



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

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April-May 2017

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 127 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2017

Upcoming Meetings

Tuesdays at 7:00 PM

May 9, 2017
 at the
Boston Lodge of Elks #10
 248 Spring Street
 West Roxbury 02132

June 13, 2017
 at the
Malden Moose Hall
 582 Broadway (Rt. 99)
 Malden 02148

There are no Membership Meetings in July and August.

September 12, 2017
 at the
Sons of Italy Hall
 120 Quarry Street
 Quincy 02169

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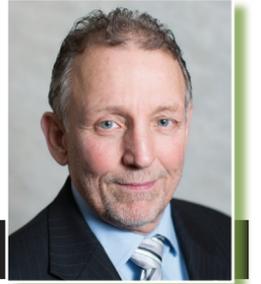
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President's Report

Michael J. O'Connor

June 28, 1940-February 28, 2017

Branch 34 President, National Leader, Activist & Friend

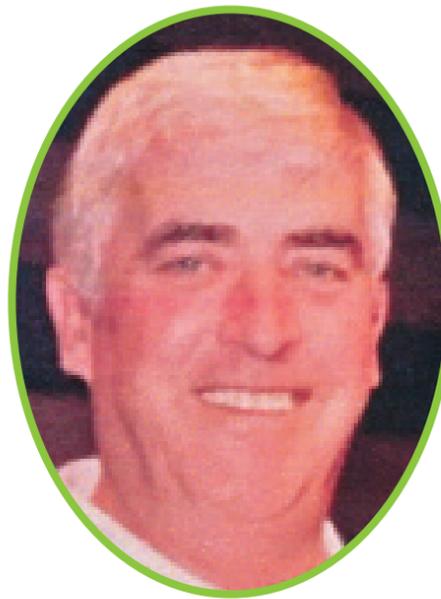


MICHAEL YERKES
 President

On February 28, 2017, Boston Branch 34 and the entire NALC lost the most ardent champion of unionized City Letter Carriers that I have known in my nearly forty-years of membership in this great union with the passing of **Michael J. O'Connor**. Mike was a friend of my extended family, a personal mentor to me, and literally saved my job on more than one occasion in my early, more turbulent youth.

Mike began his postal career in 1969, hired the same day as my late father Harold, both being assigned to Weymouth and they became great friends until my dad's passing in 2009. Shortly after their being hired by the old Post Office Department, tension from low wages and empty promises by Congress led to the unauthorized wildcat strike in March of 1970, which began in New York and quickly spread to Boston and the rest of the country.

Having served as a Station Steward for several years, in 1975, Mike won election for Branch Secretary-Treasurer by the slim margin of 206 votes out of a total of nearly 3,000 cast ballots. Unopposed in 1977, Mike geared up for a run for Branch President in 1979 after the then President



Ron Hughes won a full-time National Office. This presidential race was a hotly contested race with Mike prevailing by another slim margin of 243 votes from a membership of over 4000. In the next six Branch 34 elections, he was only challenged once, in 1989, an election he won by the not so slim margin of 1,800 votes.

Mike's tenure as President ushered in numerous advancements to the overall Branch operations and membership ben-

efits, many which continue to this day.

In January of 1994, Mike was appointed by then NALC National President **Vince Sombrotto** to serve as Assistant Secretary-Treasurer as a resident officer in Washington. Following that appointment, Mike O'Connor represented the interests of Letter Carriers on the national front in various roles including NALC National Secretary-Treasurer and several terms as Director of Life Insurance, where he oversaw NALC's vast Mutual Benefits holdings until his retirement in 2002.

While a majority of our current active members may have never heard of Michael O'Connor, many senior active and retired members remember Mike as a President quick to call-out management transgressions, often times in the boisterous Irish-whisper that made him a legend. Whether you liked him or not so much, all knew that foremost in Mike's interest's was the welfare of Letter Carriers and protection of his Members contractual rights.

As aptly noted in the eulogy by his son, Michael Jr., *'...for a man small in stature, he certainly cast a large shadow for us all.'* Rest in Peace, Brother O'Connor.

More photos from Mike O'Connor's Illustrious Career on pages 8 & 9.

The Food Drive is Coming! The Food Drive is Coming!

Saturday, May 13th marks the 25th anniversary of our National Association of Letter Carriers **Stamp Out Hunger** Food Drive.

We walk through the community every day, often coming face to face with a sad reality for too many, hunger. So, each year on the second Saturday in May, Branch members from across the country collect non-perishable food donations from our customers. These donations go directly to local food pantries to provide food to people in cities and towns who need our help.

Last year, we collected over 80 million pounds of food nationally, feeding an estimated 64 million people. Over the course of this 24-year history, the drive has collected well over one billion pounds of food, thanks to a postal service universal delivery network that spans the entire nation, including Puerto Rico, Guam and U.S. Virgin Islands.

The need for food donations is great. Currently, 49 million

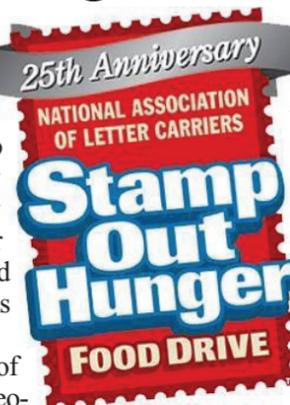
Americans, or one in six – are unsure where their next meal is coming from. Sixteen million are children, who feel hunger's impact on their overall health, and their ability to perform in school. And nearly five million seniors over age 60 are food insecure, with many who live on fixed incomes often too embarrassed to ask for help.

Our food drive's timing is crucial. Food banks and pantries often receive the majority of their donations during the Thanksgiving and Christmas holiday seasons. By springtime, many pantries are depleted, entering the summer low on supplies at a time when many school breakfast and lunch programs are not

available to children in need.

