

Don't Be A SCAB!

Get Them to Join Up
and Pay Their Fair Share!

See Full SCAB List on page 7.

National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
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Woburn, MA 01801-6396

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

Branch 34's CLAN

National Association of Letter Carriers



President's Corner

BRANCH 34 TURNS 125!



Robert A. Lind
President

Congratulations to each and every member of Branch 34, Boston. Another milestone is about to take place in Branch 34's history. On June 18th, we turn 125 years old. On that date in 1890, we were accepted as an affiliated member of the newly-organized National Association of Letter Carriers (NALC). This branch historically has always had a proud tradition of involvement within the NALC and will continue to do so in the years to come.

Over the past 125 years we've had our share of challenges and disagreements, (internally and externally), victories and setbacks yet through it all solidarity endured. You noticed I didn't say the word; defeat. Life is full of setbacks but we'll never accept defeat. Not as long as we are a union! We'll deal with setbacks, but continue moving forward for the good of our membership and that my friend is what distinguishes us as **BRANCH 34 MEMBERS!**

So to every member active, retired or deceased I say thank you for your contribution to this great union and branch. The NALC has a debt of gratitude to each and every Branch 34 Member. Happy Anniversary!

Short staffed? Short changed, but definitely not everywhere

The Boston Installation has experienced staffing problems over this past year and I know I don't have to tell you. This can be attributed to the elimination of the PTF category, the increase in packages and the pay cut rendered in the 2011-2016 National Agreement for our non-career CCA's and newly hired full-time employees. The latter move alone was enough to send a large segment of employees packing and those remaining disenchanted. Since that time we've experienced a continual turnover in help resulting in staffing shortages.

A wage increase would attract career minded applicants to fill these vacancies. This past winter we had repeated episodes of undelivered routes, the forcing of overtime on non-OTDL employees and outside the craft personnel delivering mail. This could've been avoided if our CCA's were paid a comparable wage to our full-time regulars. The new pay structure for newly hired full-time regulars didn't help matters much either.

Not only would increased wages attract qualified candidates but possibly retain those CCA's that are currently on our roles. Understaffed, working seven days a week and ungodly hours doesn't make the job attractive.

The message I would like to deliver to this underpaid, understaffed segment of our branch is "relief is on the way". Unfortunately that's a promise I can't keep.

Rather than overworking our FTR's and CCA's with overtime or V-time the parties need to make responsible decisions and curtail the "pennywise, pound foolish" mentality and concentrate on sustaining this business. The reality is we're back entrenched in the most common divisive issue that has been plaguing this union for decades: the "area wage". The urban areas have a much higher cost of living and subsequently making \$15-\$16 per hour without benefits is not a highly sought after job. Many areas of the country may find \$15 an hour attractive but rest assured *not here.*

Those urban areas of the country where our CCA's positions are continually understaffed are in all probability destined to remain that way under the current contract. The fact is the postal service has to give every CCA in the country a pay-raise in order to address those certain plagued areas: that's the NALC's position.

This poorly created pay scale was crammed down the throats of our former TE's, newly hired CCA's and recently converted FTR's. I personally can't change the contractual pay scale but I know our national president will attempt to improve upon it during the next upcoming collective bargaining sessions. We need to service our postal patrons and *get their mail delivered every day.* We need to close the gap between our two classes of letter carriers and I don't mean to the detriment of the full-time working regulars. Our CCA's deserve a pay increase and so do our regulars. The postal service is making money hand over fist but under the current system they could kill the goose that *delivers the golden eggs.*

Both parties need to get to work and correct these shortcomings.

Retiree Recognition

It's nice to see some of our retirees finally getting some sporadic company recognition. It had been conspicuously missing for a long time. Until recently the last time a retiree was recognized by local upper management was on the heels of a letter of complaint by a 40+ year employee that didn't even get a handshake on his way out the door. He subsequently wrote a letter of complaint to the Postmaster General informing him that he didn't even get a thank you after a lifetime of dedication and hard work from local management.

Needless to say the PMG wrote a scathing letter to his Boston underlings to change their ways. They did: for about a week and then slid right back into their regular disappear-

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Scholarship Award Winners Announced

On behalf of the Scholarship Committee, it is my pleasure to report the following winners of the 2015-2016 Joseph P. Considine Branch 34 National Association of Letter Carriers Scholarships.

(listed in order of committee ranking with parent name)

- Sam D. Nguyen, son of Thao Nguyen, Belmont P.O.
- Veronica M. Fitzgerald, daughter of Brendan Fitzgerald, South Weymouth Carrier Unit, Braintree DMU
- Francis W. Roche, son of Edward Roche, Arlington P.O.
- Jessica L. White, daughter of Edward White, Wellesley Hills P.O.
- Joseph L. Bray, son of Gary Bray, North Quincy Carrier Unit
- Meaghan E. Creedon, daughter of James Creedon, East Weymouth P.O.

Sincerely,
Bernard A. Pekala

Branch 34 Scholarship Committee Chairman

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

June 9, 2015
at the Sons of Italy Hall
120 Quarry Street, Quincy

There are no meetings scheduled for July & August.

September 8, 2015
at Boston Lodge of Elks #10
Spring Street,
West Roxbury

Check Out These Dates & Locations

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

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Protect Your Route: Auxiliary Assistance and 3996

Throughout the years, I have put several articles in *Branch 34's CLAN* about the importance of using the tools to protect our routes, Auxiliary Slips (Form 3996) and Curtailment Slips (Form 1571).

Nationally, last fall a new process City Delivery Route Alternative Adjustment Process (CDRAP) was agreed to (see *Postal Record*, November 2014). CDRAP has a one year lifespan to January 2016, but could easily extend longer.

Boston Management originally selected 13 stations to be evaluated. Two stations were cancelled, six stations are in the process of being evaluated. The remaining five stations are being evaluated this fall, Newton Centre, Auburndale, Allston, Cambridge Central and Newton Upper Falls.

Under this system, proper street times as always are of the utmost importance, CDRAP has the option of using an eight week street time analysis. All street auxiliary assistance must be documented. That is the responsibility of the route owner. Filling out these forms should be a regular event when route assistance is needed. 3996s are a primary record to an accurate street time average.

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

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J.T. McMahon
Executive Vice President

Postmaster General Against the Letter Carriers

Postmaster General Megan Brennan named Randy Miskanic as (A) Chief Information Officer (CIO) and that name should sound very familiar to you because he was one of the main defendants of not notifying Letter Carriers of the data breach last year.

Evidently he does not respect the intelligence of Letter Carriers because he put the United States Postal Service's interests above the working men and women who would have to deal with the repercussions of potentially having their identities stolen.

The National Association of Letter Carriers has filed an Unfair Labor Practice against the Postal Service.



Bob Simpson
Vice President

Investigations

Reading from the JCAM (17-6) Federal labor law, in what is known as the Weingarten rule, gives each employee the right to representation during any investigatory interview in which the employee reasonably believes may lead to discipline. Whether or not an employee's belief is "reasonable" depends on the circumstances of each case. Employees also have a right under Weingarten to a pre-interview consultation with a steward.

In a Weingarten interview, the employee has the right to a steward's assistance - not just a silent presence. The employer would violate the employee's Weingarten rights if it refused to allow the representative to speak or tried to restrict the steward to the role of a passive observer.

Keep in mind that 1) the steward cannot exercise Weingarten rights on the employee's behalf and 2) the employer is not required to inform the employee of their Weingarten rights to representation.

