



**Branch 34  
Endorses  
Stephen Lynch  
for U.S. Senate  
Vote on April 30<sup>th</sup>**

**National Association of Letter Carriers**  
Joseph P. Considine Branch 34 NALC, AFL-CIO  
400 West Cummings Park, Suite 3950  
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Address Service Requested

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U.S. Postage  
**PAID**  
Boston, MA  
Permit No. 54631

Volume XLII, Number 1 • April-May 2013

The Award-Winning Newspaper of Joseph P. Considine Branch 34 NALC, AFL-CIO



# Branch 34's CLAN

National Association of Letter Carriers

123 Years of Proud Union Participation and Accomplishments ★ 1890 - 2013

## Marathon Marred by Heartbreak

The Boston Marathon has a tradition in the runner's world as being one of the most prestigious road races. Thousands of runners converge on Hopkinton, MA every year to compete in or to merely complete this renowned challenging test of endurance. The course stretches through multiple cities and towns as it makes its way to Boston's Prudential/ Copley Square area lined with hundreds of thousands of spectators.

Over the past century this event has been transformed from a local to a national and now an international media event with viewers watching from every continent around the world. Unfortunately the stage has been set for those looking to spread mayhem and carnage in the name of some twisted religious, social or political cause. Such was the case on Monday, April 15<sup>th</sup> at the finish line on Boylston Street to those unknowing and unsuspecting revelers enjoying a beautiful New England afternoon. Just like the scene we see repeatedly on the evening news in some foreign setting except this time it was in our own back yard.

Since 9-11 this country has drastically changed and unfortunately there's an element of society continually looking to inflict their will on others no matter how horrific. We must be vigilant in ensuring that these events are conducted with public safety being our paramount concern.

Our hearts and prayers go out to the victims and their families. My immediate response was where's my children? That was followed by a phone call to make sure our Back Bay Annex and other members were safe. Fortunately they were but our condolences go out to our postal family members that had loved ones lost or harmed as a result of this senseless cowardly act. We'll be forever scarred by this past Patriot Day's events but as one statesman articulated "The people of Boston are tough and resilient and will move forward", we will.

— Robert Lind, Branch 34 President



**Thank You to All Participants  
in This Year's Branch 34  
Board of Officers Election  
for 2013-2016**

The 2013-2016 NALC Branch 34 Board of Officers is as follows:

- ✓ Robert (Bob) Lind – President
- ✓ John (JT) McMahon – Executive Vice-President
- ✓ Robert (Bob) Simpson – Vice-President
- ✓ Kevin Flaherty – Secretary-Treasurer
- ✓ Michael Yerkes – Financial Secretary
- ✓ Steve Mahoney – CLAN Editor
- ✓ Mike Murray – Sergeant-At-Arms
- ✓ Rich Galvin – Clerk NSBA-MBA
- ✓ Michael (Mike) Gorham – Health Benefits Officer
- ✓ Dan O'Connor – Trustee
- ✓ Martin (Marty) Foley – Trustee
- ✓ Paul Roche – Trustee
- ✓ Bernadette Romans - Area Steward
- ✓ Michael Kidd – Area Steward
- ✓ Jerry McCarthy - Area Steward
- ✓ Brian Manning - Area Steward

*A special thank you to the Branch 34 Election Committee for their patience and hard work throughout the process.*

### President's Corner

## Were You at the Rally? It's Time to Step Up!

Thank you for allowing me the honor, privilege and opportunity to continue representing the greatest branch in the NALC. I've truly been blessed being the thirty-fourth President of Branch 34 and embrace the symbolic significance of having that exclusive honor.

I'm also thankful for the Board of Officers you've elected to represent your interests for the next three years. Each and every officer does have your back and works to protect your interests. We have our internal and legislative battles ahead but **together** we can overcome any adversity.

### Rally on the Common

Thanks to everyone who participated in our rally on the Boston Common, Sunday, March 24<sup>th</sup>. "USA for 6-Day" was the theme and the turnout was strong thanks to a segment of our membership and the many other branches that showed up in force to support six-day delivery. They arrived in buses, cars and trains from around the state in a show of support for six-day delivery and to hear from our NALC leader, President Fredric V. Rolando.

Once again, our retirees were highly visible and a welcome sight to see. Rich Cavallo, Paul Sodergren, Sean Costello, Dan McNeil, Paul Cash and John Marco were just a few and the list went on. Many of our Branch 34 stations were in attendance from Hingham/Scituate to Woburn and out to Wellesley (both the Square and Hills) made their way to this event.

Branch 334 (Framingham/Natick) had a large contingency as did Branch 51 (Fall River), Branch 18 (Southeast MA), Branch 25 (Mass. NE Merged), Branch 7 (Lynn), Branch 12 (Worcester), Branch 46 (Springfield), Branch 212 (Lawrence), Branch 286 (Pittsfield) and I'm sure I'm missing a few (apologies).

I would be remiss if I didn't recognize the APWU

Boston President Paul Kilduff for his support. When news broke of the rally he was the first phone call I received asking how he could help. He did notify his members and did solicit them to attend our rally. Also I'd like to recognize Bob Losi from the Mailhandler's Union, Local 22 and the other labor unions that were in attendance.



**Robert A. Lind  
President**

(continued on page 4)

## Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

**May 14, 2013**  
at the Sons of Italy Hall  
120 Quarry Street, Quincy

**June 11, 2013**  
at the Boston Lodge of Elks #10  
Spring Street, West Roxbury

THERE ARE NO MEMBERSHIP MEETINGS IN JULY & AUGUST

Check Out These Dates & Locations

**Tel. / 781-281-1133**  
**Fax / 781-281-1127**  
**www.nalcbranch34.com**

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## Massachusetts Congressional Delegation

### U.S. SENATE

**The Honorable Elizabeth Warren**  
Russell Senate Office Bldg.,  
2 Russell Courtyard  
Washington, D.C. 20510  
202-224-4543 Fax: 202-224-2417  
www.warren.senate.gov

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#### Fifth Congressional District

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202-225-2836 Fax: 202-226-0092  
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**Represented Communities:** Boston, Cambridge, Chelsea, Everett, Milton, Randolph, Somerville

#### Eighth Congressional District

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202-225-8273 Fax: 202-225-3984  
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**Represented Communities:** Abington, Avon, Boston, Braintree, Bridgewater, Brockton, Canton, Cohasset, Dedham, East Bridgewater, Hingham, Holbrook, Hull, Milton, Norwood, Quincy, Raynham, Scituate, Stoughton, Walpole, Weymouth, West Bridgewater, Westwood, Whitman

#### Ninth Congressional District

**The Honorable William Keating**  
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**Represented Communities:** Norwell, Roxkland, Hanover, Hanson, Pembroke, Duxbury, Halifax, Plympton, Kingston, Middleborough, Carver, Plymouth, Fall River, Westport, Dartmouth, New Bedford, Acushnet, Fairhaven, Rochester, Mattapoisett, Marion, Wareham, Bourne, Sandwich, Falmouth, Sandwich, Mashpee, Barnstable, Hyannis, Yarmouth, Dennis, Brewster, Harwich, Orleans, Chatham, Eastham, Wellfleet, Truro, Provincetown, Aquinnah, Goswold, Chilmark, West Tisbury, Tisbury, Oak Bluffs, Edgartown, Nantucket

# Protect Your Route: Auxiliary Assistance and 3996

With the coming of FSS, it is now more imperative than ever to be using 3996 forms on a regular basis.

The 3996 form is used for Auxiliary Assistance. This form should be used for *any* overtime or Route Assistance. The 3996 is a tool to be used for our protection and to demonstrate the true status of our Routes.

Management at times uses carrier clock hits for street time evaluations instead of the week of inspection street times, for a basis of adjusting Routes. Without the usage of the 3996, there is no true picture of a Route's workload.

The following are examples of reasons for Auxiliary Assistance and the usage of a 3996.

Remember, if we don't protect our Routes, Management will eventually take advantage of us.

