

AUGUST 2021 Volume 1, Issue 18

#### LET US DO TOGETHER WHAT WE CAN NOT DO ALONE



2021 UPMA STATE CONVENTION

#### **VIRGINIA UPMA OFFICERS 2021-2022**

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The opinions expressed in this publication are the opinions of the writers and do not necessarily express the views of UPMA or the USPS.

Parliamentarian & Convention Chair

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## PRESIDENT SONNY PRUITT



Fellow Member,

For over a year now America has been dealing with COVID-19. It has been rough for many EAS that are still trying to work. With employees out sick and even many EAS sick we have been working long hours. I hope that a lot of this is behind us. I would say things are going to be normal, but I don't know if it will ever be the same. All we can do is hope that American can move forward and start living again.

We had the State Convention in Norfolk and it was a nice weekend. The Hotel staff was great, and the food was so good. I want to thank the folks that came this year. It was good to see the Active, the Retirees and guest. The Virginia District Manager, Gerald Roane was the guest speaker. He provided a lot of information on the district restructuring that has occurred. I have asked Mr. Roane for a list of promotions but I have not received anything yet.

This year the Virginia UPMA will be doing some different things. I am having the state website updated. Going forth the site will be updated as things happen, and changes occur. I will be putting the upcoming events on the site. The Vice Presidents will be holding meeting in their areas soon and I will attend as many as possible. If I can't make it, I can do zoom so I can participate and hear the issues and help with training.

If you want to help with membership, please contact Steve Thompson, the Executive VP. One of his duties is membership. If you know of an EAS that is not a member, ask them to join. Membership is free for one year but the deadline to join and take advantage of this great offer is August 31, 2021.

This past year I have done a lot of the work myself and I need help with a lot of things. The following are areas I need assistance with. These can be Active or Retirees:

- \* Convention Chairperson and members to help
- \* Convention event planner
- \* PAC/Legislative Chairperson this can be two different members
- \* Members setting up meetings in different areas of the state

I want to explain a few things. The first word in our organization is UNITED. The meaning in Webster's Dictionary is (made one: combined). The reason I want to point this out as of November 2017 we were formed as one. What was done prior to that is no longer. I want each of you to know I do try to work for the members. Each day my phone rings and I try to answer it. There are times it may take time to respond back. Remember I'm a Postmaster too. I stop my work and try to fix issues before they escalate to worst things.

I was also told to tell the members about me and I am not one to boast about what I do and put it in the Dogwood. In a previous job I was part of the United Steel Worker Union with eight shop stewards under me. I tried to teach them not to brag about what they did but let the members do it. The reason for this is that as a Rep in that job you had to work with management the next time and they could close the door on you. I am a firm believer that you must be able to work together and yes there is time when the next level is where it must go. I want members to also know that I do not receive any pay for this. If I need to be reimbursed my voucher is sent to the Executive V.P. to be approved. The board voted two years go to continue to pay the President as we did the prior year. I elected not to receive any pay. The books for the Virginia Chapter are available for all members to review at any time.



## EXECUTIVE VICE PRESIDENT STEVE THOMPSON

I would just like to take a minute to express my gratitude and honor for being elected as your new

UPMA Executive Vice President for the State of Virginia effective July 1, 2021. After attending this years' state convention in Norfolk, we were briefed by a few individuals including our District Manager Mr. Roane. There is a lot of information that has been briefed to us by Mr. Roane concerning the direction the Postal service is moving. soon, I will be having some Zoom calls with members around the State concerning issues you may have and an opportunity to network with other UPMA members as we move forward as one Virginia District. I will also work on getting our membership up along with more involvement from other members across the State. I am sure there are many more changes coming from the Postal service this year and for the future. I will work with our President Mr. Sonny Pruitt in keeping everyone briefed as soon as we know information concerning our members. Again, I appreciate the opportunity to help within the UPMA organization as we move forward in these challenging times.