Participating in this year's Letter Carrier **Stamp Out Hunger** Food Drive is simple: customers leave a nonperishable food donation in a bag by their mailbox on Saturday, May 13th and we do

(continued on page 5)





BRANCH 34 STATION STEWARDS

Allston.....	Jack Gomes
Arlington.....	Gerald McCarthy Sean Mullet
Auburndale.....	Vacant
Back Bay.....	Lucy Warren Mike McCormack
Belmont.....	Salvatore Celeste David D'Agostino
Braintree DMU.....	Richard Fraser Robert O'Donnell
Brighton.....	Roshon Butts
Brookline.....	Maria Constantino Joseph DeMambro
Cambridge - Central Sq.....	William Wilkins Christopher Nolett
Cambridge - Porter Sq.....	William Criscitelli Jason Gauquier
Cohasset.....	Thomas Conville
Chestnut Hill.....	Carrandias Moore
Dorchester.....	Artie Matthews
East Weymouth.....	Tony Cinelli
Fenway.....	James Hudson
Fields Corner.....	Benny Faletta Thor Hellestedt
Fort Point.....	Michael Bertrand
Hingham/Hull.....	Joseph DeBerardinis
Hyde Park.....	William Lang
IMC - Chelsea.....	Emelio Leone
IMC - East Boston.....	John Fanning
IMC - Winthrop.....	Tom Ciulla
IMC - Everett.....	Steve Mahoney
IMC - Charlestown.....	John Fucile
IMC - Somerville.....	Bernadette Romans Robert Damatin
Jamaica Plain.....	Robert Amirault Millie Brooks
J.F.K. Station.....	Dan Abellard
Kenmore.....	Tony Scrivano John Lucey
Lexington.....	Laura Fahey Chet Macaskil
Malden.....	Vacant
Mattapan.....	Christopher Pacitti
Medfield.....	John Holmberg Stephen White
Medford.....	Jason Siciliano
Melrose.....	Robert Leighton
Milton.....	Vacant
Needham.....	David Ward
Newton Centre.....	Rich Shelley
Newton Highlands.....	Clisney Oliver
Newtonville.....	Vacant
North Quincy.....	Andy Rice
North Weymouth.....	John Ainsley Michael O'Connor
Quincy.....	James Costello
Revere DMU.....	Adam Difazio
Roslindale.....	John Galvin Keith Meredith Samie Smith
Roxbury.....	Phyllis Monahan
Scituate.....	Mike Kidd
South Boston.....	Lawrence Ahlstedt
So. Weymouth.....	Joseph Mangano Rich Farrell
Stoneham.....	Edward Walsh Ian Benson
Waban.....	William Huber
Waltham.....	Tom Ryan
Watertown.....	Jack Eppenstein
Wellesley.....	David Demarco
Wellesley Hills.....	Salvatore Ledda
Weston.....	Michael Walter Stephen Tinglof
West Newton.....	Mario Venturelli
West Roxbury.....	Vigo Conte Fred Casey
Weymouth Landing.....	Thomas Rooney Jr.
Woburn.....	
Wollaston.....	

City Carrier Assistants Rights and Responsibilities

City Carrier Assistants or CCA's currently make up approximately thirty percent of the letter carrier craft. CCA's are literally the future of the NALC and the Postal Service. CCA's are also very much the present of NALC as well. Branch 34 has about 400 City Carrier Assistants. One of the contractual rights in OUR contract guarantees a direct career path to all CCA's. Every CCA that stays employed by the Postal Service will be converted to career carrier. Somewhere in the future every letter carrier will be a former CCA. Likewise every NALC officer, national or local, will be a former CCA.

Since most CCA's have joined our great union I would like to once again invite them to participate in the branch. Branch 34 meetings are held on the second Tuesday of each month in three locations on a rotating basis. We have no meeting during July and August. CCA's are eligible to run for shop steward positions as well. We have several Branch 34 stations with no steward currently and a CCA in these stations is welcome to step up. We currently have three CCA's as shop stewards in Branch 34. Kudos to **Tom Ryan** of Wellesley Square, **Milagros Brooks** of JFK, and **Clisney DeOliveira** of Newtonville for stepping up.

I would like to point out some of the benefits CCA's have as letter carriers. All employees, including CCA's have access to the grievance process when disciplined or removed. However CCA's do not have access to the grievance process during their first ninety day of service. Prior to being disciplined by management, carriers are usually given a pre-disciplinary interview (PDI). It is important for all carriers, including CCA's to exercise their Weingarten Rights. Simply put you have the right to have a union steward present during such meeting. The steward cannot exercise Weingarten Rights on the employee's behalf and the employee is not required to inform the employee of the Weingarten right. **YOU must ask for representation!**

Another important benefit for CCA's

is health benefits. All CCA's may participate in the USPS Noncareer Health Care Plan. This is available during the first sixty days of employment and during open season. The Postal Service will contribute \$125 to this plan and the CCA is responsible for the remaining premium. CCA's reappointed to a second or more term have full Open Season rights to choose any available plan in FEHB but they must pay the total cost of the plan.

CCA's are covered by the Federal Employees Compensation Act (FECA). Under the FECA employees are covered for wage loss and medical benefits if suffering from a personal injury or employment related illness while in the performance of duties. If injured, CCA's should report the matter to their supervisor as soon as possible and fill out the appropriate paperwork. You have the right to choose the physician of your choice.

Another important right afforded to CCA's is Opting or Hold-Downs. When a route is vacant for five days or more it becomes an Opt. The route can be vacant due to vacation, illness, injury, maternity leave, or temporary assignment. A request, in writing should be submitted to management with a copy kept by the CCA. The eligible CCA with the highest relative standing will be awarded the hold-down. Hold-downs become abundant due to vacations in the coming months. Once awarded the hold-down, the employee works the assignment for its duration.

The NALC has negotiated an annual allowance with the Postal Service for all letter carriers to pay for uniforms. Once a CCA has completed 90 work days or has been employed for 120 days they become eligible for a uniform allowance. A Letter of Authorization is then provided for the purchase of uniforms for CCA's. Uniforms must be purchased from a licensed Postal Uniform Vendor.