### Some Examples of Reasons for Use of Auxiliary (Item J of Form 3996)

1. Route is out of adjustment – as documented by count and inspections
2. Late leaving
3. Change of Address cards (# of COAs)
4. Stand-up-talk
5. Safety talk
6. Window Service – Customer phone calls
7. Excessive parcels
8. Full Coverage (advos, ventures, morning news, etc.)
9. Review mail from CFS, previous day, T-6, etc.
10. Hot case mail
11. Excessive accountable items
12. Inclement weather
13. Feel ill or under medication
14. Medical restrictions
15. Vehicle problems
16. Required to report to work earlier than normal begin tour
17. Waiting time (be careful with this one!)
18. Late dispatch
19. Unfamiliar with route
20. PM cased mail from the previous day
21. Thin mail
22. Thick mail
23. Samples
24. Traffic delays
25. Day after holiday
26. Late for work/Annual leave
27. Doctor's appointment
28. Mark-up parcels
29. Carrier endorsements
30. Utility Bills
31. Deviation for Express Mail
32. Revise 1621
33. Work on case labels
34. DPS mail problems
35. Check 3982s (pink cards)

### Carrier Auxiliary Control – M-41 Handbook

Prepare Form 3996, Carrier Auxiliary Control (see exhibit 2-16 as follows):

- a. **Items C, D, and E.** Enter the date (C); route number and name (D); lunch place and time, if applicable (E).
- b. **Item F.** Place a check (4) or (X) in the space below the number indicating the case shelf containing the mail for which assistance is being requested. The bottom shelf of the letter separations is designated No. 1. When assistance is required for less than a full shelf in fractions. The por-



**J.T. McMahon**  
Executive Vice President

Example of Form 3996.

- a. **Item G.** Indicate if keys and/or carfare are required and if there is accountable mail for delivery on the route.
  - b. **Item H.** Indicate if keys and/or carfare are required and if there is accountable mail for delivery on the route.
  - c. **Items G, H and I.** Indicate if keys and/or carfare are required and if there is accountable mail for delivery on the route.
  - d. **Item J.** Show the reason in detail for requesting assistance. The phrase "Heavy Mail" is not a suitable explanation. (Omit reason for requesting assistance during the Christmas period.)
  - e. **Item K.** Under Estimated Work, the carrier must enter the estimated hours and hundredths of hours work required.
  - f. Present form to manager.
  - g. **Item L – Auxiliary Assistance.** If assistance is approved, the manager shall initial Form 3996 and return it to the carrier for completion of route information.
  - h. **Overtime.** If overtime is approved, the manager shall initial the form and enter near his initials the amount of overtime in minutes. After advising the carrier, the form is then deposited in a designated place for use later when the timecard or printout is verified.
  - i. **Street Assistance.** When street assistance is approved, the regular carrier shall complete the additional sections of the form as follows.
  - j. **Item M.** Show transportation information as indicated.
  - k. **Item N.** Indicate the delivery starting point and the blocks on each street to be delivered.
  - l. **Item O.** List the points where relays will be found. The employee assigned to provide the assistance shall complete the bottom line.
  - m. **Item P – Carrier Assistant.** Before leaving, enter name and time beginning and ending office - work if auxiliary assistance is given in office. Enter time leaving office for street assistance. After returning, enter returning time in space end street time. Add office time and/or street time and enter total in hours and hundredths. Deposit the form in designated place or give it to the manager.
- 3996s should be filled out in duplicate. Carriers are entitled to have a copy of the 3996 returned to them after it is submitted to the supervisor for his/her action.
- If anyone cases mail or street deliveries on a Route, a 3996 should be filled out in duplicate for the Route assisted.

(From the Union Activist, M-39, Br. 34.)

Protect Your Future!  
**GIVE TO COLCPE!**

# NALC Needs You, No Excuses!

I would like to thank all members of Branch 34 for your support in the recent Branch 34 Election. I look forward to serving the Branch in my capacity as Secretary-Treasurer for the next three years.

★★★★★

As all you know the terms of the new National Agreement have been determined by a neutral arbitrator. As a result, Transitional Employees are no longer an employee classification. Replacing the TE is the City Carrier Assistant (CCA). I have heard the negative comments concerning this change, namely the pay cut, but I would like to offer some positive aspects of the CCA category.

First I would like to give a perspective on arbitration. When any difference goes to arbitration, the results never please both sides. Prior to arbitration NALC had three primary objectives. The first was to protect the jobs and living standards and working conditions of all letter carriers. Second, to protect the integrity of the Postal Service. And third, to work cooperatively with all stakeholders to enable the Postal Service to continue to serve the American public. All three primary objectives were met.

The Postal Service wanted a wage freeze, eliminate cost-of-living adjustments (COLAs) and implement a two-tier wage schedule for city carriers. Instead the new contract provides general wage increases and COLAs. The award did however lower the entry wage for new career letter carriers. However a new step progression was created which will enable new hires to reach the top step pay in 644 weeks, the same 12.4 years that applies to career carriers appointed prior to the decision.

This brings me to my point of this article. While admittedly, CCAs take a hit initially in terms of pay, NALC had secured many benefits including the pay progression. Prior to CCA's there were TE's and casual employees. Casuals were limited to two consecutive

90-day terms. They had no career path and could be separated at any time. In 2006 TE's were reintroduced to the work force. TE's had limited benefits. They were appointed to 360 day terms and also had no direct career path. TE's could be separated for lack of work during their term or at the end of their term. Management could choose which TE would be separated. CCA's have much better benefits and more contractual rights. CCA's are appointed to 360 day terms and will be rehired after one day separation (Sunday). CCA's have a real, direct career path. All full time letter carriers will be hired from CCA's. They have job security based on relative standing. Management may not choose which CCA to separate if any.

Other benefits include overtime pay for any work over eight hours in a day and over forty hours in a week as well as penalty overtime for work over ten hours in a day and over 56 hours in a week. CCA pay increases will be 2% in 2013, 2.5% in 2014, and 2.5% in 2015. CCA's will earn *relative standing* which is similar to seniority. The relative standing is determined by the original CCA hire date in an installation. For CCAs who were former TE's, the time spent on rolls as a TE after 9/22/07 is credited toward relative standing. When the Postal Service hires new full time Letter Carriers, CCAs in the installation with highest relative standing are converted to full time career Letter Carriers. If the Postal Service needs to separate a CCA due to lack of work, the CCA in the installation with the lowest relative standing is separated first. When the Postal Service decides not to reappoint a CCA at the end of a term, the CCA in the installation with the lowest relative standing is separated. Any CCA separated for lack of work will be given preference for reappointment ahead of other CCAs with less relative standing.

CCA's also receive an annual allowance

from the USPS to purchase uniforms starting at \$390.00. CCAs earn annual leave at the rate of one hour for each 20 hours in a pay status. They will receive lump sum payments for any unused annual leave at the conclusion of a 360-day term. However, the national parties will discuss other options regarding leave at the end of a term.

CCAs have access to the grievance procedure if disciplined or removed. They have Weingarten Rights or the right to representation when they feel a discussion could lead to discipline. There are currently three options for Health Benefits that will be available to CCAs.

City Carrier Assistants have the right to opt or hold down an assignment. Opting gives the CCA an opportunity to work a more consistent schedule and some choice over what work they perform.

As all of you know, the Postal Service wants to go to 5-day mail delivery. We have been able to fight this off for now and the USPS has backed off their stance for now. NALC will continue to fight for six-day delivery and CCAs must be part of our fight. CCAs have the largest stake in this fight.

NALC has long fought for the rights of all carriers. NALC will continue this fight to protect all carriers including CCAs. NALC has secured many rights for CCA's and we expect **all carriers** including CCAs to join the fight. The first and most obvious way is to join NALC. Other ways include becoming an e-Activist to receive alerts and updates on ongoing issues and browsing the NALC website at [www.nalc.org](http://www.nalc.org). You can also find NALC on *Facebook* and *Twitter*.