Sincerely,

Steve Thompson

**UPMA Executive Vice President** 

PLEASE LET ME KNOW IF YOU ARE INTERESTED IN FORMING THE 3 DIGIT AREA MEETINGS

**AGAIN!!** 



VETERANS REFLECT

5TH UPMA

NATIONAL CONVENTION

AUG. 14-20TH

SANDUSKY, OHIO



SECRETARY/ TREASURER JACKIE PRUITT

Hello everyone! I hope this article finds you all well. I first want to say I am thankful for everyone The Active members year starts in July of each year that attended this years State Convention held in and goes to the following June 30th making all new Norfolk, VA. We started on Thursday with the board officers effective July 1st of each year. This is meeting where the fund everyone their sion because with a little Weed everyone in attendance donated their regis- a registration form for the 2021 Legislative Summit tration fee to the scholarship. The registration fees that is being held September 26 thru 29. Everyin conjunction with a small auction yielded \$1100 one is encouraged to attend and anyone that does for the scholarship. Thanks to everyone that played attend will be reimbursed for their registration fee, contributing to the scholarship fund room and travel. a part in and making it a success. It is incredible to know opportunity to visit our Nation's Capital and the Hill the money is used for the good of our young people you don't know what you are missing! by contributing to their continuing education. The first day of convention we had 29 active, retiree and guest in attendance and day two we had 20 active, retiree and guests present. On Sunday we ended the Convention with a small a Memorial Service. Billy Martin couldn't be with us this year and he was truly missed. For everyone that couldn't attend this year, for whatever the reason may have been, it is our sincere hope you can join us next year. The convention next year was voted on Charlottesville in June of 2022. to be held in There will be more information to come about this as soon as we can nail down a hotel and the exact week. If anyone wishes to help with the Convention please contact me. Any and all help is appreciated and welcomed as this is a huge undertaking.

I want to personally thank May Clark Massie, Chuck Allen and Mary Hairston Jones for auditing the Virginia Chapter of the UPMA books for the 2020 year. The books are required by the National office to be audited each year at the State Convention and the paperwork stating the results of the audit be signed by the auditors and turned in to the

National Representative at the State Convention. I would also like to thank Bea Robertson and Kim Rice for auditing the books at the previous years' 2019 Convention when so few attended due to the Covid outbreak. The audit consists of verifying all receipts and deposits made on the account by comparing them to the monthly bank statements and verifying all is accounted for. There were no anomalies found when either years audit was conducted.

Moving on to what is happening next. There will be a board meeting held towards the end of July in which the budget for Active members will be set. decision was made to re- different for how the Retirees conduct their registration fee. This deci- business year and installation of officers. benefited the Trigg Harris Scholarship Fund budget will be in the next printed edition of the persuasion from Curtis Dogwood in September. You will find in this edition If you have never had the



UPMA 2021 Legislative Summit September 26-29, 2021 Hyatt Regency Crystal City 2799 Richmond Highway, Arlington, VA 22202

Hotel Reservations:

The room rate of \$174 will be honored until August. 15, 2021, or until the room block is sold out, whichever comes first.

To make your Hotel reservations online, please click here

Or Call 1-800-233-1234. Use group code PST1 when making your reservation.



## VICE PRESIDENT MORTY BENNETT

# "THE TIMES THEY ARE A CHANGING"

On June 10-13, 2021, Virginia UPMA held their State Convention at Sheraton Norfolk Waterside. We were fortunate enough to have numerous speakers including Virginia District Manager, Gerald Roane, MPOO E - Traci Miller and MPOO I-Croce that all held an open and honest (in my opinion) townhall type Q & A meeting with the UMP-MA Officers, active and retired members. One of the topics that made an impression on me was when Mr. Roane spoke briefly about needing to change the internal culture, where necessary. We can't keep doing things the same old ways. No one can foresee the future, but we can all take a part in making it better. We, as responsible Leaders, Postmasters, and Managers need to change our way of thinking. We need to be more approachable, understanding and involved in guiding our team members.

"The times they are a changing" and we need to prepare ourselves for those changes. Everyone reading this is a leader and should help our teams into the next stages of our transformation. We need to continue our focus on Safety being Job #1,

Connecting with Customers, Continuous Improvement, Employee Engagement and Next Level Connections to name a few. As Engaged Associates, we should do what's best for the organization and bring all this to fruition. The processes work if you work them. As an example, Employee Engagement isn't just a phrase or words, it's a state of mind and action, with proven results.

Operational Excellence and the 10 Year Plan won't be business as usual. But before we can even discuss a plan, we need to take time to clear the air to make sure there are no misunderstandings. We all have opportunities to improve and I probably have more than my share. Has anyone ever seen or heard the following quote? "A bad manger can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all motivation." If you've ever worked in that environment or know someone who has, it hits home. "Chances are (we) will be engaged with the same people and the same departments more than once or twice in our careers. That makes it even more important to pay attention to their individual and collective reputation." What is your and your team's reputations? You can't change the past, be we can start now to change the future. Everyone should be treated with dignity and respect! We need to model what we expect, building esteem for our teams while changing the mindsets. We can't have filet mignon offices with hot dog mindsets.

