



VOLUME 8 ISSUE 5

ZIP LINE

OCT NOV DEC 2024

August 29, 2024

ZIP LINE

Orlando Florida

UPMA WISCONSIN CHAPTER ZIP LINE EDITOR WINS BIG!

UPMA WI CHAPTER EDITOR RICK DAMA WALKS AWAY WITH TOP 2 EDITORIAL AWARDS

A stunned Rick Dama wore a trail in the ballroom carpet heading up to the stage at the 2024 UPMA National Convention in Orlando FL in front of nearly 1,000 members to collect the two highest editorial awards along with joint awards with two WI Chapter officers. Rick received the Editor of the Year award along with the Editorial Excellence Award. In addition to editing the Zip Line back in Wisconsin Rick also was the Editor of the UPMA Convention Daily Bulletin that was hot off the press every morning at the UPMA National Convention.



TIERNEY & TARLTON AWARDED FOR THEIR ZIP LINE ARTICLES..

Wisconsin Chapter Parliamentarian William Tierney received a third place Best Feature award for his Zip Line article “Milk Run” along with WI Chapter President Melissa Tarlton awarded second place for Best Membership article. Tarlton beamed, “This is the second year in a row Rick was awarded the Editorial Excellence award and there isn’t a more deserving person. Thank-you Rick for your time and dedication keeping our members informed along with a little added humor!”



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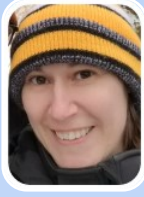


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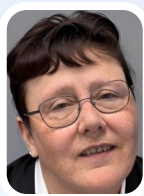
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**Melissa Tarlton, PM Shawano
President 2024**

3 Digit Recap



Hello Wisconsin! I often get asked, **What is a 3 digit meeting?** Your UPMA WI Chapter leaders have made 3 digit meetings a top priority in the last year...meeting with members in their region. Before losing large numbers of Postmasters to Post Plan throughout the country in 2012 we had 3 digit meetings 2-3 times a year in most 3 digit zip code areas. It is important to get UPMA's message to our members in person for those that don't attend our annual state convention. So, I am going to recap our recent 3 digit meeting in Waukesha. We had a crowd of 27 UPMA members and closed out the Pizza Ranch! We started off celebrating with Postmaster Cori Crawford's on her recent retirement.

Then we talk about all the wonderful benefits of UPMA, our annual events.....state convention with on the clock training, national convention, and the Washington DC legislative summit. We brag about how UPMA Wisconsin gives away \$10,000 a year in college scholarships to UPMA member's high school seniors. We celebrate our thriving Wisconsin membership of 255 Postmasters, 184 Supervisors and Managers and 257 retirees. We encourage our associates who are our future managers with training, mentorship and confidential zoom application/ksa reviews.

And then we shift to the tough stuff....NPA, S&DC's, Dignity & Respect and Work/Life balance.

Our Chapter Member Rep's talk about what to do if you are threatened with discipline. If your manager wants to meet with you and won't tell you why... if you ask if it could lead to discipline and they say yes, maybe or I don't know-immediately call me to schedule a UPMA Chapter Member Rep to represent you at that meeting!

And the rest of the night is spent talking about work/life balance or lack thereof. We need to strive to work an 8 hour day to make sure we protect our health and family. But, there are days and weeks that everything is falling apart and we have no choice other than to work long hours.

If you are delivering mail

and work over 8.5 hours Monday-Friday or anytime on weekends/holidays take the additional straight time.

YOU DESERVE TO BE COMPENSATED FOR YOUR ADDITIONAL WORK!

Please read the Special Exemption Memo from our UPMA National President in this Zip Line.

Most of our offices are not given a realistic clerk budget. We often feel we are drowning in our daily duties along with additional projects for our managers. Many offices are in crisis mode every day with employee shortages. If you have to work your non-scheduled day or holiday and are an exempt employee doing clerk work or administrative duties **YOU DESERVE TO SCHEDULE TIME OFF FOR YOUR ADDITIONAL WORK!**

Notify your manager that you will be working your non-scheduled day. If you are working 8 hours also give your manager a 3189E or a 3971 for a future day off as soon as possible. If you work less than an 8 hour day, we don't earn comp time BUT take some personal leave as soon as possible.

Your UPMA leaders are here for you... please reach out and call one of us and we can confidentially discuss any issues you have. Take care of yourself....take some time off (call me if you can't)...bring your family to state convention in Lake Geneva in April....and I hope to see you at a 3 digit meeting the next time I'm around...

Melissa



If you only read one article in this Zip Line, I implore you to read Cori's article on page 16. UPMA is here to protect you and your career just like our organization did for Cori. Please share this message with non-members!



October 10, 2024

Mr. Edmund A. Carley
 National President
 United Postmasters and Managers of America
 8 Herbert Street
 Alexandria, VA 22305-2628

Dear Edmund:

This is concerning the Postal Service's September 2024 proposal to revise the Pay-for-Performance (PFP) matrices for fiscal year (FY) 2024 and the recommendation that you provided to that proposal. Your recommendation was for the Postal Service to continue with the same PFP matrices that were modified for the prior fiscal year.

The Postal Service has reviewed your recommendations and has decided not to adopt it. The reason for this decision is based on several factors. The Postal Service, following pay consultation with UPMA in 2021, established the following FY2022 PFP matrix for field employees and established the PFP pay matrix for headquarters employees as part of the PFP pilot. The percentages in those pay matrices are less than the matrices that are proposed for FY2024 and is provided below.

Field Employees FY2022

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Headquarters Employees FY2022

Individual Performance 5-Cell matrix (% Merit Increase)					
Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	2.0%	3.0%	3.5%	4.0%

NPA 10-Cell Matrix FY2022 (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

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WWW.USPS.COM

The Postal Service increased the percentage payouts for FY2023 in response to record inflation in 2022 that continued into 2023. Inflation forecasts have shown a decline throughout 2024. Private sector employers have reacted to these reductions and are planning for average pay raises to be less than last year.

The Postal Service's proposed matrices are an increase to the established pay matrices for FY2022 and are consistent with the private sector. Additionally, the federal sector average pay raises for 2025 are planned at only 2.0%.

The Postal Service will establish the following pay matrices included among its September 2024 proposal and is provided immediately below:

Field Employees

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	3.0%	3.5%	4.0%	5.0%	6.0%	7.0%	8.0%	9.0%

Headquarters employees

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	3.0%	4.0%	5.0%	6.0%

NPA 10-Cell Matrix (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

Please contact James Timmons at extension 2324 if you have any questions concerning this matter.

Sincerely,

for Bruce A. Nicholson
 Director
 Labor Relations Policies and Programs



October 15, 2024

Mr. Edmund A. Carley
 National President
 United Postmasters and Managers of America
 8 Herbert Street
 Alexandria, VA 22305-2628

Certified Mail Number
 9589 0710 5270 0684 7725 35

Dear Edmund:

This is in further reference to the Postal Service's September proposal (enclosed) and October 10 decision (enclosed) to revise the Pay-for-Performance (PFP) matrices for fiscal year (FY) 2024. **The October 10 decision letter stated that the Postal Service would establish the pay matrices that were provided among the September 2024 proposal.**

We provided multiple matrices within the September proposal to include matrices from prior years. With the intent of conveying how the Postal Service reached its decision while also preventing any misunderstandings of the pay matrices for FY2024, we added the matrices to the decision letter rather than providing attachments.

Unfortunately, the FY2024 pay matrices were inconsistent with the September proposal and displayed several errors. Specifically, incorrect percentages were displayed in cells 4 and 5 of the matrix for headquarters employees and incorrect percentages were displayed in cells 3 and 4 of the matrix for field employees. These percentages have been corrected and are reflected below.

Headquarters employees FY2024

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	3.0%	4.0%	5.0% 4.5%	6.0% 5.0%

NPA 10-Cell Matrix FY2024 (Lump Sum Variable Pay)

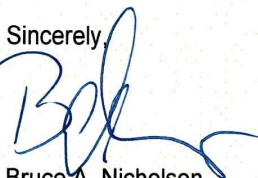
Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

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Field Employees FY2024

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	3.0% 2.0%	3.5% 3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	9.0%

Please contact me if you have any questions concerning this matter.

Sincerely,


Bruce A. Nicholson
Director
Labor Relations Policies and Programs

From: **Edmund A. Carley** <ecarley@unitedpma.org>

Date: Fri, Oct 25, 2024 at 8:57 AM

Subject: UPMA response to FY 24 PFP matrices

Regarding your correspondence dated October 15th, 2024, announcing the Pay for performance (PFP) matrices for FY 2024, as you note, we had many discussions from this office and yours, along with final talks with the Deputy Postmaster General. UPMA consistently pointed out during those discussions that the Service should use the FY 2023 matrices for 2024. We reasoned that as recently as February, they more accurately represented the wage progression needed to continue to have a reasonable differential between EAS employees and those they supervise. Therefore, UPMA disagrees with the decision on the FY 24 Pay for Performance matrix.

In fact, at all levels of the Postal Service, the FY23 matrices were shown as payouts for FY24, up to and including all USPS-sponsored end-of-year meetings and our National Convention in August. Our members are asking what has changed. UPMA has strived to work with the Postal Service on all things. We are concerned that the perception may now be that we misled our members. While we both know that is not the case, UPMA should note this on the record.

The UPMA/USPS 2021 pay consultation expired in May of 2023. Absent an interim agreement, UPMA agrees that that document should be a starting point for discussions on pay raises for 2024. We strongly feel that if we had pay talks in 2023, any agreement would have a much higher matrix. As we both know, the NALC will (eventually) settle a contract with Cost of living and base pay increases that will be significant and retroactive to the end of their contract, also in May of 2023.

Even though, as EAS employees, we do not have the option to appeal this decision without litigation, which the UPMA National Executive Board is currently considering, we respectfully ask that the Postal Service note that once we enter pay talks, any increases that this payout policy misses because of the unfortunate timing of our ability to open pay talks is open for such discussion. In other words, we believe that the totality of EAS pay, pay scales, PFP payouts, and EAS levels should all be able to be modified going forward so EAS employees can enjoy the same kind of consideration as the employees we supervise.