If the OIG becomes involved the employee will be presented with Kalkines/Garrity warnings. The Kalkines warning compels suspects to make statements or be fired. A Garrity warning advises suspects of their criminal and administrative

liability for any statements they may make but also advises suspects of their right to remain silent on any issue that tends to implement them in a crime.

Think of it in these terms. If you are presented with a Kalkines, you "talk" and the USPS cannot use it in a criminal proceeding. With Kalkines, the employee no longer has the right to remain silent and could be charged with failure to cooperate. With Garrity, the employee, by remaining silent, will not receive administrative action just for remaining silent.

Important Points to Remember

First, if you are disciplined Management still has the burden of proof - did just cause exist?

Second, Stewards are not qualified to give legal advice - So DON'T expect it from them.



Michael Kidd
Legislative Liaison

Working Together

Saturday, May 9 was the NALC Stamp Out Hunger Food Drive. As most of you know this is the largest single day food drive in America. It is held annually on the second Saturday in May in over ten thousand cities and towns, in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands, and Guam. The food is then brought to local food pantries and food banks.

This year's food drive faced one huge challenge that was not faced in years past. One of the national sponsors of the event unexpectedly pulled out with little notice. This sponsor would have funded all the food drive postcards. Local branches were left scrambling for additional sponsors and donations, and Branch 34 was no exception.

Domenic Corsetti is the Branch 34 Food Drive Coordinator. Each year Domenic faces food drive challenges such as logistics, posters, transportation. Domenic was burdened with the additional task of finding sponsors and donations for another 400,000 postcards. Through his hard work along with the Greater Boston Food Bank, Boyd's Direct, and the Rotary Club he was successful. There is a lot of behind the scenes work that goes into putting this event together. Domenic was behind the scenes. So next time you see Domenic Corsetti give him a pat on the back for a job well done.

I was at the Hyde Park Carrier Annex for this year's food drive. Once again they did a great job collecting and distributing the food to the local food pantry. I have to say the letter carriers in Hyde Park have

it down to a science. Each carrier pitches in and makes the effort that much easier. Under the direction of Shop Steward and Branch Officer Rich Galvin, the event went off without a hitch.

Once the food was transported, Rich put on a different hat as master of ceremonies for the traditional post office food drive cookout. With the assistance of Alternate Shop Steward Joe DeBeradinis, Mike Riley (helping with the grill) and Sonny Fee (manning the smoker) there was an wide assortment of food (hot dogs, hamburger, wings, ribs, sausages, kabobs).



The Hyde Park Carrier Annex did a great job on this year's Food Drive.

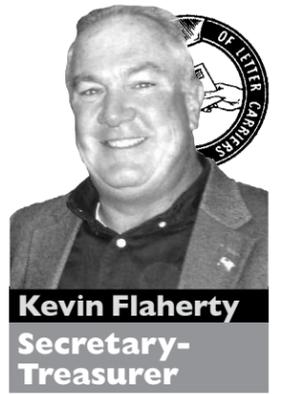
The carriers in Hyde Park, as they always do, made a difficult day much easier for all. A team effort always makes any event easier to pull off. I'm sure that scenes like the one in Hyde Park occurred elsewhere in Branch 34 stations. All carriers, particular the coordinators in each station deserve a big thank you.

The point I'm trying to make is that each and every day in the Postal Service is a challenge. By working together we can overcome these challenges. This is true with the NALC as well. We cannot count on somebody else or everyone else to do

the work. We all have to pitch in. This is what makes any union strong. Now more than ever we all have to do some part.

There are many ways to do your part. Attending a branch meeting is one such way to do your part. Contributing to COLCPE, becoming an E-Activist, running for shop steward, or just standing up for your fellow carrier, are all example of doing your part.

Remember if we all contribute, the job is that much easier!



Kevin Flaherty
Secretary-Treasurer

Breaking All the Records

Many weather records were broken this past winter. Total snowfall for the month of February obliterated the previous record from 2005, the 30-day record from January 24th through February 22nd also fell, but the most impressive of all to fall (or depressing it you were out there, like I was) belongs to 2015-2015 Snowiest Winter of All Time!

We also had some records at the Chelsea Carrier Annex (CCA) fall, or as I will always know it as, the Incoming Mail Center (IMC) for the reason being Management has just renamed the building (*Memo to Management - Convert City Carrier Assistants (CCAs) to Full-Time Regular Carriers, not names of buildings*).

Higher level Management from the fourth floor paid us a visit during the holiday season.

There to wish us all a happy holiday and tell us how amazed they were for all the packages we had delivered (307,055 packages from December 1st through December 25th, taken directly from the new Pass Machines). Many of our Carriers, Regular and CCAs alike, were coming in at 5:00 am and punching out after 8:00 pm seven days a week, breaking the record for package delivery. Jobs well done and thank you was the other clear message of the day.

Fast forward to the end of March - our Station Manager brings us all together for a service talk to deliver some bad news, our office efficiency is part of the worst 10% of the whole country. **WHAT???** From first to worst faster than the 2014 Red Sox!

The message on this day was we were staying in the office too long and the Percent to Standard was unacceptable. (Percent to Standard = Casing 18 letters per minute, 8 flats per minute and 70 pieces per minute for pulldown). That will happen when you constantly adjust routes and rip out office times.

Now, for anyone who knows something about DOIS, they realize this is a function (Percent to Standard) that Management

utilizes as a tool to project Carrier's daily office performance. Hey DOIS, you won't get the right answers if you put in the wrong numbers. If Management tries to get to buy into these numbers, ask yourself this, when was the last time you heard DOIS say, "Is there anything I can do for you today?" I remember a saying about DOIS from years ago, "Garbage In, Garbage Out."

Recently, I was selected to be a Union Representative for the City Delivery Route Adjustment Process (CDRAP). Has it really been four years since the last Alternate Route Adjustment Process. The new memo (M-0146) signed by the National Parties establishes a renewal of the requirement for Management to post.

Daily Workhour/Daily Workload Reports in every City Letter Carrier Office in the country.

Again, for those who know a little something about DOIS, this can be frustrating and to those who are new to these reports, it can be mind-boggling. On any day you might have three or four times the normal amount of DPS and FSS and still be projected as under. What credit is there in the DOIS Workhour/Workload Report projections for DPS and FSS? The Answer - **NONE!**

For many years have we heard our supervisors say, "This don't count, that don't count." I once heard a Carrier say to a supervisor the day after a holiday, "If you hired someone to paint your house and it rained all day yesterday, would you expect him to paint twice as much today in eight hours?" The same logic applies when you have double or triple your normal volume of mail.

Now, mind you, I'm not trying to sound technical, I'm far from that. But what I am trying to say is the job has changed from five, ten and twenty years ago, with DPS, FSS and the new generation scanners. (Transparency is the word I keep hearing Management say for the new scanners. I keep thinking microchips for pets or ankle bracelets for prisoners, take your pick

if you don't already have one yourself.)

So, instead of focusing on the numbers at the Carrier's expense. Management should pay more attention on the physical stress they place on employees when they speed up the belt and push to more.

Heat Stress & Heat Stroke Warning

Just a reminder, with the Summer fast approaching so will come the extreme heat and humidity. We all need to recognize the signs of heat stress and heat stroke:

Symptoms:

- Hot, dry, flushed skin, with no sweating
- Headache, nausea and vomiting
- Irregular pulse
- Rapid, shallow breathing

What To Do:

- Get medical help
- Check victim's airway
- Cool victim with sponge or spray
- Wet cold packs under armpits and groin
- Move victim of a cool area
- Loosen or remove outer clothing
- Take extra rest in a shaded area

So, during these Dog Days of Summer, make it a point to buddy-up out on the street with your co-workers and alert your customers when you are in need of assistance or call 911 when rapid response is necessary.

