

# Have a Safe and Happy New Year

from the Officers and Executive Board of  
**BRANCH 34 NALC BOSTON**

**National Association of Letter Carriers**  
**Joseph P. Considine Branch 34 NALC, AFL-CIO**  
**400 West Cummings Park, Suite 3950**  
**Woburn, MA 01801-6396**

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## Branch 34's CLAN

National Association of Letter Carriers



### President's Corner

## Celebrate the Best of the Holiday Season!

**W**inter is getting ready to set in and packages are on the rise. This is the dawn of the holiday season and as much as we dread it I wouldn't trade away one New England Thanksgiving, Christmas or New Year's Day. It's the New England chill in the air that enhances our traditional classic holiday football rivalries, family gatherings and holiday festivities. Whether it's a Thanksgiving High School rivalry, a Christmas Pro Classic or a New Year's Collegiate Bowl Game in New England it's always better! The early morning breakfast accompanied by a frosty or perhaps a warm brewed chaser is always a welcomed and favorite holiday delicacy.

Later, we gather together and offer each other best wishes followed by the traditional holiday feast. There's nothing that beats the holidays here in the Northeast. For those that have relocated to warmer climates, enjoy! I personally don't believe you can experience the holiday season anywhere quite like New England. Hawaii, Florida, Las Vegas, Phoenix, L.A., Seattle and the list goes on but there's no holiday season that compares to our own and no better place to celebrate it.

Happy Holidays to the members of Branch 34 no matter where or how you celebrate this festive season. As New Englanders we may struggle a little more than elsewhere under some trying circumstances (snow, sleet and hail) but we've learned to appreciate this special time of year with those select people we call family and friends. **CHEERS TO ALL!**

### Realigning Truck Routes Territory

**T**he postal service is looking to realign territory associated with our truck delivery (parcel, relay and collection) to coincide with the foot-route carrier routes. In other words: they are no longer interested in a carrier route having multiple trucks delivering portions of that route. In essence they want each carrier foot route to have one truck only delivering exclusively to that particular route (relays or packages).

A side benefit for the postal service would be the elimination and need for multiple schemes while sorting packages thus expediting package delivery. Also when relief is warranted the supervisor can direct a driver to give off the parcels for a particular section (Example: routes 1 and 5) as an aux or overtime. This type of system is being pursued in the name of enhancing customer service. The USPS is hopeful of establishing for our postal patrons a system of predicting the approximate delivery time of which those patrons will be receiving their expected package in their homes. This service is viable in competing for the package delivery market.

The postal service is also looking at all local delivery, pickups and collections. The fact is there are some truck routes that travel halfway across the city to do a collection then drive across town again in order to drop off the outgoing mail. Once dropped off they return to their originating route and resume package delivery. In some cases it's repeated multiple times during the course of the day. These delivery inefficiencies are not going unaddressed.

How will the postal service achieve this realignment of territory? It can be done one of two ways: 1) a truck inspection or 2) if agreed upon it's done locally within the station.

Locally it can be achieved with the input of the drivers, steward, manager and a designated representative of both parties (the NALC and USPS). Is the intent to take routes out? That is not the intent if done locally. In fact if done locally and then established that routes warrant overtime or assistance on an ongoing basis then an adjustment can and will be made to address the problem. It will give the postal service a vehicle for determining whether or not a route is overburdened and justified for an adjustment.

This truck realignment of territory combined with the carrier input will help establish a line of travel. Eventually those carriers covering a truck vacancy can be given a daily route of travel and delivery sheet such as those provided on Sunday/Holiday delivery with Amazon to assist in delivery. The technology is here and the postal service intends to utilize it for customer service and efficiency.

Jamaica Plain was selected as a pilot site for this truck realignment of territory. We will be monitoring the outcome over the following weeks before making a determination to continue.

### More CCA Conversions

**C**ongratulations to the seventeen CCA's recently converted to full time regular status. You're now a *career* carrier and if you haven't already start-acting like one: be a professional letter carrier at all times. Contribute to PAC, get involved with your union and set an example for all CCA's to follow. I hope you also have long rewarding career!

### CDRAAP is a WRAP

**T**he City Delivery Route Alternative Adjustment Process (CDRAAP) for the most part is wrapping up for Branch 34. This process is a nationally developed process and is *not* branch initiated. The CDRAAP is based on route related data compiled during a specific time frame

and utilized to adjust those selected stations routes. I say above its wrapping up for the most part because in certain instances due to questionable data they've been frustrated on how to proceed. Our local representatives have been exasperated by their inability to get support in reaching a final settlement.

Kudos to **Larry Last, Rich Galvin, Mike Gorham** and the branch station's representatives whether a shop steward or selected involved member(s) for their hard work and dedication. For Larry, Rich and Mike they not only worked on the selected Branch 34 stations but also represented outside NALC branches to the best of their ability.

I thank everyone involved for their perseverance and determination despite any political obstacles placed before them. Unfortunately the few people to whom our reps answered to had their own political agenda and promoted it regularly much to the chagrin of our branch representatives. Throughout this process our representatives received outside interference. Unfortunately certain individuals were wrongly placed in key positions by the NALC and *could not* be impartial when called upon for decision-making. They demonstrated a bias flagrant favoritism of which Branch 34 was excluded. If the NALC wanted impartiality and fair play at the regional level their selection should have reflected it.

### Contractual Pay Increase

**O**n November 14, 2015 the basic annual salary for each grade and step of **Table 1 and Table 2** were increased by an amount equal to **1.0 %** of the basic annual salary for the grade and step of each affected letter carrier.

Also effective on that date CCA's hourly rates in Table 2 were increased by another 1.5%.

(continued on page 4)



**Robert A. Lind**  
President

### Branch 34 Upcoming Membership Meetings

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

**January 12, 2016**  
at the Malden Moose Hall  
582 Broadway (Rte. 99), Malden

**February 9, 2016**  
at the Sons of Italy Hall  
120 Quarry Street,  
Quincy

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**  
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**Represented Communities:** Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

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# Another Onerous Postal “Reform” Bill Hits the U.S. Congress

U.S. Sen. **Thomas Carper** (D-DE) has introduced another Postal Reform Bill. This current bill is called the Improving Postal Operations Service and Transparency Act of 2015 – S.2051 (*iPost*).

Sen. Carper is the ranking member of the Senate Committee on Homeland Security and Government Affairs (HSGAC). Sen. Carper previously introduced a bill in 2013 that would have cut 80,000 jobs by reducing mail delivery to five or fewer days a week, end door-to-door delivery, and subject federal pension and healthcare benefits to new negotiations and arbitration.

Sen. Carper was also instrumental in passage of the infamous Postal Accountability and Enhancement Act (PAEA) of 2006. This bill was supported by the NALC at the time. But it has now become the bane of the Postal Service. The retirement pre-funding portion of this bill has put the postal service in dire straits, to the tune of \$5 Billion a year. Pre-funding has been the main tool in attacking the Postal Service in its financial clampdown.

One should still be concerned in dealing with Sen. Carper, because of his past actions to harm the Postal Service.

Sen. Carper’s *iPost* Act of 2015 still has a number of items that are detrimental for the survival of the Postal Service:

1. Conversions to cluster boxes and curbside delivery;
2. The requirement of Arbitrators to consider the Postal Service’s financial condition in contract disputes as well as other factors;
3. Federal Employee Compensation Act (FECA) reforms that would severely reduce or eliminate various FECA benefits for injured workers, and spouses.

The NALC does not support the above sections of this bill. There are some sections of *iPost* that would be beneficial:

1. Pre-funding to 80% of projected obligations and changing the payment schedule to over 40 years;
2. The delay of Plant and Post Office closings and consolidations;
3. No recommendation of five-day delivery.

Another section of Carper’s Postal Reform Bill concerns Health Benefits and Medicare. The NALC happens to support this section of Carper’s bill. There would be a new Postal Service Health Benefit Program (PSHBP) within the Federal Employee Health Benefit Plan, implemented and administered

by O.P.M. for all Postal employees and annuitants.

This program would also require all Medicare-eligible Postal employees and annuitants to enroll in Medicare A, B and D. At this time, 23% of annuitants have not enrolled in Medicare B. The irony of this is the former Postmaster General supported this change a few years ago. The reasoning was that damn pre-funding obligation that was buried in the PAEA of 2006.

What does having a separate Postal Health Plan within FEHBP mean? As of now, there are approximately four million participants along with their families in FEHBP, compared with 730,000 Postal employees and annuitants that would be in a new health plan.

By having a new Postal Health Plan, would the members have the same choices that FEHBP members have? FEHBP has about 250 local and approximately 20 nationwide plans to choose from.

Is this the first step to a singular health plan?

Is this plan for future employees and annuitants, or for everyone on the date this benefit plan is enacted? (Some reports mention future retirees.)

If one has the NALC Health Plan for instance, will the NALC Health Plan continue to be a secondary plan when one is required to sign up in Medicare A, B and D? Or will it become a basic run-of-the-mill supplemental health plan for annuitants over 65?