Once converted to full-time career status there are additional benefits afforded. The newly converted carrier immediately becomes eligible to bid on vacant duty assignments according to Article 41

of the National Agreement and the Local Memorandum of Understanding. They become eligible to enroll in the Federal Employee Health Benefits. This must be done within sixty days of conversion. If you were enrolled in the non-career plan at the time of conversion it is terminated on the last day of the month after conversion.

Newly converted carriers are entitled to ten holidays with pay per year. Converted carriers will accrue annual leave based on total creditable years of service and receive their leave at the beginning of the year or a prorated number of hours. Newly converted carriers will now earn sick leave to use if "incapacitated for the performance of duties because of illness". All carriers earn four hours of sick leave per year.

Once converted to career status you are automatically enrolled in the Federal Employee Group Life Insurance for basic coverage. The basic coverage begins the first day you are in a pay and duty status after being converted. The Postal Service pays the entire cost and the amount is equal to your annual rate of pay rounded up to the next even thousand plus two thousand dollars. To enroll you must submit a completed Life Insurance Election Form to the personnel office within 31 days of conversion.

These benefits and more for all CCA's and newly converted carriers can be found in the City Carrier resource Guide on the the NALC website www.nalc.org.

When I was a new employee I didn't know anything about the Postal Service or the NALC. I learned much from veteran carriers who took the time to educate, guide, and mentor me. I'm sure many carriers have shared the same experience. Please remember that new CCA's are no different. Please take the time to talk to and mentor our new CCA's. It doesn't take much effort and will surely be appreciated. CCA's are truly the future and the present!



KEVIN FLAHERTY
Executive Vice President

Spring Into Safety

Old Man Winter may finally have broken his hold on Branch 34. That's a good thing because we were running out of hand warmers for those scanner batteries. With spring finally here, it's only a matter of time before the Red Sox are in first place, and the hot weather is upon us. Spring brings about new safety challenges for Boston letter carriers. We trade in winter coats for rain jackets. Soaking rains bring May flowers, but cause serious puddles in those 30-year-old LLVs. I find the biggest leaks are the ones that drip down the right side and into the fuse box. If your truck leaks, please **WRITE IT UP!** I'm sorry your supervisor will have to find you a replacement vehicle. Write up any safety matter in those nifty vehicles. Exhaust leaks, hazard lights, brakes, gear shift levers. Won't start? You name it! Write it up. You need to address these issues with your supervisor, **BEFORE** there's a problem. Use a vehicle repair tag, and be specific.

Spring poses challenges while you're on the street. Broken stairs, handrails, mailboxes, etc. should be brought to your supervisor's attention. What do you do if they don't address the problem? A PS Form 1767 is available at every office. If they don't have one available, have your steward file a grievance to make one available.

Again, you must be specific! Broken stairs at a customer's address? Cluster box doors at an office building have sharp edges. A dog is out at a certain house. These all need to be addressed by management and if they aren't, then a 1767 is initiated, and the hazard should be addressed by the end of the tour. Get a copy. Make management do their job. Hold them accountable, because you know they hold you accountable. I can't make that more clear.

The rain isn't the only weather obstacle we have to deal with. Soon those showers turn into the dog days of summer. Seems we go from 45 degrees to 90,

just like that. Stay hydrated! Take needed breaks! If you feel yourself getting overheated, take a break. No one wants you to be injured on the job, numbers be damned. **YOU** are responsible for your own safety. If you find yourself overheated, get out of the sun and into some AC. Grab a drink. Take a break. No mail or DOIS prediction is more important than your safety. Did I mention taking a break if you **NEED** one? We are outside for hours as carriers, but let's not forget where we start and end our days.

I've been to several offices as an area steward, and I can honestly say that some buildings, including mine, are in serious need of a thorough cleaning, and some needed repairs.



TONY SCRIVANO
Area Steward

(continued on page 10)

A Victory for Workers

Andy Puzder the CEO of CKE Restaurants, which is the parent company of Carl's Jr and Hardee's, withdrew himself from consideration as President Trump's pick to be the Secretary of Labor. This is good news for all workers as Andy Puzder is no friend of Labor.

The Labor Department is supposed to foster, promote and develop the welfare of the wage earner. These are not things Puzder is known for. In fact, it was the Labor Department that uncovered wage theft at a number of his restaurants. He opposes raising the minimum wage and the Affordable Care Act because, according to him, these types of policies have a negative impact on employment. They have a negative impact on his bottom line and something tells me that's all he's really interested in. Of course when those worker's don't earn a living wage or have health insurance we're the ones who pick up the tab. Whether it's section 8 housing or food stamps someone has to pay for it.

He also opposes overtime pay. Receiving overtime pay for any work over 8 hours in a day or over 40 hours in a service week is something we all assume is guaranteed. Fortunately because we have a union and a collective bargaining agreement it is guaranteed. Unfortunately there are those who don't believe in such things and those people don't deserve to be Labor Secretary. The

American worker deserves better than Andy Puzder.

MDA at Work

For those who watched President Donald Trump's address to congress last month were treated to the inspirational story of Megan Crowley. Megan's a courageous young woman who was diagnosed with Pompe disease when she was just 15 months old. When she was diagnosed in 1998 children with this neuromuscular disease would not live to see the age of nine. Megan's parents were told she was not expected to live past the age of five. You can imagine the horror of a parent hearing such news.

Fortunately for Megan and others diagnosed with Pompe disease her father John was not willing to give up without a fight. He quit his job and started a biotech business to find a cure. Money that Branch 34 raised back then helped to fund this research. In 2003 Megan took part in a clinical trial and thankfully the medicine worked.

The Crowley's story was made into a film in 2010 called Extraordinary Measures starring Harrison Ford. Megan is now 20 years old and a sophomore at Notre dame. Her happy ending isn't possible without people like us raising funds for the MDA. Support the MDA in your office by selling Shamrock's, supporting the MDA Bowlathon and or doing

a Satchel Drive in your station. Together we can help others just like Megan and her family.



MICHAEL MURRAY
Secretary-Treasurer

Thank You Area Stewards!