And above all else, make sure you drink plenty of the right fluids and take breaks in a cool, shaded area.

Have a great Summer and enjoy your vacations.



Steve Mahoney
Editor

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, 2014
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

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From the Field

Haste Makes Waste... and Discipline

The monotony of this job can sometimes lead to brief lapses in judgment. Over the past month or so, I have been to several stations where more than a couple of carriers have apparently dismantled their postal vehicles in order to perform deliveries and inadvertently left the vehicle running.

Please make no mistake about it; this infraction is quite serious in nature. In my research to the subsequent discipline issued in at least two recent similar cases, Arbitrators seem to base their opinions heavily on the potential catastrophic consequences; not necessarily on what actual happened in each individual case.

Once again, I implore anyone who is in this unfortunate situation where you are being questioned regarding a similar incident to please request your union steward immediately; it is more likely than not that these actions will lead to severe discipline.

Management is clearly willing to ignore the progressivity principle of Just Cause in most infractions of this nature and go heavy with severity of the discipline including in one case a removal for a CCA.

In more than a couple of instances, the accused carriers had agreed to the infraction and one actual wrote a statement and only requested a steward after discipline was issued. This severely inhibits the union's ability to adequately represent the carrier.

As always the union would not promote a carrier giving a false account of the events but we may be able to frame the situation differently than management would if they are unchallenged.

Also I have seen countless Managers and Supervisors severely screw up the

Pre-Disciplinary Interview (PDI) process as well as intentionally misrepresent carriers answers to the interview questions and the subsequently base the discipline on the inaccurate answers; your steward can then dispute these discrepancies in the grievance process. The union can also start your defense to discipline well before it's actually issued, by introducing mitigating factors, identifying Management's numerous shortcomings including procedural and technical defects in the individual case.

These opportunities are severely decreased when not introduced prior to the issuance of the discipline. Please do not provide any written accounts of an incident without consulting your steward or the union hall.

I can understand that when you feel you're caught "red handed" the noble thing to do is admit your responsibility and accept your punishment, I may normally agree, but we are dealing with Manager and Supervisor who couldn't make the "right" decision if it were the "only" decision.

Please be extra attentive when exiting your postal vehicle you never know who may be watching, take all necessary precautions to protect your safety and well-being.

Food Drive/MDA Bowl-a-Thon

Hats off to all our Letter Carriers, who participated in our recent charitable events, namely the Letter Carrier's Food Drive and MDA Bowl-a-Thon. A special thanks to Letter Carrier and Coordinator of both events Dominic Corsetti of the Lexington Post Office for a job well done as usual. These types of events are exactly

what a great union should be doing on a regular basis for and with the communities they serve.

Carriers should embrace the fact that we are an important part on the community and are every bit as visible as the Police and Fire personnel.

On a personal note regarding the food drive here in Newtonville, despite the fact that donations may have been down from last year, the gratitude from the local food bank was not. As I dropped off our donations to the local church with Newtonville Shop Steward/ Station Food Drive Coordinator Heidi White; it was obvious that the food pantry was pretty empty and in great need of replenishment; surely it the same in most communities.

To listen to the Pastor explain the constant need of his parishioners brought on mixed feeling for me; on one hand I felt sad that people in our country and even in our neighborhoods are going to bed hungry in this day and age, but on the other hand I was reminded of how grateful I am for all I have; a good-paying job with decent benefits, a healthy and happy family who doesn't want for anything (clearly I'm eating plenty).

It later dawned on me that most of the things that make us feel happy, safe, and secure in our daily lives; can somehow be traced back to our jobs and perhaps more importantly, in our cases, the union.

Congratulations

This past weekend I attended the Massachusetts State Association Convention down in Hyannis. This was a great time for

all the delegates in attendance. Much time was spent on the education of our membership on a host of issues; with added emphasis on legislative action.

There were numerous guest speakers and dignitaries all speaking on pro-union and labor movement issues as could be expected.

Also and rightfully so, much time was spent on recognizing the career accomplishments of former Association President and Branch 34 sister/retiree Maureen Marinelli, she absolutely deserved all the accolades bestowed on her.

Congratulations to all my Branch brothers for being elected to the Association's Executive Board. A special thanks to Branch 12 President Ken Janulewicz and brother Michael Murray for organizing a successful convention.

From the Road

Many miles away can still feel like home. Over the last few months, I have had the privilege of traveling up to Burlington, Vermont a couple times, in the capacity of Arbitration Advocate representing our beloved NALC Region 14 Letter Carriers.

I would like to thank our Business Agent John Casciano and his staff for having the confidence in the job I do and for allowing me to represent letter carriers both inside

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President's Report...

(continued from page 1)

ing act. I hope to see somewhat of an effort, once again, being made to acknowledge our members contribution to the USPS. They deserve genuine appreciation and not merely based on the heels of a complaint. It would be nice to see them also go into their pockets and buy them a fitting parting gift from the company. We'll see...

"It's coming down from above"

It's coming down from above! That's a statement that every employee will hear from time to time during their career. Usually it's from a somewhat apologetic supervisor who is the bearer of bad news. Recently that statement took on a whole new meaning when a piece of heavy construction material came crashing down from above in the Office of the Inspector General which was housed in our General Mail Facility (GMF) in Boston. Fortunately there was no one in the area at the time otherwise it could have led to a serious injury or worst.

This mishap sent shockwaves through the fourth floor of the USPS-GMF in Boston. After somewhat of an investigation it came to light that this incident was the result of a facelift given to the building some thirty-something years ago when the old "South Postal" was updated to the new and improved "GMF". It seems that at the time the roofs skylights were blocked off or covered with some type of building material (cement board or something comparable). Over the years moisture or perhaps just the mere weight caused this cosmetic updating to just let go and come crashing down at such an inopportune time.

I say inopportune time because the fourth floor had just completed a shuffling and relocation of a few departments. Area managers here, local operating center (LOC) there, finance down the hall. The paint wasn't even dry when the ceiling came crashing down. Now it looks like a

crime scene with multiple areas cordoned off with yellow tape as a precautionary note while safety measures are taken. Thank God it wasn't a real work area like a carrier workroom floor that was affected (lol). So a few clipboards will have to be picked up and moved to another location: not a major catastrophe.

In the interim, if there are any other buildings that have similarly covered skylights I would expect a safety inspection performed on them also unless they are sitting over some cretin's desk (lol).

Jim Kane Retires

Roxbury's Jim Kane recently wrapped up a long and outstanding career. Jim entered the Post Office Department in 1967, three years before it would become the postal service. As articulated to the workroom floor Jim started working the same year as the "Summer of Love" and Jim Lonborg and the American League Champion Red Sox (unfortunately as we know they were beaten by Bob Gibson and the St. Louis Cardinals in the World Series). That was the same year Mohammed Ali was stripped of his "World Heavyweight Champion" title because he wouldn't allow himself to be inducted into the U.S. Army and Teamster President Jimmy Hoffa started his eight year prison sentence. Vietnam was going hot and heavy and President Lyndon B. Johnson was named "Man of the Year" by *Time magazine*.

Those events seem like a lifetime ago for those that experienced them. For our younger members those events are just something they've read about or perhaps seen in a film documentary but for Jim Kane he was busy picking up a bag and servicing his customers in the Cathedral area of Dorchester and continued to do so that year and for the next forty-eight years: A remarkable man and a remarkable feat.