The current NALC and Medicare costs are:

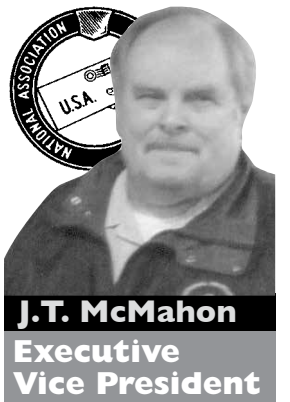
- Active Carrier cost for family – \$131.71/biweekly
- Annuitants – \$343.00/month
- Medicare A – Free
- Medicare B – \$105.00/month per person
- Medicare D – approx. \$32.00/month for average plans.

Will any of these added costs to annuitants be balanced out? Will the cost of the entire health plan be impacted?

Hopefully in all of the pages of this new “reform” bill, a poison pill does not exist.

(Some information comes from the *Postal Record*, *Activist*, *Postal Reporter* and the *Postal News*.)

Happy Holidays to you and yours!



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

## Treachery in the TSP

Fifteen federal organizations, including the National Association of Letter Carriers, are urging Congress not to use the Thrift Savings Plan (TSP), the federal government’s retirement savings program, as a revenue source.

In a recent letter to House and Senate leadership, a member of the Employee Thrift Advisory Council (ETAC) Chairman **Clifford Dailing** urged them to “declare the TSP off-limits as a source of revenue” to reassure federal employees that their retirement savings will be left untouched.

“The TSP is an important part of the retirement system for federal employees. For some in the military, it may be their only retirement savings during their service years. Without it, most will not have sufficient retirement income,” Dailing wrote.

Make no mistake: Every nickel redirected from the rate of return on the TSP G Fund to finance the highway bill, or

any other revenue source, would be money out of the pocket of an active federal employee, a retired federal employee or veteran. Any change in the G Fund interest rate will effectively remove the only safe harbor in the TSP and have a chilling effect on the structural integrity of a plan that has provided a stable path to financial security in retirement for uniformed and civilian personnel alike.

Members of Congress should know better than to weaken the foundation of the system.

★★★★★★★★★★

The best news is that I want to wish you and yours a happy holiday season and a very MERRY CHRISTMAS.



**Bob Simpson**  
Vice President

## Arbitration

Over the summer I had the privilege of testifying at an arbitration on behalf of the carriers of Dorchester Center. The grievance arose from one CCA carrier noticing his pay stub did not properly reflect the hours he had worked. Through my investigation I found out that not only was Management taking time away from this carrier and the other CCA carriers in the office, but almost every carrier in the office.

What they were doing, in most instances, was placing carriers out to lunch and in from lunch for periods longer than a half hour. So, if you worked 10.43, the Service would place you out to lunch for 93 units. This manipulation would eliminate the 43 units of V-time and it would appear you worked only 10 hours (your half hour lunch is automatically deducted).

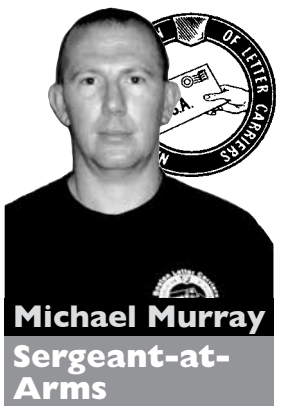
This stealing went on for months and included almost 200 manipulations. That in and of itself would be bad enough but on many occasions the employee identification number (EID number) used to commit the fraud (if any changes are made to your clock hits the person making those changes EID number shows up) would be for a supervisor who wasn’t at work at that time. Several times one of the supervisors was on A/L when her EID number would show up manipulating carrier clock hits and time. Needless to say I didn’t think she came in just to change carriers clock hits while she was on vacation. The other supervisor’s EID number would show up

many times at night manipulating carrier’s clock hits when his own clock hits showed he finished his day hours earlier.

The only conclusion was the manager had used their EID number to commit fraud. I had worked with her for many years and this was not surprising but truly outrageous. The supervisors would not place blame on the manager or themselves. Through the run of the grievance they vigorously defended themselves and blamed the carriers and the Union. Of course, who else would they blame? At arbitration the Postal Service changed their position and placed the blame at the managers’ feet.

While waiting for the case to be heard at arbitration the manager resigned. Rumor has it that she was given a choice, be fired or resign. I’d like to think this investigation played a part in her predicament. Of course the issue of how to make the carriers whole and to ensure this never happens again was still in dispute. This violation has come up several times in the past at Dorchester Center and I wanted it to stop, the grievance

(continued on page 4)



**Michael Murray**  
Sergeant-at-Arms



# Politics and the NALC

Hardly a day goes by without news regarding the upcoming presidential election. Democrats and Republicans alike are debating, holding rallies, conducting news conferences and other campaign activities. I hope all letter carriers will also be involved with this election. The next president, along with congress, will decide many issues affecting the Postal Service.

I wonder how seriously letter carriers consider the ramifications of legislation that will directly affect their jobs, retirement, health care, job security, and longevity. Postal Reform legislation does just that. Postal Reform has been discussed for many years and has always been put off for another day, month, or year. Sooner or later real Postal Reform will take place and decided in Congress.

NALC updates its political and legislative agenda constantly and is active in any Postal Reform legislation. NALC supports some parts of Postal Reform legislation but will not budge on several items in any legislation. Fixing the Congressional pre-funding mandate, six-day mail delivery and door-to-door delivery are a few of those issues. I would like to explain a few of the priorities in any postal reform.

Over the last few years the Postal Service has started to once again become profitable. Excluding the pre-funding expense, the Postal Service had made \$1.2 Billion on operations through the end of the third quarter of this year. We all know this is due to the increase in package delivery and stabilization in letter mail volume.

The source of the financial problem is the 2006 congressional mandate to pre-fund future retiree health benefits. As you know the USPS takes no taxpayer dollars.

As part of the Postal Accountability and Enhancement Act of 2006, USPS is required to pre-fund 75 years worth of health benefits for future retirees. This includes paying health benefits for some that are not even born yet. The payment schedule on the cost is a ten year payment which amounts to \$5.6 Billion per year.

The Postal Service health benefits are already well-funded. USPS has already paid more than half its liability on the health benefits. This is much higher than called for by private sector practices for the small percentage of companies that do prefund. No other private or public company must take on this liability.

Any Postal Reform legislation in Congress must reform the pre-funding mandate or at least reduce its burden. The prefunding and consequential financial condition place six-day delivery at risk. The Postal Service has chosen to cut services and close processing plants to deal with the pre-funding burden.

As I mentioned the financial situation has caused the Postal Service to reduce service standards, implement closure of hundreds of mail processing plants, and shutting of thousands of post offices. Slower mail delivery is not the answer to the problem. This will only drive away customers and prevent the Postal Service from investing in infrastructure such as new vehicles. Any Postal Reform must include a moratorium on closing and restore service standards to previous levels.

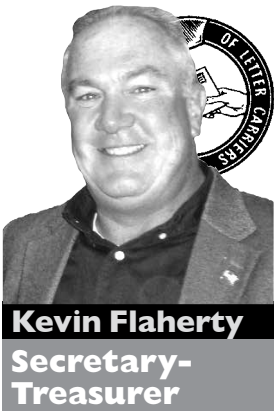
Six day mail delivery is essential for the survival of the Postal Service and also for our customers. The Postal Service has been trying to eliminate six day delivery for thirty years. Congress, as part of its appropri-

tions bills has passed a rider that requires USPS to deliver six days per week. Cutting Saturday delivery would do much more harm than good. Business customers as well as households support the maintaining six day delivery. Ending Saturday delivery would drive business to alternate delivery methods. Any Postal Reform legislation must preserve six day mail delivery.

The Postal Service delivers to nearly forty million residential and business customers by door delivery service. Recent changes in postal regulations allow for current door deliveries to be converted to cluster boxes, subject to customer approval. This is widely unpopular to both business and residential customers. This reduction is service will likely drive customers to reduce use of the Postal Service. Letter carriers generate millions of dollars in revenue via Customer Connect. This is direct result to servicing customers directly. Letter carriers are in the community and are often the contact customers have with the outside world. This is evident by daily accounts of letter carriers saving people from accidents and illness. Customers would be forced to walk some distances to get their mail. Any Postal Reform legislation must preserve door to door delivery.

There are other issues affecting our members at stake as well. The Windfall Elimination Provision and Government Pension Offset greatly affect retirees. The Postal Service also faces ramifications from the “free trade agreement. The Trans-Pacific Partnership could ban postal banking, regulate universal service and impose stiff restrictions on state owned enterprises such as the Postal Service.

Why do I mention these proposed cuts?



The 2016 Presidential and Congressional election could play a large role in the future of the USPS. I for one will vote first and foremost for my job. Candidates that support NALC’s view on Postal Reform will get my vote. I hope most letter carriers feel the same way. Without our jobs are freedom to do the things we enjoy would be in jeopardy.

★★★★★★★★★  
*Happy Holidays to all of our members and families!*

## The Union Steward

During this family-oriented and festive time of year I tend to tone down my articles to reflect the season. There is enough time throughout the rest of the year to point out the improprieties.

My last article focused on the importance of unionism in general. This time around I want to discuss the role, the face of the union: the shop steward.