In the past few months we've had three removal cases go to arbitration. In each case the Area Steward assigned to the case did an excellent job developing the case file and testifying at the hearing. Their hard work made my job a lot easier. In the first case **Laura Fahey** made all the arguments and deserves a lot of credit in helping the Branch win the case that brought an 18 year veteran back to work with back pay. In the other two cases we haven't received a decision yet but **Tony Scrivano** and **Tommy Rooney** deserve a great deal of credit in two cases that seemed unwinnable before they began their investigations. Through their hard work we have a good chance to be successful in both cases.

They, along with **Bernadette Romans**, perform a difficult job and don't get a lot of credit when things go well but get a lot of blame when they go bad. Next time you see one out in your station thank them for the job they do.

There Are Killers Amongst Us!

The only time I can remember someone being referred to as a Killer in a positive light was on the great comedian Flip Wilson's TV Variety Show back in the early 70's. He dressed up as the outrageous and immensely funny Geraldine Jones, and every week his character would remind the viewers of Geraldine's boyfriend, "Killer," the never seen, but ever-present love of her life that she boasted about, and would doggedly defend.

Unfortunately this article is nothing to laugh about, brag about, or defend when it comes to our "Killer's." They are of course, Route Killers, and whether they realize it, or not, they are one of the tools management uses for eliminating routes, creating auxiliary routes, and adding on additional time to every routes in your office come inspection time. They also answer to "Our Own Worst Enemy," and "The Enemy Within." And weeding out this poison and protecting our jobs should be of the utmost importance to all Letter Carriers.

There are many tell-tale signs letting you know you're in the midst of a "Killer." One of the most obvious is working off the clock. They're in early in the morning, sweeping the cases, throwing residual mail, and bundling off anything they can get their hands on. In the evening they're done early, sitting in their car with a good book, and a scanner right by their side, throwing mail into the rack to get a jump start on tomorrow, never knowing if they've already punched out unless confronted.

They leave the office late, and return early, and swear they don't know what a form 3996 is. Lunch and breaks are for the weak, or for those who don't wear a Superhero Cape. On the street, they run like the wind, performing the old dump and run in the hallways, or between the doors, and taking any short cut to make

their day quicker and easier. There have also been tales of truck drivers urinating into bottles to skip bathroom breaks, and leaving packages exposed for possible theft to maximize their output, and shave time off their day.

Once they've created these artificial numbers, they're bidding off the now overburdened route, or out of the office. And who is left to deal with the carnage they created? You only have to look in the mirror!

Along with their modus operandi, (MO), they will always have an alibi for these heinous acts. They are the "only" employees who have something going on in their lives that make them have to work in such a manner; like picking up the kids, a second job, coaching softball, playing softball, or some responsibilities that the ordinary human being is incapable of understanding. One of my personal favorites is the carrier's that believe if they do everything in less time management will turn a blind eye to doing whatever they want, believing they now walk in the boss' good graces, and there will be no consequences for doing so.

But if you've been in this job for a long time, you are in the perfect understanding that that is never the case. Somebody always has to pay the piper, no matter how much of a "Killer" they are. Someday these "Management's Little Helpers" won't be able meet these grand goals they set out for themselves, or after their inspection they are told a nice addition is coming their way. Then, and only then will they understand crime doesn't pay! To management, you're only as good as your best day, everything else is substandard. These issues are part of the dirty, dark, seamy underbelly of our craft, and must be addressed by all of us.

And don't fool yourself; management

is watching our work trends every day. Technology is ever present in breaking down what every Letter Carrier does every single day. CFS, FSS, SPRs, parcels, accountable, and residual mail is tracked day in, and day out. An inspection of your office is based on those figures. Your movement of the mail, the time it takes to put the mail in the rack, pull it down, get to the street, scanning SPRs, getting pinged, and making your deliveries on a regular basis, all of this, and more are being watched every day.

This is a quasi-government agency that believes they are a business, not a service. So, they are not your friends, buddies, or chums. Their main objective, like real businesses, is to do more with less. That means fewer jobs, less routes, and less time to carry. And the "Killers" are doing exactly what management wants them do to implement these directives. They use these bogus numbers to promote an agenda of "slash & trash," placing pressures on the carriers that have to deal with these changes, and the management staff that just can't seem to make good on said changes. If the base numbers are false, how can you get an accurate assessment of a route? You can't, and they know it. And our response to this fiction has always been a resounding, "It is what it is, and it takes what it takes!"

In this issue of the CLAN, National Business Agent **John Casciano**, as well as all NALC leadership is, "advising letter carriers to ensure they get full credit for all of the many job functions the modern day city letter carrier per-



BOBBY DAMATIN
"Branch 34's CLAN" Editor

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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, 2016

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 EDITORIAL OR COLUMN

Honorable Mention, 2016

BEST STORY

First Place, 1996

Third Place, 1990

2 Honorable Mentions, 1992

Honorable Mention, 1990

BEST CARTOON OR PHOTO

First Place, 2006

PROMOTING UNIONISM

Third Place, 1992

Judges' Commendation, 1988

BRANCH 34's CLAN is the Official Publication of Branch 34 of the National Association of Letter Carriers, AFL-CIO. The Boston Branch was Chartered by the NALC on June 18, 1890.

BRANCH 34's CLAN is published six times each year. It presents the various issues of the day that are of concern to the membership. The views and opinions expressed in the articles and columns do not necessarily reflect the official position of the NALC Branch 34 or its officers, but rather those of the author.

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Kevin Flaherty, Associate Editor

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Don't Be A SCAB!
Urge them to pay their fair share and join Branch 34!

Auburndale
 ROBIN I. DEVITTO

Back Bay
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 THOMAS N. CONCANNON
 RALPH E. DONOVAN
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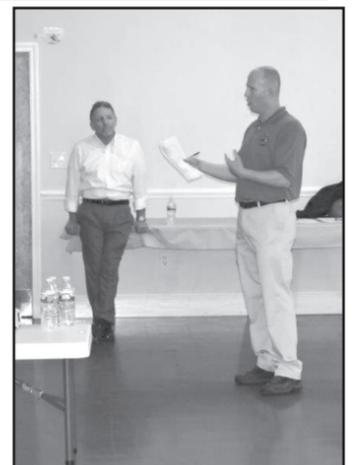
Waltham
 DAVID BAHM
 KELLY M. GREEN-GALLO
 JOSEPH REGNA.....CCA

Weymouth Landing
 SAMUEL J. MEJIACCA

Woburn
 ROMEO DISTASIO
 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!