A picture of health Jim stated that he still felt strong enough to carry another ten years which I'm sure he is. He attributed his "energetic well being" to regular exercise, avoiding cigarettes & alcohol and as "Meatloaf" would say "Two out of three ain't bad" (lol). I know I speak for the entire membership when I say thank you Jimmy for a job well done and for the service you provided to this union, company and most importantly your customers for a lifetime of service. Enjoy your retirement brother you earned it.

LOC - "I got a lock on you Babe"

Local Operating Center or "LOC" as they refer to it is designed to get a lock on you. New technology is something that continually evolves and not always for the better. The days of driving from point A to point B in your private vehicle listening to your radio without interruption are something of the past. The same goes for getting out of the office away from local supervision and just doing your job.

This LOC is their make shift command center manned full time by managerial personnel who allegedly have your best interest in mind. If you were to have a seizure they could pinpoint where you are. If a customer is looking for a package they can give that customer a somewhat reliable timeline as to when you'll be there. You get my drift? They'll be watching on a regular basis where any person covering a particular route is at every minute of the workday. Is this something to fret about? No just do your job as we've been preaching forever: Deliver your route in a professional and safe manner.

This monitor and its programs inform management where you are, how long you've been there and if you are behind, ahead or on schedule. It also can tell them if you are delivering out of sequence and every other aspect of your day. Get the

picture? It can tell when you hit to the street, if you actually left for the street and where exactly you are throughout the day. Enough said?

Adhere to your route of travel and again be a professional letter carrier at all times. If there are flaws in this program they'll play out but on a cautionary note: do not attempt to manipulate or disarm your scanner. Such action will only generate additional attention by local supervision or the OIG agents and rest assured if found to be at fault a removal will follow. They are not investing in this newly acquired technology and creating full time jobs for themselves to look the other way. Be smart!

3800

That number represents my brothers and sisters, the number of members within Branch 34, the largest branch in New England. So why is it we only have a handful of active members in comparison who show up for our monthly union meetings? Having the required quorum present to conduct our meeting should not even be an issue but unfortunately that's not the case. In some branches that amount of members present at a meeting might be considered a packed house but it certainly isn't for Branch 34.

At our May monthly meeting I asked how many CCA's we had in attendance: not a one! That's troubling seeing that the postal service has been continually hiring CCA's on a weekly basis for quite some time now. CCA members too need to get involved. It's your union and (hopefully) your career path: so "get on board" and be part of it. Those members before you laid the foundation over the past 125 years and we need to build on it. This union needs you to get involved and there's no better time than the present. You have a voice the second Tuesday of every month. We need our membership's solidarity.

If You Lost Your Job, Where Would You Be?

In the last issue of *Branch 34's CLAN*, I grumbled about the paltry number of active members participating in our political action fund, COLCPE, given that the overall control and oversight of our employer the Postal Service, lies in the hands of our more-often-than-not dysfunctional congress. I have had numerous conversations relative to our congress and the future of the USPS since then and while most recognize at least the possibility that our career paths could change dramatically or, in the worst possible scenario, disappear!

I immediately recalled these exchanges as I recently read a cautionary piece on Postalnews.org concerning the postal myth that it would take a constitutional amendment to eliminate (or privatize) the USPS; which is a somewhat significant undertaking. The premise of the article was to dismiss the misconception among proponents of the Postal Service, the NALC included, that the current USPS is established in the Constitution of the United States of America and as such, requiring a

constitutional amendment as the only way to abolish it.

Quick constitutional lesson; a constitutional amendment would require a vote of two-thirds of both the House of Representatives and the Senate followed by a ratification of three-fourths of the various state legislatures (ratification by thirty-eight states would be required to ratify an amendment today).

The writer went on to note that: Article 1, Section 8 of the Constitution merely empowered the Congress To Establish Post Offices and Post Roads; which the Congress chose to do in the year 1792 when it established the Post Office Department. The point being that all it actually takes to repeal an Act of Congress is another Act of Congress, not an overwhelmingly cumbersome congressional amendment.

The article concluded with this thought: "The fact that the Constitution specifically mentions "Post Offices" does say a great deal about the importance the Founding

Fathers attributed to the mail. It does not, however, guarantee the existence of the US Postal Service as it currently exists. That should be obvious to anyone who's been paying attention: Congress made major changes to the service in 1970 and 2006, and it will surely do so again. Congress, not the Constitution, created the US Postal Service, and Congress can change or eliminate it. That's not fear mongering- it's reality. The current GOP-run Congress, despite its right wing corporate agenda, has no immediate plan to eliminate or privatize the USPS, but it could do so. Clinging to a fictional constitutional protection is about as realistic as Linus clutching his security blanket - it may be comforting, but it won't really protect you, or your job."

Of course, as usual, I use the above preamble as merely a lead-in to the larger, ongoing effort of imploring our members to recognize the importance that congressional legislation plays in our careers and the potential consequences for our falling asleep at the switch for lack of a better phrase.

If you lost your job tomorrow, what would you have left? While we all may complain about our jobs, the cold facts are that the majority of us are well into our career paths with little chance of changes in professions. What would you do if this job disappeared or was radically changed? What would you do if the quality of this good middle class job, with its defined pensions, reasonable health care premiums, paid leave and other benefits were degraded significantly or taken away altogether?

Anyone out there have a crystal ball? Anyone know what this Postal Service is going to look like in a year or two given that its future lies in the hands of that dysfunctional congress? Will it still be around in five-years? It's no secret, or at least it shouldn't be, that all public sector employees are under attack. It should be equally obvious to anyone paying attention that there exist significant factions who wish to do us harm. Pundits everywhere are looking for solutions to the deficit. While the public loves their Letter Carrier's, the USPS itself continues to look like low hanging fruit, ripe for the picking. And that doesn't include the segment of the population who would dismantle this institution simply for their own greed.

But who can keep track of what is of real concern and what is nonsense what with the way our congressional representatives work today? The NALC's E-Activist Network, that's who!

The NALC's Government and Political Affairs Department fights for us on Capitol Hill by advancing legislative proposals that strengthen letter carrier jobs and defends letter carriers from harmful proposals that seek to eliminate jobs and slash service standards. Their primary objective is educating members of Congress and their staff on issues of critical importance to letter carriers and ensuring their support through the legislative process. Perhaps their greatest weapon in educating these members could be you!

The NALC has created a network which consists of tens of thousands of fellow Letter Carriers whom they strive to keep informed and occasionally utilize to get our message out to our individual legislative representatives. It takes seconds to join and become involved. Your job may one-day depend on it.

Once signed up, the NALC provides you with up-to-the minute status of pending congressional actions which could literally alter our lives. Occasionally, the NALC will send you e-mail alerts when it's time to act on issues affecting active and retired letter carriers and the future of the Postal Ser-

vice. Currently, the NALC is monitoring several bills of significance to Letter Carriers.

NALC opposes House Resolution 1837 the Secure Delivery for America Act put forth by Rep. Darrell Issa which would require the Postal Service to eliminate door delivery for 15 million addresses over the next 10 years by forcing 1.5 million households and businesses each year to convert from door delivery to curbside or cluster-box delivery. NALC instead supports H Res. 28, a call for USPS to do all it can to protect door delivery which was referred to the House Committee on Oversight and Government Reform in January. Currently, only Massachusetts Representatives McGovern (Second), Keating (Ninth), Neal (First) and Capuano (Seventh) have cosponsored this bill.