## 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:

- Steven A. Bushee.....Revere
- Gary L. Chancey.....Cambridge A
- John J. Coffey, Jr.....Lexington
- Rimas R. Gavelis .....Milton
- John J. Kenney, Jr.....South Boston
- Stuart J. Kepnes.....Woburn
- Richard C. Langone.....Arlington
- James F. Mansfield.....Belmont
- Coleman J. McDonough.....Back Bay
- Ronald D. Odom.....Roxbury
- Robert P. Piatek.....Watertown
- Tony Quan.....Fenway
- Betty V. Spadafora.....Lexington
- Alexander J. Tatosky.....Cambridge
- Oscar R. Truitt.....Newton Centre
- James E. Wall.....Newtonville
- Susan R. Wall.....Roxbury

A steward is elected by a majority of the dues-paying members of a station. An election is required upon a vacancy (the current steward steps down, bids out, retires or is voted out). When no carrier steps up to run, the position remains vacant and issues will be addressed by the Branch once we are notified of an issue by a member. A station is at a disadvantage when it has no steward - problems that need to be addressed quickly and could possibly be resolved quickly will be dragged out. Believe it or not there are a couple of stations represented by the Branch which do not have stewards.

Within the station the steward enforces the contract, The contract is the result of the many who have gone before us and fought the good fight. The contract is our negotiated relationship with management and its’ enforcement cannot be taken lightly. Enforcing the contract means just that - if the contract is violated, a grievance must be filed seeking an appropriate remedy.

But a good steward needs to do much more including representing the NALC on the workroom floor, maintaining Union bulletin boards and keeping the membership up to date on current issues. Communicating with the workroom floor can be done simply by attending Branch meeting and

sharing what is discussed at job huddles or reading (and posting on the Union bulletin board) the Branch Flash. Keeping the membership up to date (contract negotiations, conversions, legislation, etc.) is vital to the NALC.

With that said a steward must not have a different agenda than the NALC, a steward must not apply the contract when they see fit and ignore it when it suits their personal agenda(s). A steward should not be bad-mouthing either the NALC or the Branch. If you don’t like the NALC or the Branch why do you have the job? The stipend?

The job of steward is hard enough. All we have is our integrity. If you have no integrity the job of shop steward is not for you!

★★★★★★★★★  
*In closing, I hope everyone has a Merry Christmas and Santa is good to all the kids out there. For all the many who are retiring this month, best wishes for a long and healthy retirement.*



## Correction/Apology

Please note the following corrections in the 125 year Anniversary Book:  
**Bill Lang** (not Lane).....Chelsea Shop Steward (IMC)  
**Tony Scrivano** (not Scirvano).....Lexington Shop Steward  
**Dave Longarini** (not Longerini).....Lexington Shop Steward  
Also we apologize to longtime Branch 34 Member **Philip S. Wong** for his omission from the Branch 34 Retiree Member list in the 125 Year Anniversary Book.  
— Bob Lind, Branch 34 President

**ATTENTION RETIREES**  
**Branch 34 Retiree Luncheon**  
**Sunday, May 22<sup>nd</sup> • 12:00 noon**  
**at Florian Hall, 55 Hallet Street, Dorchester, MA 02124**  
*(near Neponset Circle)*

### In Memoriam

**Robert W. Johnston\***  
Retired Member – Newtonville  
\* Denotes Gold Card Member

*Rest in Peace*

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

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Michael Murray	Sergeant-at-Arms
Rich Galvin	Clerk, MBA/NSBA
Paul Roche	Chairman, Trustees
Daniel O'Connor	Trustee
Rashon Butts	Trustee

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## Arbitration...

(continued from page 2)

ance included those past decisions. Also, the two previously mentioned supervisors were complicit in this scheme. Their EID numbers showed up many times when they were working and there were some written records of their shenanigans.

The arbitrator ruled in our favor. See his award at the right.

As is obvious from reading the award the arbitration was a contentious one. I wanted the supervisors to pay a price for their actions (I don't know if the Service took action against them) I also wanted there to be a significant punitive award paid to the carriers who had their time manipulated and their hard earned money stolen.

### Some Good News

The Postal Service released their financial report for fiscal year 2015 and we had a **\$1.2 BILLION** operating profit. This is the second year in a row where we had an operating profit of over a **BILLION** dollars. All of this is done without any taxpayer money. It's important that we inform our

customers and the general public of this fact as it's a common misconception for people to think we're funded by tax dollars.

The debt that is often mentioned by the news media when referring to the USPS is the unfair prefunding mandate that congress saddled the USPS with back in 2006. That law requires the Postal Service to prefund our future retiree health benefits 75 years in the future to the tune of about \$5 billion dollars a year. No other company or governmental agency is required to do this. That's the debt. We're making money delivering mail.

The financial news comes at a good time with our contract up next year and the recent announcement that the customer connect program has generated over **\$2 BILLION** in sales I'd say we're due for a sizeable raise. Let's hope Postmaster Brennan agrees. And if she's worried how to pay for it I know there's plenty of dead weight in the management ranks.

*I wish every brother and sister a Merry Christmas and a Happy New Year!!!*

## President's Report...

(continued from page 1)

### New Carrier Safety Program

The Postal Inspection Service has recently rolled out a carrier safety program here in the northeast region. It's an effort to put a face to our Postal Inspection Service rather than merely being an agency with a listed telephone number. Working in conjunction with local authorities the inspectors want to have visibility where needed. Dorchester Center has been selected as a pilot site in the Boston Installation based on prior activity within that office involving letter carriers on the street (assaults, personal vehicle break-ins etc...)

The involved inspectors pay a visit to the selected station and do a rollout standup and have the carriers fill out a brief safety related questionnaire. One goal is to raise carrier awareness of his or her surroundings while in the performance of their duties. If a carrier feels their safety is at risk then certain procedures should be in place to remove themselves from the situation. This program has been rolled out by the Inspection Service in targeted areas throughout the northeast where their higher visibility has proven to be beneficial. The NALC is receptive to any program that enhances carrier safety in or out of the office.

### The War on Drugs

EAP is a resource for a number of family problems (finances, day care, elder care, gambling, marital problems and the lists goes on and on). How often over the years have you heard someone from EAP say it isn't *only about* alcohol and drugs? Probably at least a half a dozen times anyways?

Well let's talk about drugs and alcohol because they seem to be in every American neighborhood and family. How many grandparents do we know that are raising their grandkids because of drug-related deaths, incarcerations or just plain drug-related neglect. Unfortunately this scenario is replicated over and over across this country. Something has to give.

We're losing a generation to drugs and much of these addictions started with a physician prescribing their drug of choice and later pulling the plug after an addiction has already been established. This isn't always to script but more times than not it is. Our own medical establishment needs to be regulated and scrutinized. Doctors are not above the law and penalties need to be levied when negligence is involved. These pharmaceuticals that offer nothing more than a guaranteed addiction must be challenged. Only then will we start to address this drug epidemic sweeping our country.

At the same time we need a long-term

support program in this state for those individuals trying to get themselves clean. In a state as progressive as Massachusetts it's pretty sad that many of those affected have to go out of state (if they're lucky enough to prove residency elsewhere) to be admitted into a credible long-term substance abuse program. Massachusetts is beginning to recognize this problem and it appears they're making strides to correct it. The MA AFL-CIO recognizes these needs and has made it a priority to lobby for constructive legislation to correct and address the necessary changes within our state. This is an battle *we must win*. On a personal note: If you are experiencing drug-related problems in your household, EAP is a resource for all those affected.

### Next Stop... Revere

It just seems like yesteryear that we had the dedication of the new Revere Carrier Annex. I can recall vividly speaking to those in attendance how I wished over time every station's carriers could enjoy a home like Revere's spacious new building. It seems ironic but that wish was short lived based on the changed agenda and objectives of the postal service. The already lagging economy (post 911) and the 2006 legislation that resulted in the prefunding requirement brought all new construction (for the most part) to a screeching halt and opened up a whole new series of problems. Building closings, consolidations and building sales took precedent and soon became our national business model for the USPS.

Fast forward to 2015 where we recently engaged in yet another move: the Melrose Unit of Malden became the Melrose Unit of Revere. This move materialized because of our package growth and the limited space afforded at the Malden facility. This wasn't a money saving endeavor but a move out of necessity Based on this past year's overcrowding and package forecasted increase something had to give. Fortunately for the postal service they had a spacious facility to fall back on: Revere.

Thankfully for the postal service Revere has room enough to handle the additional carrier unit and the needed parking. On October 31<sup>st</sup>, Melrose said goodbye to Malden and hello to their new home in Revere. Unlike some recent moves there was no 41.3.0. There was no dismantling of routes just a new location to punch in and out of. Will there be any major impact on either unit? The answer is no and postal life goes on.

Hopefully Malden enjoys their new found space and Melrose their new home. It's been a long time since Malden had a facility for themselves only.

### AWARD

This grievance is sustained.

The parties are to meet, in good faith, within 30 days to determine those letter carriers identified in this grievance whose workhours may have been adjusted inappropriately, (exclusive of any employee previously identified and receiving a pay adjustment) and immediately implement appropriate adjustments to their hours/pay.

The Postal Service is ordered to cease and desist from any further improper TACS workhour/pay adjustments by management at the Dorchester postal facility. Failure to abide by this order, when demonstrated with factual evidence shall result in punitive damages of fifty (50) dollars per letter carrier, per individual infraction, in addition to appropriate adjustments made.

Evidence sufficient to demonstrate that Supervisor Antunes received TACS retraining, as mandated by the previous grievance shall be provided to the Union within fifteen (15) days of receipt of this award.

