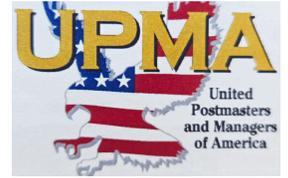


# The Hawkeye Heartlander



The Iowa United Postmasters and Managers of America Publication

Volume 10 Issue 13

Jan/Feb 2026



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  
 ● Tony Leonardi  
 ● tonyupmafl@gmail.com

● Secretary/Treasurer  
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UPMA MISSION STATEMENT:  
 United Postmasters & Managers of America exists to support our membership through communication, education, and representation.

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Signature Federal Credit  
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# Iowa UPMA President

Hello Again



**Greg Snow**

snowteam6@yahoo.com

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C/515-371-1094

CONGRATULATIONS!! You made it through another PEAK Season, and I will tell you one thing, I am so Happy we are passed PEAK. It was a roller coaster this year for us. The amount of packages my team delivered was astonishing. My supervisors did an absolutely amazing job. They crushed every problem that arose regardless of the circumstances and they did it with the upmost care for our employees. They applauded the wins and they fought alongside their employees when things were a struggle. Our employees, carriers, clerks, custodians, and our HCR drivers delivered and I could not be prouder!

I bet you all did the same, so sit back and breath, pat yourself on the back and know YOU made it through! I am proud of you. You may have faltered, you may have been on the brink of a breaking point, but you made it. Do not let others tear you down, see only your faults, know your wins, use those wins to move on into 2026!

Now, moving on to 2026, lets talk dignity and respect. I have had way to many calls, texts and emails this last year dealing with the treatment of ev-

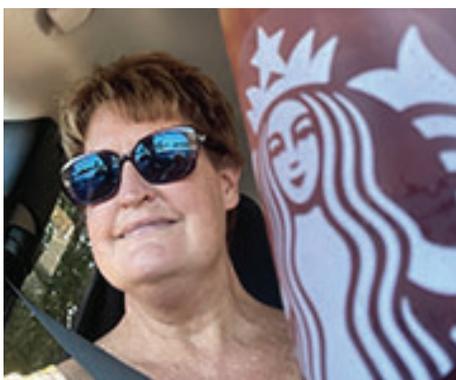
everyone, and I am sorry that is happening. We were assured in Dallas, Orlando, and even over 2 years ago in Denver that we as managers would be treated with dignity and respect, unfortunately, we all know it hasn't trickled down to us yet. Don't let that go past you please, treat your employees with the respect they deserve. We all work hard, we are all human and we all make mistakes. I 100% believe that the best saying is: "Praise in public, criticize in private". I will step down from my soapbox now and move on to greener pastures!

We have quite a few exciting activities planned this year and the first one will be our Legislative Summit in March. The hottest topic we are striving for is allowing those that have non-career service to be able to buy back those years and be able to add it to your retirement. I was lucky enough to start as a PTF Clerk/Carrier 250 (Ha! Really only 27years ago) and have been career the whole time. Most are not that lucky, I have a Rural carrier that has about 10 years of service as an RCA and he worked 6 days a week for almost all of those years, he knew 30 routes around the area. Adding those 10 years would be a great addition to his retirement. So please reach out to your senators and representatives and get them on board with passing this great bill. If you would like to come join us and storm the Hill with us, please reach out and we will get you the information you need to join us.

The next exciting event will be our third annual Tri-State UPMA Convention; those dates are April 24<sup>th</sup>-26<sup>th</sup> and the venue is the Embassy Suites in Lincoln Nebraska. We are planning great training during the day and incredible entertainment in the evenings, along with outstanding meals! The registration information is enclosed, Friday we are hoping to continue the day of training sponsored by the IA-NE-SD District Manager. I am hoping to see you all there in April!