NALC also supports H. Res. 54, which calls on USPS to restore the service standards that were in effect on July 1, 2012. By degrading its' service standard, the Postal Service risks driving our customers away. Before July 1, 2012, the Postal Service standard for First Class was overnight delivery in most metropolitan areas and rural communities. Anyone who mails their bill payments; and we all should, know firsthand of the additional time which must be taken into account to avoid late payments. Massachusetts Representatives Keating (Ninth), McGovern (Second), Neal (First), Kennedy (Fourth) Clark (Fifth), Capuano (Seventh) and Moulton (Sixth) have cosponsored this measure.

NALC continues to support H Res. 12, which calls on Congress and the Postal Service to take all appropriate steps to ensure six-day mail delivery. This bill is currently sitting in the House Committee on Oversight and Government Reform with 183 cosponsors including Massachusetts Representatives Keating (Ninth), Tsongas (Third), McGovern (Second), Capuano (Seventh), Clark (Fifth), Kennedy (Fourth) and Neal (First).

EActivist makes it easy for you to contact your representative(s) by email, phone or my preferred method, written letter.

As your thinking about what your life would be like without the USPS and your job, try to consider what efforts you would have made to save it.

It is my duty, and the duty of every elected Union official, to protect the interests of our members and that includes alerting members of potential threats both locally and nationally. With regards to impending threats from the political front, all that entails is getting you to sign on to the NALC's EActivist Network. Make Your Voice Heard. Sign-Up Now!

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Congratulations are once again in order to Dominic Corsetti (Lexington) and recently retired George Adams (Woburn) for their tireless performance in putting together another successful MDA Bowling event on Sunday, May 2nd at the Lanes and Games in Cambridge followed immediately up by the Annual Letter Carrier Food Drive on Saturday, May 10th.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Last but certainly not least, I hope everyone takes the time this Memorial Day to pause and remember those past soles whose service affords us freedom and liberty we enjoy. This Memorial Day weekend, thank a gold-star family, remember a veteran, honor the brave who paid the ultimate sacrifice.



Michael Yerkes
Financial Secretary

The Hollywood Kid

Aburndale Letter Carrier Mike DiStasio has done many jobs in his more than 10 year postal career. But there's one job that Mike does that really keeps him on his toes. Mike is the host and creator of one of the hottest podcasts on the air called, REEL TALK w/The Hollywood Kid.

It's a monthly podcast that airs every 3rd Saturday of the month. He hosts the show at the legendary radio station AM1550 WNTN in Newton, which is the same radio station where the late Disco King Vinnie Peruzzi used to spin the hits. And is also the same station where Howard Stern had his first job in radio.

Past guests on the show have been, "Goonies" Actor Robert Davi; Vito from "The Sopranos," Joe Gannascioli; Former VH1 Veejay Bobby Rivers; Author Casey Sherman; Carvelli from "Welcome Back Kotter," Charles Fleischer; "Bread and Milk" YouTube Comedian Vic DiBitidetto; and Actor Alex Rocco, AKA Moe Greene from "The Godfather," which Mike says, actually crashed the *WNTN.com* website after the show was posted on the site, due to the high volume of people that replayed it, and by people that missed it when it originally aired. Mike says, "The response from that show was incredible."

Mike says he really enjoys all aspects of the show, from booking the guests, promoting the show via Social Media, writing the

script, it is really a labor of love for me, it's a lot of fun."

I'm always nervous before a show, I've never had a second of experience in radio, or at interviewing anyone, for that matter, but fortunately it all comes together in the end."

Mike has been acting in movies for years as an extra. He's been in more than 20 movies, and has worked on numerous TV pilots. "As an actor you're always striving for that speaking role in a feature film, you just have to keep at it, and adopt a never quit attitude and keep moving forward."

You can see Mike in September, in the Whitey Bulger biopic "Black Mass," he hopes.

If you're interested in hearing Mike's next podcast it airs on Saturday, June 20th, at 11:30 am on AM 1550 WNTN, and it happens to be the one year anniversary of REEL TALK w/The Hollywood Kid.

Mike says its going to be an hour special, with a lots of surprises in store. It can also be streamed at *WNTN.com* Mike also says that if any of his brother and sister carriers deliver to any big Hollywood types, to drop him a line with some tips, maybe he can get them on the show, he's always looking to book guests. EMail: mdista69@gmail.com

Also, follow Mike on Twitter for updates on future shows at [@mikedistasio](https://twitter.com/mikedistasio) He is also on Facebook too.

Haste Makes Waste...and Discipline...

(continued from page 4)

and outside our district.

While preparing for this latest Arbitration, I had the opportunity to speak with numerous carriers from Burlington and even visited them on the workroom floor one morning. It's always important to get the history and background of an office while preparing for the battle of an arbitration hearing.

I also worked very closely with the Branch President, Mr. Experience Kring, who has extremely hospitable and accommodating.

I have to say, to my surprise, it was no different from being right here in the Boston District, where the main issues were understaffing - CCA retention, forced overtime, incompetent management and of course morale issues on the work room floor.

It was ironically familiar to see that the Arbitration case was clearly born out of bad blood between the inept Post Master and a strong local union. Specifically, the case

dealt with the Unilateral elimination of a past practice regarding lunch times and locations, which had no adverse impact on the business operation of the service. It was just an attempt by management to kick in the union in the "pants" for sticking together and challenging the daily mismanagement at this facility.

Management "per usual" ignored the contractual language which deals with past practices, thus violating the National Agreement. Subsequently, following several long road trips and many seemingly dead-end negotiations; a Pre-Arbitration settlement was reached at the Area level between the NBA's office and Area Labor relations in the Carrier's favor reinstating the past practice.

As always, I thoroughly enjoyed meeting carriers from another area and having a brief opportunity to bond with them over one of my favorite subjects "Management's Incompetence."

Happy Father's Day!

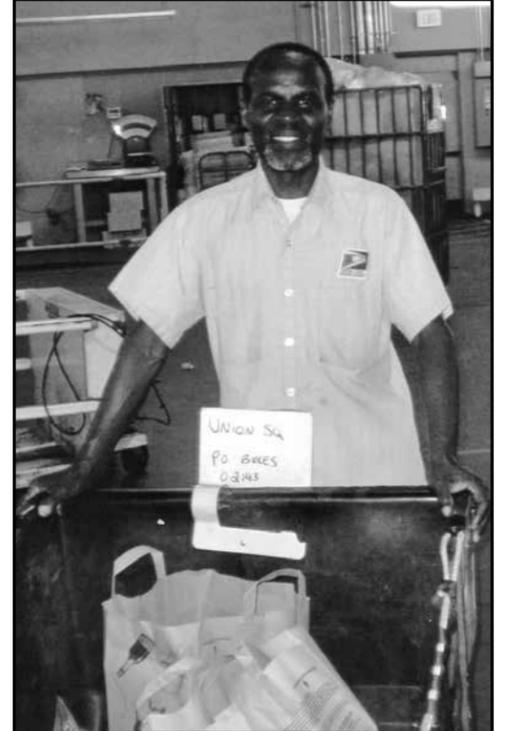
Branch 34 Shines During the 2015 NALC Food Drive



Everett's Three Amigos – Danny, Mark and Wayne.



Helpers from St. John's Episcopal in Winthrop.



Fernando needs a hamper for all the food he collected.



Some young volunteers give a helping hand at St. John's.



Somerville's Dream Team gets a Gold Medal – Sean, Paul, Kevin, Joe & Fernando.