Yours sincerely

Edmund A Carley National President
United Postmasters and Managers of America

8 Herbert Street

Alexandria, VA 22305

703-683-9027

217-899-9256 cell



UPMA Chapter Presidents, UPMA National Executive Board

Re: Special Exemption- to deliver mail

HRSSC has cut PS-Form 50s effective 12/31/2022, making all Exempt Postmasters 18-22 and all Exempt Exempt Station Managers Special-Exempt with a reason code allowing them to allowing them to be eligible for “additional pay when delivering mail.”

After a long struggle by UPMA, a temporary modification to Postal pay policy will allow select exempt non-bargaining employees to be eligible for additional pay when those employees are needed to deliver mail due to staffing shortages. Based on a UPMA request and conversations at the St Louis UPMA National Convention, the Service has decided to temporarily modify policy and allow employees permanently assigned to the following positions to be eligible for additional pay at the straight-time rate if authorized to deliver mail.

Title	Grade	Occ-Code
MGR Customer Services	EAS-19	23057064
MGR Customer Services	EAS-20	23057039
MGR Customer Services	EAS-21	23057091
MGR Customer Services	EAS-22	23100002
MGR Customer Services	EAS-24	23100010
Postmaster	EAS-18	23016118
Postmaster	EAS-20	23016120
Postmaster	EAS-21	23017121
Postmaster	EAS-22	23017122
Postmaster 18 (B)	EAS-43	23016218

The policy will provide extra compensation for the time a Manager or Postmaster delivers mail, provided the total work hours are more than 8.5 on a scheduled day or any hours on a non-scheduled day. This temporary pay policy is applicable only in those circumstances. Management must meet all contractual requirements before authorizing non-bargaining employees to deliver mail.

This temporary policy commenced on December 31st, 2022, and is now set to end on January 10th, 2025.

UPMA is hopeful this will continue to stay in place until such time as the staffing shortage is rectified. UPMA appreciates this change and looks forward to further discussions with The Service on this and other issues facing our members. This is another example of what can get done when we work together. Please share this with your Area/District Managers as you need to; no further announcement will come from the Service.

Together We Can

Edmund

United Postmasters and Managers of America
8 Herbert Street, Alexandria, VA 22305-2600
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Unitedpma.org



**Lisa Wojnarowski, EAS HQ
Vice-President, Education**

Definition of a Champion

While the dictionary will tell us a champion is a person who has defeated or surpassed all rivals in a competition, or someone who fights or argues for a cause, I believe we all have our own definitions.

Recently, several of your WI UPMA Officers had the opportunity to attend the CAOS (Central Area Officer Seminar) Training in Canton Ohio; I was honored to be one of those in attendance. We had sessions to attend for Robert's Rules of Parliamentary Procedure, Secretary/Treasurer Training, Presidents Training, and Financial Planning. In general session, we heard from Edmund Carley, Tony Leonardi, Paul Joseph, and we learned more about the PSHB plans from Charlie Peters. It was a very worthwhile event. We were also provided the opportunity to tour the Pro Football Hall of Fame; filled with "Champions", by definition.

Which leads me to the crux of this article.

There are many people in my life I consider to be Champions.



My husband, Rod, who has put up with my antics for over 30 years, and my sons, who fighting though the trials and tribulations of this thing called life, have proven to be upstanding adults, my Champions.

My good friend Cherie for beating breast cancer, my niece for overcoming her self-destructive ways, my mother for battling Alzheimer's, and the list goes on and on, my Champions. I'm sure you all have those folks that have impacted your life so greatly that you have a long list of Champions to reflect on too.

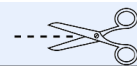


So, what makes a Champion? Does a Champion need to be someone that has overcome a huge obstacle or burden? No, I don't think it does.

A Champion can be the person that says good morning every day, or the person that compliments your new hairstyle, when nobody else even notices. A Champion can be the person that recognizes your potential and suggests you go for the promotion. A Champion can be the person that answers the phone and helps you through a problem. A Champion can be the employee that shows up to work, on time, every day, with a positive attitude and a smile for everyone.

I would be remis if I thought being a Champion didn't require some coaching. Sometimes, it's up to us to see the Champion in others, if they can't see it for themselves. I know, we're all uber-busy, and we don't always have the time to coach others; but if we're

(Continued on page 10)



UPMA WISCONSIN CHAPTER SCHOLARSHIP DONATION

Member ID: (if known) _____

Name: _____

Address: _____

City St Zip: _____

Mail to:

WI UPMA
Scholarship Fund
PO Box 11
Elkhorn, WI.53121

Date _____

In Memory of: _____ \$ _____ Check Enclosed

Thank-you for your donation!

WISCONSIN UPMA will neither favor nor disadvantage anyone based on the amount of contribution, or the decision not to contribute to the WISCONSIN SCHOLARSHIP FUND.



(Continued from page 9)

going to build the next generation of Champions, we need to find a spare moment here and there.

You may have received an email, or two, referencing the AMS Bridge calls that were held throughout the month of October; I'll be doing something similar here, for my Wisconsin folks. I'll be providing coaching for all things AMS, every day at 2pm, for an hour, for the month of November; watch your email! Jump on the call, get your question(s) answered, and you can jump right off; it's an open forum, and you can visit as often, or as little, as you'd like. (You know I had to get AMS in here somehow!) We want you to be our Champion!

The Wojo Spin

Nine years ago, I had been blessed with the opportunity to play women's tackle football, no, not the lingerie league, and it was one of the best experiences of my life. The team roster was light, and we often had to play both sides of the ball, but we argued over who would get more minutes on the turf, playing the sport we all loved. We lost every game that season but fought to the last second every time we hit the field: we were Champions, every one of us!

Bottom line ... It's not the superstars, the rockstars, the pro athletes, or those that surpass all their rivals; it's the folks that show up every day, give 110% everyday, do what it takes to get the mail delivered every day, be there



2015 Wisconsin Warriors Football team

to encourage and support others every day ... The true Champions were the folks in that van going to Canton Ohio for training, and all the others that we represent, the Postmasters, Managers, Supervisors, Specialists, and SMEs! We may not always know all the answers, but if we continue to give it all we've got, to the last second, and keep a good heart, we're all

Champions!



Rural Carriers cheering on Wojo (center)



Wojo says, get your edit books in!

I'VE GOTTEN OUT OF BED 365 DAYS A YEAR FOR LIKE 40 YEARS. THAT IS 14,600 SIT-UPS AND NOT ONE AB TO SHOW FOR IT.



If you are buying bottles of smart water for \$3.99 each, it is not working.



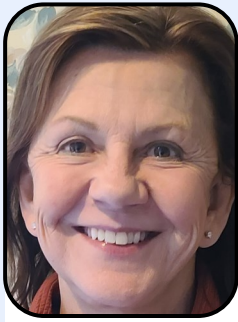
No matter what you do, you're going to piss somebody off. You cannot please everybody.

I've eaten 14 meals and taken 6 naps and it's still today. are you kidding me

I replaced my litter box with a FedEx box, now when it's full I just tape it shut and put it on my porch for someone to steal.

I miss the days when we were terrified of Romaine Lettuce.

The older I get the tighter companies are putting the lids on jars



**Julie Erdmann, PM Retired
Secretary/Treasurer 2024**

Fall Greetings

First of all...I won't make the mistake again of asking our esteemed two time national editor award 2024 winner to help me out of my writers block again! Very funny Rick! Seriously, congrats buddy!



As we ease into the cooler Wisconsin weather I reflect on the few months of summer.

The early part was quite a different routine for my husband and myself. Through a couple of surgeries which seem to hit us in our golden years our usual summer activities were sharply curtailed. Travels were postponed and boating with our family and friends didn't happen. I really missed the activity.

Then in August we finally resumed activities. We traveled to see our families in Iowa and took a grandchild on

his special trip with Nana and Papa. This tradition started with our oldest grandson Cole who is 26 this year. Around 14 they get to decide where they would like to go for their trip! Thomas is the 5th of 7. He decided that he wanted to go to Disney World. Since our national convention was in Orlando at the end of August it worked out perfectly for us to travel there early for a little vacation. The Caribe Royale Resort that the convention was held at extended the rates 4 days before so we had a beautiful location to travel from. Sea World, an airboat ride among the alligators, and an indoor skydiving experience he loved were some of the things we did with him. The day of convention my husband and him flew back home. I highly recommend you think of a national convention as a way to make it a family good time besides what you learn and enjoy at the convention itself.

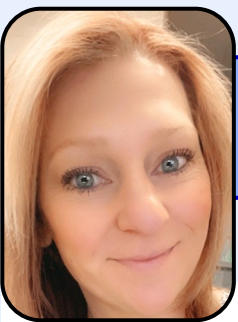


On another subject I would like to address our state's donation to the "Tunnel to Towers Foundation" At the state convention in Eau Claire this year we had a speaker who spoke about this worthwhile charity. After the presentation a collection was held and our attendees contributed \$550. Please take the time to read the thank you letter in this magazine. The letter explains all that they do with our donations. At the national convention in Orlando this year I know a lot more was raised. I'm sure your National Leader Magazine will have more on the total donations.

Thank you Wisconsin UPMA convention attendees for your generous contributions to this wonderful cause!

That's All Folks!

Julie



**Lisa Prochazka, Supervisor
Secretary/Treasurer 2025**

Welcome Aboard



We are excited to announce that the UPMA WI Chapter Executive Board recently voted to appoint Lisa Prochazka the WI Chapter Secretary/Treasurer effective January 1, 2025. The elected position was not filled at this year's chapter convention. Lisa will be replacing Julie Erdmann who has served the maximum terms as set forth by the by-laws. We thank Julie for her years of tireless dedication to the organization and working with Lisa through the transition.

Lisa is a Supervisor at the Germantown Post Office and is currently an OIC in Lomira. Lisa started out her career as a city carrier and also held numerous positions in the private sector as an administrative assistant, office and accounting assistant. She also attended UW Milwaukee and MATC majoring in business.

Welcome Lisa!



**Scott Hughart,
PM Mauston**

**2024 UPMA Legislative Summit
2024 National Convention**



Legislation has a significant and lasting impact on United Postmasters and Managers of America (UPMA) members, shaping many aspects of their professional lives. As employees of the United States Postal Service (USPS), UPMA members are subject to federal laws and policies that affect their benefits, work environment, and the overall operations of the Postal Service. Understanding the implications of new and existing legislation is crucial for those in leadership positions within the USPS.