The last big item is a little trip to National Convention, the weather will be cold.....just kidding, this year we are heading to the beautiful destination of San Juan Puerto Rico!!! Our National President is working to ensure we all have an amazing time in San Juan and the goal is to have most of the afternoons free to roam the beaches and the inlands of the Island of Puerto Rico. You will not be disappointed and if you come to both the Tri-State Convention and the National Convention, follow the requirements and are paying dues or within your "first year getting free dues", Iowa will reimburse those members up to \$500 to cover some of the expenses of the Convention. If you can bring some other members, you can all share a room and decrease that cost tremendously! Nothing can beat a Caribbean beach!!! Block off the 1<sup>st</sup> week of August and come join us in San Juan!!

I do believe each and everyone of you are amazing, hard working and an outright asset to the Post Office and UPMA. Keep up that work ethic, that teamwork, and that positive influence on your employees and you will succeed far better than you can imagine. I am here if you need someone to vent to, someone that does listen, and I will always have your back. Thank you for everything you do and God bless you and your family!



# Iowa UPMA-V/P Communication/ Editor

## Getting Involved

### Happy New Year to Everyone!

As your editor, I am here to put together a newsletter that our members will enjoy reading and hopefully find out information about your job, future events, find assistance, or just to find someone who will listen to you in distress. All of our board members, plus all of you are here to support each other, We all need to stick together during these trying times and remember why we joined UPMA to begin with.

**Darcie Renze**  
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I enjoy being on the board as your editor but I feel most members do not even read this or try to help others out by writing an article with inspirational words, sending a photo or two of something that may have happened that made your day, or even a picture of someone to give a shout out to for doing a good job. As your editor & fellow member, I wish more would reach out with an article, picture, celebration news, or just to introduce yourself to everyone. It's always nice to know names to faces we see. We all have a story to tell about our careers and how they started. I've been in the Post Office for 29 years and 8 months.(which is way more than Greg can claim). I've seen so many changes(who remembers the days before DPS and how we thought it would be a nightmare! Now we get upset if we have an inch of raw letters). I worked my way from a PTF Clerk/Carrier to Postmaster and was mentored by the best. Everyone needs a mentor to help you gain knowledge beyond the manuals. Hard work and a lot of determination is how we get to where we want to be. As a mother of five at the time, I never had much time to devote to anything but job and home. I was lucking to make it to meetings or any conventions, but the few I did make it to made me want to go back to work with a new perspective on how I should handle a situation that had occurred and after visiting with other Postmasters on how they dealt with it, I was able to find new ideas. I thought the board members were geniuses and I tried to soak up as much as I could. Never did I think I would or could be on the board of our great organization. It took some fellow Postmasters(friends that I had gained being involved)to convince me otherwise and I'm hoping I can convince some of you to come out of your comfort zone and get on the Iowa UPMA Board. We are holding elections for: Sec/Treasurer, Education Chair, and Editor for a two year term. We also need Legislative/PAC for a one year term to finish out Jeff Stoltzes term.

# Iowa UMPA VP Legislative / PAC



**Jerry Southard**

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## Interim Board Member

For those of you who don't know me, let me introduce myself. I am Jerry Southard, Postmaster of New Hampton, Iowa. I have worked for the Postal Service for 28 years while 23 of those were as a Postmaster. I was selected by the Iowa Chapter board to fill in as interim Legislative Vice President. I have served UPMA in many positions. I look forward in serving the Iowa Chapter in this capacity until our Chapter convention in April.

HR 1522, Federal Retirement Fairness Act and Title 39 Reform are two items on the table to be discussed with our Senators and Representatives.

HR 1522, Federal Retirement Fairness Act: **This bipartisan bill would allow certain federal employees, including letter carriers, to make catch-up retirement contribu-**

**tions for time spent as non-career employees after Dec. 31, 1988, making it credible service under the Federal Employees Retirement System (FERS).**

**Title 39 Reform is needed to strengthen our ability to negotiate our pay package.**

Your voice as a Postmaster or Manager needs to be heard. I encourage you to reach out and call our Senators and Representatives, let them know your position on these 2 items.

I will be posting items on Iowa Chapter Facebook page as we get ready to attend the Legislative Conference in March.

I want to thank our Board for their selection and giving me an opportunity to support the Iowa UPMA chapter.