Branch 34 Steward Training Seminars
Provide Valuable Info for All Carriers



CCAs – You Have Rights, Too!

CCAs—a few things you should know, you have rights, too, and here are a few of the most common that Management doesn't want you to know about.

1. You are entitled to a Steward.
2. You accrue Annual Leave.
3. You count towards the complement for Annual Leave (both for Prime Time Vacation and Incrementally).
4. If you have Annual Leave you are entitled to use it as long as it is approved. If you use all of your Annual Leave before your five day break, you **WILL NOT GET PAID** that week.
5. If you are past your 60 days, you are entitled to put a Hold Down on a Route.
6. If you put a Hold Down on a Route and are awarded the Hold you are entitled to the hours and days off that go with the Route.

Example: You have a hold on Route 1, Route 1's day off for the week is Monday, you worked Monday Management cannot then tell you that you are now N/S on Tuesday. Management cannot swap your N/S. If they do this they could be affecting if you get paid **OVERTIME** at the end of the week or once you're over 40 Hours. If Management **SWAPS** your N/S inform your steward!

7. You cannot be bumped from your Hold Down just because there is a Route open that sucks and Management says, "but we have no one else." You can only be bumped by the U-Man if it his/her scheduled day to do the route which would also be your day off, or if there is nothing else open on the U-Man's U-Set again if this happens inform your steward.

8. You are entitled to be paid at the **OVERTIME** rate for all hours worked over 8 hours in a day up to 10 hours. You are also entitled to be paid OT for all hours worked above 40 Hours in a work week.
9. You are entitled to be paid V-Time for all hours worked after 10 in a day. You are also entitled to be paid V-Time for all hours worked above 56 Hours in a week.
10. If you are working more than 12 hours in a day, inform your Steward.
11. **KEEP TRACK OF YOUR HOURS – IT'S YOUR \$\$\$\$, YOU EARNED IT!!!!!!**
12. You are entitled to a Lunch (**NOT PAID**) after six hours of work, you are also entitled to **two**

10-minute breaks.

13. If you are scheduled to work and show up and they send you home you are guaranteed to be paid the minimum of four hours. This is happening more and more on Sundays, again if this happens inform your steward.
 14. If you think you are getting incorrect Information from Management, Ask your fellow employees, or ask your Steward.
- ASK QUESTIONS IF YOU ARE NOT SURE ABOUT SOMETHING!!!!**



LAURA WOOD-FAHEY
Area Steward

A Year in Review

First and foremost, I would like to once again thank the membership of Branch 34 for this amazing opportunity to be an Area Steward of this great union.

It's hard to believe a year has gone by. Last year was quite a learning experience and full of many of challenges. During my travels, I had the opportunity to visit almost all the stations that Branch 34 represents. I've had the pleasure of meeting so many different members, each unique in their opinion and styles. Even though we may disagree on the process of being a union, everyone I have talked to shares the same goal – **"KEEPING THE UNION STRONG!"**

After 31 years of being a letter carrier what still amazes me is how management continues to roll-out these new "space" programs. I have heard over and over again they are just trying to save the Postal Service. Maybe they should hire someone to design a program to

inform them the Postal Service has been saved, but it wasn't the computer that did it. It was done on the backs of the union workers who deliver the mail every day. Has anyone else noticed the more programs they roll-out the bigger management gets. If you haven't heard, the newest program is called P.E.T. (Performance Enhancement Tool). This is DOIS on steroids and as usual the union prevailed in their first arbitration case against the implementing of this program. Big thanks to the arbitration advocates who argue these cases. It's time congress steps up and demands that management provided the quality mail service the American people deserves

In closing, I would like to take a moment to thanks a few people.

First, I would like to thank all the Branch Officers that I so proudly serve with. President **Mike Yerkes** commitment to education and training has brought every union member representation to a new level. Trust me when I say this **"Management has certainly taken notice!"**

Second, I would like to publicly thank National Business Agent **John**

The Food Drive is Coming! The Food Drive is Coming!...

(continued from page 1)

the rest! Letter Carriers have collected over 1.5 billion pounds of food in the United States over our first 24 years as a national food drive, and as we celebrate our 25th anniversary year lets continue to make this America's and the NALC's great day of giving!

Casciano for recommending me for National Arbitration Advocate and Dispute Resolution (B-Team) training down in Baltimore, MD and Potomac. Thanks John for having the confidence in me to complete these extremely challenging training seminars. Also, a big shout out must go to National Vice President **Lew Drass** and his facilitators. Lew and his staff put on a week of Formal-A training that is second to none!

Last, but most important, I would like to thank all the shop stewards who have stepped up to represent their offices. Being the in-house shop steward in Wollaston for 18 years, I fully understand the

development of the cases at the informal-A level is not an easy task. Your dedication to the process has made my job a whole lot easier.

"KEEP UP THE GOOD WORK!"

Finally, I would like to challenge every union member to attend at least one monthly union meeting in the upcoming year. We can't compete against management without all the members' input and support.



TOM ROONEY
Area Steward

Congratulations Retirees

On behalf of President Yerkes, 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:

- William C. Clark Jr. Central Square
Joseph Digenio.....IMC – East Boston
Richard J. MacMullin..... Fort Point
Anthony A. Rogers..... Woburn
John M. Russo Fort Point
Thomas G. Sherriff..... Fort Point
Ronald D. Smith Brookline
Kevin Y. Tam Newton Centre
Michael A. Tribble..... Stoneham

There Are Killers Amongst Us!...