One of the most notable areas where legislation affects UPMA members is through postal reform. Over the past few years, efforts such as the Postal Service Reform Act have aimed to modernize USPS operations and ensure its long-term sustainability. This legislation introduced significant changes, including adjustments to ser-

vice delivery expectations, updated performance standards, and new reporting requirements. While these reforms aim to improve the overall efficiency of USPS, they also place new demands on postmasters and managers, who must adapt to evolving operational guidelines and oversee their implementation within their offices.

Another area where legislation has a direct impact on UPMA members is in health benefits and retirement plans. The transition to the Postal Service Health Benefits (PSHB) program is a prime example of how new laws can change the structure of healthcare coverage for postal employees. This shift requires UPMA members to stay informed and proactive about managing their benefits, as upcoming changes could affect their choices and long-term financial planning. Additionally, changes to federal retirement systems influence the benefits available to

those nearing retirement, making it essential to stay updated on legislative updates.

Labor-related legislation also plays a significant role in shaping the workplace for UPMA members. Laws that govern employee rights, labor relations, and work-

place standards create the framework for how postmasters and managers handle issues like grievances, attendance control, and contract compliance. With new regulations or updates to existing laws, UPMA members must ensure they are adhering to the latest standards, particularly when managing unionized employees or resolving workplace disputes.

As federal employees, UPMA members are directly affected by the decisions made in Congress. Legislative changes can bring about new opportunities for growth and improvement, but they also come with challenges that require careful navigation. To effectively manage these changes, UPMA members must stay engaged and informed, participating in advocacy efforts that ensure their voices are heard in the legislative process.

In a rapidly evolving postal landscape, the impact of legislation is ever-present, influencing the way UPMA members manage their teams, their offices, and their own futures within the USPS. By remaining vigilant and proactive, UPMA members can better adapt to these changes and continue to succeed in their critical leadership roles.



Attending the UPMA National Convention in Orlando, Florida: Key Takeaways from the Event

In August, I had the opportunity to attend the United Postmasters and Managers of America (UPMA) National Convention held in Orlando, Florida. The convention brought together professionals from the postal industry,

offering a wealth of knowledge and resources to support our careers and personal growth.

One of the key highlights was the **Postal Service Health Benefits (PSHB) training**. With significant changes coming to our health benefits, the training emphasized the importance of staying informed and prepared. The presenters recommended

using webpage "keepingposted.org" which will serve as a central platform to gain real-time updates and detailed information about the upcoming changes to our health benefits. This app will be essential for those of us navigating the new landscape of healthcare options within the Postal Service.

(Continued on page 13)



**Katie Hughart, Associate Member
Wisconsin Auxiliary Chapter**

Attention UPMA Family Members



My name is Katie Hughart, I am a clerk in Necedah, an associate member, and wife to Scott Hughart Postmaster of Mauston and WI Area UPMA Representative.

This last August I was able to attend the National UMPA Convention in Orlando where I was able to listen to many prominent speakers from the postal service. While there I was also able to sit on several National Auxiliary Council meetings. What you may ask is the National UPMA Auxiliary and what do they do? They are a group set up with the primary goal of supporting the primary UPMA members. The group is made up of retirees, spouses

and family members of UPMA members. There is also a group referred to as BRATZ, which are the children of UPMA members.

My goal is to start a Wisconsin Auxiliary Chapter, we are currently working on the details of getting a board established. You may ask why should I or my family members get involved in such a group? The post office demands a great deal of time from its employees at the cost of precious time from their families. We would like the State and National Conventions to be more welcoming to the family members by offering activities while your loved ones are sitting through their sessions. Wouldn't you rather go see something interesting rather than sitting around a hotel room waiting for a

session to get out. We can also arrange fun activities for kids during sessions.

The cost of yearly membership is \$10 and that includes membership at the State and National level. BRATZ are just \$5. The Auxiliary also has its own scholarship fund! There is a face book group on-line for the national group and if we build enough interest perhaps, we can get a WI one going as well.

For further information or interest please contact me by e-mail at katiehughartUPMA@gmail.com. I look forward to seeing you in Lake Geneva this spring!



UPMA National Auxiliary

(Continued from page 12)

In addition to the PSHB training, I had the chance to attend several other informative sessions:

- **Grievance Handling:** This training focused on effectively managing grievances within the workplace, ensuring compliance with established processes, and maintaining a positive working environment.
- **Attendance Control and Contract Compliance:** This session



covered the importance of maintaining strict attendance control in align-

Time & Attendance Management

ment with contractual obligations. It provided valuable insights into managing attendance while adhering to workplace policies.

- **Pay for Performance:** The session on Pay for Performance shed light on how performance is measured and rewarded within the Postal Service. This train-



ing was particularly useful in understanding the criteria used for performance evaluations and how they translate into compensation and career advancement.

The UPMA National Convention was an enriching experience, and I left with a deeper understanding of the changes coming to our health benefits, as well as essential strategies for grievance handling, attendance control, contract compliance, and performance evaluation. The insights gained will undoubtedly help me and many others navigate the evolving landscape of the postal industry.

EVER WONDER...
Why the sun lightens
Our hair, but darkens our skin?
Why don't you ever see the
Headline 'Psychic Wins Lottery'?

I like this one!!!
If con is the opposite of
Pro, is Congress the opposite of progress?
If flying is so Safe,
why do they call the airport the terminal?



**Emeil Marks,
PM Fish Creek**

2024 UPMA Legislative Summit



Big Takeaway from the 2024 UPMA Washington DC Visit: Insight from the OIG

Reflecting on my time in Washington, DC, for the 2024 United Postmaster and Managers of America (UPMA) summit, a defining message emerged from a compelling session led by a key speaker from the Office of the Inspector General (OIG). The message was clear: to safeguard the future of our postal service, we must address our workforce crisis head-on, prioritize modernization, and advocate boldly for the resources and reforms essential to our mission.

Here's what resonated most for me from the OIG speaker:

The Urgency of Workforce Stability

The OIG speaker underscored that workforce retention is not merely a management concern; it's a crisis affecting the entire system's performance. Emphasizing the need for competitive wages and improved working conditions, the OIG highlighted that without these changes, our best employees will continue to seek opportunities elsewhere. This insight reinforces the urgent need to advocate for compensation that reflects the physical and mental demands placed on our workers, ensuring they feel valued and motivated to remain with the postal service.

Investing in Employee Well-being

Job satisfaction is now closely tied to flexibility and work-life balance, according to the OIG speaker. Postal employees are experiencing burnout due to mandatory overtime and heavy workloads, impacting not just retention

but also morale and overall productivity. The takeaway was clear: we must implement more flexible work arrangements, offer part-time options, and create pathways to address burnout, fostering a more resilient workforce.

Modernization and Technology as Critical Investments

The speaker outlined the importance of modernization, particularly through technology, to meet operational demands without overburdening staff. From automation in mail sorting to route optimization, these technological investments are not optional; they are essential. This insight highlights the need for our system to prioritize tech upgrades that ease physical demands, improve efficiency, and maintain our competitiveness in today's rapidly evolving landscape.

Advocating for Long-Term Financial and Policy Reform

The OIG stressed that meaningful change in our postal system depends on a foundation of stable funding and thoughtful policy reform. We must move beyond temporary fixes and advocate for policies that will sustain our workforce and operations in the long term. Engaging with Congress and policy-

makers is not just beneficial—it is essential to secure the necessary support for lasting improvements that the postal system and its workforce require.

Moving Forward with Purpose

Hearing directly from the OIG was a powerful reminder of the responsibility we carry as leaders in this system. Change is within reach, but it will take a unified voice and persistent advocacy. This experience reaffirmed that as we prepare to return to DC in 2025, we're not just coming back with insights; we're bringing a renewed call to action for our workforce and the future of the postal service.

The OIG did release a report after this available at usps.oig.gov/reports
Audit report 23-145-r24 April 24 2024

Regards
Emeil Marks
Postmaster





**Paul Petrovich, PM Stoughton
VP (elect) (Legislative/PAC)**

Hello readers, I am back!



Everyone liked my last article so much they let me write another one or just couldn't find anyone else either way let's get at it!

I am here to talk about the national convention. What is it, when was it, did I like it, would I go back? This year national convention was in Orlando FL and yes it was disgustingly hot in late August. As a first timer I wasn't sure what to expect at a national convention but I wore my first timer badge with pride! I was the newbie on the block so to speak, didn't know who would be there, really didn't know anyone besides the people I went with. In true UPMA fashion they all embraced me with open arms, a virtue that I am starting to understand more and more in this organization. I met a ton of great people and if anyone knows me, I am a social butterfly and like to mingle. On Sunday, we all gathered in the confer-



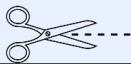
ence room for morning meetings. I was just sitting there like an eggplant wondering what was going to happen next being my first time and all. That was

the routine for Sun, Mon, Wed, Thursday meetings in the morning and training in the afternoon. We had several guest speakers that included Louis Dejoy, Elvin Mercado and Dr. Joshua Colin.

They had some interesting things to say about the postal service and while I do not agree with all of their policies. They are in a nutshell trying to change an outdated business model, and I can respect that. After all, we are all hoping we can retire from the postal service. I mean I only have 27 years to go but who is keeping track. I attended the PSHB health benefits training, along with NPA training and grievance and arbitration training. Now I know what you are all thinking, training its AWFUL, am I right? Well, you would

be wrong, I enjoyed every minute of it. The best thing I like about it was you could choose which training you wanted to receive. Maybe a little TSP early to Mid-Career training, or Personal Development and developing Subordinates training, they had a vast amount of training going, and it was good. I personally enjoyed when Don Flak ran down our aisle shooting his money guns with NPA related bills at us. The trainers kept it interesting and not the usual let's stare at a PowerPoint! The training was unique and I think we all enjoyed that. In the evenings we had dinners and social gatherings, where I got to network with a lot of people. Overall, my experience at national was superb. I would attend again in a heartbeat. It was a great experience and I learned a tremendous amount from the people I trained with at the convention.

Thanks for reading and *look out* for my next article!