We sometimes hear the phrase" (Disciplinary) Day of Reflection" with negative connotations. We all know you can't save someone who isn't willing to participate in their own rescue. On the other hand, are we doing all we can to coach, encourage, engage, guide, mentor, and serve our teams and customers? Let's all have positive Days of Reflection and change what we're doing for the betterment of the service. If during the worst of COVID-19, you saw a person blow out the candles on someone else's birthday cake (in a public) place), would you want to partake in it? Let's think about the things we're doing as leaders that are impacting people negatively and don't blow out other people's candles!

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Oh what a relief it was, to finally get together again at the State Convention. It was not the normal Convention but it was great to see the Retirees that came out to Norfolk. It was great to see Chuck and Pat Allen, Judy Carroll, Judy Cleaton, Pat Gwathmey, Mary Jones Harrison, May and Larry Massie, Charlie and Carol Moser, Curtis and Mary Weed, and especially our First Timer, Sandra Belcher. Thank you all for taking the time to come to the Convention. I know many were not able to attend because of their COVID concerns and we missed you and hope that next year we will be back to normal and you all will join us again. The Retirees all went out to eat dinner together on Friday night as our outing activity, fun was had by all and we had an enjoyable and tasty meal.

Thank you to Curtis Weed for his dedication to the Trigg Harrison Scholarship Fund. Curtis stepped down as the Chairman of this Committee. Curtis was instrumental in getting the Scholarship Fund set up to become a 501C3 entity so that your donations would be tax deductible. Curtis enjoyed conducting the auctions to raise money for the Scholarship Fund. Sadly because of the decline in funds being received, the Scholarship Fund will be over after the next three years if no additional funds are received. We welcome Teresa Pearson as the new Chairman and know she will continue to serve as Curtis did. Again Curtis and Mary, a big Thank You!

In closing, a big Thank You to the Retirees for electing me to serve again as your President. Love you all and hope to see some of you at the National Convention and the rest of you at the next State Convention. To those of you that always send me cards, messages, calls or text, I am doing great considering everything. God has been good and I won't complain. Enjoy the rest of your summer and continue to be safe!!

#### TIMES ARE A CHANGING CONT.

Just don't do it! Lead by example, be more objective, be the positive change you want to see and spread that optimism everywhere you go.

Let's make a commitment to embrace the changes when released and let go of the "ground and pound" mentality and "stinking thinking" we possible learned in the past. Let's be advocates for our team members through empathy, transparency, and open mindedness. Let's create a workplace for all team members to feel appreciated, seen, heard, and encouraged to succeed. Always remember, you're only ever one event away from a totally different outcome!

If you are interested in learning more about Employee Engagement, a link is on the left of the "Blue Page" when you go on Microsoft Edge, Internet Explorer or Google Chrome. You may also contact me by email: <a href="mailto:morris.a.bennett@usps.gov">morris.a.bennett@usps.gov</a>, as well as any other Certified Engagement Champion or Ambassador. Thank you for your time and consideration.



#### RETIRED EVER AFTER

#### By Teresa Pearson

If you didn't make it to the State Convention (such as myself) then you can feel disconnected to our State organization and those who serve on the board that represents us as Postmasters, EAS and retirees. This was the first year since 2005 that I can remember that I did not make it for Convention. My family had just returned from a week of vacation at the beach, we had company mid week and I had to be in Tennessee before noon on Sunday. It was just too much road time. I would like to thank Officers Sonny, Jackie and Steve, and those that did attend, for organizing and supporting our Chapter. I have been retired for 21 months and feel like it was just yesterday. I don't get to the Post Office as much these days, which are now filled with watching my only grandson for ½ day Mon-Fri. He is already 14 months old and as adorable as ever. I know there has been a lot of change since Postmaster General Louis DeJoy took over, COVID surfaced and Amazon. I thank God everyday that I was able to retire when I did. To those that are still in the Postal Service, EAS or those that may be working for a higher-level position, I would like to encourage you to be involved with this organization and encourage others to join as well. There was a lack of communication and support before I retired, which made my decision to retire easier. I can only imagine what little support you receive now. You need to establish a network from Postmasters, EAS and other Postal Personal not only in our State but across the Nation. Use your membership in UPMA and get active. I want to see you succeed and to see the Postal Service successful. I learned more from this organization and the members, both retired and active, UPMA has your back and will show you how to protect yourself and will give you resources to help you succeed in your job. Use this newsletter as well as the State and National websites to start building your network.