(continued from page 3)

forms. Failing to do so, is done at one's own risk." That translates into doing the job completely, correctly, safely, and with a conscience. We cannot be contributing to the demise of this great institution. That's management's job, not ours! We need to continue showing the most important people in all of this, the American public, that the United States Postal Service is a strong, vibrant, and necessary part of American life. In being their favorite government employees, we must provide them the very best service possible, and show that we are worthy of the privilege of delivering their mail for a very long time to come.

New housing is going up all around us, creating new and valuable work for all of us. Just look around your own facility, the package business is growing, and showing no sign of stopping. This is our customer's preference, and it should be our priority to grow this business.

But make no mistake about it, this is not the Peace Corps, we do not work for free, we do not volunteer our services, we get paid for the job we do, and not by running out routes, skipping lunches and breaks, eating time, etc. By doing this, the job you save might be your own!

And if volunteering time is what you like doing, find a homeless shelter, a food pantry, or other nonprofit in your neighborhood. They would surely welcome the help!

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

In Memoriam

Peter G. Anastas, Jr.
Retired Member - Fort Point

Frank E. Ambrose
Retired Member - IMC

Robert E. Dabrowski
Retired Member - North Quincy

Thomas Goode
Retired Member - Weymouth

* Denotes Gold Card Member

Rest in Peace

Joseph Marcinkewich
Retired Member - IMC-Somerville

Michael J. O'Connor
Retired Member - Weymouth

Gerald L. Solar
Retired Member - Brookline

John Zaksewski
Retired Member - Weston

SAFETY & HEALTH MEETINGS SCHEDULE FY 2017 PQ 3

PLEASE NOTE LOCATION OF MEETINGS HAVE CHANGED.

- Tuesday, May 9, 2017 – **AREA 1** – Brighton
Tuesday, May 16, 2017 – **AREA 2** – Braintree
Tuesday, May 23, 2017 – **AREA 3** – Arlington P.O.
Wednesday, May 31, 2017 – **AREA A** – Chelsea CA
- ALL MEETINGS ARE AT 1:00 PM.**



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781-933-8266 or jean@joannorton.com**



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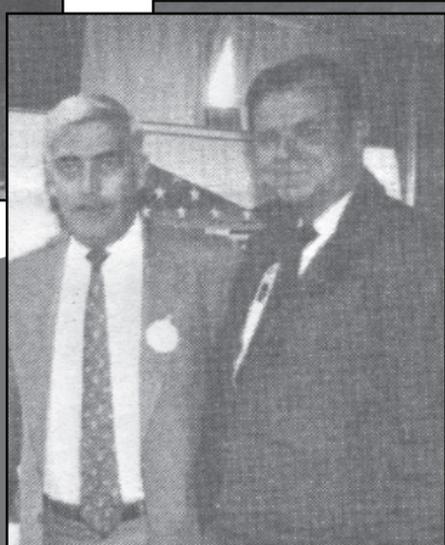
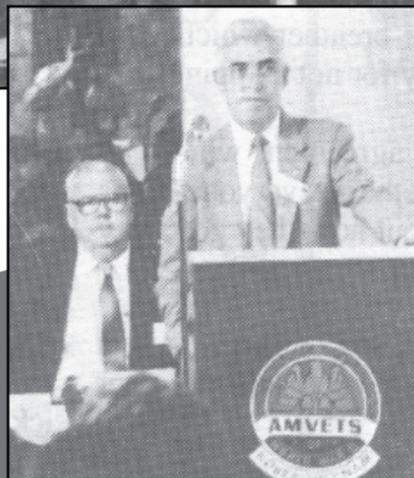
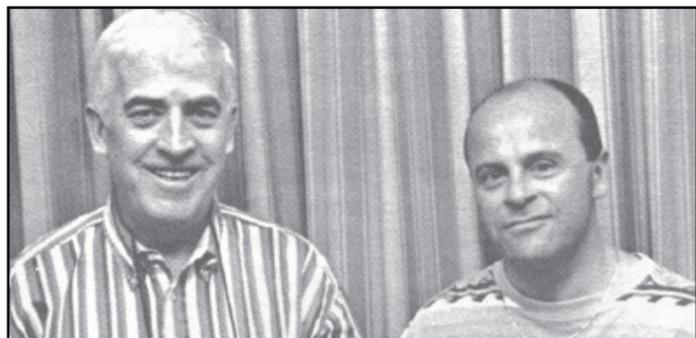
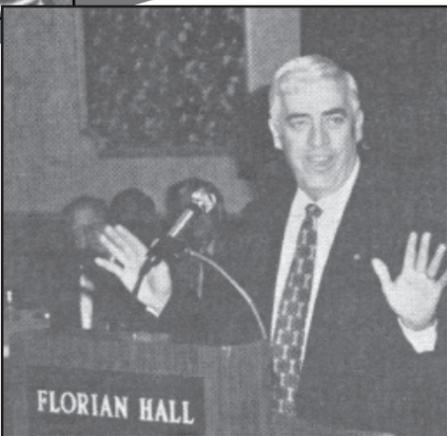
My husband and many family members were proud union members of the U.S. Post Office for over 100 years combined. I have assisted them in planning for their retirement and would like the opportunity to do the same for you.

We also offer a complimentary assessment of your financial needs

Joan K. Norton & Associates offer Securities through International Assets Advisory LLC, an Independent Registered Broker/Dealer Member FINRA/SIPC. Investment Advisory Services offered through International Assets Investment Management, LLC, an SEC Registered Investment Advisor.