Our CCAs are pitching in too – Kevin M., Bianca A. & Rubi.



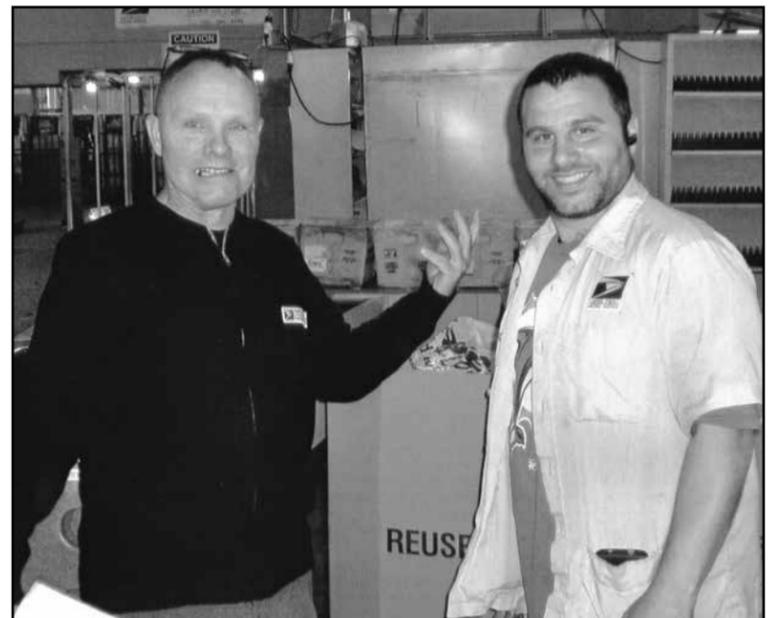
Everett's Mikey C. unloads the food he collected on his route.



Charlestown's Rosa is all smiles about this year's Food Drive.



Somerville's Sweethearts – Amy, Krissy & Tammy.



Chelsea's A-Team – Sonny & Corado.

Every Day is Route Inspection Day

Well, it's that time of year again when most of us have not even recovered from the winter, yet management is already pushing pivoting down our throats.

So if you are one of those delusional letter carriers that thinks management is going to walk through the door with a thank you lunch and a fist full of gift cards don't hold your breath.

For most of the zones in the Greater Boston District your rewards will be coming in the form of route inspection.

In 2015, route inspections will have the name CDRAAP. This is short for City Delivery Route Alternative Adjustment Process, or as I like to call it "crap rap."

Now don't get me wrong, I'm a firm believer in joint route adjustment process and I have to give both parties credit with the changes to this year's process. The problem that we REAT (route evaluating adjustment teams) are having lies in the information that is needed to do the adjustment process.

Since the creation of our previous RAAP, the parties have agreed to post work hour work loads on a daily basis.

Now every carrier should know this form is the daily make up of your route. Office time, both the standard and the carriers actual time are compared. Your daily case

volume are shown as well as DPS or any sequence mail for that given day. Then your FOT (fixed office time) and your base street time is added to that to project your total time for the day.

However, there are factors that can alter the outcome of this report. The first is volume, where management usually does a good job recording the case letters and flats on any given day some supervisor have a tendency to miss count our SPRs (small parcels).

For every SPR you get it should be counted as a flat, which will in turn affect your office time. Keep a mental note for yourself, if you had 100 flats and 50 SPRs on a day then the following morning your case flats should read 150 case flats.

This is vitally important because it will determine your office time.

Secondly, your clock moves. This is your time, your route, and your pay. Make your clock hits, it's your responsibility and it will protect you and your route when done correctly.

That being said, every carrier should be able to look at a work hour work load from the previous day and tell if it accurately shows what you did on that day.

Here is where the term "crap rap" comes in to play. In some cases, in some zones,

management is going into TACs and in putting carrier clock hits. Some supervisors have improperly inputted code that makes it impossible to determine what happened on that day. The parties have termed this "data integrity."

In these cases there is no way to adjust a route or a zone accurately. The detrimental part of this is that if it is not picked up on then your route is going to get hit.

This is where you as a carrier need to keep an eye on your daily work hour work load and report anything that doesn't look right to your shop steward. The steward will then request your clock hits for that day for any data integrity issues.

I strongly suggest that if you are a carrier or a steward stationed in any of the zones that have been selected in the 2015 CDRAAP to start doing your homework.

The best part of CDRAAP is that every player has a roll and a responsibility in making any and all adjustment in this process.

Remember, every day is route inspection day from this point on.



Rich Galvin
Clerk
NSBA-MBA

Congratulations Retirees

On behalf of President Lind, the Board of Officers and 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:

- Herbert G. Berman Fields Corner
- Edward W. Bills Newton Highlands
- Lawrence W. Brown Lexington
- James F. Burke Wollaston
- Albert J. Capachietti Lexington
- Roger J. Ciampoli IMC-Winthrop
- Thomas F. Cooper Brighton
- Michael J. Dinatale Milton
- Lynette C. Dion Jamaica Plain
- Mark D. Engelsman Braintree
- Joseph J. Gleason IMC-East Boston
- Stephen Glynn Arlington
- John D. Harrington Jamaica Plain
- John T. Heffernan Jr. Weymouth
- Donna L. Hernandez West Newton
- Malcolm D. Hornsby Wellesley
- Harry J. Judd, Jr. Back Bay Annex
- Steven A. Koch Wollaston
- John F. Lane III Cambridge
- Mark S. Lubofsky Malden
- John S. McCormack Roxbury
- Barry A. Milan J.F.K.
- Michael J. Murphy J.F.K.
- Glenn C. Myers Hingham/Hull
- Stephen T. Noyes Scituate
- Paul L. Ross Needham
- Edward T. Welch Weymouth
- Edward J. Williams North Quincy
- Thomas L. Williams Malden

— Michael C. Yerkes

Branch 34 Financial Secretary

GPS is Finally Here

As everyone is now aware management is utilizing GPS to monitor you on the street. They're able to do this from the office, as well as, the GMF. I for one, have been waiting for this for some time. As I see it why would any company pay a supervisor or manager \$80,000-\$100,000 (pay and benefits) to watch little dots on a screen when they've got management doing the same thing in the GMF?

I hoped the days of three, four and five supervisors in an office would be over. There is no reason to have more than one part-time supervisor in the morning to make sure everyone shows up and to pass out the OT. Once we're on the street they're no longer needed, so punch out and go home. To get their eight hours they come back in the afternoon to make sure everyone comes back. This split shift is how many of the T bus drivers work. It works there and would work here as well. Think of the savings getting rid of all those supervisors and managers would bring to the Postal Service. They could use it to pay our brother and sister CCA letter carriers more money.

That doesn't appear to be the case as I was supervised on the street for the first time in about 15 years a couple of weeks ago. Supervisors are now going to supervise us on the street even though they know exactly where we are and for how long. **WHY?** The only reason is they're unwilling

to take responsibility for their operation and trim the fat. The OIG should investigate this enormous waste instead of harassing injured letter carriers.

Dorchester Center's Fill the Satchel Drive

I'd like to thank Alex Pinto, John Corrigan and Medford letter carrier Rene Amador for donating their time on Sunday April 19th for our springtime Satchel Drive.

Their efforts are much appreciated and we were able to raise \$573.73 for this worthy cause. The money the NALC raises for the MDA goes to more than just finding a cure for muscle disease. It helps support families who have a love one afflicted with muscle disease and sends kids to summer camp. It's a worthy cause and more stations should participate. I'd like to take this time to thank George Adams for all the work he's done on behalf of MDA. George is now a retired Woburn letter carrier but he's still doing all he can to support this worthy charity. In his career he's helped to raise over \$500,000 for this charity. Thank you George!