UPMA PAC CONTRIBUTION CARD

**Mail to: United Postmasters and Managers of America Political Fund
8 Herbert Street
Alexandria, VA 22305-2600**

Date _____

\$ _____ Check Enclosed Credit/Debit Card (one time) Credit/Debit Card (recurring monthly)

Member ID: (if known) _____

Credit/Debit Card Contributions:

Name: _____

Acct.# _____

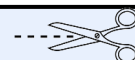
Address: _____

Exp. Date: _____ / _____ CVV: _____

City St Zip: _____

Signature: _____

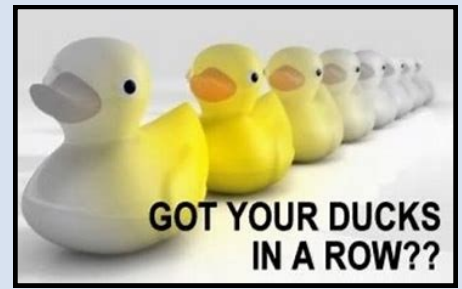
UPMA PAC will neither favor nor disadvantage anyone based on the amount of contribution, or the decision not to contribute to the non partisan political action fund.





**Cori Crawford,
Postmaster Retired**

the value of representation



Just when you think all your Ducks are in a row...they Fire you

If you are on the fence whether to join UPMA or keeping your membership please read this:

I had 29 years invested in the Postal Service. In my 10th year I was promoted to Postmaster level 16 and from there went all the way up to a level 22. Throughout the years I was afforded many opportunities and details, HR Manager, Team leader in Chicago, Michigan, Count and Inspection teams, DRT, LSS Green Belt and filled in for my POOM for many years. I also was very active in UPMA and held positions including President of WI.

In March of 2020 I was called in to my acting POOMs office (I had hired him as my supervisor a few years back) I was told I was being "put out" pending investigation. When I asked what I was

being investigated for he stated from a report he received that is it, no more information. I immediately called UPMA and was informed of the long process I would go through. It took 1 1/2 years, I had 1 meeting in which I proved all allegations were false to which I was told by that POOM he needed to go down that rabbit hole and see what else he could find. My representative from UPMA was my savior she was kind, patient and really helped me through this very difficult time in my life. When I received my letter of removal, the UPMA Lawyers were now involved. It was USPS vs Me case in Federal court. The case was in its 6th month when the Postal Service rescinded all allegations against me. I was to report back to work after this 2-year ordeal.

The moral of this story (my life) is get all the training you can, work with integrity, honesty, autonomy and be humble. What helped my case was my track record: never had 1 day of calling in sick, took on the difficult details, looked at the awards I had won and had very successful offices over the years. I am so thankful to UPMA, without being a member I would not have been afforded the outstanding Lawyers they have and the cost would have been well over \$75,000. There is so much more to this story and if you would like to speak with me please reach out to the editor or president and I will get back to you.

Cori Crawford,
Postmaster Retired Brookfield WI

Stephen Kochersperger

Stephen Kochersperger has been named USPS historian, a role he assumed on an acting basis in December.

He succeeds Jennifer Lynch, who retired last year.

Kochersperger began his USPS career more than 40 years ago, first as a clerk in Milesburg, PA, and then as postmaster of Julian, PA, where he served for 25 years.

In 2011, he became a writer/editor for the former Capital Metro Area. The next year, he joined the historian's office at USPS headquarters in Washington, DC.

Kochersperger spearheaded two recent oral history projects: arranging interviews of employees with 50 or more years of service for the 50th anniversary of the Postal Service's as creation an independent federal agency in 1971 and interviewing postal executives on how USPS handled delivery during the COVID-19 pandemic.

His master's thesis was on the postal system's role in American independence.

Kochersperger is a distant cousin of John Wanamaker, the 35th postmaster general, and is related to Charles Kochersperger, the defendant in an 1860 court case that led to the development of the Private Express Statutes, which guarantee the Postal Service's exclusive right to carry letters for compensation.

"Postal history is in my blood, quite literally," he said.



Stephen Kochersperger,
USPS historian



Welcome New Members to our UPMA Family



Karen Deneys
 Heather Mader
 Wyatt Wood
 Dusti Larson
 Jessica Mossbrucker
 Darren Wooldridge
 Amy Norby
 Adam Burhop
 Amanda Johnson
 Brian Gertz
 Dana House
 Shawna Lahner
 Duane Kuntz
 Corey Drees

Sabrina Leonard
 Mari Mathes
 Kyle Ostrowski
 Crystal Napier
 Rebecca Robbins
 Jill Donnelly
 Byrant Lane
 Tammy Gundlach
 Adriana Lea

Joined August 7-October 23



Need help with eCareer?

991 application?

Interview Skills?

KSA's?

We are here to help . . .

Schedule a confidential **ZOOM eCareer Review** with one of our UPMA leaders. In the session we will review your application, get your questions answered and help prepare you for the interview process.

Email -

wilupma@gmail.com

to a set up a zoom session at a time convenient for you.

Also include the job posting (if applicable) and your 991 application.



Save the DATE

Fall and Winter 3 Digit Meetings coming to a town near you.

Come early to meet your UPMA leaders.

Enjoy the camaraderie of your fellow managers, voice your concerns, get your questions answered, enjoy a great time and a

FREE MEAL!

Upcoming Three Digit Meetings

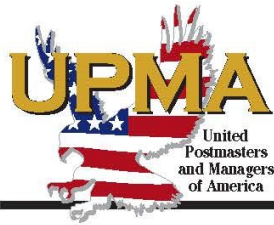
RSVP: text 920 598-1180 or wilupma@gmail.com

November 10th
 12-2 PM
 Pizza Ranch
 Marshfield

January 24th
 6-8 PM
 Pizza Ranch
 Elkhorn

3 Digit Meeting's

Monthly Membership Report																		2024-11-01
State	Description	MBRs	NONMBRs	TotalPOS	MGR/TOTAL%	PM	Mgr.	Total Mgr	Mgr/Total%	Suprvsr	Total Sup	Sup/Total %	Assoc	PMr	Comp	Retd	TotalActive	TotalMember
AK	Alaska	72	105	177	40.68%	75	6	62	9.68%	10	56	17.86%	3	5	5	24	96	128
AL	Alabama	241	40	281	85.77%	243	45	165	27.27%	83	311	26.69%	110	3	18	167	374	669
AR	Arkansas	146	40	186	78.49%	148	33	63	52.38%	78	168	46.43%	74	3	8	133	262	477
AZ	Arizona	102	52	154	66.23%	102	28	206	13.59%	76	445	17.08%	14	0	7	62	206	289
CA	California	452	353	805	56.15%	456	189	1216	15.54%	400	2575	15.53%	193	0	16	233	1045	1487
CO	Colorado	152	57	209	72.73%	149	58	466	12.45%	96	416	23.08%	21	1	9	94	304	428
CT	Connecticut	111	55	166	66.87%	111	34	239	14.23%	77	312	24.68%	68	0	3	52	222	345
DC	District of Columbia	0	1	1	0.00%	0	45	3949	1.14%	4	170	2.35%	1	0	0	4	49	54
DE	Delaware	36	6	42	85.71%	36	9	25	36.00%	17	80	21.25%	5	0	1	18	62	86
FL	Florida	287	64	351	81.77%	288	287	825	34.79%	739	1615	45.76%	442	0	22	179	1314	1957
GA	Georgia	326	24	350	93.14%	328	130	289	44.98%	449	655	68.55%	145	0	18	200	907	1270
HI	Hawaii	37	29	66	56.06%	37	10	59	16.95%	15	110	13.64%	28	1	3	28	63	122
IA	Iowa	242	22	264	91.67%	242	44	96	45.83%	103	240	42.92%	67	4	18	221	393	699
ID	Idaho	83	49	132	62.88%	82	7	19	36.84%	21	69	30.43%	9	1	0	54	111	174
IL	Illinois	436	81	517	84.33%	437	155	677	22.90%	371	1131	32.80%	198	2	14	268	965	1445
IN	Indiana	263	29	292	90.07%	262	77	203	37.93%	255	428	59.58%	140	5	14	203	599	956
KS	Kansas	131	69	200	65.50%	131	16	187	8.56%	32	204	15.69%	19	4	5	152	183	359
KY	Kentucky	172	75	247	69.64%	174	25	114	21.93%	49	275	17.82%	63	2	5	186	250	504
LA	Louisiana	188	63	251	74.90%	185	42	147	28.57%	105	296	35.47%	98	0	15	159	332	604
MA	Massachusetts	258	79	337	76.56%	258	67	290	23.10%	121	644	18.79%	47	0	9	151	446	653
MD	Maryland	146	91	237	61.60%	148	40	226	17.70%	81	482	16.80%	58	2	6	58	271	393
ME	Maine	103	87	190	54.21%	104	9	114	7.89%	13	101	12.87%	33	0	4	106	126	269
MI	Michigan	275	178	453	60.71%	273	39	348	11.21%	65	802	8.10%	37	1	10	200	378	625
MN	Minnesota	294	33	327	89.91%	295	79	355	22.25%	138	418	33.01%	41	0	14	245	512	812
MO	Missouri	237	67	304	77.96%	242	109	425	25.65%	234	583	40.14%	81	1	13	200	586	880
MS	Mississippi	177	10	187	94.65%	180	49	51	96.08%	117	141	82.98%	115	0	6	110	346	577
MT	Montana	85	93	178	47.75%	86	4	25	16.00%	18	59	30.51%	8	1	2	67	109	186
NC	North Carolina	357	132	489	73.01%	357	98	510	19.22%	328	680	48.24%	147	0	21	201	783	1152
ND	North Dakota	73	21	94	77.66%	71	3	24	12.50%	7	47	14.89%	8	2	5	103	83	199
NE	Nebraska	121	30	151	80.13%	122	15	78	19.23%	22	149	14.77%	29	3	12	113	162	316
NH	New Hampshire	113	53	166	68.07%	114	19	46	41.30%	30	112	26.79%	6	0	10	67	163	246
NJ	New Jersey	314	126	440	71.36%	318	60	353	17.00%	182	809	22.50%	76	1	10	125	561	772
NM	New Mexico	94	55	149	63.09%	94	8	40	20.00%	23	120	19.17%	14	0	7	51	125	197
NV	Nevada	42	25	67	62.69%	42	9	127	7.09%	17	213	7.98%	8	0	2	25	68	103
NY	New York	535	309	844	63.39%	533	71	797	8.91%	150	1818	8.25%	103	2	18	466	756	1343
OH	Ohio	333	181	514	64.79%	330	95	419	22.67%	178	914	19.47%	182	5	16	291	608	1097
OK	Oklahoma	145	98	243	59.67%	144	21	219	9.59%	44	234	18.80%	62	1	12	128	210	412
OR	Oregon	140	86	226	61.95%	138	21	152	13.82%	39	261	14.94%	17	0	10	95	198	320
PA	Pennsylvania	626	176	802	78.05%	627	123	523	23.52%	228	1067	21.37%	132	7	12	355	985	1484
PR	Puerto Rico	74	19	93	79.57%	74	31	62	50.00%	77	159	48.43%	30	0	7	23	182	242
RI	Rhode Island	25	12	37	67.57%	25	4	37	10.81%	6	111	5.41%	5	0	0	7	35	47
SC	South Carolina	174	41	215	80.93%	173	50	145	34.48%	121	307	39.41%	94	2	12	81	346	533
SD	South Dakota	75	26	101	74.26%	75	12	105	11.43%	10	63	15.87%	19	3	7	91	100	217
TN	Tennessee	171	95	266	64.29%	171	43	280	15.36%	88	506	17.39%	26	0	10	95	302	433
TX	Texas	548	275	823	66.59%	552	233	976	23.87%	503	1743	28.86%	377	2	28	337	1290	2032
UT	Utah	82	28	110	74.55%	82	19	76	25.00%	31	193	16.06%	8	0	3	43	132	186
VA	Virginia	217	162	379	57.26%	216	42	501	8.38%	59	597	9.88%	52	0	12	158	317	539
VT	Vermont	65	54	119	54.62%	65	4	21	19.05%	3	28	10.71%	7	0	8	79	72	166
WA	Washington	263	25	288	91.32%	267	89	256	34.77%	209	470	44.47%	95	0	13	137	565	810
WI	Wisconsin	254	79	333	76.28%	255	57	174	29.31%	136	395	34.43%	87	3	15	238	445	779
WV	West Virginia	90	84	174	51.72%	91	10	30	33.33%	17	103	16.50%	25	1	5	137	119	286
WY	Wyoming	52	34	86	60.47%	52	4	4	100.00%	5	32	15.63%	8	0	4	35	61	108
	Totals	10035	4078	14113	71.10%	10060	2771	16796	16.50%	6280	23917	26.26%	3729	68	504	7055	19179	30467