**Don't forget we need people to get involved and become an officer**

**We are holding elections for:**

- Iowa UPMA Sec/Treasurer
- Iowa UPMA V/P Education Chair
- Iowa UPMA V/P Communication/Editor
- Retiree Secretary

**These are all for a two year term.**

**We are also electing a Iowa UPMA V/P Legislative/PAC for a one year term to finish out Jeff Stoltze's term.**

## Iowa UPMA Retiree President



Kevin Schwab  
mailman4699@yahoo.com  
515-669-9616

Well the calendar has flipped and 2026 has arrived! I hope you all had a good holiday season. So that means activities are being planned on the UPMA calendar for this year. First up is the Legislative Summit in Washington DC. It is March 15-17 at the Hyatt Regency Crystal City. I know one of the items on the legislative agenda is a bill to provide fairness in the COLA retirees get every year. CSRS retirees got 2.8% this year while FERS retirees got 2.0%. So hopefully some Iowa retirees will join us in DC to help lobby our Senators and Representatives for this change. Registration forms are available on the National UPMA website.

After that comes our Tri-State State convention April 23-26 in Lincoln NE. Planning is well under way, and I am sharing a message I received from Virginia Steenson, Nebraska UPMA retirees concerning what she has planned for retirees;

### ATTENTION UPMA RETIREES AND CONVENTION GUESTS!!

Tri-State Convention will be here before we know it. Mark April 23-26, 2026 on your calendar today. Registration information was in your last newsletter. On Friday the retirees and convention guests will have the opportunity to join guided tours of the State Capital and Memorial Stadium. There is no charge for either tour, however there is a minimum of 10 for the tour of Memorial Stadium and needs to be booked two weeks prior. We will join all convention attendees for a tailgate lunch on Friday. Please contact Nebraska Retiree President, Steve Jones if you're interested in joining these tours. Steve's phone number is 531-800-2873. Hope to see you there!

So hopefully we have a good number of Iowa retirees attending and joining these tours! And as I mentioned last article, we will be electing a new Secretary at the meeting as Lisa is term limited. If you are interested in this position, please feel free to contact Lisa or myself as to what the position involves. Start planning now for these 2 events!

### IN MEMORY

Joseph Ironside, Postmaster Retired, Monticello who died December 4<sup>th</sup>

(Joe was Iowa NAPUS Secretary/Treasurer from 1983 – 1985)

## Iowa UPMA V/P - Membership



**Sherri Lingle**

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### Nourishment in the Career Place

What does nourishment mean to you? Are you giving yourself enough nourishment?

I am talking about Nourishment and our USPS career. We just came out of our best time of the year. We struggled and persevered. We succeeded with less staff, less vehicles, less time in the day, bad weather, late trucks, sick calls and poor communication all around. You smiled even though inside there were moments that you really weren't sure you had the energy to smile. Did you know what day it was or the date or the time of day? Remember it is only a moment and those moments don't last. The next moment provides hope and replenishment of the faith that together we can. I know I had these moments this season, and I am so thankful for the help and support of those around me. When we have Postmasters and other fellow employees willing to drive a couple of hours to help on a rural route in a town they have never heard of and a route that they have never seen, or when someone offers

a vehicle to use because they cannot help themselves. These are those precious moments that I am so thankful for. It reminds me that others believe in the Together We Can. This is one of the ways I am nourished. Those that support me, nourish me.

Those are the people that allow me to vent and give me feedback (even when I don't like what they have to say). Reality is that we need to nourish ourselves. We need to help nourish those around us. What would it look like to know if you had the nourishment you need?

Now it is time to refocus on ourselves and what nourishment means to us. Have you been thinking about a little alone time? Perhaps a little bit of motivation to start some type of exercise routine or even maybe check on what you have been putting into your stomach.

When we were so focused on ensuring that our day was completed when we turned out the lights each night, did we remember to think of ourselves just for 5 minutes? If not, it is not too late. Maybe start with actually walking out of your office and having lunch. You know that one thing where you do not do work and you let your mind do other things (yes you can even take a nap and let your mind rest, it is your lunch).

