next month! My goal is to have an outing planned for any retirees that will be there on Friday. While the final agenda has yet to be made available, we will plan to meet after lunch for an outing. If interested, please let me know so you can be included!

As always, please forward any information you may have on PM/Supervisors that have passed in the past year so I may be sure to include them in our Memorial Service.

Hope to see many of you in Sioux Falls next month!

Until next time.....Ellen



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National Convention Stipend

The Iowa UPMA Executive Board has developed a plan to offer a stipend of up to \$500.00 for any Iowa Chapter Member who attends both the 2025 Iowa Chapter Convention at the Canopy Hotel in Sioux Falls South Dakota and the 2025 National Convention at the Sheraton Dallas in Dallas Texas.

Qualifications:

1. Iowa UPMA member in good standing.
2. Register and attend both conventions.
3. Payee certifies that they attended all general sessions, mandatory meetings and at least one training session, if offered at event.
4. Expense voucher must be submitted to the Chapter Secretary//Treasurer no later than September 19th, 2025.

We will be hosting a PAC auction again this year so please remember to bring your amazing items to donate for this worthy and important cause! We thank you in advance for your generosity!



Harry "The PAC Man"



Harry Healey
irish13155@yahoo.com

Great Information

With the tri-state convention coming up, it is time to prepare. For you, that means bring items for the PAC auction, prepare to bid on PAC auction items, become an ePAC contributor if you are not already one, and come ready to help fill the UPMA PAC war chest so we can help keep supporters in Congress. Lord knows we need them!

Harry's Opinion

It is time for us to stand up and tell our senators and representatives enough is enough! Do your jobs! In June of 2019, Jon Stewart testified before Congress, imploring them to do their jobs. He was there in support of New York City fire fighters, police, first

responders and EMT's who were sick and dying as a result of responding to the attacks on the World Trade Center on September 11, 2001. You can watch the nine minute video of his testimony on youtube. I think it is well worth the viewing. At the end, as I said, he implores Congress to do their jobs.

Now, my opinion, for what it's worth, I think we as Americans need to now step up and do the same. Congress people, just like postmasters, take an oath to defend the Constitution of the US against ALL enemies, foreign and DOMESTIC. They need to be asking themselves, Is it constitutional to allow a man who was not elected nor vetted to anything to destroy the American Federal Government by firing the very people that make that government work for the American citizens? Is it constitutional for the one who was elected to the presidency to turn over his job to this man simply because he, obviously, has no intention to do it? It is time for us, as federal employees and Americans to insist our elected officials do their jobs, ESPECIALLY THOSE WE HAVE GIVEN UPMA PAC DOLLARS TO. And we have given UPMA PAC dollars to some of the president's party members in Congress. Lisa Murkowski from Alaska seems to be the only member of the president's party willing to stand up to the current administration. And, no, don't talk to me about "postal hero" Susan Collins. She is like the mother who always starts counting to ten but never once sits the brat in the corner or gives him the spanking the brat deserves.

Iowa UPMA Candidate for President



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 think-

ing.....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, but 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

Iowa UPMA Candidate for Retiree President



Fellow Iowa UPMA Retirees, I would like to take this opportunity to announce that I will be a candidate for Iowa Retiree President for the term 2025-2027. The election will be held at our Tri State convention in Sioux Falls this April. Ellen Opperman, our current President has reached the end of her term and cannot run again, so I feel my time has come to step up and lead our great Iowa group of Retirees. I have been active in NAPUS/UPMA for many years, and served as the longest tenured State President over different terms, so you all know me and what I have done. I am currently serving as the UPMA National Area 8 representative, a position that will be done the end of this year. So I am asking for your support and vote this April for Iowa UPMA retiree State President.

Kevin Schwab

Iowa UPMA Candidate for Executive Vice President-Legislative/PAC



I would like to announce that I am running for Legislative Vice President Chair Position. If you do not know me, I am Aimee Quick, Postmaster of Marshalltown, Iowa. I have been at the Marshalltown Post Office for 6 years. I have been with the postal service for 17 years. I travel all over the state assisting postmasters, teaching new postmasters and the F4 team lead for all three states. I have also been your Chapter Member Rep. for the last 8 years. I was previously the Legislative Chair for the Iowa UPMA Chapter in 2021/2022.

Legislative is a passion of mine. Postal issues need to be addressed with our State Representatives on Capitol Hill. I was a part of the Postal Reform Act of 2022. I have also spoken to our Representatives about the Social Security Fairness Act, WEP/GPO HR.82 that was just signed by former President Joe Biden. These are two particularly important pieces of Legislation that affect our current and retired members. There will always be more that needs to be brought to the attention of our leaders on Capitol Hill. Voting for me, I will ensure that all issues that affect postal employees will be addressed with our representatives. Legislative is just one part of being elected to the board. As a board member for the Iowa Chapter I will also continue to be active in all activities involving our members.

Please elect me as your next Legislative Chair.



Iowa UPMA Candidate for Executive Vice President-Legislative/PAC

I would like to announce my intention to run for re-election for the Iowa Chapter UPMA Legislative VP/PAC chair. I have learned so much in the last two years as your Iowa Legislative VP. Two years ago I

knew very little about the legislative process. Now, two years later I feel very comfortable and confident about my legislative knowledge and how it effects us as Iowa UPMA members. I really enjoyed serving you the last two years and would really appreciate your vote and support at this years Iowa Tri-State Convention.

Thank you,
Jeffrey Allan Stoltz

Iowa UPMA Candidate for Executive Vice President-Membership



Hello again all my fellow IOWA UPMA Members.

My name is Sherri Lingle, I am your current Executive VP of Membership. As your Executive Vice-President I would like to thank each of you for your confidence and faith you have given me.