I have had the pleasure of meeting most CCAs in Good Start and fortunately most CCAs have signed up to join NALC. Nationally over 91% of all Letter Carriers **choose** to be members of NALC. In region 14, our region, approximately 95% of all Letter Carriers **choose** to be members of NALC. In



**Kevin Flaherty**  
Secretary-Treasurer

Branch 34 almost 98% of all Letter Carriers **choose** to become members of NALC. Now is your time, every single letter carrier needs to **choose** to become members of NALC. This includes CCAs, Part Time Flexible Carriers, and career City Carriers. There are **no excuses**. The fact that you may not like me, or your Shop Steward, or you lost a grievance 6 years ago does not matter. We as Letter Carriers are in the fight of our lives for our jobs. We need every single letter carrier to be part of our fight. **No excuses.**

## Lots of Stuff

### The Continuing Education

As every American knows each year the Congress needs to pass a budget in order for the country to both take in and spend money. While many will argue about what the nation's spending priorities should be everyone can agree the budget process itself is flawed, aggravated by the inability of Congress to agree or to take action on the simplest of things. All too often instead of getting a budget in place well in advance of the fiscal year we hear of Congress passing multiple stop-gap measures to keep the government running and to prevent a downgrade to the nation's credit rating.

The part of the yearly budget process that is of particular interest to the NALC is the importance of maintaining the language in the Continuing Resolution (CR) as it applies to the Postal Service. That language, which has never changed, requires the Post Office to deliver mail six days a week.

As I hope you have heard by now both the Senate and House have passed a budget which has been signed by President **Barack Obama** to get us through the fiscal year which ends September 30<sup>th</sup>. Before the budget was passed, the NALC extensively lobbied Congress to maintain the current CR language. We succeeded! As a result of our legislative victory, the PMG's ill-advised plan to go to five-day is dead, for now.

I expect the PMG will modify his attack to match his recently published comments that his Five-Day Plan is in technical compliance with the CR requiring six-day delivery – according to the PMG, mail will be delivered six days, just the definition of mail changes (Saturday parcels, no letter mail). He will go to the Capitol Hill to try to trick members of Congress with his word games into changing or eliminating the all important CR language later this summer/early fall, when the budget process, which incorporates the CR language, begins again.

NALC members can again expect to be called upon again to lobby Congress to protect our interests. Be prepared.

### The Rally

Taking all the recent legislative action into account what better timing for the NALC National Day of Action in support of Six-Day delivery than on Sunday, March 24<sup>th</sup>. Originally designed to influence the anticipated Congressional votes on the CR scheduled for March 25<sup>th</sup> through 27<sup>th</sup>, the rally also served a purpose in reminding America of the importance of maintaining Six-Day Delivery. In Massachusetts, the rally was held on the Boston Common and as like other rallies across the country, we had a great turnout of activists from across the state – carriers, unions, families – all in support of maintaining Six-Day Delivery. We were fortunate to have some great speakers at the rally, including Congressman and U.S. Senate candidate **Stephen Lynch**, NALC National President **Fred Rolando** and State President of the Massachusetts AFL-CIO **Steve Tolman** along with our own Branch 34 President **Bob Lind**.

Some in the crowd were disappointed that **Elizabeth Warren** wasn't able to attend the rally. Warren did send a letter in support of the NALC and our efforts which was read to those in attendance at the rally by Branch 34 President **Bob Lind**.

A shout-out to all who helped make this rally a success, in particular **Bernadette Romans**, **Brian Manning** and **Michael Yerkes**.

### The Rap

As to be expected lots of topics were covered at the recent Region 14 RAP session (March 25, Providence, RI). One bit of information that was shared with the attendees should put all on notice that the way we do business as a Union will be changing/

needs to change.

Active NALC membership is the lowest it has been in 30 years. In addition to the smaller membership it was pointed out that in 1986 26% of our membership was retired, now in 2013, it's 33%. Bottom line – less members = less money.

Over the next several months, we can expect our Union will be reviewing how we get business so we can do the best job possible with the resources available.

### Good Luck

I received word the other day that **Ernie Kirkland**, NALC Director of Retirees has stepped down from that position to be replaced in the interim by **Ron Watson**. Ernie was a frequent and well-received guest at Branch 34 and MSLCA events. His presence will be missed.

### Thank You

I want to offer my heartfelt thanks to everyone who voted for my re-election as Area Steward. I take this job very seriously and I pledge to you I will continue working hard representing letter carriers.

### Senate Election

Finally an important reminder – please remember to vote in the Special Senate Election Primary on April 30<sup>th</sup>. All elections are important, but this one is especially important for the NALC. In case you haven't heard, the NALC is backing our long-time supporter Congressman **Stephen Lynch** in the primary. The fact that National has announced its support during a primary (usually they wait until the final) speaks volumes. Again, remember to vote!



**Michael Kidd**  
Area Steward

## Branch 34's CLAN

Founded May 1971

**AWARDS**

**International Labor Communications Association**  
**GENERAL EXCELLENCE – LOCAL UNION PUBLICATIONS – CIRCULATIONS of 2,500 to 9,999**  
First Place, 2003

**National Association of Letter Carriers**  
**GENERAL EXCELLENCE – LARGE BRANCH PUBLICATIONS – MORE THAN 1,500 MEMBERS**  
First Place, 2012  
First Place, 2010  
First Place, 2008  
First Place, 2002  
First Place, 1996  
First Place, 1994  
Second Place, 2006  
Second Place, 1992  
Third Place, 2004  
Honorable Mention, 1982  
Judges' Commendation, 1988

**BEST STORY**  
First Place, 1996  
Third Place, 1990  
2 Honorable Mentions, 1992  
Honorable Mention, 1990

**BEST CARTOON OR PHOTO**  
First Place, 2006

**PROMOTING UNIONISM**  
Third Place, 1992  
Judges' Commendation, 1988

**BRANCH 34's CLAN** is the Official Publication of Branch 34 of the National Association of Letter Carriers, AFL-CIO. The Boston Branch was Chartered by the NALC on June 18, 1890. **BRANCH 34's CLAN** is published six times each year. It presents the various issues of the day that are of concern to the membership. The views and opinions expressed in the articles and columns do not necessarily reflect the official position of the NALC Branch 34 or its officers, but rather those of the author.

Any articles submitted for publication in **BRANCH 34's CLAN** must be typewritten, double-spaced and received at the Branch office no later than the close of business on the first of the month of publication: January, March, May, July, September, and November. The Editor reserves the right to amend articles and/or delay their publication due to the limited availability of space.

Permission is hereby granted for the **REPRINTING** of any article that originates in this paper provided an appropriate credit line also appears and a copy of the reprint in its new publication is sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

**BRANCH 34's CLAN** enters the Postal Service as third-class, non-profit material. Any change of address should be sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

Steve Mahoney, Editor  
Robert A. Lind, Associate Editor  
John T. McMahon, Associate Editor

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Brian Manning	Area Steward
Michael Kidd	Area Steward
Bernadette Romans	Area Steward

# Proud to Be Your Representative

Once again I have been humbled by the faith the membership of Branch 34 has placed in my ability to represent letter carriers. As I embark on my third term as Area Steward, I feel extremely well-equipped to face all the challenges of this familiar position. Being fresh off the campaign trail, I have had the pleasure of meeting many of our brothers and sisters. I have heard many voice concerns for our future. I pledge to continue to give this membership my undivided attention and efforts in improving our lives as letter carriers. Further, I would like to take this opportunity to congratulate the returning members of the Board of Officers on their re-election. A special congratulations go out to the newest branch officer **Rich Galvin** on his successful bid for Mutual Benefits Officer, best of luck in your inaugural term.

## Increase In Scan Discipline

Just to let the active members know, I have been seeing an increase in scanner related discipline throughout the district as of late. The issue isn't the MSP scans

that were accustomed to seeing, but the problem lies with where and when carriers are scanning parcels and accountable mail. It is apparent that many carriers scan their scannable pieces in the office prior to leaving for the street instead of at the point of delivery. This may have been an accepted practice in many offices for the longest time; however, standard operating procedure is that all pieces must be scanned at the point of delivery. I believe that this trend will only continue as management gears up to roll out the next generation scanners in the very near future. Generation next scanners are a two piece system reported to have real time downloading and GPS capabilities (although I can't corroborate this), sure to be used against the rank and file. It is rumored that management may have the abilities to track your movement based on your MSP and Parcel/SPR scans as your delivering your assignments by one device electronically speaking to the other and a satellite transferring the data to the mother board located in the office or station. Sounds like a pricey and unnecessary

addition to Management's arsenal for their continued attack against honest workers.