Some say slow down while others say don't sit still. Sometimes it is the simple habits that we can develop that will make our daily lives better. Nourish yourself so that you can be a more happy and content individual. Nourish your co-workers and staff, help them with the tools that they may need to be successful. Have you thought about writing things down and trying to focus on those things that you want or need?

There are many questions that we should ask ourselves so that we can nourish ourselves fully. Some questions could be ... Have you read a good book lately? Did you learn something from it?

Have you thought of things that will make your home life easier? What about your work life? Are there things that you need to make your work life easier? Have you had any discussions about what you need with your manager? Do you need help or advice on how to discuss your needs with your manager? Do you need help from someone on how to have that conversation with your manager? Do you need Key words of advice? Are those that work with you capable of more? Can you help them grow if you help to keep them nourished? Have you had a conversation with them lately? Do you need to build some type of connection? Build trust?

We are the ones that will benefit from trying to ensurement of our life. Please don't be afraid to reach out. We all need some type nourishment, the question is how much and where can you find what you need. Together We Can.

Until I see you again,

Sherri Lingle, Iowa Executive Vice President - Membership Chair



## UPMA Iowa Secretary/Treasurer

MIRT --- yet another USPS acronym. Do you know what it stands for? And more importantly, do you know how and when and why to use it? I would be willing to bet that this tool is severely under used as I have seen very few references to it and zero training or "instructions for use".

It is referred to in the HAZMAT training/refreshers/service talks. You know, the ones where they go through all the different DOT Hazardous Materials categories (corrosives, explosives, flammables, etc.) including all the diamonds (square on point) with the colors and numbers in them so you can instantly know exactly what kind of product is in the box (yeah right), which ones can absolutely NOT be mailed, which ones can be mailed, and which ones fall somewhere in the middle of that. Every time I go over that training, I think maybe I remember or retain one more tidbit of information but still find all of the squares, colors, and numbers way more confusing than helpful. Other than the lithium battery label, which is seen on about every other Amazon parcel that comes into my office, I still have to go to the big poster at my customer retail window to double check if that particular label can be on a box found in the mail stream. I have instructed my clerks this way --- A UN3480 lithium battery black and white label can't

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fly ("0" means No --- don't remember where I heard that one but it stuck because of the rhyme) so if you see Priority postage on it, it's WRONG!! If it's a UN3481 label, it can fly. After that, any square on point label that you see on any package, Amazon or USPS, go check the poster. There are way more square on point labels that can NOT be in the mail stream than those that, can so likely if you see one you don't recognize or see often, chances are you should not be seeing it in the mail. Anyway, somewhere in the midst of all of that you will sometimes see some wording to the effect that if you see any of these non-mailable labels on a parcel, it should be reported via MIRT. And then the training moves on to the next thing with nary a hint of what MIRT is, where to find it, or how to use it.

I recently had cause to use this in my office on a parcel that arrived one morning in the week or so before Christmas. It stands for Mail Incident Reporting Tool. It is found in the Essential Links column on the left hand side of the Blue Page and/or the expanded list of links on the left hand side within the My Work tab on the Blue Page. Its purpose is to report any potentially hazardous or confirmed hazardous item found in the mail stream. We've all encountered the leaking Bed, Bath, and Beyond parcels that announce their presence with the overpowering fresh, flowery, or clean" smell long before you actually find the parcel with the slimy goo oozing from the dented or accordion corner of the box or the soggy cardboard box that smells like strawberry soda and is leaking red water all over everything. Potentially hazardous?? Maybe for half a second until you see the box and are 99.99% sure that this is just a nuisance that needs to be put in a plastic garbage bag before you turn it over to the carrier for delivery. Confirmed hazardous??? Nope, not at all. But in our case, a parcel in an apparently re-used Amazon box (the smiley face logo on the side but with USPS postage not Parcel Select), with a great big, plain as the nose on your face, UN3480 black and white square on point label (remember O means No) on it with Priority postage and no telltale "H" postage label on it. Potentially hazardous?? Maybe. Confirmed (or not confirmed) hazardous?? Can't tell!!! It's not leaking, it doesn't smell, it rattles like a puzzle or a box of Lego's, but you can't open it and you have no way to ask the mailer the HAZMAT question to confirm it is safe to mail. So now what?? Enter onto the scene the MIRT!!