## CHAPLAIN BEA ROBERTSON

#### WALK IN THE LIGHT

Have you ever received a phone call in the middle of the night or have you had that unexpected knock on your door? You know that if someone is trying to reach you in the middle of the night it cannot be good news. The Prize Patrol does not come to your front door in the middle of the night with the news that you were given you may find that you are unable to fall back to sleep. In your mind you are saying" if I can just through the night thins will appear better in the morning". It is something about the daylight that makes us feel less lost. Things appear clearer. When we are faced with these situations we must remember that Jesus is our light and we must continue to walk in his ways. Remember when we were children our parents taught us the song This Little Light Of Mine I'm Going To Let It Shine. They realized the importance of Jesus in our lives. As a friend of mine say 'Jesus Joy". When Jesus is in our lives we are not consumed by the dark situations of life. We know we have a Savior that gives us light.

Then spake Jesus again unto them saying" I am the light of the world: he that followeth me shall not walk in darkness, but shall have the light of Life". John 8:12

Your word is a lamp for my feet, a light on my path. Psalms 119: 105.



## TRIGG HARRISON COUNCIL INC SCHOLARSHIP

Curtis Weed has been our State
Scholarship Chairman for the past several years,
as well as one of the original scholarship
organizers and 501.3c status seeker. I would like
to thank Curtis on behalf of Virginia UPMA for all
his time, support and work with the Trigg
Harrison Council Inc. Scholarship. His dedication
to the future of our State's continuing education
program has provided funding for Postmasters,
retirees and EAS children and grandchildren for
years past and the next three years to come.

On behalf of the retirees. I would like to announce the 2021 Trigg Harrison Council Inc. Scholarship application is open for submission. Application acceptance will end Sept 1, 2021 and the scholarship committee will be selecting their recipients after this time. Please read the enclosed rules carefully and have the qualifying applicant submit their application to me, at the address on the bottom of the form, by September 1, 2021. Virginia UPMA retirees will be awarding scholarships for the next three years. At the end of this time, funding for said scholarship will be ending and any scholarship funding raised will be sent to the National UPMA office for the National Scholarship program. We appreciate your support and participation in our scholarship program and look forward to continuing to award said scholarship for the next three years.

Please remember that you are a member of our organization, without your support, financially, items for the auction, as well as purchasing/bidding on donated items, we will not be able to continue this scholarship. The word for this year needs to be ACTIVE. Each member needs to put forth effort to support our State convention in attendance, serving on the board, becoming ACTIVE in the organization. Ask and you shall receive! There is a place for everyone to serve. Show me that we can ALL be ACTIVE in this together.

Keep looking up, Teresa Pearson



#### **BILLY MARTIN -CHAPLAIN**

We are so grateful for the years of inspiration that you have provided this chapter as chaplain. Our memorial services were so special because of the heart that you put into them. You will be missed in this position!

#### CURTIS WEED -SCHOLARSHIP

From before my membership time, you and others were working hard to provide scholarships for our students. Countless applications you have reviewed and no one does an auction like you. We thank you for your insight and dedication!

#### **DEADLINE FOR ARTICLES**

SEPTEMBER 20TH
DECEMBER 20TH
MARCH 20TH
MAY 20TH
JULY 20TH

## Virginia Chapter UPMA Trigg Harrison Council Inc. Scholarship

### **SCHOLARSHIP APPLICATION**

### **Deadline: September 1**

To apply for a Trigg Harrison Council Inc. Scholarship, you must complete this application and supply the following documentation.

- The completed scholarship application
- Most recent copy of grades and/or grade point average

Biographical letter (not more than 400 words) Include future plans, community involvement and school activities, positions and offices held, honors and awards and any additional pertinent information you may deem necessary, including years of involvement.

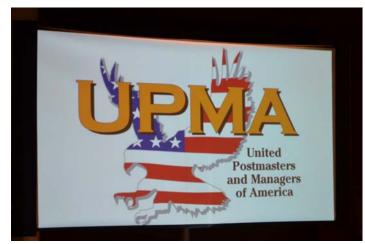
NAME:		
ADDRESS		
CITY, STATE, ZIP:		
E-MAIL:	PHONE NUMBER	
	TEND-Name and Address	
Student ID#		
Have you received this so What year/years?	holarship before? Yes No	
UPMA AFFILIATION: Who i	in your family is a Virginia UPMA Member in o	dues paying status and what relationship are they to you?