The Postal Service shall pay Branch 34 the sum of two hundred and fifty (250) dollars toward compensation for the Union's repeated labor due to the continued violations of the bargaining agreement over this same issue. The payment shall be made no later than thirty (30) days from receipt.

The arbitrator shall retain jurisdiction for a period of no less than ninety (90) days from the date of this award for all purposes related to this award.

[Note: The arbitrator pleads indulgence of the parties lastly by offering remarks similar to those in which he began. The outcome of this grievance, no doubt will bring satisfaction to neither party. Each sought complete vindication of their respective positions, and despite that, I have ordered the same parties to meet soon and find agreement over issues that have previously eluded them. My advice, my hope is that you move past prior disagreements and work with each other from a position of mutual respect, and good faith. The nature of such disputes can, and often does bring out the dark nature of our personalities, not our better angels. I sincerely encourage the parties to seek those better angels while complying with this award.]

Respectfully Submitted,

  
Donald J. Barrett, Arbitrator

Date July 28, 2015

## Saving What We Have All Worked So Hard For

As this year comes to an end many of our letter carriers will have worked enormous amount of hours getting mail and parcels delivered to our customers and for this company. When talking with some of you it has been referred to as blood money. While having the same conversation with other letter carriers they have used this opportunity to bank a large amount of money protecting their financial future. So at this point in time it may be affordable to purchase an annuity from the NALC. As most of you know the NALC has two different annuity plans to choose from. Log on to the NALC web site and click on member's benefits and from there you can see the different brochure. Talk with your partner and speak with a financial advisor to see what works best in your situation. An NALC Annuity could be that extra income later in life that makes things just a little more comfortable. It's never too early or late to start planning for your future.

### CDRAAP Update

As for CDRAAP the year is closing out as well. The MOU for this year's route adjustment process will expire at the end of the year and hopefully the zones will be all completed by then. Providing the zones have no major issues that is. That being said there is a review period for any zone that may not be in perfect alignment. After a zone has been implemented the 30 to 70 days after will be the time period under review.

According to MOU it is the responsibility of the Local Contacts to request a review if they feel another adjustment is warranted. Now that being said I continually monitor any zone in the process to make sure nothing get by any of our Locals during this hectic time of year. Two things this year have me a little more concerned than usual.

The first point of concern is Data Integrity. This happens when carriers don't

make their own clock hits and management imputes what they believe you did on any given day. In some instances we have uncovered management imputing fraudulent clock rings and have dealt with that

immediately. The second issue for me in this process is letter carriers working off the clock. This is a battle that we as union reps are up against the wall.

On many occasions during the carrier consultation portion of the process carriers have stated that they are not taking all or some of their breaks. This makes no sense to me at all. There are plenty of organizations out there looking for volunteers that could use your help not the USPS. We have not hit the point where we need our employees to work for free, not yet any way.

Worse than working for free now we are in a position where we are adjusting your routes to this data. So your route that you couldn't do in eight hours is now looking at an addition. We finally have an adjustment process that management is allowing us to be a part of and we have taken upon ourselves to distort the outcome.

Even if this does occur, which I do not support, protect yourselves, fill out 3996, notify your supervisor and steward so this information is on record and routes will not be adjusted to these situations.

Again, be the best carriers you can be and serve the public like no other agency does but remember eight hours of work for eight hours pay. The NALC has fought long and hard for all of thing we have don't just hand it all back.



**Rich Galvin**  
Clerk  
NSBA-MBA



# Maximum Work Hours, Mobile Delivery Devices ...and more

Much has been written in this forum by myself and others over the past year regarding USPS's deployment of scanners within the Greater Boston District, the cutting-edge technology and capabilities that management now has at its disposal and the worrisome potential consequences that they pose for our members.

As all members should be aware by now, these scanners track your progress and location throughout your workday. I'm equally sure all members know by now that these devices have the ability to send and receive text messages. In some instances, management has text members a question asking about why they are behind or why they delivered a parcel out of order.

Weingarten Rights are your right to Union representation anytime you believe questions by management might lead to discipline. (Note that you have to ask for a Steward, management does not have to offer you one.)

If you feel that any question posed could lead to discipline, including questions sent through these devices, you should text back

asking the supervisor if the question could lead to discipline. If the response is 'yes', ask for Union representation immediately.

While a text has not yet been used in discipline, don't be the first!

Members are also advised that when attempting to contact management regarding running over your allotted time and no-one seems to want to answer the phone at the station, text them. Ask the supervisor for instructions on what they want you to do their mail since you will not be able to make it back on time as you previously advised them earlier that morning.

Note that these text messages can be printed out. If any instructions, questions and/or overtime authorization are given via text, ask for your copy when you return to the office.

Lastly, please note that we recently reached agreement in an installation binding decision at Step B that these scanners are not deemed an accountable item within the provisions of the M-41; Section 261.11 and that you are not required to carry such devices during your off-the-clock lunch period and

any attempts to require such should be challenged. See your Steward.

## This Is Our Season

We all seen these USPS commercials touting our readiness to meet the challenge of the upcoming holiday season and quite frankly, I think they are well done and inject a sense of pride in the realization that we as an organization make more deliveries to more places than anybody in the world with over 15 billion successful deliveries made last year.

But delivering all those packages, catalogs and other mail products is not without cost, especially to those members who do not want to work overtime and who have expressed such desire by checking no on the Overtime Desired List (OTDL). Similarly, while our CCA members have little say in the matters of scheduling, excessive work hours required of these members creates no-less of a burden on their home lives as well. (Most OTDL Carriers I've talked with are content, many wrapping up personal best pay years, especially if they deliver parcels.)

Yet over many years, the NALC has negotiated, arbitrated and lobbied to change laws relating to work-hours required of its members. There are two separate restrictions on the maximum number of hours a City Carrier craft employee may be required to work. The first is found in Section 432.32 of the Employee and Labor Relations Manual (ELM), and the other in Article 8, Section 5.G of the National Agreement.

ELM Section 432.32 provides the following rule that applies to all employees, including City Carrier Assistants:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours.

Because this ELM provision limits total daily service hours, including work and mealtime, to 12 hours, an employee is effectively limited to 11½ hours per day of work plus a half-hour meal. However, the ELM also permits the collective-bargaining agreement to create exceptions to this general rule. An exception to this rule can be found in Article 8, Section 5.G of the National Agreement, which provides the following.

Full-time employees not on the 'Overtime Desired' list may be required to work overtime only if all available employees on the 'Overtime Desired' list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week. Employees on the 'Overtime Desired' list:

1. may be required to work up to twelve (12) hours in a day and sixty (60) hours in a service week (subject to payment of penalty overtime pay set forth in Section 4.D for contravention of Section 5.F); and
2. excluding December, shall be limited to no more than twelve (12) hours of work in a day and no more than sixty (60) hours of work in a service week.

The exception in Article 8.5.G applies only to OTDL Carriers. Excluding December, the above provision limits those employees to no more than 12 hours of work in a day and no more than 60 hours of work in a service week. However, since the term "work" within the meaning of Article 8.5.G does not include mealtime, the 12 total hours of work in a day for Carriers on the OTDL may extend over a period of 12½ consecutive hours.

Although Article 8.5.G provides that these limitations do not apply during December when OTDL Carriers may be required to work more than 12 hours, these exceptions do not apply to C.C.A.'s and non-OTDL Carriers,

all of whom are effectively limited to 11½ hours of work per day by ELM Section 432.32, even during the month of December.

Members should also be aware that these 12- and 60-hour limits are absolutes. Excluding December, a full-time employee may neither volunteer nor be required to work beyond those limits. In a National Arbitration decision (C-07323), Arbitrator Mittenenthal ruled that when a full-time employee reaches 60 hours in a service week, Management is required to send the employee home – even in the middle of a scheduled day. He further held that in such cases the employee is entitled to be paid the applicable eight-hour guarantee for the remainder of his or her scheduled day.

If any member believes that that they are being scheduled in conflict with the above cited contractually bargained limitations, or they have any questions, they should contact their Station Steward.

★★★★★★★★

Coming from someone who growing up couldn't remember his school locker combination for the life of me, I am constantly amazed at the absurd amount of account, pins, passwords and identification numbers that my oft-times addled mind is required to retain. While we are all aware that the security of our finances and other essential data is imperative, remembering all those numbers can be overwhelming.

Two such numbers that postal employees should commit to memory are your USPS Employee ID and PIN numbers.

All members are reminded that installation-wide bidding procedures, in addition to access to PostalEASE and unscheduled leave requests, must utilize the USPS Human Resources Shared Services phone number (1-877-477-3273) which requires a Personal Identification Number (PIN) in addition to your USPS Employee Identification Number. Any member who does not have a PIN (or like me has forgotten it) can obtain such by:

Log on to [ssp.usps.gov](http://ssp.usps.gov) from any computer or the Essential Links drop-down on the USPS Blue Page.

Click on the Enter SSP button.

Click on forgot password.

Fill in your Employee Identification Number (EID). (found on your pay-stub)

If you have already submitted a profile, you'll be asked to answer 2 security questions. If you don't remember the answers, don't panic, there's a button there marked forgot answers. Click that and it will walk you through it.

If you have never created a profile, you will go directly to the password reset screen. Answer the questions and continue on.