The first step is to pick the type of "issue" you are having from the list provided --- a leaking package with one

or more hazardous items, a non leaking package containing one or more hazardous items, an incorrectly prepared/labeled package, and others. In my instance, I chose the latter as I could neither confirm or deny the presence of anything actually hazardous and was pretty sure that it was just a reused box that probably did not get the old, no longer applicable DOT label removed or covered or obliterated before mailing. Once you choose your category, the tool has three sections. Section A collects information about the individual making the report, the mailer, the recipient, and the parcel itself. The questions are fairly self explanatory and often give you a list of answers to choose from. The second section revolves around what you are going to do about it. Depending upon the initial category that you chose, the tool will "open up" options for you. For example, if you chose a category that really presents a serious hazardous situation, the tool will then provide you with prepared certified letters that you can print and send to both the sender and the recipient, boxes to enter in the tracking numbers, etc. That package goes NOWHERE until you receive some kind of verification that it is safe to move it along. The third section deals with the final dispersal of the parcel and does not get completed until the whole situation is resolved. Was it abandoned; picked up; if so, by whom; delivered; etc. Each section will not let you save it or move on to the next section if you've missed filling something out and it will highlight the missing something(s) in red.

In my case, since I was a bit new to the process and didn't really know how the tool would handle the fact that I couldn't confirm or deny the hazard level, that parcel sat there for over a week while I waited for someone to contact me about what to do with it. I assumed (incorrectly) that the "people behind the scenes" would either follow up with the mailer or notify me on how we should proceed. When it had been there for over a week with no word and the recipient has asked a couple of times if she could have her parcel yet, I went back into the MIRT, searched for my case number which is assigned as soon as you initiate a report and appears on the printed pages that you should always print and file, clicked on the handy dandy HELP link in the top right corner of the page, which opens up an email directly to the safety team, and asked what the status of my parcel was and what I should do with it. I received an email within a day explaining the process based on the "potentially hazardous but probably just prepared incorrectly" category. We ended up being able to deliver the parcel to the intended recipient but not until it had been sitting in the office for over a week and missed delivery for Christmas.

That is why even though this parcel did not bring down a plane or spring a leak that took out USPS employees with caustic fumes, it did severely inconvenience the recipient and it did not make delivery by Christmas. And that is also why your clerks really should inspect all 6 sides of any box that comes across the window even with prepaid postage on it (as our parcel had on it). We've all seen the HAZMAT training with the airplane with the fire damage and the "explosion hole" and the question "Would you fly on this plane?" and probably all rolled our eyes at it to some degree. We have hanging on the wall at our retail window a color photograph and newspaper article that appeared on the front page of our local newspaper about a year and a half ago of a very large fire that happened at our local land fill less than a mile outside of town. It was very hard to put out because it started and was burning under tons of garbage and the firefighters had a very difficult time getting to the actual source of the fire. The caption under the picture stated that it was most likely caused by improperly discarded lithium batteries. I have made a sign, in large enough print for the customers to be able to read it, which states: This is why we ask you the question! referring to the HAZMAT question that many roll their eyes at or gloss over it as not important. Sometimes some of our (USPS) processes seem a bit "much" and unnecessary. BUT, they probably came into being because somewhere, somehow, there was a real issue with real consequences and so a process to prevent it had to be created. I would be willing to bet a very large sum of money that neither the mailer nor the recipient in my case will ever make that mistake again and that is our ultimate goal --- to educate the mailing public. So make sure that you and your staff are really being cognizant of these things as they are accepting, sorting, or delivering parcels and know that if/when you find something that doesn't quite look up to snuff, the MIRT will help you figure out what to with it!

Until next time,

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Wanda Lenhart – Sec/Treas.