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*

Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

Section B (Check One): Postmaster Manager/Supervisor Associate PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization

P Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee

Date

Section E

Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

Career Awareness Conference USPS Provided Training Other

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT

New Wisconsin Chapter CMR's

The Wisconsin Chapter sent four members to St. Louis last month for Chapter Member Representative training. We are thrilled to have additional CMR's join our CMR team to represent our members. Paul Petrovich, incoming VP of PAC/Legislation completed the training along with Eau Claire P&DC Supervisor Natalie Price, Sherwood Postmaster Angela Thurow, and Madison Supervisor Tom Zumpano. Another six current CMR's from Wisconsin also attended training in Chicago recently. The training focused on representing in Investigative Interviews, ELM 650 Mediation, and ELM 650, 651, and 652 appeals and fostering leadership, enhancing communication, and promoting engagement among chapter members to strengthen the overall impact and effectiveness of UPMA at the grassroots level.



Paul, Natalie, Angela, Tom

Sun Prairie 3 digit meeting



Bill Tierney accepted a UPMA National Award at the Sun Prairie 3 digit meeting from Incoming VP of Legislative/PAC, Paul Petrovich. Both Bill, the writer of the Milk Run article along with Rick Dama,

Zip Line Editor were awarded the Best Feature/Special Interest award at the UPMA National Convention this past August.



Chapter Member Representative Training

UPMA Central Area Officers Seminar

The Wisconsin Chapter was well represented at the UPMA Central Area Officers Seminar at Canton Ohio in September. New leaders in attendance included Mike Simon, Coleman Supervisor/Wisconsin Chapter's Webmaster and Germantown Supervisor/Lomira OIC Lisa Prochazka, who was recently appointed Wisconsin Chapter Secretary/Treasurer effective January 1, 2025.



Pictured: L-R Lisa Wojnarowski, Melissa Tarlton, Mike Simon, Lisa Prochazka, Rachel Cayce, Paul Petrovich and Scott Hughart



Paul Petrovich, WI Chapter VP Elect of Legislative/PAC keeping tennis balls in the air with UPMA President Elect Tony Leonardi and others in a team building exercise at the recent UPMA Central Area Officers Seminar .

Jason Hirschvogel, Jefferson City Missouri Postmaster was re-elected to the UPMA Central Area Coordinator position. UPMA President Edmund Carley swore Jason in at the Central Area Officers Seminar in Canton Ohio in September.



CAOS

Join us on Facebook



UPMA Wisconsin Chapter

Private group · 186 members



+ Invite

Share

Joined



Joan Baumgart, PM Retired
VP, Legislative/PAC 2024

Fall Greetings Everyone

At our last Legislative/PAC ZOOM meeting on September 25, 2024, we learned that House Bill, H.R.82 Social Security Fairness Act of 2023 will be forced to the floor for a vote in the lame duck session. The bill needs 218 votes to pass in the House. At present there are 329 co-sponsors for the bill commonly known as the WEP-Windfall Elimination Provision/GPO-Government Pension Offset repeal. Co-sponsors will have to sign up in person at the Clerks office to co-sponsor the H. R. 82 bill to get it to the floor for a vote. It was noted that bills can come to the floor and pass without a vote. Once it passes the House, it can then go to the Senate for a vote. The Senate has 62 co-sponsors for S 597, their bill for the Social Security Fairness Act. This will happen after the election sometime in

late November. Contact your representatives and ask them to bring this bill to the floor for a vote. Every little bit helps.

PAC – I have nothing new to report on for PAC. You can donate to the PAC fund at any time of the year, so please keep that in mind if you do any donations before the end of the year. Thank you for all your donations so far this year.

This will be my last article as your Vice President – Legislation/PAC. Paul Petrovich is the new Vice President-Legislative/PAC effective January 1, 2025. I am sure you will give him all your support as he transitions into his new job. I will be his mentor until he feels comfortable in his new position. Thanks for all the memories these past seven years.



Take care, and enjoy the upcoming Holiday seasons. See you at the next UPMA event

National Convention Orlando 2024

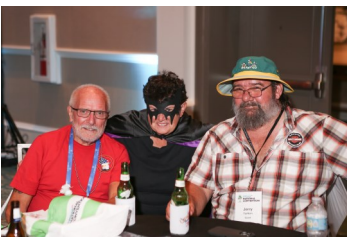
Saturday



Sunday



Monday



Tuesday (free day)



Wednesday





**Rachel Cayce, Executive VP
PM McFarland**

2025 Convention Chair



\$100 Kwik Trip Gift Card

Membership news

I recently mailed out almost 200 letters to Postmasters and Supervisors that are not members. If you have seen a fellow Postmaster or maybe even your Supervisor with one of those mailings, please encourage them to join. Have them put your name on the bottom of the enrollment form and receive a \$100 Kwik Trip gift card until December 31, 2024.

Recently I was given the opportunity to attend the National UPMA Convention in Orlando FL. What an experience. It was 5 days filled with informative training sessions, hearing Louis DeJoy speak about the Postal Service and his plan for our future, meeting endless amounts of people who share in the same struggles we all face every day, and of course nights of mingling, dancing and the hospitality room. I would highly recommend attending a national convention.

On the subject of conventions, our Wisconsin state convention is right around the corner. This year it will be held in Lake Geneva on April 25th and 26th at The Abbey. We will be doing a 1920's Speakeasy Casino theme. Come dressed in your best 1920's flapper girl, Gatsby attire. Also, this year we will be doing an evening cruise on Lake Geneva, come watch the sunset while enjoying everyone's company and refreshments. I look forward to seeing you all there.

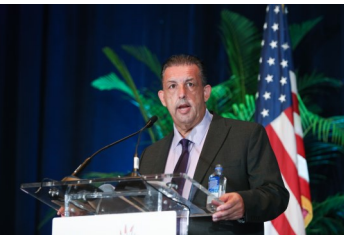


National Convention Orlando 2024

Wednesday



Thursday



National Convention Orlando 2024





**Peg Szymanski, PM Retired
Scholarship Chair, Chaplain**

Scholarship 2025



Scholarships

Greetings to one and all!

September had extended its finest weather for us. I am soaking up the cool breezes of the mornings. The fine weather has truly been a gift.

I am in awe once again at the movement of the Officers and their hard work in getting new members and hosting meetings across our beautiful State.

For those members with High School Graduates for the 2025 School year, March 7th is the postmark deadline for the 2025 Scholarship Applications. Please see the Chapter Scholarship

FAQ's in this issue. Pass along this information to your graduating student. The online Scholarship Application can be downloaded at www.wiupma.org.

I believe it's the Scholarship Awards that gives the UPMA Wisconsin Chapter that family atmosphere. Our Scholarship fund remains healthy enough to continue offering up to 10, \$1,000.00 awards for graduating seniors of our members. Come and be a part of the celebration of our members' students. You will have an opportunity to donate to the Scholarship fund through fund-raising events. (Or you can even donate using the "coupon" in this issue).

Plus, you will hear and possibly meet the students and their families receiving the scholarships at our Scholarship Banquet. The 9th Annual State Convention will be held on beautiful Lake Geneva WI on the last weekend of April 25th - 26th, 2025. It is an opportunity you have to get to know the organization, its officers, its members and what it offers in the education of your job. You will be sure to benefit from work-related training that is offered.

See you in Lake Geneva!

Peg

UPMA Wisconsin Chapter Scholarship FAQ's-2025

What Scholarships are available? The members of UPMA Wisconsin Chapter will be sponsoring **TEN \$1,000.00** scholarships for the 2024-2025 Academic Year.