Michael Murray
Sergeant-at-Arms

Don't Be A SCAB!

Urge them to pay their fair share and join Branch 34!

Allston
FENICHESKA TOUSSAINT CCA

Auburndale
ROBIN I. DEVITTO

Back Bay
RALPH E. DONOVAN
CHRISTOPHER A. DOUGLAS
ROBERT A. ROMIKITIS
DAVID P. WIDROW

Brighton
WAN TSAI CCA

Braintree
JAMES B. KERR
CHRISTINE TROPEANO

Brookline
CHRISTINE M. BAILEY

Cambridge - Central Square
HERBERT BELL CCA
THOMAS K. DELEHANTY CCA

Cambridge - Porter Square
CESAR BARBOSA CCA
BIANCA I. TEEBAGY

Cohasset
JESSICA L. PASTERIS

Fort Point
JEREMY ALCUIS CCA
PAUL M. BALLOU CCA
WAYNE J. CHIN
CHRISTINA M. COLON CCA

Hingham-Hull
MARK J. DION

Chelsea Carrier Annex
VERONICA COLON CCA
SANDRA GIORDANO
GENA L. HART CCA

Dorchester Center
BRANDON SCHAEFFER CCA
PERRY WADE CCA

JFK
EMMA G. HEMPHILL

Lexington
ROBERT J. WARNOCK

Malden
TYLER EVANS CCA
EILEEN M. FINN

Medfield
ELIZABETH I. RAY

Medford
GERALD M. LYLES
VICTOR WONG WAJARACHOT CCA

Milton
KATHLEEN V. NICKERSON
CHARLES S. ROSEN

Needham
TINA M. DOHERTY
TIMOTHY P. JENKINS CCA
TAMI L. JOHNSON

Newton Centre
THOMAS A. CARYL

Newtonville
ZINEB BENNANI CCA
PAUL R. BERNIER CCA
MICHAEL P. ZIRPOLO

Roxbury
MARQUIS CAMPBELL CCA
DANIELL REGIS CCA
KEILLEN F. SMITH JR. CCA
WILLIAM TROUTMAN CCA

Scituate
KAREN M. LYNCH

Waltham
DAVID BAHM
WILLIAM A. BOURQUE CCA
JAMIE DICICCO CCA
KELLY M. GREEN-GALLO

West Roxbury
LOUIS GUERRIER CCA
KASEY O'CONNELL CCA

Woburn
MICHAEL A. BROTHERS CCA
TIMOTHY O'DONOGHUE CCA
CRAIG REXFORD
JAVIER RIVADENEIRA CCA

We apologize in advance if your name appears on this scab list in error. This information is forwarded to us from our National Headquarters and we do our best to ensure its accuracy. If you are still not in the Union, it's time to step up and pay your fair share. No excuses. Contact your Station Steward to join NOW!

In Memoriam

Ronald P. Curtin
Retired Member - Newton Centre

Albert L. Liferi
Retired Member - Fort Point

Robert V. Mahoney
Retired Member - Braintree

Kenneth J. Nestor
Retired Member - Medford

Timothy F. O'Leary
Retired Member - Brighton/Braintree

Salvatore A. Piccolo *
Retired Member - Allston

Peter L. Schiavone *
Retired Member - Braintree

* Denotes Fifty-Year Life Member

Rest in Peace

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.

★ ★ To Our Troops! ★ ★
Thank You For Your Service and Your Sacrifice!

BRANCH 34 SUPPORTS YOU!

IMPORTANT!!

ALL LETTER CARRIERS

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2. Have been diagnosed with leg arthritis; or
3. Have chronically sore knees; or
4. Have had knee surgery for **ANY** reason; then

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Branch 34 Leaders Attend MSLCA Convention in Hyannis



Names of attending Branch 34 Delegates at the Massachusetts State Letter Carrier Association Convention in Hyannis, MA:

Joseph Demambro
 Frederic London *
 Samie Smith *
 Michael Kidd *
 Michael Murray *
 Bob Lind
 John McMahan
 John Casciano
 Gerald McCarthy
 Michael Yerkes
 Robert Damatin *
 Maureen Marinelli
 Sean Mullett
 Robert Simpson
 Tom Rooney
 Brian Manning
 Tom Boudreau

* Signifies newly elected State Officers from Branch 34 attending (Missing from above list is *Michael Gorham who was incapacitated, but also elected by acclamation).



Protect Your Route: Auxiliary Assistance and 3996...

(continued from page 2)

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 (✓) 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 portion should be identified as follows: L 1/2, R 1/4, M 1/2 (L-Left, R-Right, M-Middle of the shelf).

- 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

- 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.)

Branch 34 Rolls a Strike for the MDA at 2015 Bowl-a-Thon



Recently, our Annual MDA Bowl-a-Thon took place again at Lane-n-Games in Cambridge. As I stated last year, I appreciate that so many people came out on what might be their only day off that week and some of our CCAs also took to the lanes after they were somehow able to get the day off. Way to go!

For most of you who have been there year after year, I thank you, and request you all to ask more people from your office to get involved next year with such a great tradition and worthy cause.

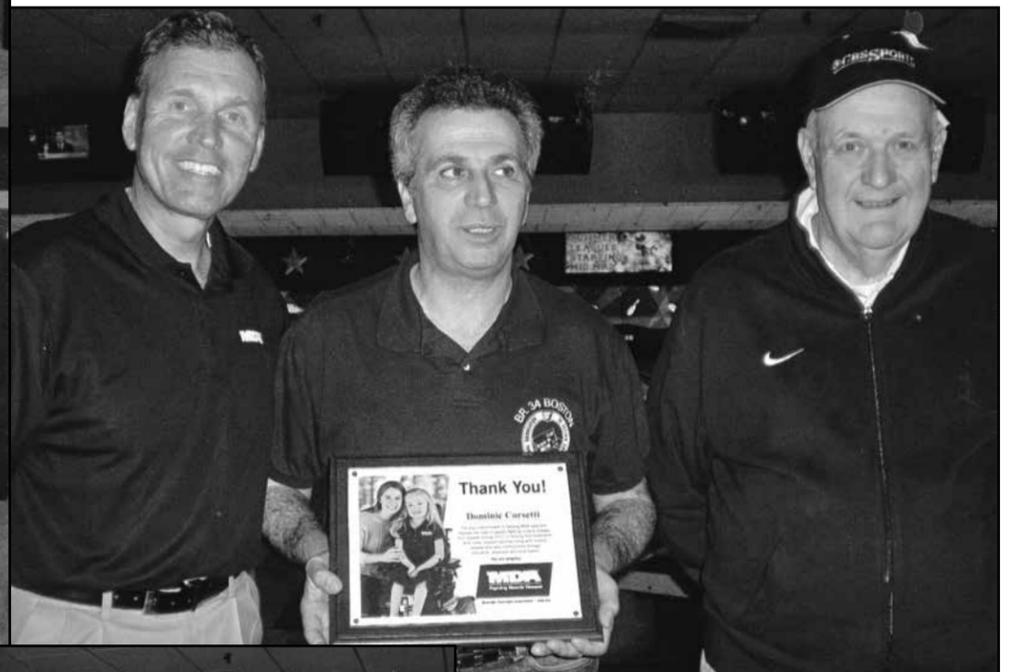
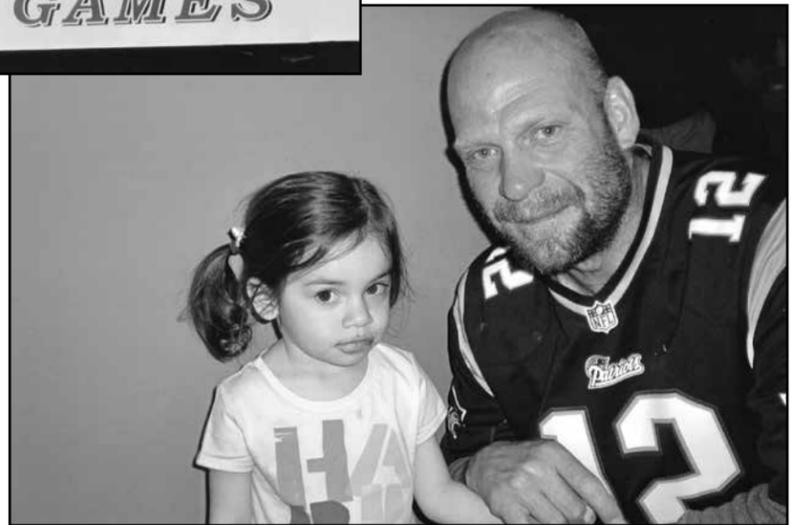
Also, thank you for your continued support of our NALC Food Drive. Food banks and pantries across America depend on our efforts to feed families in need. You provide a service in more ways than one to the citizens of Massachusetts. Thank you for a job well done.