If you already had a profile, an email will be sent to your email address of record with a link containing further instructions.

If you have never set up your profile, a First Class letter will be sent to your address of record with a temporary password.

If you still need assistance, contact Shared Services at 877-477-3273 (Option 5).

★★★★★★★★

In closing, I'd like to extend my sincere wishes that you and yours all enjoy this holiday season. Be thankful for all that we enjoy especially the freedoms we cherish due to our veterans and present day armed service members. It can't be coincidence that these two holidays; Veterans Day and Thanksgiving, synonymous in intent occur mere weeks apart. Similarly, Merry Christmas, Happy Hanukkah and warm Kwanza wishes to all on such celebrated occasions. Finally, may we all enjoy a healthy and prosperous New Year!



## From the Field

# Cooperation not Incrimination

I recently have had the displeasure of accompanying a brother letter carrier into an interview with Agents from the Office of the Inspector General (OIG) regarding some alleged wrong doing. This is just one of a few cases I am currently working on which there has been OIG involvement. Based on these situations it seems that carriers just aren't listening to their union representatives and are not asking that the union steward be present during questioning. I do fear that this Article may be a bit of a re-tread, however, from the field I continually see that letter carriers do not respond well to either Managements or more importantly OIG inquires. Understandably, we all get a bit uneasy when we are being questioned regarding any potential misconduct; however I will remind you that you don't have to go it alone. Whether you are guilty of anything or not; please ask for union representation before participating in any sort of interview. At the very least your representative will be there for moral support and to take notes of the proceedings which could aid in a later defense, and at most they will prevent you from saying or doing something damaging. Your representative is probably more experienced in the interview process and more aware of tactics that Management or the OIG may use to get you to incriminate yourself. Don't be too proud or embarrassed to defer to their experience. Also I have seen to many instances where a carrier thinks by meeting with the OIG privately and telling them your side of the story that the OIG will be lenient or even forgiving of the unfavorable situation, this could not be further from the truth. The OIG, similar to many government agencies have a pay for performance incentives built in their pay structure; this offers little hope that they are going to help out a letter carrier who may have acted on a momentary lapse in judgment.

Also in at least one recent case I was assigned, a brother carrier sat down and wrote and signed a sworn statement implicating himself in a serious matter without consulting his steward or a Branch 34 officer. This is always a mistake and it resulted in the carrier's removal, which is currently in the grievance process. I don't want any confusion, I am not nor would I ever tell you to lie during an interview or in a statement but I am a firm believer of not doing

Management's or the OIG's work for them. In all disciplinary action Management is obligated to perform a thorough and objective investigation prior to issuing any discipline; it is my experience that the union has an extremely impressive record of defending carriers by demonstrating that management has not met this obligation. Your obligation as a letter carrier is only to cooperate in any Postal Service investigation; it is not to incriminate yourself. If your ever the subject of this type of interview, please sit down with your steward by your side and listen to Managements or the OIG's questions and answer them to the best of your ability, but keep in mind some details may not be remembered. I can't remember or I'm not sure can in many circumstances be an appropriate and helpful response. If you meet with a union official and they agree your best option is writing a statement than have at it. However as a reminder, keep in mind that if you put something in writing and sign it; you own it. It is next to impossible to go back and refute your own words in the grievance and arbitration procedure. Unfortunately I've seen too many people who have an uncanny knack for writing something one way but meaning something totally different; I am occasionally guilty of it myself, as you may have just read.

On behalf of my family, I want to wish a Happy Holidays Season and Merry Christmas to all my Union Brothers and Sisters and their families; may this New Year bring you Good Health and Fortunes. I hope everyone had the opportunity to take some well-deserved time off during the summer or fall seasons in preparation for "Our Season." Most of the Postal Services success is earned on the broad shoulders of our Letter Carriers. Finally, I would also like to take this opportunity to congratulate all the brothers and sisters who recently were converted from CCA to Regulars, you are the Future of this Union and I appreciate all that you do, thanks for your continued Solidarity. Hope to see you all at the Branch 34 monthly meetings, held the second Tuesday of every month with the exceptions of July and August. Be Seen, Be Heard, Be Active, Be a UNION Member.



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***Branch 34's  
Officers and  
Executive Board  
Wish Everyone  
a Merry  
Christmas,  
Happy  
Hanukkah,  
Happy Kwanzaa  
and Happy  
New Year!***



## ***Branch 34 Salute Its Recent Retirees***

***Back Bay Annex's Coleman McDonough***



Coleman McDonough of the Back Bay Annex looks at his new Branch 34 retirement jacket.



Coleman McDonough's co-workers at the Back Bay Annex wish him well on his upcoming retirement.



Al's retirement cake looks delicious.

***Cambridge A's Al Tatosky***



Branch 34 Financial Secretary Michael Yerkes prepares to make a presentation to Cambridge A's Al Tatosky on his well-deserved retirement.

Cambridge A's Al Tatosky listens to many stories about his career with the USPS.



***Lexington's John Coffey***



The Lexington P.O. turns out to honor John Coffey on his retirement.



Some of Lexington's finest carriers share a laugh with John Coffey and wish him well on his retirement.

***Revere's Steve Bushee***



Revere's (Melrose) Steve Bushee retires and receives thanks from Shop Steward Peter Dingle.



Branch 34 President Bob Lind congratulates Revere's Steve Bushee on a job well done.

***South Boston's John Kenney***



Branch 34 President Bob Lind listens to remembrances from South Boston's John Kenney.



John Kenney receives congratulations from Branch 34 Area Steward and South Boston Shop Steward Michael Kidd.



# From the Field

## The Postal Service is Hiring!

Here we are two and a half years after the ink dried on the Das Award and the Postal Service in their Ultimate wisdom still cannot hire the necessary amount of CCA's to cover all the positions they have available. Some of the reasons for this total lack of interest in a postal career would be:

**#1. The Pay** – \$15.00-\$16.00 per hour and then subtract their benefits is not enough to move out of Your parents house, never mind pay your rent and utilities or make a car payment so you can get back and forth to work and deliver mail out of it when all the two decade old postal Vehicles are out being repaired.

**#2. The Workload** – working 10+ hour days, six days a week and then add at least four on every Sunday is Not a incentive to stay working for the Postal Service. This is the major reason why CCA's that have been working for the Postal Service for a year or more decide to leave the Postal Service.

**#3. The Career Path** – Both Parties during negotiations worked out a career path for incoming CCA's where they would eventually be converted to regular. There is no great increase in pay for this conversion and the only benefits are not being forced to work every Sunday and able to refrain from Being on the OTDL. The other side of this is being the junior regular you're now eligible to be forced every time management gets a few sick calls.

I'm not saying that the current CCA's have it worse than the PTF craft of the

past, but the workload has Increased and in managements ultimate wisdom they expect the craft with the least experience to handle the majority of this workload all for the reason to save a few dollars in overtime. Many regulars would jump at the chance to work some of this work for the proper rate of overtime or penalty time. Charging a premium like UPS and FedEx do for addition service on days where we do not usually work would help offset this expense. I've offered many of my son's friends an application to work for the Postal Service and I haven't had a lot of takers. I've also offered these same applications to some friends who have become unemployed and they too have shown little or no interest.

In closing, I've been involved in a few last chance agreements to bring back employees who normally would be facing a removal hearing with a 50-50 chance of losing their job. Management does not have to offer these agreements and the only reason they have been offered more now is that the lack of bodies to perform this workload and the inability to hire CCA's. Anyone who is offered a last chance agreement should make sure that they can meet the requirements of this agreement as they are as they are named a "Last Chance."

**What's With All the Oversight**

Arlington has just finished up with the Postal Dream Team who spent the whole second week of November in

Arlington to observe and figure out why our percent of standard is so high and why carriers here cannot get out of the Office in their Management / DOIS office time.

So after a week of basically taking up space they came up with the following plan:

1. Remove all the utility carts from the routes
2. Do not touch the yellow trays of FFS and don't touch your DPS.
3. Follow Management's instructions. BRILLIANT!

The utility carts that were used as a staging area for pull downs and an extra space to keep mail off the floor to be worked, now are gone. Carriers are expected to hit on and load parcels in their truck, then go and case their routes, pull down and hit the street loading mail from three separate locations with a second bad of parcels. None of this was done prior to this week.

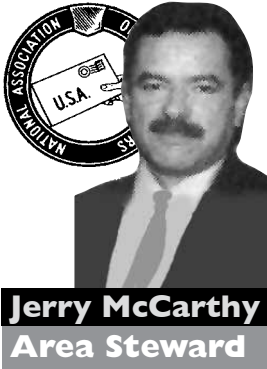
The best part of all of this is these instructions are being given by people who have never carried mail in this fashion. "Do as I have said, not as I have done" is the easy way out. I can see a whole new set of injuries coming out of this from the added bending, twisting, and lifting in and out of the pumpkin carts and mail off of the floor, When I was asked by this Dream Team what I thought the resolution was to this issue was, my reply was simple, "Get us the mail the way you said you would when we were adjusted, not two additional tubs of residual flats and another foot of

residual letters every day. Get us all the mail we are to case by 7:30 a.m., not sliding a extra tub of first class flats onto my case when, im half putted down at 8:20 or 8:30 a.m."