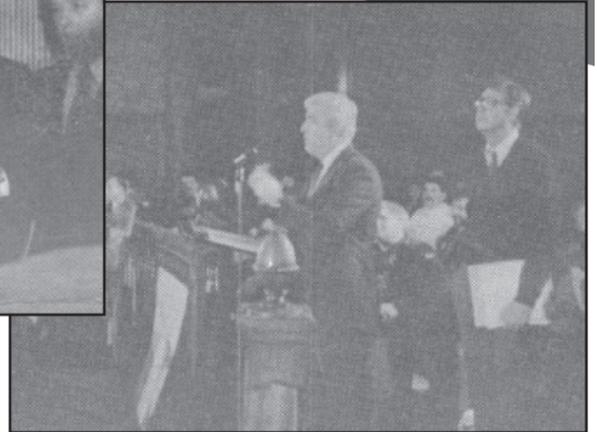
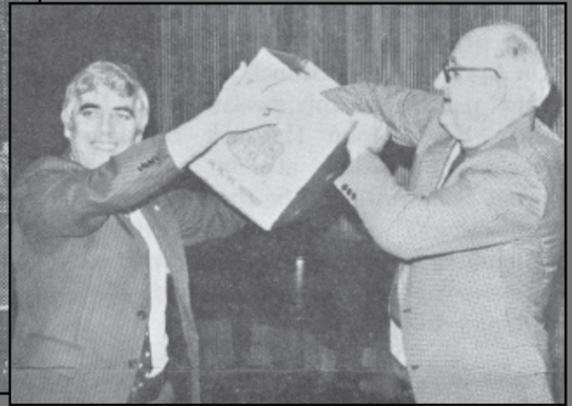
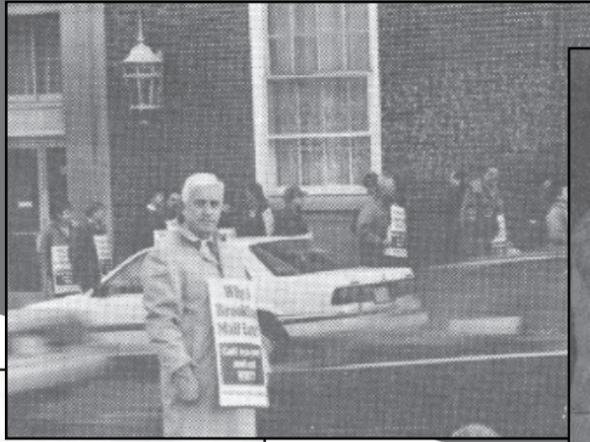
Michael J. O'Connor

June 28, 1940-February 28, 2017



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 **Federal Disability Program**

Branch 34 Salutes Its Recent Retirees

Brookline's Eleanor Walsh



Brookline's Eleanor Walsh (second from the right) receives well wishes from her co-workers at her retirement party.



Brookline's Eleanor Walsh sorts her last case.

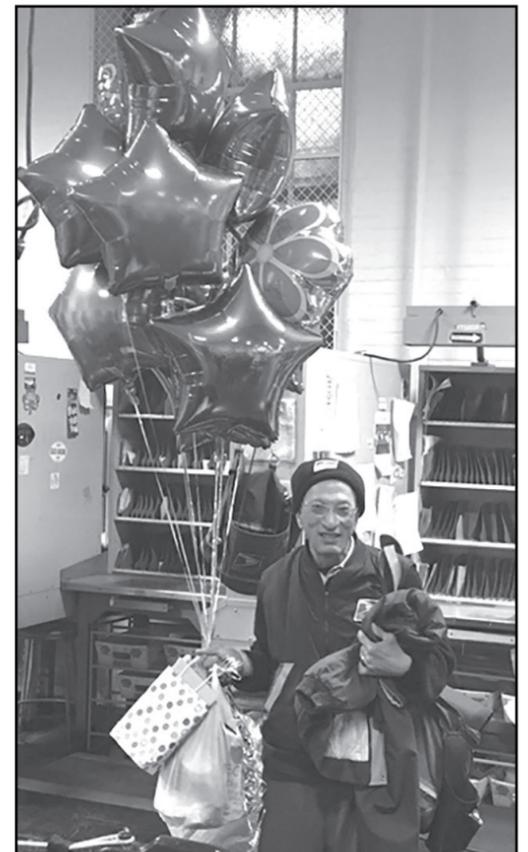
Newton Centre's Kevin Tam



Newton Centre's Kevin Tam's last punch.



Newton Centre Shop Steward David Ward and Branch 34 Executive Vice President Kevin Flaherty congratulate Kevin Tam (center) on his well-deserved retirement.



Newton Centre's Kevin Tam is laden down with all of the gifts presented to him by his co-workers and the Branch.

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Do you consider yourself financially fit? If not, maybe it's time to take a closer look at your finances to see if you can be smarter with money.

Here are some elements of a fiscal fitness plan:

- **Set financial goals.** What are your immediate, short-term and longer-term goals? Would you like to get out of debt? Purchase a new car or a home? Save for a child's education? Once you've prioritized your goals, you can decide whether to make changes in how you're managing money.
- **Establish a budget.** A working budget can help organize your finances and help you find ways to save money.
- **Track your spending.** Use a budgeting app to track exactly where your money is going each month.
- **Trim your debt.** If a large part (such as one-third) of your monthly spending goes to paying down debt, it should be a priority to reduce that debt. Living within your budget can help you cut debt balances faster.
- **Start saving.** Try establishing achievable, short-term goals such as saving \$50 per month, then increase that amount over time.

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- ☑ Your program offers educational resources to help you learn how to improve your money management skills—and reach your financial goals.
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 - saving
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 - investing

Financial issues can be stressful—to think about, talk about, and overcome. Unresolved money concerns can adversely impact your relationships in addition to your physical and mental health.

Log on to www.EAP4YOU.com today!



Magellan
HEALTHCARE

Spring Into Safety...

(continued from page 2)

Once again, we need to hold management accountable for keeping our work environment healthy, and safely maintained. If you have a safety team, utilize it. Meetings are supposed to be held every couple of weeks. If they aren't, why aren't they? Be the squeaky wheel. It won't get fixed if you don't call attention to it. If you don't have a safety team in place, suggest one.

Many issues have been resolved in my office, not always as fast as I want, but resolved after notifying management. Loose floor tiles, holes in the ramps, and exit doors were fixed after initiating a dialogue with management. If your office has safety issues, they must be addressed. Tell your boss. Tell your steward. Don't wait for someone else to do it. You shouldn't have to work in an unsafe environment.