## Stand As One

I recently signed off on a Pre-Arbitration Settlement for a Zero Tolerance/Joint Statement of Behavior Violation for an office in this district, although I cannot disclose the specifics, the issue involved the conduct of a Supervisor in his dealings with the workroom floor. The settlement represented three individual claims of an identical nature, where Supervisor made unfounded allegations against numerous carriers as well as made some inflammatory comments of varying degrees. Handled individually, these cases would have more than likely fallen short of our contractual burden of proof, however cumulatively there was enough evidence of impropriety on Management's part. The true success and value in this case came when letter carriers decided to stand together and draw the proverbial line in the sand. Enough was enough. These carriers along with their Steward wrote in-depth statements

that chronicled numerous incidents where management acted unprofessionally and contributed to a hostile work environment. Each employee that was questioned by Management stayed true to their claims as they were subjected to added scrutiny. I have seen in far too many cases, carriers back off similar claims when management turns up the heat, but that clearly was not the case here. The remedy of this issue was bittersweet for me as the signing official, the Supervisor was moved to another office for at least an agreed upon length of time. This provided much needed breathing room for the initial office but sent this troublemaker into another office of hard-working letter carriers. It did send a clear message to Management on behalf of this office, "We will no longer be pushed around."



**Brian Manning**  
Area Steward

## President's Corner

(continued from page 1)

U.S. Senator **Elizabeth Warren** couldn't attend, but sent her support in a letter assuring us she had our backs just like we had hers. Our invited speakers were:

- **John Casciano**, NBA Region 14
- **Steve Tolman**, MA AFL-CIO President
- **Fredric V. Rolando**, NALC President
- **Stephen Lynch**, Congressman from the 8<sup>th</sup> District and Candidate for the U.S. Senate

The last speaker was the president of the IBEW Local 1228 WCVB Channel 5. They've worked for three years without a pay raise for the most profitable news channel. Recently they waged a campaign to get other unions to contact Channel 5's station manager **Bill Fine** to express their concerns. He did share at the rally the first union to contact Mr. Fine was the postal workers (*Correction – it was NALC Branch 34!*)

Our rally was replicated over 100 times across this country and the message was loud and clear. Americans expect and deserve exceptional delivery service **six days a week** (minimum).

By now I'm sure you're aware that Postmaster General **Patrick R. Donahoe** overstepped his authority when he went public and announced the discontinuation of mail delivery on Saturdays. It's quite evident he was being coached by certain individuals that didn't have our best interest in mind. Senator **Bernie Sanders** (I-VT) sent a letter to the Postmaster General two days after the rally informing Donahoe that his plan is in violation of the law.

Fortunately the Government Accountability Office (GAO) legal department along with the House and Senate do not agree with Mr. Donahoe's future plans. Senator Sanders urged him to retract his former statement and ensure the continuation of Saturday mail service to the American people. He also assured him that he would work legislatively to rectify the obstacles we face as an organization. Senator Sanders closed by offering to meet and work with the PMG in the upcoming weeks ahead. To date we have yet to receive his retraction.

Currently in the House and Senate there are proposed bills addressing the many obstacles and financial mandates imposed on the USPS. At the risk of being repetitive, I'll defer further discussion on these bills to other included contributors' *Branch 34's CLAN* articles.

The question today is: What's better than

700-1,000 participants rallying around a common cause? I'll tell you, 5 to 10 thousand participants! This state is one of the most densely populated areas with numerous carriers. This branch is the largest in New England, not bragging just fact. If everyone brought just one family member with them we'd have drowned out Boston. Don't get me wrong, we had a good showing but it was the same people that donate to COLCPE.

So the question is where were the rest of you? I had to spend time with my children, I had to work, I had to go to the gym, it's Palm Sunday and on and on goes the list. I'm not talking to those with real life health issues but I am talking to the blessed healthy member who enjoys bringing home a paycheck. The NALC gave ample notice on this event multiple times and that's excluding the branch mailings. Everyone was put on notice of its importance well in advance and arrangements should've been made. No excuses! Everyone knows what the consequences are.

Last year I listened to a NALC guest speaker talk about the job market and how desperate large segments of American's are to be employed. He spoke about a situation where a certain business advertised in a local paper they had a few openings for hire. On the specified date a multitude of applicants showed up wrapping a line around a city block. They waited for hours on end and the process was extended a few days in hopes of a shot of securing one of only a few openings. Mind you these were middle class paying jobs. Those applicants didn't mind the wait because in most situations they had been out of work for an extended period of time and at least for the moment there was hope.

The question was and still is: What is it going to take to get you involved? Do you have to lose your job before you'll get involved? Do you think any of us are immune to financial disaster? Would you rather wait in a job line or unemployment line for hours, perhaps days or take a couple of hours to collectively rally to protect what *we already have*? Many of you have demonstrated your choice and it's disappointing. Some of the same people that didn't show up are the ones that constantly complain about everything.

The members that were at the rally were a sight for sore eyes. Billy, Ken and Co. from Cambridge, Phyllis, Gordie and Co. from Scituate, Robin, Harry and the B.B.A. gang, the Woburn crew, Tommy

and the Chestnut Hill mob, etc.... Thank you each and every one of you. I try to stay focused on the positive but sometimes you just have to stop and wonder why people aren't getting it?

We have a number of good Branch 34 Shop Stewards that encouraged their office members to attend and they did. On the flip side we have a certain segment that didn't talk it up on the workroom floor or bother to show up either.

It doesn't matter to whom I speak with across this country apathy is prevalent. A large segment within our union wants to leave everything to the other guy. They would rather complain than being part of the solution. Try supporting your shop steward and if you feel they don't back NALC initiatives and you can do a better job, then do it. I'm not criticizing you but to the contrary, encouraging your involvement. I don't profess to have all the answers but sometimes the answer lies within.

Hard work shouldn't be confused with lip service. The Shop Steward's job isn't an easy job. One of the most important functions besides filing *timely* well-documented grievances is communicating with the members. Keeping the members apprised of Branch and NALC initiatives is a crucial part of the shop steward's job. The objective is to keep our members informed and involved so let's work on it.

## MDA Bowl-a-Thon

On Sunday, April 7<sup>th</sup> at Cambridge's Lanes and Games Lexington Carrier **Domenic Corsetti** once again oversaw this year's Branch 34's MDA sponsored charitable event. In the weeks leading up to the bowl-a-thon Domenic worked tirelessly to obtain donated prizes for this worthy event. The raffle conducted after the actual bowling has become an event in itself and helps raise a sizable amount of money for MDA. For the participants it's not just charity work but just plain outside the office fun.

Thanks to the many behind the scenes workers such as Woburn's **George Adams**, **Nathan McLaughlin**, **Fred Casey**, **Domenic & Jackie Corsetti**, etc.... that help raise money for MDA. Thanks to all the involved teams from a variety of stations, especially Brighton that had an unprecedented seven teams participating. That's almost the entire station, nice job. Lastly, thank you to every person and company that contributed gift donations to help raise money for our NALC charity.

## Congratulations Retirees

On behalf of President Lind, the Board of Officers and all the Brothers and Sisters of Branch 34, we extend our wishes for a long, happy, healthy and well deserved retirement to the following recently retired members:

- John A. Anastos..... Roxbury
- John T. Beirne, Jr..... Belmont
- Charles F. Chesna ..... Wellesley Hills
- Ralph J. Cirillo ..... Roslindale
- Steven J. Jerrier .....South Weymouth
- Thomas G. Jones..... Brookline
- John J. Keegan .....Central Square
- Charles E. Kelly ..... Porter Square
- Joseph R. Matteucci..... Lexington
- William F. McGrath..... Milton
- William A. Meaney..... Braintree
- Carl E. Meyer..... Needham
- Charles J. Monturio, Jr..... Quincy
- Brian E. Murphy .....South Weymouth
- Charles D. Murray, Jr..... Needham
- Michael J. Perisie ..... Arlington
- Joseph M. Perna..... Arlington
- Michael J. Tobin..... Arlington
- Robert F. Topham..... IMC-Everett
- James C. Tuesley..... Newtonville
- Kevin J. Wallace..... Quincy
- Rosevelt Wilder, Jr. .... Roxbury

– Michael Yerkes,

Branch 34 Financial Secretary

**ATTENTION RETIRED LETTER CARRIERS:**  
Anyone who meets the 50 year requirement to receive a GOLD CARD, please contact the Union Office at 781-281-1133 to provide and receive more information.