I am asking for that same confidence and faith for the next two years as I announce my candidacy, so that I can continue to serve the Iowa UPMA chapter as your Executive Vice-President of Membership.

The past two years have flown by. The experiences and challenges we have been through together have made me a better person. I have gained friendships and contacts that I never would have made if not for my UPMA family. Thank you.

A little about myself. I started my career as a TE carrier. During that time, I was able to be a city carrier trainer. I really enjoyed the time I could spend with the new city carriers and reflect on how I began my career. I remember asking my Postmaster "what more can I do?" his response was simple, "nothing as a carrier, you need to become a clerk". He also told me "Be careful what you ask for because you just might get it." So... Post Plan happened, and it had other plans for me, and I was delayed that opportunity for a few years. During that time in waiting, there were a few "meet and greets" that an MPOO had brought me to. She thought I should meet some other people to establish a few contacts that held higher positions. If any of you remember these, it has been a few years. District would pick a location and tell managers to bring someone or a few someone's that they felt would be of interest and could be looking for advancement. I didn't know what to expect from those meetings. I am thankful for the chance given to me to meet people from district. I was on the waiting list for two years, while Post Plan continued the back-and-forth process with the prospect of advancing. Finally, becoming a PTF clerk, I had to learn all new things in a very short time. Within my first two weeks of being in my new office I was told that I was needed to 204B in another office, but my Postmaster was out on leave. I could not do that detail. The following week my MPOO called me back and told me that I was needed to OIC a different office. I was excited and scared at the same time. Within two months of being a clerk I was in my first OIC detail. Within six months, I was the new Postmaster of that office. So, you could say he gave me some good advice. Lots of opportunity to learn and challenges I did not know existed. I have had a few other opportunities to learn and grow since I became a Postmaster. From function 4 to my detail in Line H. I am a Postmaster Essential trainer, and I am back to loving the same things I did when I was a city carrier trainer. I remember where I came from, the challenges, I remember those people that have helped me through my growth and have been there for my frustrations. I have been a CMR representative for the past two years. This also provides me with a way to pay back those that were there for me and gave me the understanding of my mistakes. We all make mistakes, but it is what we do with those mistakes that make us better people.

I would love to continue as your Executive VP of Membership and ask for your vote of confidence, the opportunity to serve you and to get to know you all better.

Sherri L Lingle

Executive Vice President Iowa UPMA Chapter



9th UPMA National Convention | Dallas, TX August 9 – 15, 2025

First name: _____ Badge name: _____ Last name: _____

Badge name (if different from first name): _____ Chapter: _____

Post Office You Represent – City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ Zip: _____

Cell Phone: _____ Email: _____

Select your title:

- Postmaster Manager Postmaster Supervisor EAS Supervisor
- UPMA Retired Associate Guest – includes ticket to UPMA Retired Luncheon
- Guest – does NOT include ticket to UPMA Retired Luncheon Child (17 and under)

Circle the appropriate fee:

2025 National Convention Registration Rates	August 24, 2024 - August 30, 2024	September 1, 2024 - March 31, 2025	April 1, 2025 - June 30, 2025	After June 30, 2025
Postmaster, Manager, Supervisor or EAS Professional	\$200	\$220	\$252	\$300
UPMA Retired, Associate or Guest <i>This rate includes the UPMA Retired Luncheon.</i>	\$200	\$215	\$239	\$275
Auxillary or Guest <i>This rate does not include the UPMA Retired Luncheon.</i>	\$150	\$165	\$189	\$225
Children 17 and under <i>This rate includes child's meal at the Thursday Grand Banquet.</i>	\$100	\$110	\$126	\$150

Please let us know if you plan to: I plan to attend the Sunday banquet.
 I plan to attend the Thursday closing party.

If you are attending as a guest, who are you joining? _____

Do you have any food allergies or dietary restrictions? _____

Payment Information

Convention Fee: \$ _____

Additional tickets for UPMA Retired Lunch \$50 each: \$ _____

TOTAL PAYMENT: \$ _____

Check payable to UPMA

Visa/Mastercard

CARD NUMBER: _____

Expiration ____/____

Signature: _____

Hotel Reservations

UPMA has a special rate at the convention hotel. You must book online or call the hotel directly to make a reservation. The National Office will not handle room reservations. All room cancellations must be made directly with the hotel 72 hours prior to arrival to avoid penalty.

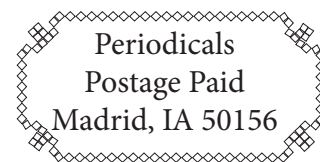
To secure the special UPMA rate, you must identify yourself as part of the 2025 UPMA National Convention. The rate is available only until July 28, 2025, or until all rooms in the block are sold, whichever comes first. The group rate is available 5 days pre and post convention based on availability.

Sheraton Dallas | 1-888-627-8191
\$189 – Run of House | \$199 – Queen/Queen |

One form per registrant.

Cancellation Policy: Cancellation requests must be submitted via email to UPMA@crispevents.me. Requests received on or before July 25, 2025 will be assessed a \$50 cancellation fee per person. Cancellations received on or after July 26, 2025, will not receive a refund. Tickets for cancelled registrants are not available for use by other registrants. Registration transfers (name changes) are not permitted.

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



Condolences to the families of

Gerald Kramer Retired Postmaster Elkader IA

Robert (Jerry) Doyle Retired Postmaster Peosta IA

Robert Falcon Retired Postmaster Central City IA

Article Due Dates

May/June: May 6th

July/Aug: July 6th

Sep/Oct: September 4th

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

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 10th-13th, 2025
See cover & pages 9 thru 14

UPMA 9th National Convention
Sheraton Dallas, Dallas TX
August 9th-15th, 2025
Registration on page 19

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.