Letter Carriers deliver the mail and as long as it doesn't cost the Postal Service time they should let us do it so it doesn't kiil us. Last inspections or adjustments we didn't have this mail volume and parcels were non-existent. To add insult to injury these FSS machines that cost us numerous routes in every station that was adjusted to FSS standards cannot handle the mail volume we now have – too many offices not enough machines or time to run the mail a second time. So now the residual mail volume on your route, especially flats will increase. It is definitely the time to break out the 3996's if you have not already.

In closing, the Inspection Service and OIG have been going into stations checking UBBM mail for good deliverable mail. This is usually management driven in your station, where a Supervisor has a hair across their ass that day and calls them to check yours out. Carriers have been put off duty and even put up for removal in the past for this issue. Don't give them this opportunity!

*I wish everyone a very Merry Christmas and a Happy New Year.*



**Jerry McCarthy**  
Area Steward

## Remember to Keep Safe This Holiday Season!

As many of you know I was out for a period of five months. Not going into details but I was very sick. I am doing well and I am very happy to be back at work. The reason for writing this article is not to talk about what happened to me but for me to thank so many people who showed interest in how I was feeling. I would like to thank everybody who donated annual leave. The individuals and stations who sent cards and letters. The people who visited me in the hospital and rehab. The many phone calls I received as well. My family and I just can't say "Thank You" enough.

Getting back to talking about work. There have been many Postal vehicles that have been hit while they were parked. Thankfully anyone that got hurt the injuries were minimal. Please check your park points to make sure you are parking in the safest spot. Instead of parking on a main street, park on the adjacent side street. Less traffic. Less accidents. Less people hurt.

There seems to be much controversy about working in the dark. There are many safety related products that management should be offering to carriers that work in the dark. Reflective vests, flashlights, etc. Please be aware of your surroundings while you are delivering in the dark. Your safety is paramount and you make the final decision. Winter is coming those representatives on the safety teams in stations should be telling management now to properly prepare for bad weather. Rock salt, ice scrapers, plows, contracts, etc. Any questions call the Union Hall and ask for me, Mike Gorham (3-5 p.m.) or call Jamaica Plain P.O. and ask for Bob Damatin as well.

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High Option Self Plus One  
High Option Self and Family  
CDHP Self Only  
CDHP Self Plus One  
CDHP Self and Family  
Value Option Self Only  
Value Option Self Plus One  
Value Option Self and Family

If you are a CCA who has served 360 days you have three options:

1. You can choose self-only or self and family coverage in the USPS Noncareer Plan and receive a \$125 contribution to the premium every two weeks.

2. As a NALC member you can choose to become a member and select self plus one or self and family coverage (not self-only) from the NALC CDHP or Value Option Plan and receive a \$125 bi-weekly contribution from the USPS.
3. You can choose from any coverage from any plan offered through the FEHB Program and receive no contribution toward the premium costs.

If you are a CCA who has not completed a 360 day period you only have one plan option:

1. You can choose to enroll in USPS

Noncareer plan (with either self-only or family coverage) and receive the \$125 bi-weekly contribution from the USPS. If the NALC prevail in a dispute with the USPS you may in the future have the option to choose self and family under the NALC CDHP or Value Option Plan and receive the \$125 contribution.



**Michael Gorham**  
Health Benefit Officer

### Did You Know? Branch 34 Has Their Own Metlife Dental Plan

Each year, Branch 34 analyzes rates and plan design options for the Branch members so that we can offer you our own dental plan, with enhanced benefits and is more cost effective than the plan offered through the Government/Post Office.

- The Branch 34 dental plan is through Metlife, but it is a separate contract, network and benefit design than the Metlife Plan that is offered through the Government.
- For example, the Branch 34 dental plan offers orthodontia coverage right away to all dependents. The Government plan has a two-year waiting period and it is only offered to children under age 19.
- We will provide a side-by-side comparison for your review of our Branch 34 dental plan and the Government dental plan.

Did you know...? Included with the Branch 34 Metlife plan, there is an EYE-MED Vision discount program. This program of-

fers you discounts on exams, lenses, frames & Lasik procedures, as well as other perks, *See Michael Gorham for a brochure.*

Did you know? Greater claims savings are realized when in network services increase – meaning, the more you utilize in-network Metlife providers, the greater the savings and discounts will be overall, This is the best way to maximize your benefit and decrease the chances of being responsible for a larger portion or "balance" of the bill. We encourage you to seek out contracted Metlife Dentists for all of your dental care.

The enrollment period for our dental plan will be at the end of November. *(Please watch out far upcoming communications being mailed to your home from Crosby Benefits regarding open enrollment and monthly payment options.)*

	Individual	Family
Monthly Premium	\$ 59.02	\$ 135.92
This premium includes a \$4.00 per month administration fee.		

**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!**



# C.C.A. Conversions to Career Full-Time Regular Continue

The ebbs and flows of the mail stream continue on unabated as it has done for more than two centuries and as it does, so does the constant change in the personnel that perform the essential tasks necessary to keep it moving. In my role as Financial Secretary of Branch 34, I am tasked with administering the membership records of all new hires, retirements and the unfortunate deaths of our Brother and Sister members.

Recently, I was also afforded the privilege of representing President Bob Lind and the members of Branch 34 at the well-deserved retirements of several longstanding members as they ‘hung up their bag’ and I will tell you that it is extremely fulfilling to see folks wrapping up a career and looking forward to the next chapter of their lives, flush with the knowledge that they have a defined pension awaiting whatever they chose to do.

I have also had the pleasure of occasionally subbing for Branch 34 Secretary-Treasurer and chief organizer Kevin Flaherty in addressing many of our new City Carrier Assistants in their Good Start training classes, expounding upon the benefits of Union membership and asking that they join our team in solidarity with the ongoing battle for decent wages and working conditions. To date, this next generation has not disap-

## NALCREST Apartment Bids: Two-Week Intervals – SIGN UP NOW!!

Listed below are the weeks available for **NALCREST**, in Lake Wales, Florida. The rental fee for the one bedroom apartment is \$195.00 per week, plus a \$55.00 cleaning fee for a total of \$445.00 for two weeks.

Anyone interested in renting the apartment, should submit their requests to the Branch 34 office, 400 West Cummings Park, Suite 3950, Woburn, MA 01801, in care of Kevin Flaherty. *(This is for Branch 34 members/families only).*

The weeks start on Monday and runs through Sunday. A random lottery will determine the selection if more than one request is submitted for the same weeks. You can submit multiple weeks.

The apartment is available for two-week intervals only.

- December 14 – December 27, 2015
- December 28, 2015 – January 10, 2016
- January 11 – January 24, 2016
- January 25 – February 7, 2016
- February 8 – February 21, 2016
- February 22 – March 6, 2016
- March 7 – March 20, 2016
- March 21 – April 3, 2016
- April 4 – April 17, 2016
- April 18 – May 1, 2016
- May 2 – May 15, 2016
- May 16 – May 29, 2016
- May 30 – June 12, 2016
- June 13 – June 26, 2016
- June 27 – July 10, 2016
- July 11 – July 24, 2016
- July 25 – August 7, 2016
- August 8 – August 21, 2016
- August 22 – September 4, 2016
- September 5 – September 18, 2016
- September 19 – October 2, 2016
- October 3 – October 16, 2016
- October 17 – October 30, 2016
- October 31 – November 13, 2016
- November 14 – November 27, 2016
- November 28 – December 11, 2016
- December 12 – December 25, 2016
- December 26, 2016 – January 8, 2017

– Kevin Flaherty,  
Branch 34 Secretary-Treasurer

pointed as they continue to join the NALC at slightly less than 99%.

With all due respect to our fellow crafts, it is these new members and those retired members who have moved on and all the Brother and Sister City Carriers’ in between that make the United States Postal Service what it is, the most trusted government agency for many years running.

It is with that perspective and with great pleasure that I now welcome on behalf of the approximately 3660 active and retired members of Branch 34, the conversion of thirty-three (33) former C.C.A. members to the elevated status of career Full-time Regular (FTR) City Carriers:

### September 19, 2015

- Fenol Alteus
- Felipe Braga
- Ramana V. Davu
- Kheim Diejuste
- Daniel F. Durant
- Antjun Eke
- Paul M. Ervin
- Deandre J. Foster
- Curtis Fulgham
- Christopher Harris
- David Leitch
- Evan M. Low
- Jennifer R. Mack
- Mark E. Martos
- Michelle Morrison
- Ross A. Murray
- Thao S. Nguyen
- Christian A. Nieves
- Travis W. Parker
- Eric Phan
- Thomas M. Robertson
- Troas K. Robinson
- Chace Taylor
- Andrew H. White

### October 17, 2015

- John W. Allen
- Leon P. Buck
- Michael Q. Joyner
- Elizabeth Kimble
- George P. Kougias
- Pamela J. Leivi
- Robert W. Pelotte
- Marcio J. Rubi
- Charles Singleton

By now all City Carrier Assistants have come to realize that the day to day drudgery of a Letter Carrier is not as glamorous and

electrifying as the Postal Service may have claimed prior to your hiring. Hopefully, because you are still with us, you had a friend or acquaintance who familiarized you with what to expect in your new found career path; the good and bad and that you were prepared (as prepared as anyone can be to work 7-days a week for weeks on end). Absent such insight, the realities of this job probably came as a real shock!