## In Memoriam

- William J. Moran  
Retired Member – Weymouth \*
- Richard A. Jakmauh  
Active Member – Hyde Park

\* Denotes 50-Year Life Member

Rest in Peace

# Thanks for the Support, But Where Were the Rest of You?

At the outset, I wish to express my sincere appreciation for the support many of you have shown me in our recent Branch 34 Election of Officers. To the members who chose not to support my candidacy, I promise to continue to work diligently over the next three-years to change your minds and earn your support.

With that said, I can not emphasize enough how disappointed I am with the approximately 1,800 members who chose not to participate in an election process so easy that the return postage is already applied to the envelope. Ours is not an election whereby members are required to travel to a polling site at a specified time; our mail-out, mail-in balloting is designed to allow every member the opportunity to exercise their right to chose and it comes at a not so insignificant expense to the membership as a whole.

It's one thing not to regularly attend monthly Branch meetings, it's quite another to be so detached and disinterested to not even take the minutes it takes to cast a vote for the individuals who will represent you on the workroom floors, in the grievance/arbitration process and various other matters affecting your livelihood.

Unfortunately, the apathy and overall lack of interest exhibited by nearly half of the Branch membership in the recent elections is evident nearly every endeavor **Our Union** undertakes to protect the interests of Letter Carriers. The recent *National Day of Action* to preserve six-day delivery is perfect example. This event, hosted by Branch 34, was part of a nation wide rally intended to raise awareness of the dire financial situation of the Postal Service to the Congress and the general public. Although well attended by many of the Branch members who routinely answer the call, this rally to save five-day delivery would not have been as successful as it was without the participation of other postal and trade unions. Our National President **Fred Rolondo** felt it important enough to be on Boston Common on March 24<sup>th</sup>, did you?

This is not intended nor should it be a controversial opinion; every member that I know needs this job and needs the USPS to remain a viable organization for years to come. The forces that want to undermine

that viability are real, they are knocking on the door and if you don't see that you're just not paying attention.

This Union is the only voice you've got! Like it or not, standing alone, no one person is going to stop the external and internal forces that want to dismantle the USPS. One only has to listen to the Postmaster General and the Postal Board of Governor's to recognize their intentions to lobby Congress to tear up our recently arbitrated National Agreement before the ink is even dried. Much is at stake; reduced wages and pensions, increased health care premiums? This Union, nationally as well as locally, is our only shot at keeping a job *worthy* of keeping in the future.

I continue to be astounded at the ongoing indifference exhibited towards COLCPE by the vast majority of our members. Branch 34 currently has 2,565 active Full-time and Part-time Flexible members, yet **less than 4% of our total membership contribute to our political action committee**. For any member not to not be contributing five-bucks a pay period through payroll deduction is to simply not comprehend that the Congress holds our futures and that suc-

cessful lobbying is how the game is played.

To our former TE's, now City Carrier Assistants (CCA), I offer that we all understand the displeasure you no doubt feel with the reduction in pay as a result of our recently arbitrated contract. I trust that many of you who chose to return as CCA's recognized the realities of today's economic environment and realize that the path to a hopefully decent middle class job in the future resides in the path from CCA to career full-time status. Your vested interest in ensuring a viable USPS is no less significant than the recently or soon to be converted Part-time Flexibles or the Full-time Regular Carrier with twenty-years service who still has 10- to 15-years to retirement.

It time for every member to get involved in the fight to protect our interests, our jobs and our future. It is time to put a little skin in the game. Support your Station Stewards and respond when called upon by the Branch or our National Representatives. It time to stop expecting somebody else to pick up the slack from your end of the rope.

★★★★★

On a lighter note, below you'll find a twenty-year-old photo taken from the

*Weymouth News*

that I recently found while spring cleaning my late father, South Weymouth Letter Carrier **Harold Yerkes'** memorabilia. Many of the individuals pictured remain active and retired members of Branch 34 today. Although get-togethers such as weekend softball games between stations now appear a distant memory, one hopes that the solidarity that brought those Brother and Sisters together still exist in our current membership.

One such opportunity to rekindle friendships and rehash old stories is coming up for our retirees with the **Branch 34 Retiree Luncheon** on Sunday, May 19, 2013 at the Florian Hall in Dorchester. I urge every retiree to reach out to some of your former co-workers, ask them if they would like to meet up for an afternoon of good food, free beverages and camaraderie.



**Michael Yerkes**  
Financial Secretary



'Take me out to the ball game'

Post Office employees at the Landing and South Weymouth branches get together between innings during recent softball game at the Fulton School field. Participants are (kneeling up front) George Harvey; (front row from the left) Ed Menz, Dave Lawlor, Steve Jerrier, Bruce McCormack, Barbara Kelley, Joe K Dever, Bill MacDonald, Kevin McCusker, Frank Phelan, Francine Nesson, John Lipinski, Bob St. Pierre, Steve Haywood, Bob Bernard; (back row) Bernice Brand, Dick Canney, Rick Brown, Kevin Mackin, Walter Slocum, Harry Yerkes, Russ Carnes, Kevin Gully, Jim Kenneally, John Chiavaroli, Brian Peters and Frank Phelan II.

## Change and Preparation

I would like to take a moment to thank the members of Branch 34 for electing me, **Rich Galvin** as your new MBA Representative. I was truly humbled by the support I received. I will work to the fullest of my potential to gain your support and trust throughout my term.

Change is a word that is so over used. To management change is merely a "catch phrase" to justify expecting carriers to work well beyond our abilities. In politics the word "change" is beaten to death but to me change means educating myself to serve you best. Fortunately for me and our members we have a fantastic support group in Branch 34 and throughout the NALC.

Preparation is what I will be focusing on

from this point forward. Preparation applies to us all and we need to be conscious of it. No one knows what tomorrow will bring and it is of the utmost importance to be prepared. Whether you are newly hired or a seasoned veteran the NALC has MBA products and services to serve your needs. As I acclimate myself to my new position I look forward to reaching out and assisting you in the many aspects of your own preparation.



**Rich Galvin**  
Clerk NSBA-MBA

## Thank You

I would like to take this opportunity to sincerely thank each and every NALC member for your support in the recent election of Branch 34 Officers, I have been blessed to have met so many wonderful individuals and will cherish every smile, each chat and all of the support we were met with along the way.

Once again, a heartfelt **THANK YOU** for allowing me the opportunity to represent the Letter Carriers of Branch 34 as Area Steward. Happy Spring!



**Bernadette Romans**  
Area Steward

## Thanks to All For My Past and Present Positions on the Branch 34 Board

I would like to take this opportunity to thank all the members who I represented as the Clerk NSBA/MBA for the last nine years. It was my pleasure. Thank you very much.

At the January meeting, I was honored to be nominated by the outgoing "*Branch 34's CLAN*" Editor **Mazie Collier** and delighted when the members at the meeting elected me as your new Editor by consent.

Also, I want to publically recognize Mazie Collier for the hard work and tireless efforts she put in during her tenure as Branch Editor. If there was a meeting or event, you could always count on Mazie and her team of photographers being there with camera in hand, taking that special picture (*hopefully our good side*) or getting the inside story for the "Where Are They Now?" column. Good

luck Mazie in everything you do. Thanks for the memories.

Finally, I would like to congratulate our newly-elected Clerk NSBA/MBA Representative **Rich Galvin** and all of the returning officers of the Lind/McMahon Team and offer any assistance I can provide.

Any member who would like to contribute pictures, a Union-related piece, recognition of charitable work, or any human interest story, please contact me, **Steve Mahoney** at the Union Office, 781-281-1133.



**Steve Mahoney**  
Editor

**Branch 34 Retirees Luncheon**  
**Sunday, May 19<sup>th</sup>, 2013**

**at 12:00 noon**

**at Boston Firefighters Local 718 / Florian Hall,  
55 Hallet Street, Dorchester**

# BRANCH 34 PARTICIPATES IN NATIONAL DAY OF ACTION IN SUPPORT OF 6-DAY DELIVERY



A Letter Carrier Salute for Congressman Stephen Lynch.



National President Fred Rolando addresses the attendees.