I've covered the basics of reporting vehicles, delivering, and office safety items. The bottom line is **YOU** are responsible to make sure of your personal safety. Don't leave it up to someone else. Remember that you must follow a direct order, **UNLESS** that order will directly jeopardize your safety. Follow the instruction, and then file a grievance if necessary.

One last item to bring up, don't be **THAT PERSON** who causes the safety issue. Cut your straps, and dispose of them in the trash. Don't throw your butts on the ground. Let's respect each other, and get home safely **EVERY DAY**.

CRAPTACULAR!

Annual Rite of Spring Arrives... Route Inspections

It's beginning to look a lot like Springtime. Easter Lilies, Tulips, Songbirds, Sunshine, and, ugh, route inspections. This will certainly come as no surprise to seasoned letter carriers who've seen and been thru the drill before. However, management, while they have every contractual right to inspect, just can't seem to come up with anything new or innovative, as the Postal Service lurches into a new era of delivery.

There has been a 14% increase in 2016 in package delivery for USPS. That's a pretty big number. And it's a welcome number. But you know what they say about numbers and figures. While it's not likely you'll see any Jeopardy champion from management anytime soon, it doesn't take a deep skill set to see where to inspect.

NALC at the local, regional and national levels have for years been advising letter carriers to ensure they get full credit for all of the many job functions the modern day city letter carrier performs. Failing to do so, is done at one's own risk.

The week of count and inspection can seem like an episode of Groundhog Day. If one has been carrying their assignments in accordance with accepted practices, and have a working knowledge of the PS Form 1838c, there is little to worry about. If you want your assignment to look like it got sprinkled with Miracle-Gro after inspection, don't follow your union advice, and leave it to USPS to reward you for your efforts. It is worth remembering that by following the advice of your union, no new fangled management program or flavor of the month can do you harm.

Many local branches, and it is strongly advised, to an observer on site during the count week. This be beneficial to both management and the union it can help

to advert potential disputes and grievances before they occur. One must be cognizant of the fact that today there are many new and inexperienced delivery supervisors roaming the workroom floor. They're very confused, and many looking like they just got off at the wrong bus stop.

There remains today an abundance of route examiners who look at letter carriers as if they're observing a shoplifter. Experienced and professional letter carriers know there is nothing to get overly excited about during an inspection. Actually, there are letter carriers who enjoy the theatre and entertainment the week sometimes produces both the office and on the street.

So whistle while you walk. Just make sure they don't deduct it as a time wasting practice. And listen to your union.

The Survey Says...

The reasons CCAs give for quitting USPS (*drumroll please*)...

- #1. No Flexibility
- #2. Physical Demands
- #3. Hate my Supervisor
- #4. Too many hours
- #5. Pay

★★★★★★★★★★

"Don't forget it's daylight savings time. You spring forward, then you fall back. It's like Robert Downey, Jr. getting out bed."



JOHN J. CASCIANO
National Business Agent

Massachusetts Congressional Delegation

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2016 UAW Union Built Vehicle Guide

UAW CARS

- Buick LaCrosse
- Buick Verano
- Cadillac ATS
- Cadillac CTS
- Cadillac CT6
- Cadillac ELR (electric)
- Chevrolet Camaro
- Chevrolet Corvette
- Chevrolet Cruze
- Chevrolet Cruze (diesel)
- Chevrolet Impala
- Chevrolet Impala (police)
- Chevrolet Malibu
- Chevrolet Sonic*
- Chevrolet Volt
- Chrysler 200
- Dodge Dart
- Dodge Viper
- Ford C-Max (full hybrid/electric)
- Ford Focus
- Ford Focus (electric)
- Ford Fusion* (gas-powered only)
- Ford Mustang
- Ford Taurus
- Lincoln MKS

UAW TRUCKS

- Chevrolet Colorado
- Chevrolet Silverado**
- Ford F Series
- GMC Canyon
- GMC Sierra
- RAM 1500**

UAW SUVs/CUVS

- Buick Enclave
- Cadillac Escalade ESV
- Cadillac Escalade Hybrid
- Cadillac SRX
- Chevrolet Equinox
- Chevrolet Suburban
- Chevrolet Tahoe
- Chevrolet Tahoe (police)
- Chevrolet Tahoe (special service)
- Chevrolet Traverse
- Dodge Durango
- Ford Escape
- Ford Expedition
- Ford Explorer
- GMC Acadia
- GMC Yukon Hybrid
- GMC Yukon XL
- Jeep Cherokee
- Jeep Compass
- Jeep Grand Cherokee
- Jeep Patriot
- Jeep Wrangler
- Lincoln MKC
- Lincoln Navigator

UAW VANS

- Chevrolet Express
- Ford Transit
- GMC Savana

UAW SPECIALTY VEHICLES

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(for drivers with disabilities)

UNIFOR CARS

- Buick Regal
- Cadillac XTS
- Chevrolet Impala
- Chrysler 300
- Dodge Challenger
- Dodge Charger

UNIFOR SUVs/CUVS

- Chevrolet Equinox
- Ford Edge
- Ford Flex
- GMC Terrain
- Lincoln MKT
- Lincoln MKX

UNIFOR VANS

- Chrysler Town & Country
- Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

2017 Branch 34 MDA Bowl-A-Thon A Huge Success!



On Sunday, March 26, 2017, more than 150 members, family and friends laced up their bowling shoes to help strike out the more than 40 neuromuscular diseases that MDA serves, while having as much fun as possible. By all accounts, this event was a huge success as we raised **more than \$4,300.00!**

Special thanks must go to the following lane sponsors:

- Norton Associates, 800 West Cummings Park, Woburn.....\$100.00
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- John Kavanaugh.....\$25.00
- Veronica Bertrand, North Quincy, MA\$50.00 Gift Certificate
- 4 Black Wolves lacrosse tickets
- Lanes and Games, Cambridge, MA\$100.00 Gift Certificate
- 2 Tee Shirts
- Shapiro and Associates, Boston, MA\$500.00

– Dominic Corsetti, MDA Co-Chairperson