I’m sure that the majority of perceived injustice(s) of many of our City Carrier Assistants is as wide-ranging as our diverse membership itself; from working every Sunday and the inability to get any legitimate time off to delivering in the oft-times less than ideal conditions of rain, snow or unbearable heat. For any recently hired CCA’s who were not around last winter, the paradoxical concept of ‘daylight savings time’ is upon us which means you’ll be delivering in the dark and no doubt feel like you’ve landed a leading role in some vampire saga which appears to be all the rage these days.

Yet fear not; the above cited former CCA’s survived these ordeals and they did so in the relatively short period of a little less than two-years (relative clearly being a subjective term).

This should be a source of some solace to those remaining CCA Carriers with six-months, a year, or more time under their belts. Time moves on; personnel change. Your name will be cited in a future career conversion article. While the circumstances that you may have to endure in the interim may not be great, they are clearly not insurmountable. Hang in there!

The Senior Relative Standing dates for the Boston Installation and our Associate Offices are listed below for your information:

- Boston – 04/21/2014
- Cambridge – 06/30/2014
- Cohasset – 09/16/2013
- Hingham – 05/05/2014
- Medfield – 09/29/2014
- Scituate – 03/24/2014
- Woburn – 08/11/2014



Michael Yerkes  
Financial Secretary

## Odds and Ends: Family & Medical Leave Act

### Things to Keep in Mind

The Family and Medical Leave Act (FMLA) guarantees eligible Letter Carriers up to 12 weeks of leave each Postal leave year, for:

- A new child in the family, by birth, by adoption or by placement in foster care;
- Caring for a family member with a serious health condition;
- The employee’s own serious health condition that prevents him or her from performing the job, or
- Qualifying extingencies arising out of the fact that employee’s family member is on or has been notified of “covered active duty” in the Armed Forces.

The FMLA also guarantees eligible Letter Carriers up to 26 weeks of leave in a single 12-month period to care for a “covered service member” with a serious injury or illness” if that service member is their spouse, son, daughter, parent, or next of kin.

The FMLA guarantees time off, whether paid or unpaid.

The type of leave taken depends on the reasons for the leave, an employee’s earnings and the usual Postal leave regulations.

There are eligibility criteria, medical certification guidelines and other detailed rules governing Letter Carriers’ rights to FMLA leave.

In the past, employees submitted FMLA forms to their supervisors. The new forms must be submitted to the FMLA Administration Human Resources Share Service Center (HRSSC).

The address for the HRSSC to which the employee must submit the FMLA form(s):  
FMLA SPECIALIST  
P.O. BOX 970901  
GREENSBORO, NC 27497-0901  
FAX: 651-456-6062

Finally, I would like to wish all Branch 34 members and their families a wonderful holiday season!



Bernadette Romans  
Area Steward

## Don’t Be A SCAB!

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

**Auburndale**  
ROBIN I. DEVITTO

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

**Braintree**  
CHRISTINE TROPEANO

**Brookline**  
CHRISTINE M. BAILEY

**Cambridge – Central Square**  
HERBERT BELL.....CCA  
THOMAS K. DELEHANTY .....CCA

**Cambridge – Mooney Street**  
CESAR BARBOSA .....CCA  
BIANCA I. TEEBAGY

**Chelsea Carrier Annex (IMC)**  
SANDRA GIORDANO

**Cohasset**  
JESSICA L. PASTERIS

**Dorchester Center**  
JAMES B. KERR

**Fields Corner**  
MOLLY LONG.....CCA

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

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TAMI L. JOHNSON

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THOMAS A. CARYL

**Newtonville**  
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MICHAEL P. ZIRPOLO

**Revere Carrier Annex**  
GERALD M. LYLES  
DAVID M. O’CONNOR

**Roxbury**  
BRENDAN GOUGHLIN.....CCA  
AURIS ROSARIO .....CCA

**Scituate**  
KAREN M. LYNCH

**Waltham**  
DAVID BAHM  
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**West Roxbury**  
MATTHEW J. DONOVAN  
LOUIS L. GUERRIER .....CCA

**Woburn**  
KEVIN C. GANGI  
CRAIG T. REXFORD

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!



# Henry Shaughnessy Golf Tournament Raises Over \$10K

On September 13, 2015, the Woburn Letter Carriers held the 6<sup>th</sup> annual Henry Shaughnessy Memorial Golf Tournament to benefit Muscular Dystrophy. The tournament was held at the Woburn Country Club. Thanks to the hard work of the Branch 34 NALC Golf Committee and the generosity of the many who made donations, we were able to raise over \$10,000 which was donated to the Muscular Dystrophy Association. A huge thank you to the following supporters:

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ABC, Inc.  
Clair & Swymer Construction  
Jim Foley  
Rick Metters

*Thank you to all,  
Fred Casey  
Branch 34 Golf Chairman*

## Making A List... Checking It Twice

It's almost time to put away the 2015 Calendar and make way for the challenges of 2016. While the weather outside is frosty, overall New England letter carriers are enjoying a much deserved break with some seasonal fall weather. We'll take it. Hopefully any significant snowfall is in the distant future so letter carriers can have their footing as they crunch their way through another Holiday Season.

Year's end brings with it an opportunity to take a breath and a break to ensure we're all maximizing benefits available to us. This is meaningful whether you're a CCA, Full-Time Regular or lucky member of the KMA Club. A word to the wise to the Club members. December and January are when the majority of retirements take place. Letter carriers contemplating retirement should commence planning their golden years minimally two years ahead of time. Most retirement decisions are irrevocable and need to be vetted carefully.

Now whether you're an active letter carrier, about to retire, or are retired, if you don't do your homework, you will fork over your hard earned dollars to Uncle Sam needlessly.

Let's look at some limited examples of why it pays to be in the know.

**TSP**—Free money. First 3% of your contribution is matched. Next 2% is matched 50 cents on each dollar. 5% Free Money! Traditional IRA is tax deferred. More Free Money (FERS employees only).

**HEALTH BENEFITS**—Perhaps the most important decision. Have you reviewed your health benefit needs recently? Checkout the NALC Health Plan. It's an excellent choice. Newly converted CCA's have 60 days to enroll in a FEHBP. Open

Season ends on December 14, 2015.

**FEGLI**—Group Term Life Insurance. There is no Regular Open Season. You must apply within 60 days of becoming eligible. Newly converted CCA's have 31 days to apply for optional coverages.

**SOCIAL SECURITY**—If you are a Civil Service employee who qualifies for social security, when will you chose to begin collecting social security. At age 62, with a smaller benefit, or at a later date with an increased benefit.

**DENTAL & VISION**—Eligible employees can select dental and vision coverage at reasonable rates during Open Season or within 60 days of appointment eligibility. Go to Benefeds.com.

**FLEXIBLE SPENDING ACCOUNTS**—A tax favored benefit that allows employees to pay for eligible out of pocket health care expenses with pre-tax dollars.

**JOB INSURANCE**—Every letter carrier just received a pay raise. Are you protecting your job and future through automatic contributions to the NALC Letter Carriers Political Fund? Are you an e-Activist?

Of course these are very limited examples of some benefits to be cognizant of. So whether or not you're just beginning your career, are somewhere in the middle, or hitting the exit, educate yourself. Don't take a pass on your hard earned benefits. You've earned them.

*Merry Christmas and Happy New Year!*



## Let's Just Get Along

Greetings to my many brother and sister letter carriers and I'd like to take this opportunity to say Happy Holidays. This is a time to gather with family and friends to give thanks for our many blessings.

As brothers and sisters we don't have to always like each other but we should get along. We must stick together and not throw our brothers and sisters under the bus. This doesn't strengthen us it only weakens us. Even the weak become strong when united.

Supervisors and employees don't have to like each other but it states in the M-39 section 115.4 that we are to maintain mutual respect for each other. We must always be mindful of dignity and respect and make sure it exists on every workroom floor.

Management and the union need to establish a good working relationship so problems can be worked out. This will also help save the postal service unnecessary grievances which equate to time and money.

Let's focus on start times so we can get the mail to our customers earlier because at the end of the day it's all about servicing them.

Even our union representatives need to

get along and work together so they can represent the membership better. Remember: United we stand, divided we fall.

Our CCAs are the future of the USPS. They need to get involved and come to our union meetings. They should be familiarizing themselves with the contract so they can better educate themselves on the rules and regulations. If you don't stand for something you'll fall for anything!

To our newly appointed Postmaster General **Megan Brennan** and NALC President **Fredric Rolando** as leaders, overseers and chief negotiators strive to get along. You don't have to skip down the aisle holding hands but you can't shake hands with a clinched fist either.

This is an important time for unity and solidarity within our union. We can have different opinions on a variety of issues but we need to respect each other despite disagreements and "just get along!"



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# The Future of the USPS – What Are the Keys?

By the time you receive this *Branch 34 CLAN*, we should be in the middle of the Holiday Season. With all the holiday cheer and festive activity everyone is experiencing comes the reality that we're up to our eyeballs in packages. This comes as no surprise to anyone, including the USPS.

Recently, the USPS hosted an Customer Connect Kickoff at the GMF. Just about every Senior Manager and Supervisor attended. Also, there were many Union Stewards and Customer Connect Carrier Contacts in attendance. We were told package delivery was the future of the Post Office.