Branch 34 President Bob Lind and NALC National President Fredrick Rolando appreciate the support.



Massachusetts AFL-CIO President Steven Tolman fires up the crowd.



The Woburn crew.



Branch 34 President Bob Lind thanks Congressman and U.S. Senate candidate Stephen Lynch for his rousing speech.

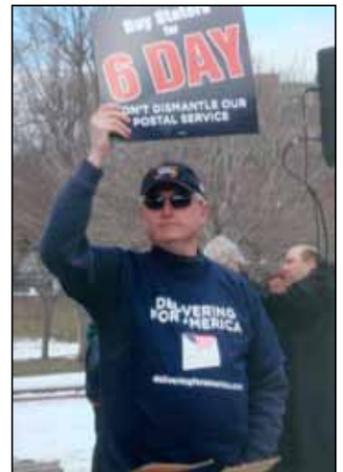
Branch 34 President Bob Lind welcomes John Marco to the fight!



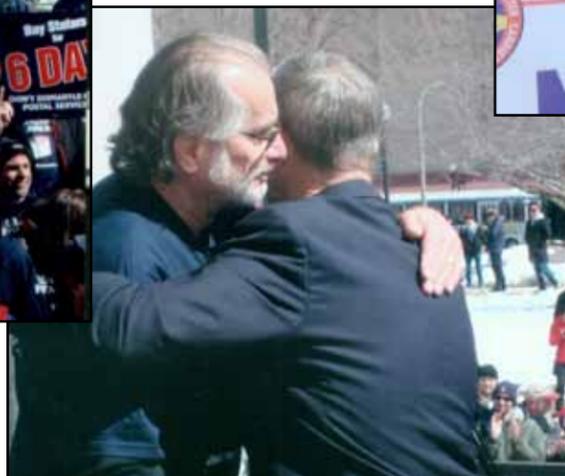
NALC NBA's Present and Past - John Casciano & John Marco.



Branch 34 President Bob Lind urges the crowd to fight against 5-Day Delivery!



Jamaica Plain's Shop Steward Bob Damatin



Fred welcomes Congressman Lynch.



Branch 34 Financial Secretary Michael Yerkes, John Marco and Branch 34 President Bob Lind.



Framingham was there in full force.



Branch 34 Area Steward Brian Manning and Secretary-Treasurer Kevin Flaherty pass out shirts.



The media coverage was evident.



Arlington's finest.



It's rally time!



Congressman Stephen Lynch expresses his support for the continuation of 6-Day Delivery.

Branch 34 Sgt.-at-Arms Mike Murray (right) welcomes rally participants.



Branch 34 Secretary-Treasurer Kevin Flaherty applauds the speakers.



The Woburn crew.



Branch 34's own.



Support from IMC North-Chelsea.



NALC National President Fredrick Rolando introduces special guest speaker at the National Day of Action, Congressman Stephen Lynch.



NALC National Business Agent John Casciano charges up the crowd at the National Day of Action at the Boston Common.



Supporters from the Back Bay Annex.

Branch 34's CLAN Editor Steve Mahoney and Area Steward Bernadette Romans.



Branch 34 Area Steward Michael Kidd was MC for the rally.

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# Branch 34 Says Farewell to its Newest Retirees!

## Brookline's Jim McManus & Ken Rezendes



Brookline's Manager Bob Shaw, Shop Steward Dennis Fitzpatrick, Retiree Jim McManus, Branch 34 President Bob Lind and Shop Steward Jow DeMambro.



Brookline's Jim McManus receives a round of applause from his co-workers.



Branch 34 President Bob Lind prepares to present Branch gifts to Brookline's Jim McManus on his retirement.



Branch 34 President Bob Lind congratulates Ken Rezendes on his retirement as Brookline's Shop Steward Joe DeMambro looks on.

## Braintree's Frank Murphy

Braintree's Frank Murphy's last day.



South Weymouth Shop Steward Larry Ahlstedt, Braintree Shop Steward Rick Frasier, Braintree's latest retiree Frank Murphy, Branch 34 President Bob Lind, and Braintree Shop Steward Robert O'Donnell.

## Needham's Carl Meyers

Needham's newest retiree Carl Meyers shows off his new jacket which was presented to him by Branch 34 President Bob Lind.



Branch 34 President Bob Lind (left) and NBA John Casciano congratulates Carl Meyers of Needham on his well-deserved retirement.

## Arlington's Jack Cerrato & Mike Tobin



Arlington Shop Steward Steve Collins, Branch 34 Area Steward Jerry McCarthy, new retirees Jack Cerrato & Mike Tobin, Branch 34 President Bob Lind and Branch 34 Executive Vice President J.T. McMahan pose for a photo at the retirement party for Jack and Mike.

## Fuzzy Math

by Lisa M. Terrazano

The post office and its infinite wisdom has got to make you laugh. I am 29 year letter carrier out of Medford. What prompts me to write this article is the recent inspection we had. I would like to start with the fact of since my tenure in the post office, and every inspection I have walked, does anyone realize the same guys are on the team? The same guy I walked with in the 80's and 90's are still there in the new millennium. Does anyone find this odd? I do. Does anyone wonder why the same people are there? I do. Wonder what their pay is a year? betcha its **WAY** more than mine. I'd bet you my bank account they are close to, if not over 100K a year, with their overtime alone. Don't forget they gotta do their fuzzy math paperwork. It takes time you know. How about the P.O. car they drive around. I would hate for them to use their own vehicles. God knows the girl I had, asked to come in my car. because she rode to work with the others in the post office car. Doesn't every craft worker wish they had a P.O. car to take to and from their home to work? We all realize the post office is bleeding money like a sieve. A good analogy of this is not mine, it belongs to another carrier who came up with the saying, and I quote him, "the post office would run out of water at a car wash!!" Never was a truer statement made.

So here we are March 2013 – our inspection. three weeks of hell, a three-foot snow storm, more bosses then you can shake a stick at. One of them was constantly sitting down, saying my back hurts, I gotta sit down, while he got his clipboard, doing his thing, whatever that is.... Really? Wonder

how much his back would hurt if he had to carry mail, the moron. Because I do. The other boss, sitting down playing word games on his kindle, watching us work.... Really? FFS, DPS. 3<sup>rd</sup> bundle, nothing counts. The time you take to pull down, your given one minute for every 70 pieces of mail in the rack. Here is where the fuzzy math comes in. You get no time to arrange the trays of FFS and DPS that you have strapped down into your relay bags. It's not there, it doesn't count. If the mail could only magically set itself up, grow legs and jump in the relay bags by itself, this is a really good idea. Only a management idea could be this flawed. How about the collation of the 3<sup>rd</sup> bundle, I shake my head just thinking about it. When your done with your 45 minute pull down, they scratch the figures because it took you forever to do it and give you only three minutes for a pull down. Meantime, this is the newer, sleeker, time consuming set up at the post office. Really? Whatever they are on, I want some. How about this, we throw it, it takes 10 minutes to throw it, instead of 45 to pull down. Cost savings 35 minutes. Don't forget people I am a good ole New England girl, where  $1 + 1 = 2$ , if I was management  $1 + 1$  would equal -15.

Now we get to the street, oh the fun and joy of having a moron, that can't carry mail, trying to walk in front of you to make you walk faster, tripping over her. I had a girl, a light duty carrier (gasp, big shocker). I carry a business route, and she just had to walk into every business with me, instead of waiting outside. At one point, I told her I thought it was really unprofessional of her to dog me, all the way into my business.

My businesses are important to me. Don't forget how I opened up this article. I am a 29 year letter carrier, I was taught customer service, way back, when customer service was important. I say, "hi how are you," scoop up their outgoing mail, I leave saying "have a good day," and move onto the next I trip over my route examiner, when I turn to walk out the door she is bobbing and weaving in front of me, she cant get out of her own way, never mind mine. YAY, thank god she is there, I wouldn't have anyone to trip over.... So off we go, minus three minute deduction for not combining hits. How bout you carry this hit, and tell me it is not over 35 pounds. Let's see how you like it. Nah, she's too busy being a light duty carrier, not realizing or knowing that once you been on the street for six hours, you're tired. A four minute deduction for not walking through the snow bank, Really? Four minutes in a relay box, that's almost an eternity.... Really? They gotta make you laugh if nothing else.