Who is eligible to apply? An applicant must be a child, stepchild, ward, grandchild or step grandchild of a Dues-Paid Member, Dues-Paid Retired Member, or a Dues-Paid deceased Member's spouse of the UPMA Wisconsin Chapter.

AND all of the following:

*A High School Graduate of the current school year that is **enrolled** as a **FIRST YEAR STUDENT** for fall admission to an accredited College, University, or Technical School. The applicant must be maintaining a "C" grade average, be capable of pursuing further education and must be capable of providing means for his/her living expenses while attending school either from his/her own funds or reasonable assurance of earning same while in school.*

What documentation must be submitted to apply for a Scholarship?

1. *A completed UPMA Wisconsin Chapter Scholarship application signed by both the applicant and a parent. (Please use an additional sheet if space does not allow on the application).*
2. *On an additional sheet of paper, a biographical sketch outlining your background, your decision to pursue higher education and how you view your future once you complete your education.*
3. *A copy of the student's scholastic grades and attendance record.*
4. *A copy of the student's SAT and/or ACT scores if these exams were taken.*
5. *An endorsement letter from a responsible person not related to the student, who has had an opportunity to personally observe the student, and who can offer a worthwhile opinion of character, work ethic and other personal attributes.*

(Continued on page 25)

****IMPORTANT NOTE:** Please use a black pen or use the fill-in function for the online form

www.wiupma.org Without the UPMA Wisconsin Chapter Scholarship application being fully completed and ALL of the documentation described above, your application cannot be thoroughly evaluated. An incomplete application packet will not be advanced to the judges. The missing documentation or a second application attempt will not be accepted after the application deadline.

How will the Scholarships be awarded?

Each application will be judged individually, taking into consideration the factor of ability, proven performance, community involvement, the sincerity of purpose and the need of cultivation of the applicant's initiative and ambitions.

How are the Scholarship applications judged?

There is a great deal of effort put into maintaining the integrity of the Scholarship Program. Judges from various areas of the state of Wisconsin, judge the submitted applications. Only the Scholarship Chairperson knows the Judges. These Judges cannot adjudicate the application of a relative. Once all applications are received and recorded as a complete application, by the Chairperson, they are sent on to the Judges for review. Once the applications have been circulated through all of the judges, the ballots are tabulated; the Scholarship Chairperson verifies the ballot results and begins the notification process.

After a Scholarship is awarded, how does the recipient go about receiving the payment?

The UPMA Wisconsin Chapter Scholarships are paid in two equal payment of \$500 each. The recipient must submit **proof of enrollment** for Fall admission to an accredited College, University, or Technical College to the Scholarship Chairperson.

Because students can be accepted to several colleges, a copy of the **enrollment** letter or email, from the College, University or Technical College showing the **classes enrolled** is required documentation. If by email, the email must be printed, signed and dated by the student and mailed, hard copy, to the Scholarship Chairperson. Again, it is the **enrollment, not acceptance**, information that is required.

To receive the second \$500 payment: the recipient must provide their passing grades transcript from their first semester. This also needs to be printed, signed and mailed, hard copy, to the Scholarship Chairperson.

Submit your scholarship application with all required supporting documentation to the Scholarship Chairperson:

Peg Szymanski
UPMA Scholarship Program
W7641 Evergreen Ave.
Westfield, WI 53964-8247

Phone (608)-296-3653

APPLICATION'S MUST BE POSTMARKED BY Friday March 7th 2025



You come from dust
You will return to dust
That's exactly why I don't dust.
It COULD be someone I know...



United Postmasters and Managers of America

9th Annual Wisconsin Chapter Convention

Friday April 25 - Saturday April 26, 2025

Convention Registration *(only one person per form):*

First Name: _____ Last Name: _____

First Name (for your badge) _____

Post Office You Represent: _____ Zip: _____

Your Mailing Address: _____

City: _____ State: ___ Zip+4: _____

Cell Phone: _____ E-mail: _____

→ Postmaster
 → Supervisor
 → Manager
 → OIC
 → Associate
 → PM Retired
 → Spouse
 → Guest
 → Child

Veteran? Branch of Service _____ Years Served From _____ To _____

First Timer Yes No

Please circle the appropriate fee:

	* Before 3/15/25
	3/15/25 4/15/25

Full registration includes:

- Friday Lunch and Dinner
- 2hr Lake Geneva Cruise/Tour,
- Saturday Breakfast, Lunch and Banquet. *\$95 | \$125
- Business session and training (only, no meals) *\$25 | \$25
- Saturday Banquet (only) *\$40 | \$50
- On Site Registration after 4/15/25 \$150

Payment Information

Convention Registration: \$ _____

Additional (Banquet only) tickets: \$ _____

Total Payment: \$ _____

**Mail with full payment to: UPMA Convention Registration,
PO Box 1, Shawano WI 54166**

Active Wisconsin Chapter (current employees) first timers at the Convention will receive their registration fee refunded at the close of convention, provided they attend all business and training sessions.

**Questions?
Contact Rachel Cayce,
Email: rachelcayce1@gmail.com
or Call: 608 566-7146**

➔ **Sign up early** ← ➔

Hotel Reservation

UPMA has a special room rate of \$119/night at the convention hotel plus \$15 per night resort service fee. You must call the hotel directly to make a reservations by April 7, 2025, The UPMA Wisconsin Chapter will not handle room reservations All room cancellations must be made directly with the hotel

*When reserving your room, please identify yourself as part of the UPMA convention

**The Abbey Resort
269 Fontana Blvd
Fontana WI 53125
800 709-1323**

theabbeyresort.com

Be sure to request the
UPMA Convention rate.

Convention

Registration Cancellation

Refund Policy

Requests for cancellation refunds must be emailed to the UPMA Wisconsin Chapter President by March 23, 2025 for 50 percent refund. No refunds after March 23, 2025. These dates will be strictly adhered to; exceptions may be made with approval of the UPMA Wisconsin Chapter President.

State Convention Registration 2024.pub

The Abbey Resort and Avani Spa
Fontana, on Lake Geneva

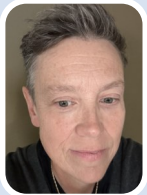
Wisconsin UPMA Chapter Member Representatives



Member Rep.
Laurie Bue
612 720-8047
redgizzy555@gmail.com



Member Rep..
Jeannie McLaughlin
847 529-8067
jeannie9966@sbcglobal.net



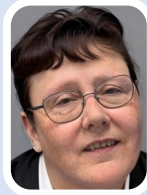
Member Rep.
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nortoniii@yahoo.com
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Member Rep.
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(h) 309-826-7254



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(h) 920-905-0136



Member Rep
Natalie Price,
Eau Claire P&DC
natmcp@aol.com
423-903-3633



Member Rep
Thomas Zumpano
Madison
thomas@zumpanos.com
608-400-5378

CLIP AND SAVE THIS NOTICE.

The OIG or Postal Inspection show up at your door! What should you do?

If you are questioned by the OIG or Postal Inspector about your conduct, even if you believe you are not guilty of any wrongdoing, it is suggested you do the following:

- ◆ Remain calm
- ◆ Correctly identify yourself if requested to do so
- ◆ Do not physically resist an arrest or a search of your person or property
- ◆ Read aloud to the OIG Inspector(s) the statement below
- ◆ Remain silent until you have consulted with your UPMA Representative or an attorney
- ◆ Be Your Own Protector – Take No Lie Detector –
- ◆ Do Not Sign – Get on the Phone

STATEMENT

If this interview is part of a criminal investigation, I request the presence of an attorney before any interview takes place. Until my attorney is present, I will not agree to sign any document or answer any questions. Furthermore, I will not make any written or oral statements. I do not consent to any search without a warrant. If you provide me with a search warrant, I will not resist the search while preserving my legal objections to it.

However, if this interview is not part of a criminal investigation, I request the opportunity to contact my UPMA representative for advice and to have them present during the interview. In such a case, I will be willing to orally answer questions but decline to provide any written statements. It is important to note that I retain my legal right to decline to answer any questions that could potentially incriminate me. I am committed to full cooperation, but I want to emphasize that I do not waive any of my rights, including the right to remain silent. I will not sign a waiver-of-rights form, admit or deny any allegations, or make any written or oral statements unless my attorney and/or UPMA representative is personally present to provide counsel.

Your manager informed you that they are doing a PDI or I&I. What should you do?

If at any point your manager instructs you to undergo a PDI or I&I, please remember that you have rights under ELM 650. You are entitled to choose a representative of your preference, and it's your prerogative to have your UPMA representative present during the investigation. In such circumstances, promptly get in touch with one of the UPMA Chapter Member Representatives. They will assist in coordinating with Postal management to schedule a suitable time for the interview where all necessary parties can be present to ensure a fair and just process.

Remember, remain silent until your UPMA Chapter Member Representative is present. If they ask any questions prior to your representative being present, answer all questions with "I am more than happy to answer any questions once my UPMA representative is present."



Mike Simon, Supervisor Coleman Wisconsin's (new) Webmaster

wiupma.org



Hello, I'm Mike Simon the new UPMA Wisconsin Web Administrator! I'm excited to be able to join the team in finding new ways to communicate and interact with our growing UPMA members across our state! My career in the Postal Service started in summer of 2022 as a CCA in the Shawano PO. After a year, and attending a Career Conference in Milwaukee I started doing details over the next year both in Lakewood and Suamico. Coming from years of management in a Dish Network retailer in

Michigan and Wisconsin, entering into Management at the Postal Service was a fairly smooth transition. This past summer I accepted the Supervisor of Customer Services in Coleman and with my Postmaster out on her own detail, I've been filling in as OIC here now.

I will spend my free time enjoying the outdoors with camping, water sports, and kayaking. I can be found during football season in Lot 9 tailgating and being part of the 70,000 plus strong at Lambeau, **GO PACK GO!**

I'm looking forward to a redesign of our Wisconsin Chapter version of our UPMA website to be finished in the coming weeks as we update some technical items I won't bore you all about in this article.

I was told I need a clever closing statement.

Mike Simon



Laurie Bue, PM Retired Member Rep

UPMA Political Action Committee

The UPMA Political Action Committee (PAC) plays a vital role in advocating for the interests of our members at both the local and national levels. By contributing to the PAC, UPMA members help ensure that the issues impacting their careers and benefits are represented and prioritized by lawmakers.