I am in agreement the increase in package delivery has taken the Postal Service out of the red and the forecast is bright. However, I must say that the Postal Service missed an opportunity here. Where were all the City Carrier Assistants (CCAs)?

Aren't the CCAs equally as valuable to the Postal Service's future? The CCAs hold the key to the Postal Service's future and will benefit the most with a fiscally stable Postal Service.

Last year, the Postal Service had a \$1 Billion profit and this year a \$1.5 Billion profit is predicted. This will be three years in a row the Postal Service had a profit and this should have a bearing in the upcoming contract negotiations.

At the Kickoff, we were told the American public loves their Letter Carriers. They trust us. The USPS needs us to grow the business. The Greater Boston District averages 255,000 packages everyday!

We are the fifth best District out of 67 Districts. The Postal Service is predicting an 18% increase in packages this holiday season. They have purchased 9,000 new vans, have put shelving in vehicles, and are planning to replace 200,000 vehicles in one or two years.

The USPS offers priority service six days a week! With UPS and FedEx they charge extra, and we have a reduced workforce which delivers packages on Sundays. We have a 99.8% confirmation success rate and no private contractor does it better.

We have approximately 150,000 businesses in the Boston District. If any Letter Carrier generates a lead, they can contact Business Development Team Specialist **Anthony Dello Russo** at 617-654-5885.

Congratulations to Cambridge Letter Carrier **John Keegan** for his \$96,000 lead with Six Foods in Cambridge. Thanks, Johnny.

### FEGLI

Also, we were told the Federal Employee A Group Life Insurance is planning an open season. These open seasons only come around every ten years or so. We will be able to change our coverage/options without a life changing event. I advise you to review your current plan to insure you and your family's needs are covered.

### Winter Advisory

It wasn't too long ago we were covered with the most snow in Boston history.

I remember a day when I had a car drive right up in front of my LLV and block me in. A gentleman stepped out and said, "Hey, mailman, I haven't gotten any mail in four days!" I had all of his mail in my truck ready, because he also had a delivery confirmation on that day. I told him that I had his mail, but I haven't been able to get to his house because his walkway and stairs were covered in snow and ice. I also stated that our Supervisors tell us to stop all deliveries when our customers don't shovel and provide us access to their mailbox.

He took all his mail, walked across the street and stopped. It appeared to me he was observing the frozen tundra leading to his front door. What he did next I found amusing. He looked back over at me, pointed at his boots and said, "I get across the sidewalk with these." I thought to myself, boy is he missing the point? So I looked back at him and as courteous and polite as I could be (after all, he was my customer) and said, "If I get hurt on your property, are you going to pay my bills?" And boy, was he right, he really did get to his house with those boots on. Needless to say, I did watch him shovel out over the next couple of days. I did thank him and say I appreciated it. Also keep an eye on those rooftops as well. Those ice dams up there come down like a 600 pound block of cement.

### CCA Update

As I said in our last "Branch 34 CLAN," ACCAs are entitled to any products from

the Mutual Benefit Association (MBA). One of the products offered by the MBA is the NALC CCA Retirement Savings Plan. The MBA Retirement Savings Plan allows you to:

1. Choose how much you want to contribute.
2. Choose a plan that's right for you (Roth IRA or Traditional IRA).
3. Make early cash withdrawals.
4. When a CCA becomes a career employee, they can join the Thrift Savings Plan (TSP) and will have the option to transfer their funds from the MBA.

(Courtesy of the MBA/MSBA.)  
★★★★★★★★★★  
In closing, I would like to wish each and every member a safe holiday. Merry Christmas and Happy New Year!



**NALC Branch 34 Boston**  
**Winter Hats are now available.**  
**Two styles – \$12.00 each**  
Contact George Adams,  
MDA Coordinator  
for details!

**Deliver the Cure**

**MDA**

**The Boston Letter Carriers Mutual Benefit Association**  
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# CALENDAR YEAR 2016

## ROTATING NON-SCHEDULED DAYS

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John T. McMahon, Executive Vice President  
Robert Simpson, Vice President  
Kevin Flaherty, Secretary-Treasurer  
Michael Yerkes, Financial Secretary  
Steve Mahoney, Editor, *Branch 34's CLAN*  
Michael Gorham, Health Benefit Officer  
Michael Murray, Sergeant-at-Arms

Rich Galvin, Clerk, NSBA  
Jerry McCarthy, Area Steward  
Brian Manning, Area Steward  
Michael Kidd, Area Steward  
Bernadette Romans, Area Steward  
Paul Roche, Chairman, Trustee  
Rashon Butts, Trustee  
Daniel O'Connor, Trustee

### 1 – LEGAL NATIONAL HOLIDAYS

BRANCH MEETINGS **W** WEST ROXBURY  
at 7:00 P.M. **Q** QUINCY **M** MALDEN

**– PAYDAYS** **10%** – Boston/Cambridge  
Leave Information

JANUARY 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						10% <b>D</b>	<b>D</b>
						<b>1</b>	<b>2</b>
10%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	
10%		<b>D</b>	<b>M</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	
10%		<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	
10%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	
10%							
<b>31</b>							
JANUARY 1: NEW YEAR'S DAY JANUARY 18: MARTIN LUTHER KING DAY							

FEBRUARY 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
		10% <b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
10%		<b>F</b>	<b>Q</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	
12%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	
10%		<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>B</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	
10%		<b>C</b>					
<b>28</b>	<b>29</b>						
FEBRUARY 10: ASH WEDNESDAY FEBRUARY 14: VALENTINE'S DAY FEBRUARY 15: PRESIDENT'S DAY							

MARCH 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
			10% <b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
10%		<b>B</b>	<b>W</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	
10%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	
10%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	
10%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>		
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
MARCH 17: ST. PATRICK'S DAY MARCH 25: GOOD FRIDAY MARCH 27: EASTER SUNDAY							
CANVAS CARRIERS FOR PRIME TIME VACATIONS							

APRIL 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						10% <b>C</b>	<b>C</b>
						<b>1</b>	<b>2</b>
10%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	
10%		<b>A</b>	<b>M</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	
12%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	
10%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	
APRIL 18: PATRIOTS' DAY APRIL 23: PASSOVER BEGINS							

MAY 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
	10%		<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	
10%		<b>C</b>	<b>Q</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	
14%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	
14%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	
16%		<b>F</b>	<b>A</b>				
<b>29</b>	<b>30</b>	<b>31</b>					
MAY 14: NALC FOOD DRIVE MAY 8: MOTHER'S DAY MAY 30: MEMORIAL DAY							

JUNE 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
				16% <b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
				<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
16%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	
16%		<b>D</b>	<b>W</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	
16%		<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	
16%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>		
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>			
JUNE 14: FLAG DAY JUNE 19: FATHER'S DAY							

JULY 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						16% <b>F</b>	<b>F</b>
						<b>1</b>	<b>2</b>
16%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	
16%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	
16%		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	
16%		<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>B</b>
<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	
16%							
<b>31</b>							
JULY 4: INDEPENDENCE DAY							

AUGUST 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
		16% <b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
16%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	
16%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	
16%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	
16%		<b>E</b>	<b>F</b>	<b>A</b>			
<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
AUGUST 15-19: NALC 70th BIENNIAL CONVENTION IN LOS ANGELES, CALIFORNIA							

SEPTEMBER 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
					16% <b>B</b>	<b>C</b>	<b>C</b>
					<b>1</b>	<b>2</b>	<b>3</b>
16%		<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>B</b>
<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	
16%		<b>C</b>	<b>M</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
16%		<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	
16%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>		
SEPTEMBER 7: LABOR DAY SEPTEMBER 10: LAST DAY FOR FALL 2016 NON-CHOICE VACATION							

NO BRANCH MEETINGS IN JULY & AUGUST

OCTOBER 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						16% <b>E</b>	<b>E</b>
						<b>1</b>	
14%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	
14%		<b>E</b>	<b>Q</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	
10%		<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>B</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	
10%		<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	
10%		<b>B</b>					
<b>30</b>	<b>31</b>						
OCTOBER 3: ROSH HASHANAH BEGINS OCTOBER 10: COLUMBUS DAY OCTOBER 12: YOM KIPPUR OCTOBER 31: HALLOWEEN							

NOVEMBER 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
			10% <b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>F</b>
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
10%		<b>A</b>	<b>W</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	
10%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	
10%+1		<b>E</b>	<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>C</b>
<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	
10%		<b>D</b>	<b>E</b>	<b>F</b>			
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>				
NOVEMBER 8: ELECTION DAY NOVEMBER 11: VETERANS' DAY NOVEMBER 24: THANKSGIVING DAY							

DECEMBER 2016	SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
					10% <b>A</b>	<b>B</b>	<b>B</b>
					<b>1</b>	<b>2</b>	<b>3</b>
10%		<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>A</b>	<b>A</b>
<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	
10%		<b>B</b>	<b>M</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
0%		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>E</b>
<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	
10%		<b>F</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>D</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	
DECEMBER 24: CHRISTMAS EVE DECEMBER 25: CHRISTMAS DAY DECEMBER 25: HANUKKAH BEGINS DECEMBER 26: KWANZAA BEGINS DECEMBER 31: NEW YEAR'S EVE							