Here is the seriousness of me venting about idiots running the asylum. At what point are they going to get, their fuzzy math, just makes it harder? It costs them more. The week of inspection I do not recall a bigger take home check except for a few years back when it snowed almost every weekend. It makes it harder for me to carry my route effectively and efficiently. Harder for me to go from point A to point B without a serious injury to my back, because the hits are so heavy. At what point does management realize they have done not only us, but themselves a great disservice to the place we work? This is my livelihood, this is how I make a living. Is it not theirs too?

Don't they get it, while they are sitting on their butts on the 4<sup>th</sup> floor that at some point in time, each route they evaluate with their fuzzy math just isnt going to work? When they all pull their heads out of their butts or look up from the *Boston Globe* they have been reading for four hours, it won't be them saying, hey we did this, how do we fix this. It will be them saying make them work harder and faster because they are still doing a bad job. I defy anyone of you guys on the 4<sup>th</sup> floor to carry a route, you would be crying like a baby. Especially a fuzzy math route.

I look at it like this, we are all on a sinking ship, we, the letter carriers, are chained under the deck, rowing for ours lives, our families, rowing to make a car payment, or a mortgage payment. And what does the captain want to do. he wants to water ski. It's an impossible feat. Really 4<sup>th</sup> floor, wake up and smell the coffee, it's about time you do. When will they realize cost savings starts in their own back yard? Building leased for years we have never set foot in. Installations for them to gather, all expenses paid. Postal Execs making more than House and Senate members. Bonuses taken for losing money, year, after year, after year. Postal cars to drive around in. I wonder if they use their fuzzy math scheme to leave the tip off the credit card they usft for lunch and dinner expenses, on the post office. If there was ever a fire at the GMF, you would see 300 supervisors running for their lives, crawling out of the woodwork.

We are supposed to be a team, it's not supposed to be us and them. It's thinking like they think, that puts us **ALL** at risk of losing our jobs and our livelihoods.

# AROUND THE BRANCH

## Branch 34 Members Participate in Region 14 RAP Session



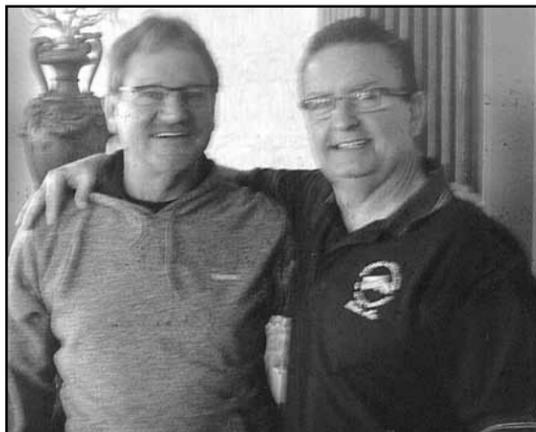
Branch 34 Financial Secretary Mike Yerkes speaks with Newton Highlands Shop Steward Rich Shelley while MBA Rep. Rich Galvin (seated) looks on.



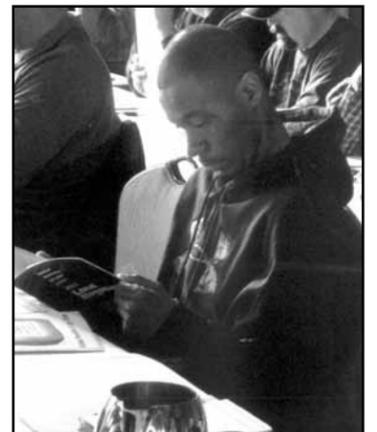
Jamaica Plain's Bob Damatin and Brookline's Joe DeMambro pick up fact sheets at the RAP Session.



Branch 34 Executive Vice President J.T. McMahon, Vice President Bob Simpson and Area Steward Bernadette Romans wait, with others, to be addressed by NALC National President Fredrick Rolando.



Lynn President Pat Byrnes and Boston President Bob Lind at the NALC Region 14 RAP Session.



Roxbury's Sammie Smith reviews material at the RAP Session.



Branch 34 Area Steward Michael Kidd has a discussion with Rich Galvin, the new MBA Representative for Branch 34.

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PLEASE PRINT CLEARLY **APPLICATION**

YES, I want to support MDA with a \$35.00 Donation

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TYPE OF MOTORCYCLE \_\_\_\_\_ YEAR \_\_\_\_\_ MODEL \_\_\_\_\_

PLEASE MAKE CHECKS PAYABLE TO **NALC**  
 Please fill out send this application to:  
**James Williams, National Letter Carriers Motorcycle Club,**  
 c/o NALC, 100 Indiana Avenue, N.W., Washington, DC 20001

# It Takes a Village... Not the Village Idiot

By all accounts, the recent NALC DAY BOF ACTION was a resounding success. Proponents of a healthy Postal Service, which would include continued 6-day delivery, were out in throngs in public gathering spots across America. Participants were from across a broad spectrum which included letter carriers, clerks, mailhandlers, politicians, the media, small business

folks and everyday customers. Across New England, rallies included Burlington, VT; Boston, MA; Portland, ME; Manchester, NH, New Haven, CT, and Providence, RI, the message was simple, but loud. Don't try to fix something that isn't broken.

Hundreds of years ago, right here in New England, the cradle of liberty, our ancestors assembled to revolt against a dictatorial king

out to destroy the will of the people at any cost. On March 24<sup>th</sup>, tens of thousands of Americans assembled across America to send a stern warning and clear message to the Postmaster General. Put an end to the PMG's foolish plan to stop 6-day delivery.

We, as Americans today, enjoy a form of government whereby we elect by our vote, who we will send to our nation's capital

to represent our interests, These very same elected members of Congress again passed a Continuing Resolution mandating 6-day delivery of all of this nation's mails. The Postal Service is the only universal communications network in America, reaching every home and business in America 6 days a week. The Postal Service is an American institution dating back to our Founding Fathers, established by the Constitution.

Outrageously, we have a PMG who has decided to thumb his nose at the peoples Congress. A PMG who is more King Lear than Bill Gates. A General who is more Benedict Arnold than Ben Franklin.

Our King Lear has decided to move forward with a business plan of closing post offices, slashing the workforce and cutting mail delivery. A business model so flawed that any first year college business major would see is doomed to failure. King Lear does not have a business plan, he has an unconditional plan of surrender. He is content to be a dry-eyed Mourner at the Postal Services one-car funeral.

And soon, Americans will find that the Emperor has no clothes.

And somewhere across this great landscape, a village is missing their idiot.



**John J. Casciano**  
National Business Agent

## Under the Dome

At present there are several pieces of legislation under consideration on Capitol Hill that would, if enacted, impact in a positive way the future of the Postal Service.

The Postal Service Protection Act, introduced in the Senate as S. 316 (Sen. Bernie Sanders, I-VT) and in the House of Representatives as H.R. 630 (Representative Peter DeFazio, D-OR), are both supported by the NALC. The NALC believes that both bills contain ALL the key provisions needed to return the Postal Service to financial health in both the short and long term.

In a nutshell, the legislation proposes returning CSRS and FERS overpayments to the Postal Service, protects 6-day mail delivery, establishes new revenue streams by allowing the Postal Service the ability to offer non-postal products and prevents



the closure of rural post offices.

Additionally, the NALC supports the passage of H.R. 961 and H. Res. 30.

H.R. 961, The United States Postal

Service Stabilization Act, would require the OPM (Office of Personnel Management) to recalculate the Postal surplus in the FERS pension fund using postal-specific salary and demographic assumptions. The legislation would then require that any returned surplus funds be used by the Postal Service in making any outstanding payment obligations.

H. Res. 30 expresses the sense of the House in that the United States Postal Service should take all the appropriate measures to ensure the continuation of its six-day mail delivery service.

Call your Senator and Representative today and urge they support these important pieces of legislation.



**Michael Kidd**  
Legislative Liaison

ADHD AND FAMILIES

### Learn to Manage ADHD

It's a challenge to the whole family when a family member has ADHD (attention deficit/hyperactivity disorder). When someone is struggling with behavior problems caused by ADHD, other family members often face stress and frustration.