# Candidates Running For 2026 Election



## Greetings Iowa UPMA members,

I would like to take this opportunity to announce my intent to again run for the position of the Iowa UPMA Chapter

Secretary/Treasurer board position. I have been your Sec/Treas for the past two years. It has been a challenge in some ways, mostly the time factor. However, that is also the part that I have enjoyed the most --- the fact that because of that position I am able to be more involved in all levels of the organization rather than maybe just a single fall tour/area meeting and the state convention. I am currently about a year and a half into my elected term and am getting to a point where I am comfortable with what the position requires and does. I would look forward to the opportunity to continue in the position if you would choose to re-elect me to it. Integrity is a word and an "idea" that is heard often in today's USPS work environment and ever since the beginning of my USPS career, I have held my integrity to a very high personal standard. I do the very same in this position and take great pride in doing things "the right way" --- the details apply to all of us, myself included --- and I would ask for you to give me the opportunity to continue that within this position by voting for me. Thank you for your support over the last 1 ½ years and I ask you for that continued support.

Sincerely,

Wanda S. Lenhart – Iowa UPMA Sec/Treas



My name is Jerry Southard, and I want to be your next Legislative VP. I held multiple UMPA board positions. I have 35 years of government service, 28 postal service and 7 years in the Air Force. I am currently serving as the interim Legislative VP for the Iowa Chapter. I want to bring my experience, leadership and belief in the purpose of UPMA to the table as your next Legislative VP. I ask you all for your vote at this year's Chapter Convention.



**ONE FORM PER REGISTRANT**

Form can be used only for check payment. Credit card payments must be processed online.

**3<sup>RD</sup> ANNUAL TRI-STATE CONVENTION APRIL 23-26, 2026, LINCOLN NE**

First 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 \_\_\_\_\_

**REGISTRATION F E E S**

Active Members \$50.00 -reimbursed-must stay entire convention

Retiree Members \$50.00 -reimbursed-must stay entire convention

Guests \$75.00 -includes Saturday Night Banquet Ticket  
(After April 1<sup>st</sup>, registration is non-refundable)

**Select your title:**

- Postmaster       Manager       Supervisor       EAS Professional
- UPMA Retired       Associate       Guest

If you are attending as a guest, who are you joining? \_\_\_\_\_

Do you have any food allergies or dietary restrictions? \_\_\_\_\_

- I am a First Timer       I am a UPMA Retired First Timer

**CHECK PAYMENT**

**RESERVATIONS**

**Payment Information**

Convention Fee: \_\_\_\_\_

Check payable to **UPMA** Check # \_\_\_\_\_

Mail all registration/check to:  
NE UPMA, Carrie Meyers  
506 E Mayo St  
O'Neill NE 68763



Or  
online  
using  
the QR  
code

**Signature** \_\_\_\_\_

By signing this form:  
I understand that I am responsible for booking my hotel room and managing my reservation.

Cancellations received on or after April 1, 2026, will not receive a refund.

**Embassy Suites**

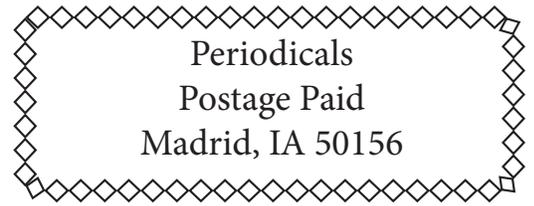
**1040 P Street, Lincoln NE  
(402) 474-1111**



Or online  
using the QR  
code

**Block Code: NE Chapter UPMA Tri-Rates.** Government rate will be honored Thursday and Friday and discounted rate on Saturday. You must book online or call the hotel directly to make a reservation.

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



### Article Due Dates

March/April: March 11th

May/June: May 13th

July/August: July 8th

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](mailto:upmaiaeditor@gmail.com)

## THE HAWKEYE POSTMASTER

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## Upcoming Events

UPMA Legislative Summit  
March 22 - 25, 2026  
Hyatt Regency Arlington, VA

2026 Tri State Convention  
April 23rd-26th, 2026  
Lincoln, NE  
see page 11 for registration

UPMA 10th National Convention  
August 1 -7, 2026  
Las Croabas, PR

**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.**