List the total anticipated amount you cost of tuition	\$ will need for the year. Include the and expenses such as books, transportation and housing		
List funds you receive from scholarships, parental assistance), employment or gifts		than	
	Minus	\$	
Calculate the new amount you will need (from financial from your total amount needed.		by subtracting your funding aid and any other sources listed above)	
non your total amount necessar.	Net Amount \$		
We understand that in some cases you cannot be	cura at final amounts tha	watera cimale mala your bact actimata	
vve unuersiana inai in some cases you cannot be .	sure of finai amounts, the	rejore sumpey make your vest estimate.	
Please provide any additional information assisting your personal or financial need.		ıld be helpful to the Scholarship Committee ir	
The Trigg Harrison Scholarship can be use	ed for tuition, room a	nd board, books and/or fees.	
Signature	Date of App	lication	

Return application Postmarked by September1 to:

Teresa Pearson, Chairman 70 Hidden Lane Strasburg VA 22657 540-758-1064 pearsont81@gmail.com

#### **OPENING DAY CEREMONY**



#### JACKIE PRUITT WORKING REGISTRATION



SHERATON

MARY HARRISON JONES ASSISTING WITH DOOR PRIZES





RETIREE PRESIDENT SANDRA PUGH WITH ALLEGIANCE TO THE FLAG

### WELCOME TO NORFOLK





THANK YOU TRACI MILLER





JIM HUBBARD

SANDRA BELCHER

#### FIRST TIMERS



### VIRGINIA DISTRICT MANAGER GERALD ROANE

MR. ROANE
SPEAKING ON
THE NEW
ALLIGNMENTS



QUESTION AND
ANSWER
TRACIE MILLER
JOE CROCE





### **GENERAL SESSION AND TRAINING**





































GRAND BANQUET WATERSIDE





















### Form 1187

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues Fill Out Form On-line, Print it out, and Return to UPMA National Office at the Address Below for Processing

Sec	tion A: All New Membe	ers Complete	
USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male ☐ Fernale ☐
Name (PRINT Last Name, First, MI)	the state of the s	Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			
Section B (Check One):	Postmaster  Manag	ger/Supervisor 🔲 A	ssociate PMR
Position	PO/City/State/a	CIP	
Post Office/Work Telephone Number		Pay Schedule Level	
Post Office/Home Payroll Office Finance Number		Designation Code	
Section C	C: For Use by the Empl	oyee Organization	
	to: United Postmaster 8 Herbert Street Alexandria, Virginia	22305-2600	
Visit the UPMA websit	te unitedpma.org for m	embership benefit ir	nformation.
Sec	ction D: Authorization	by Employee	
I hereby authorize the above-named agency to d United Postmasters and Managers of America (UPM with my employing agency. I further authorize any c as a uniform change in its dues structure. I understand that this authorization is a pay per	A) and to remit such amounts thange in the amount to be ded tods deduction. It will become	to that employee organization fucted that is certified by the effective the first pay period	on in accordance with its arrangements e above-named employee organization
organization's headquarters office: UPMA, 8 Herbert I further understand that revocation forms Stand Payment of Employee Organization Dues" are availab a revocation form or other written revocation request Street, Alexandria, VA 22305-2600. Such revocation calendar year, whichever date first occurs after the rev	dard Form No. 1188, "Revocation to ble from my employing agency it by "Certified Mail" directly to will not be effective, however,	on of Voluntary Authorization and that I may revoke this at the employee organization's until the first full pay period	athorization at any time by filling such headquarters office: UPMA, 8 Herbert d following March 1 or Sept. 1 of any
Signature of Employee		Date	
	Section E		
Check this box to signify you've read and un	derstood the terms in Section	on D of this form.	
Who/what most influenced your decisi Person's Name	ion to join UPMA?		
☐ Career Awareness Conference ☐ USPS Pro	ovided Training   Other		
	· · · · · · · · · · · · · · · · · · ·	P. R. J. & S. W. L. W.	

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT

VA Chapter UPMA Jackie Pruitt—Secretary /Treasurer PO Box 1015 Chatham VA 24531-1015 Address Service Requested

Nonprofit Organization US Postage Paid Permit #162 Strasburg VA