One of the key areas where PAC contributions are currently being used is to support legislation aimed at correcting the legislation on **Windfall Elimination Provision (WEP) and Government Pension Offset (GPO)**. These provisions unfairly reduce Social Security

benefits for many federal employees, including postal workers. Correcting these issues is essential to ensuring that UPMA members receive the retirement benefits they deserve.

Contributing to the PAC is an investment in the future of UPMA members. Every dollar goes directly toward supporting legislation that strengthens the USPS, protects postal benefits, and secures better working conditions for all members. With strong financial backing, the PAC can continue to advocate effectively, giving UPMA a voice in the decisions that shape the postal service.



By supporting the PAC, members can directly contribute to meaningful legislative progress and ensure their interests are represented in Washington.

Windfall Elimination Provision (WEP)

Government Pension Offset (GPO).

First you forget names, then you forget faces.
Then you forget to pull up your zipper....
it's worse when you forget to pull it down.



**Pauline Colamatteo, PM Retired
President, Wisconsin Retirees**

Autumn has started

It is now feeling as if Autumn has started, we had such a warm September that it seemed Summer would never end, I was really enjoying the unseasonable temperatures! I do want to extend my sympathy to the victims of Hurricane Helene, so many of our fellow UPMA members in her path have incurred so much loss and destruction, I pray they are safe. As I have said enumerable times, we are a family, and due to my long history with UPMA, I have made many dear friends. For several years now, your Wisconsin Retiree Board has donated the memorials in the name of our deceased members to the Postal Employee Relief Fund, which aids Postal Employees in these times of need.

The National Convention in Orlando Florida this past August was a suc-

cess, the Retirees present voted for and elected a new Retiree National Treasurer, our good friend from Minnesota Anita Pfiefer and Patty Bascom, our friend from Kentucky as National Retiree Secretary, their terms begin in 2025. We also voted on some by law changes, which are published on the National website. The Active Postmasters voted in Tony Leonardi as the next National President. The days are full, and even as a retiree, it is interesting to hear from the Postmaster General, and the Deputy Postmaster General, and numerous other speakers. The PSHB training, both at the State and National Convention was invaluable, questions that all of us have on this new mandatory program were answered by the expert, Karla Kirby, Benefits and Wellness Executive Manager Postal Service Health Ben-



**Lake Superior before a storm
Cornucopia, Wisconsin**

efits. It is so important to get involved and be knowledgeable about the issues that impact us as retirees. Consider joining us at one or any of these events, you will be welcomed with open arms! I wish you all a happy and healthy Fall and Winter, enjoy your family and friends, and have a wonderful Holiday Season. We want to recognize our recent retirees, and please if we missed your retirement, please get in touch, sent an email to pncola@tds.net.

Happy New Retirees
Barbara Zyhowski
Steven Lulich



**Rick Dama, PM Retired
Editor, & WI (old) Webmaster**

**“You have to have bad days,
so you know the good days.”**

A little bit of this and a little bit of that.



This issue of the Zip Line is running a little late. I had an emergency come up that I had to take care of.
As always if you have anything for the Zip Line send it to me electronically if possible. I keep what ever you send me, If I don't get it in right away I'll use it in a future Zip Line.
Stay healthy my Friends



Bill Tierney, PM Retired
..... **Bill's Buzz**

Hello Everyone



Same mailer used for over 8 years. 😄

A fall 2024 article already.....as usual the year is flying by. I don't know about you, but my concern with the ongoing trends at my old company continue to baffle me. Every article I close with

Until next time, be sure you mail something today.....you know I will!!!

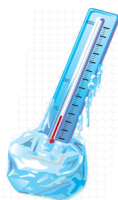
and I will continue to do so. But I have come to realize that it may or may not come back timely, it may or may not have a postmark and in some cases may never get delivered. Let me be clear, I know things change and I know it has been 14 ½ years since I left the USPS, but it still doesn't make sense to me how today's delivery standards have eroded so much. I could not be a postmaster the way I was a postmaster.....I'll leave it at that.

So, winter is coming and I thought it would be a good time to remind everyone to **DRINK YOUR WATER!** Enjoy the read complements of **WATERLOGIC.**

We all know the importance of staying hydrated during the warm summer months, however for many of us our water intake declines over winter. There are less visible reminders to ensure you drink water and you are less likely to feel thirst in the cooler weather than you would during hot summer days. However, it is even more important to drink lots of water during winter than it is during summer. Here are five key reasons why you should up your water intake to stay healthy and hydrated over the winter months.

1. FIGHT WINTER DEHYDRATION

As the weather cools, we find ourselves wrapping up in more layers and turning on the heaters. This artificially warm environment is coupled with the dry air of artificial heating which leads to winter dehydration. Winter dehydration is harder to notice – particularly if you are not sweating and you are feeling cool.



You may not have realized that you haven't drunk any water during the

day, particularly as your body's thirst response significantly diminishes in cooler weather. However, dehydration can cause significant impacts to your well-being. It is vital you keep hydrated to regulate your body temperature, allowing your blood to carry important nutrients and oxygen around your body and remove toxins from your body.

During winter your body loses moisture in other ways, such as the water vapor you see from your mouth and nose when you are outside in cold weather, this may not be as noticeable as a key summer sweating indicator but should not be ignored nonetheless.

Remember, just because you're not thirsty doesn't mean that your body is hydrated.

2. IMPROVE YOUR SKIN

The dry and often stagnant air created from central heating and heated air-conditioning can really take its toll on your skin. The dry air and the contrast between being in a warm room to going outside in the cold can cause your skin to crack and chap. Water is vital in keeping your skin cells full and hydrated, reducing the risk of chapping and peeling.



Water also removes impurities in your body, which, when not well-hydrated,

can come through via your pores, causing blemishes.

Dull skin is another winter problem with the combination of dry air and a lack of hydration. Keep your skin glowing by drinking water at regular intervals, despite the fact you may not feel thirsty.

3. BE MORE ENERGETIC

Are you partial to the mid-afternoon slump or perhaps need a midday caffeine boost to help you ward off fatigue? It is likely you are suffering from dehydration, a major cause of daytime fatigue. Keeping well hydrated will ensure your bodily functions are supported and running efficiently. When you are dehydrated your body functions slow down and use up your extra energy resources, leaving you feeling tired and sluggish.



Keep a glass of water to hand and sip regularly to keep you alert and energetic during the day.

4. FIGHT WINTER WEIGHT GAIN

Avoid Winter Weight Gain

When the weather is miserable

(Continued on page 31)

(Continued from page 30)

and the days are dark our bodies want comforting; often this manifests itself in comfort food – often highly calorific and unhealthy. Before tucking in, why not drink a glass of water beforehand? Our brains often mistake thirst for hunger and after drinking water that hunger trigger has been satisfied. This means you may not feel the need to snack or eat more food and can resist the temptation easier.

Being well hydrated also helps our digestive systems to function and process food better, which is vital during the months when we tend to over consume. Make sure you drink plenty of water to give your body a hand in digesting food.

5. PROTECT YOUR IMMUNE SYSTEM



The winter months can be a testing time for our immune systems, with the many airborne viruses that we all seem susceptible to. Dehydration can seriously

weaken our immune systems barriers. The lack of water can dry out the mucous membranes in our lungs and sinus passages which can reduce their resistance to infections.

Keeping well hydrated during winter ensures that the barriers used to protect your body from colds and flu are fully functional and completely intact.

To ensure you stay fighting fit during the winter, make sure you keep drinking water regularly and fight back against the viruses.

Hopefully, these five reasons will be enough to remind you to keep your water intake up during the cooler months and keep you happy and healthy on the inside and outside.



UPMA GOLD:

Send an email with your name, email address and office of retirement to our Email Coordinator, Linda Carter, at lhcarter@hotmail.com. Linda publishes UPMA GOLD as she receives information from various sources with no set frequency. If you would like to share newsworthy info with her, just send her an email once you have joined our network.

IN THE MAILBOX:

This is our official publication/newsletter that is printed and mailed bi-monthly. If you would like to get on the mailing list, please send your name and address to our Editor, Eva Finley, P O Box 500, Graford, TX 76449-0500, or email to IntheMailboxEditor@usa.net. This publication is also posted on the UnitedPMA.org website by clicking the link below:

<http://www.unitedpma.org/resources/publications/retirees---in-the-mailbox>

USPS Retiree Quarterly Newsletter available at <https://www.keepingposted.org/>

Until next time, be sure you mail something today.....you know I will!!!!

PS: Here's to the dedicated Postal employees who handle(d) all the mailed in ballots. Good luck!

One minute you're young and fun. And next, you're turning down the stereo in your car to see better.

Today, I melted an ice cube with my mind just by staring at it.
It took a lot longer than I thought it would.



2361 HYLAN BOULEVARD
Staten Island, New York, 10306
Office: 718.987.1931
Fax: 718.987.3909

6/12/2024

Wis Upma
PO Box 11
Elkhorn, WI 53121-0011

Dear Wis Upma,

On behalf of the Tunnel to Towers Foundation, please accept our heartfelt gratitude for your generous contribution of \$550.00.

Our Foundation was started in memory of Firefighter Stephen Siller, who sacrificed his life on September 11, 2001 to save others by strapping 60 pounds of gear on his back and running through the Brooklyn Battery Tunnel to the Twin Towers.

Since the founding of the Tunnel to Towers Foundation, the Siller family has been inspired by good people like you who have joined us to show our heroes and the loved ones they have left behind that we will NEVER FORGET.

Because of you, our Foundation is able to continue our mission to "Do Good". Since 9/11, we have been helping America's heroes by providing mortgage-free homes to Gold Star and fallen first responder families with young children and by building specially-adapted *smart homes* for catastrophically injured veterans and first responders. We are also committed to eradicating veteran homelessness and helping America keep its 9/11 vow to NEVER FORGET.

Please know that your donation was applied as you requested. In compliance with the IRS Substantiation and Disclosure provisions for 501 (c)(3) tax-exempt charitable organizations, we affirm that no goods or services were received in exchange for your donation.

On behalf of America's heroes, thank you so much for your support. Let Us Do Good!