Relationships between spouses can become strained. Siblings may feel left out if the family seems to focus more on helping the child who has ADHD. Everyone can feel overwhelmed at times.

*When someone in your family has ADHD, it's important to learn as much as you can about it and get the help you need.*

#### Parents' Coping Strategies

The following tips can help you and your family better manage ADHD.

- Praise your child for every success, no matter how small. Remember to do so for other siblings, too.
- Help your child stay on a regular daily schedule for meals, naps and bedtime.
- Try to make sure your child gets plenty of rest.
- Even if a child seems out of control, try to stay patient and calm. This can help the child calm down.
- Look ahead and plan for difficult situations. Give clear, basic instructions when it's time to move from one thing to the next.
- To defuse or redirect a child's behavior, use brief timeouts from the current activity.
- Help him or her to become more organized with schoolwork at home. Maintain a neat workspace that is free of distractions.
- Work as closely as possible with your child's teachers. Know what classroom strategies they're using to help the child.
- Take breaks to cut down on stress, and don't hesitate to ask for help sometimes.
- Set aside time for your relationship with your parental partner.

ADHD often means a combination of problems. These can include trouble paying attention, trouble being still, and impulse problems such as acting quickly without thinking first. Although most people with the disorder want to control their behavior, they struggle to do so.

ADHD is a long-term condition that impacts millions of U.S. children. Often it continues into adulthood. Sometimes it is not identified until the person is already an adult. Regardless, more understanding of and help for ADHD is available today than ever before.

In this issue of *Your Source*, you'll learn about:

- Strategies to help your family cope with a family member's ADHD.
- How treatment—including early diagnosis, therapies and medications—can make a big difference.
- Steps that adults with ADHD can take each day to better manage their condition.

Go online today! Log on to access *ADHD and Families* under the Library/ In the Spotlight section. There you'll find more information and helpful resources you can share with family members.

**Make the Call!**

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(1-800-327-4968)

TTY: 1-877-492-7341

www.EAP4YOU.com



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Please print legibly. \*Required Fields

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Email Address\*: \_\_\_\_\_

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Active letter carriers:  
Contribute  
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using PostalEASE

by phone.....or online

Contribute on the web at  
**liteblue.usps.gov**

Carriers can also go online to use PostalEASE. With PostalEASE, carriers can contribute directly from their paychecks every pay period. Through PostalEASE you can designate COLCPE as one of your three payroll "allotments."

Letter carriers can contribute directly to COLCPE (NALC's Committee on Letter Carrier Political Education) from their paychecks every pay period using the Postal Service's PostalEASE. Through PostalEASE you can designate COLCPE as one of your three\* payroll "allotments."

- 1 Be sure you know your 8-digit Employee ID Number (on your paystub) and 4-digit USPS Personal Identification Number (PIN). If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your 8-digit employee ID number, and select "2" to have your PIN mailed to you.
- 2 Create your own Account Number by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your Postal Record.

YOUR 17-DIGIT ACCOUNT NUMBER:

0 0 3 4 9 5 2 5 3 5

(First 7 digits of ID number on Postal Record label)

\*\*\*\*\*AUTO\*\* 8-DIGIT 54321  
XXXXX 08 9 LC 9876 W13 08  
JOHN CARRIER  
1234 MAIN STREET  
ANYWHERE, US 54321-9999

3 Now you are ready to call PostalEASE toll-free at 1-877-4PS-EASE (1-877-477-3273)

- When prompted, select "1" for PostalEASE and then enter your 8-digit Employee ID Number and your USPS PIN
- Select "2" for payroll options
- Select "1" for allotments
- Disregard instruction to complete Allotment Worksheet and select "2" to continue
- Select "3" to add a new allotment
- Enter the following Financial Institution Routing Number:  
**0 6 4 0 0 0 1 7**
- Select "1" to continue processing allotment
- Select "1" to "enter the allotment now"
- Enter your 17-digit Account Number from above
- Enter "1" for Checking
- Enter amount of allotment: \$ \_\_\_\_\_ .00 per pay period.  
If amount is correct, select "1"

\* If you already have three allotments, you must cancel one to contribute to COLCPE through PostalEASE. To do so, follow the instructions at left but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, do not end the call until you hear the following:

Confirmation Number: \_\_\_\_\_

Your allotment will become effective on: \_\_\_\_\_

Your allotment will be reflected in paycheck dated: \_\_\_\_\_

Keep this information for your records and future reference.

By making a COLCPE allotment through PostalEASE, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. You may refuse to contribute without any reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled through the PostalEASE system. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

3 Now you are ready to go online to liteblue.usps.gov

- Enter Employee ID and PIN and click "log on"
- Click on "Postal Ease"
- Click on "I agree"
- Enter Employee ID and PIN again and log in
- Click on "Allotments/Payroll NTB"
- Click on "Continue"
- Click on "Allotments"
- Enter the 9-digit Financial Institution Routing Number: **0 6 4 0 0 0 1 7**
- Enter your 17-digit Account Number from above
- Enter Account type as "checking"
- Enter amount of your contribution
- Click on "validate"
- Click on "submit"
- Click "print page" to see and print your confirmation number for your records



Contribute to **COLCPE** monthly from your bank account via Electronic Fund Transfer

Every month on the 1st of the month, COLCPE will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Please fill out and mail this coupon with a voided check to:  
**NALC-COLCPE**  
100 Indiana Ave. NW  
Washington, DC 20001-2144

I hereby authorize my bank to deduct from my checking account monthly the sum of:

\$25  \$20  \$15  \$10  \$5  Other: \$ \_\_\_\_\_

and forward that amount to NALC's Committee on Letter Carrier Political Education (COLCPE).

I make this authorization voluntarily and may revoke it at any time by notifying the NALC COLCPE Committee in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name (please print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_ OR Postal Record number: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

By making a COLCPE Electronic Fund Transfer authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. The guideline amounts listed above are merely suggestions, and you may contribute more, less or nothing at all without advantage, disadvantage or reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

Attach a voided check here

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Thank You For Your Service  
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**RETIREES!**

4 easy ways to start your allotment!

Contribute to **COLCPE** directly from your ANNUITY

Retired NALC members have the option of making voluntary COLCPE contributions directly from their monthly CSRS or FERS annuities, a convenient way to make regular donations to the political action fund similar to the

payroll system available to active carriers. The amount you decide to contribute will come out of your annuity each month. Choose a method below. Before you begin, you'll need your CSA retirement claim number.

Phone: Call the NALC Retirement Office at 202-662-2877 anytime, or toll-free at 800-424-5186 Monday, Wednesday and Thursday from 10 a.m. to noon and from 2 to 4 p.m. (ET).

Coupon: Detach and complete the coupon below and mail it to NALC Headquarters.

Mail: Send a letter to Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017. Be sure to include your CSA number, the amount you want to contribute monthly, and the organization name: National Association of Letter Carriers—COLCPE.

Internet:

- Go to [www.servicessonline.opm.gov](http://www.servicessonline.opm.gov)
- Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
- Enter your PIN (Personal Identification Number). If you don't know it, click *Using Services Online* for help in getting one.
- Once you've entered your CSA number and PIN, click *Log In*.
- On the next page, click *Allotments to Organizations*.
- Click *START*.
- Select *Natl Assn of Letter Carriers - COLCPE*.
- Enter the amount of your monthly contribution
- Click *SAVE*
- On the next page click *YES* (if correct), then print the next page for your records.

**For Retired Members**

I wish to contribute to COLCPE, the political action fund of the National Association of Letter Carriers. I understand the Office of Personnel Management will withhold the amount below from my monthly annuity payments.

Mail completed coupon to: NALC Retirement Department, Attention: COLCPE, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Name (please print): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security number: \_\_\_\_\_ Phone: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

I wish to contribute monthly:

\$25  \$20  \$15  \$10  \$5  Other: \$ \_\_\_\_\_

By making a contribution to the Committee on Letter Carrier Political Education, you are doing so voluntarily with the understanding that it is not a condition of membership in the National Association of Letter Carriers nor a part of union dues. You may refuse to contribute without reprisal.

COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled through the Office of Personnel Management. Contributions to COLCPE are not deductible for federal income tax purposes.



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If you have moved, please notify the Branch directly, Personnel does not notify us of change of addresses.

Name \_\_\_\_\_

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