I would personally like to thank our Bowl-a-Thon Coordinator Domenic Corsetti for stepping up again here and also as our Food Drive Coordinator. This year, because of the harsh winter, these events were back-to-back. We also need to recognize Branch 34 MDA Chairman George Adams. George is recently retired from the Woburn office, but his work has not stopped when it comes to the MDA.

And finally, kudos again to Fort Point Letter Carrier Denise Synan for taking the great photos. Thanks Denise!

See you all at next year's Branch 34 MDA Bowl-a-Thon!

— Steve Mahoney, Editor







Active letter carriers:
Contribute
to **COLCPE**
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** 5-DIGIT 54321
*****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 canceled 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.

- 1 Be sure you know your 8-digit Employee ID Number (on your paystub) and your 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 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.

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

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.serviceline.opm.gov
- Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A2222220
- 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 canceled through the Office of Personnel Management. Contributions to COLCPE are not deductible for federal income tax purposes.

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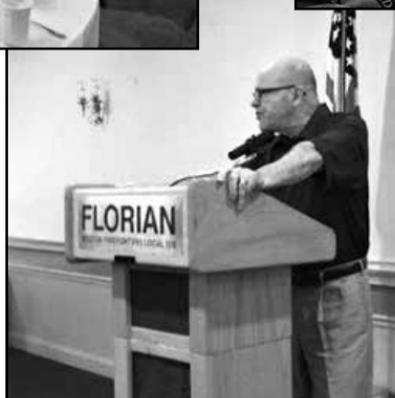
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Branch 34 Celebrates Its Retirees!



Branch 34 Says Farewell to Its Newest Retirees!

IMC's Roger Ciampoli



Branch 34 President Bob Lind poses with new retiree Roger Ciampoli of IMC.



The official retirement cake.



IMC's Roger Ciampoli of Winthrop is surrounded by the IMC Stewards.



Branch 34 President Bob Lind presents IMC's Roger Ciampoli of Winthrop his retirement jacket.



Winthrop's best pose with Roger Ciampoli.

Brighton's Tom Cooper



Brighton's Tom Cooper enjoys his last day.



Brighton Shop Steward Rashon Butts, Branch 34 President Bob Lind, "Good" Tom Cooper and Manager Mike King.



Branch 34 President Bob Lind poses for a photo with "Good" Tom Cooper.



Malden's Tom Williams



Malden Shop Steward Peter Dingle wishes good luck to new retiree Tom Williams.



Branch 34 President Bob Lind presents Malden's Tom Williams with his retirement gifts.



Malden's Tom Williams shares a laugh with co-worker Carl Peters.



Malden's Tom Williams is congratulated by O'Bie for a job well done.

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William P. Carroll (Of Counsel)

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Arlington's Stevie Glynn



Stevie Glynn, never too shy to speak his mind, reminisces about his time in Arlington.



Branch 34 President Bob Lind prepares to present Arlington's Stevie Glynn with his retirement jacket.



A shirt for the "rafters!"



Branch 34 President Bob Lind, Arlington Shop Stewards Gerry McCarthy and Stevie Glynn listen to stories about Glynn's career.



Branch 34 Vice President J.T. McMahon speaks highly of Arlington's Stevie Glynn.

Jamaica Plain's Jack Harrington



Friends and workmates Jack Harrington and Branch 34 Area Steward/JP Shop Steward Bernadette Romans share a moment.

Roxbury's Jimmy Kane



Roxbury and South End Carriers pose for a photo.



Roxbury's Jimmy Kane shares a farewell story with his co-workers.



The new #1 Carrier in Roxbury Jorge Espada shares a laugh with Jimmy Kane.



Branch 34 President Bob Lind shares events that took place the year Roxbury's Jimmy Kane started to deliver mail (1967).



Branch 34 President Bob Lind presents retirement gifts to new retiree Jack Harrington of Jamaica Plain.



Jamaica Plain buddy Daryl, Branch 34 President Bob Lind, JP Shop Steward Bob Damatin, "Big" Jack Harrington and Branch 34 Area Steward/JP Shop Steward Bernadette Romans.

Fort Point's John Kavanaugh



Fort Point's John Kavanaugh receives congratulations on his well-deserved retirement from one of his co-workers.



Fort Point's John Kavanaugh's beautiful retirement cake.



Fort Point's Carriers pose with John Kavanaugh.

Jamaica Plain's Peter Sze & Greg Thompson



Jamaica Plain Shop Steward Bob Damatin praises Peter Sze's contribution to the Jamaica Plain Post Office.



It fits - Jamaica Plain's Peter Sze's tries on his new retirement jacket.



Jamaica Plain's Greg Thompson and Peter Sze retire - Lynette Dion, Retiree Gary Thompson, Branch 34 Area Steward Bernadette Romans, JP Shop Steward Bob Damatin, Retiree Peter Sze and Branch 34 President Bob Lind.

Weymouth's Edward Welch



Weymouth's Edward Welch gets ready to party on his last day.



Weymouth's Edward Welch cuts the first slice of his retirement cake.



Edward Welch poses with his Weymouth co-workers as they celebrate his hard-earned retirement.

Fifty-Year Gold Card Recipients Honored at Branch 34 Retiree Luncheon

The Fifty-Year Gold Card recipients gathered for a photo shot at the latest Branch 34 Retiree Luncheon.



The Fifty-Year Gold Card recipient Lawrence "Larry" Burnett accompanied by his son Frank (a Local 103 Union member). Larry is our eldest attending statesman – 98 years old. Congratulations and thanks Larry!



Arthur Minichiello reminisces about his career after he receives his "Sixty-Year" Union Pin. Looking on are Branch 34 President Bob Lind, Branch 34 Financial Secretary Michael Yerkes and NALC National Business Agent John Casciano.

**We're Loud!
We're Proud!
...and We're Celebrating 125 Years of Powerful
Union Participation and Accomplishments!**



125th

Anniversary

1890-2015

Celebrate With Us Throughout the Year!