Warmest regards,
The Siller Family & Tunnel to Towers Foundation

The Stephen Siller Tunnel to Towers Foundation is recognized by the IRS as a 501 (c)(3) tax-exempt organization. Our EIN number is 02-0554654. Please retain this letter for your tax records and consult with your tax adviser regarding the deductibility of your contribution.



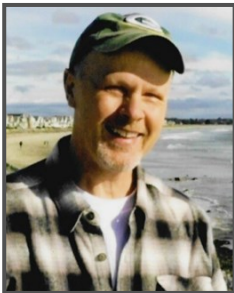
**Linda Hobbs, PM Retired
Memorial Committee Chair, 2023**

Hello Everyone



Please let me know if you hear of a death, or see an obituary of an active Postmaster, Retired Postmaster, Supervisor, Manager, Associate Member or Spouse. If I get the information in time, the funeral arrangements can be sent out by email. To join the email network, contact Rick Dama at radpm3262@gmail.com. Enjoy the beautiful Fall Colors.

Linda Hobbs,
PO Box 65
Rudolph WI 54475-0065
Phone # 715-435-3267 or email clhobb@wctc.net



**Mark Alan Zipperer
1965-2024**

Mark Alan Zipperer, age 58, of Merrill, passed away on Monday, September 9, 2024, at his home, after a short courageous battle with cancer. He was surrounded by his family and under the care of Compassus Hospice. Mark was born on September 21, 1965 to the late Francis and Irma (Franzen) Zipperer in Manitowoc, WI. He attended and graduated from Antigo High School with the class of 1983. Mark met his soul mate and best friend, Sharon Hehling, and the two were united in marriage on June 24, 1995, a loving union lasting over 29 years.

Mark worked for the U.S. Postal Service from January 1988 until his retirement in November 2021. He also worked at Merrill Memorial Park Cemetery for 3 years, as a groundskeeper. Mark followed the Packers (which he owned stock in) and the Brewers, Bucks and Badgers. He loved the Wisconsin sports teams and was the ultimate sports fan! In his younger years, Mark was involved with little league and modified softball leagues and enjoyed bowling. He even bowled a 300 game in November 2009. He loved to play cards, especially Sheepshead and enjoyed cribbage. Mark looked forward to camping trips with his family. He was very active in his church, St. Francis Xavier Catholic Church, serving as an usher, selling scripts, church council for 4 years, worked as the chairman of the fair stand for 3 years and was a member of the Knights of Columbus. He was a man of strong faith and had a servant's heart. Mark will be missed dearly, but his strength and courage will live on in his family and friends.

Mark is survived by his wife: Sharon Zipperer of Merrill, stepson: Nathan (Jill) Eggebrecht of Hopkinsville, KY, with their sons: Renzo and Rowan, stepdaughter: Rachel (Steve) Rueckert of Waukesha, WI, with their son: Casen and daughter: Raena, sisters: Connie (Ray) Warpehoski, Vicki (Ron) Schroepfer, Karen (Kevin) Marten and Michele (Terry) Frahm and brother: Ken (Amy) Zipperer, along with many nieces, nephews and good friends. He was preceded in death by his parents, sister: Bonnie (Duane) Leonard, niece: Sammy Zipperer, nephews: Colton Schroepfer and Benjamin Stahoski and brother-in-law: Roy Rustick.



Send Obituaries To:
Linda Hobbs
PO Box 65
Rudolph WI 54475-0065
Phone # 715-435-3267, email clhobb@wctc.net





Frank Joseph Beesten
December 23, 1933 - July 23, 2024



Frank Joseph Beesten, born Franz Josef Alexander Maria von Beesten, died peacefully in his sleep at home, on July 23rd, 2024. Born on December 23, 1933, Frank went to his heavenly Father at the age of 90, in Canton, Georgia, where daughters and grandchildren could regularly visit and take care of him. He was the son of Heinrich and Franziska (Goerdes) von Beesten of Koblenz, Germany.

All who knew Frank enjoyed his compassion, curiosity, ready smile and great - at times delightfully sassy - humor. Frank consumed multiple daily newspapers and news magazines and was an active participant in the civic fabric of Kewaskum, Wisconsin, his home with wife Mary for over 40 years.

He is preceded in death by his wife, Mary Wachholz Beesten, son Joseph John Beesten, and brother Hans Joachim v. Beesten. He is survived by his sister Hiltrud (Tom) Melin, three daughters, Cheryl (Phil) West, Pamela (Mike) Last, and Michelle Beesten Alexander; his seven grandchildren, Katie (Clint) Royer, Hillary (Justin) Jeter, Caleb Last, Trevin Last, Gavin (Kirsten) West, Julia (James) Shealy, and Zol Beesten Sotelo; and eleven great grandchildren, Aubrynn, Chantry, Ahava, Creed, Avionna, Liliana, Benton, Waverly, Jubilee, Theodore and Solomon. Beloved surviving nieces and cousins include Barbara and Larry, Mirja, Petra, Anna, Debbie, Mary Ellen, Nancy, Karen, Lori-Jean, Lois, Robert, Greg and Sheila.

The great arc of Frank's journey from a vanquished post-war Germany, to experiencing a hard-working version of the American dream, launched with a decision at age 14 to move to the United States. In 1951, at age 17, he boarded the *Liberte* from Le Havre, France, ocean-bound for New York and land-travel to Manitowoc County, Wisconsin. Under the sponsorship of family friends, the Thiels, he received room and board on their dairy farm, a \$1.00 daily stipend and a set number of years to work off the cost of his passage. When applauded for his youthful courage, he would dismiss the notion by saying he had a simple dream - to land on a farm so that he could eat. In Wisconsin he furthered his class-room English to fluency through the radio and an active social life, which included fireman's picnics, where he met his future bride, Mary. He enlisted in the Army and was stationed at Camp Wolters, TX from 1955 - 1957, where he became naturalized in 1957. The love letters he and Mary exchanged at that time attest to beautiful dreams of family and devotion. They married in 1959, when he was 26, and raised four children. He took a job at the Manitowoc Post Office, where he continued to work, even after he and Mary bought their 28-acre farm in 1969. There they raised beef cattle, grew hay and corn, and cultivated a massive garden, living a farm life filled with dances, polka music, farm equipment, barn repairs, and fireworks over Lake Michigan.

After joining the Post Office as a mail-carrier, Frank worked his way up into management and became Postmaster in 1978. He moved his family to Kewaskum, Wisconsin, where they resided and grew their cherished network of friends for over 40 years. Frank served as treasurer in several organizations - Holy Trinity Catholic Church, the Lions Club, the local library - and served for many years on the Village Planning Commission until age 88. Frank assumed a leadership role in the federal Postmasters and Managers organization, dedicating many years volunteering to represent federal workers' interests. In retirement, he and Mary enjoyed travel, concerts, their neighbors, and hosting good friends for memorable meals. Frank's cooking became more than a habit; his food obsession kept him active tracking down quality ingredients around the Milwaukee, West Bend and Manitowoc area. He became a full-time caretaker of Mary in her last few years, and they moved to Canton, Georgia in 2022 to be near their daughters for more immediate support.

Frank was able to truly enjoy the fruits of his life-long labors, enjoying the peace of security and comfort that his origins as a self-proclaimed "poor little immigrant boy" did not guarantee. Rather, he earned them through unrelenting cheerfulness and methodical hard work. His sharp humor, the twinkle of his eye, big heart, and insightfulness will be sorely missed.

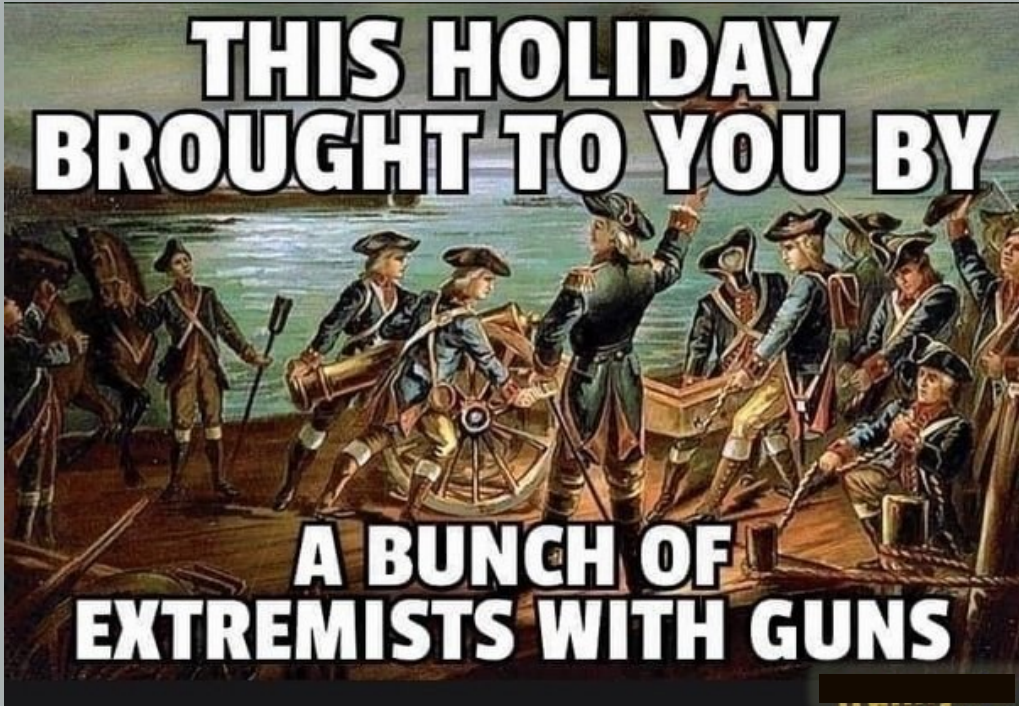


**Rich Smith, Princeton WI PM
US Army 1984-1991**

E-4 Specialist, 13 Bravo, Cannon Crewman.
Fort Sill, Oklahoma for basic training.
US Army Reserve
84th Division Sheboygan, Wisconsin



When you see Rich, thank him for his service.



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DATES TO REMEMBER

2025

3 Digit Meeting
Elkhorn Pizza Ranch 6 PM
January 24, 2025

State Convention
Lake Geneva
April 25 - 26, 2025

Legislative Summit
Washington D.C.
March 17 - 18, 2025

National Convention
Dallas
August 9 - 15, 2025

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