



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

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National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
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NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 128 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2018

Upcoming Meetings

Please check out
the dates, times
and locations for all
upcoming Membership
Meetings on the
new-and-improved
**BRANCH 34
WEBSITE** at
nalcbranch34.com



Inside Branch 34's CLAN

**What Has The Union
Done For Me?**
Page 2

**"If I Followed All of Their
Rules, I'd Never Finish!"**
Page 3

A Renaissance for Labor
Page 3

**Women of Branch 34 –
GET INVOLVED NOW!**
Page 4

**Hingham's Stacey
Maloney Answers
Letters to Santa**
Page 4

**Branch 34's Letter Carrier
of Distinction –
Yvonne Brady**
Page 5

**The Attendance Patrol
Police Have Been
Activated**
Page 5

**Branch 34 Donates Over
\$26,000 to the
Muscular Dystrophy
Association in 2017**
Page 9

**Gold Card Presented to
Fort Point's Joe Carrillo**
Page 12

**Branch 34 New Steward
Training Class**
Page 12

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nalcbranch34.com**

President's Report

TACS Manipulation Grievances Moving Forward, OIG Audit Coming to Boston



MICHAEL YERKES
President

As you may be aware, our Stewards in the IMC Chelsea facility discovered time card manipulations in early 2017 and have been painstakingly investigating this burgeoning violation ever since with a significant segment of this issue now moving forward to the Dispute Resolution (Step B) level of our grievance process as this article goes to press. A similar albeit smaller case from West Roxbury is also moving to Step B.

At this time, I find it necessary to inform all Members that I have recently been made aware that the USPS's Office of Inspector General (OIG) will be coming to town to conduct an audit of the Boston Installation's time recording practices which Branch #34 has clearly demonstrated to be a systematic train-wreck for the past six-years or longer.

In July of last year, given the magnitude of the evolving investigation in front of our Stewards, including more than 100,000 pages of TACS reports identifying dozens of management personnel whose employee identification numbers have been to various degrees associated with these questionable time adjustments, we sought the input and assistance of Massachusetts Congressmen **Michael Capuano** and **Stephen Lynch** who in turn sought a review of the situation by the OIG in written correspondence.

While at first the OIG rejected the congressional request to get involved, I continued to communicate regularly with Congressmen Lynch and Capuano's offices and following a second letter in late November, it now appears that the OIG has reconsidered and may in fact be in town conducting the audit for several months.

Requesting the involvement of the Postal Service's OIG is not a decision that we take lightly, for reasons that I will not go into here. Yet we are cautiously optimistic that the OIG's belated involvement into this investigation can shed light on the who and why so many management personnel defrauded and misrepresented our Members time and, hopefully create some sort of mechanism that will ensure that this behavior ceases once and for all.

Branch #34 continues to actively pursue any questionable TACS transactions which raise concern when and where we find them. To the end, we conducted an eight-hour on-the-clock training seminar for all our Stewards last September which was devoted almost entirely towards coaching our station reps to recognize data integrity issues within USPS TACS records.

I feel a need to emphasize to all Member's (and management personnel alike), that our most essential role as Union Representatives is to enforce the National Agreement and the contractual provisions the NALC and the USPS mutually agreed to.

Our Members are regularly subjected to disciplinary actions for alleged violations of postal regulations on a near daily basis; more than 300 disciplinary grievances were filed by Branch #34 Stewards last in 2017.

Any supervisor or manger's disallowance or deletion of any employee's time without the requisite postal required supporting documentation is a violation pure and simple. Any supervisor or manger's disallowance or deletion of any Members time without his/her knowledge and consent is unconscionable. Yet that is exactly what has occurred within the Boston Installation and it is apparent that it has been happening for a long time.

Far too often postal management in general has gotten away with cherry-picking which rule or regulation they perceive is important when and where they feel like it, whether it be attendance enforcement, breaking hold-downs or the enforcement of totally obsolete MSP Scans, yet compliance with any rules and regulations which they don't like are literally ignored without repercussion.

It is the height of hypocrisy when supervisors and managers who refuse or are simply too incompetent to comply with their own

regulations have the audacity to discipline Members for alleged failures to perform their duties in a satisfactory manner. It happens all the time and unfortunately, I do not envision that will change anytime soon.

Finally, and most importantly, a word of caution is warranted at this time. As this investigation presumably involves alleged misconduct of postal management personnel, I do not envision much substantive interaction between OIG auditors and our Members. Nonetheless, if you are approached by OIG or postal management regarding any investigation, your first thought should absolutely be to request Union Representation.

Going forward, I know that you and the vast majority of your coworkers should continue to perform your duties in the safe and professional manner you do every day in serving the American public. To the small minority of Members who still may in fact be attempting to push the envelope, understand that technology is closing in, and if we value our jobs, we must also be accountable.

Be where you are supposed to be and continue to perform your duties in the safe and professional manner you always have.

Apply NOW for the 2018 Boston Branch 34 Letter Carriers Scholarship Program

The National Association of Letter Carriers has always sought in every way possible to foster the well-being of its Members. To that end, your Joseph P. Considine Branch 34 has established a scholarship program to help qualified students among the children of our Members – active, retired or deceased.

Each year, six (6) one-year college scholarships carrying stipends of \$1000 each will be awarded by a committee of Boston area educators to the highest ranking candidates. Academic and personal promise will be their only criteria. No Member of the National Association of Letter Carriers will be involved in the decisions in any manner.

Winners of a Branch 34 Letter Carriers Scholarship must attend an accredited two- or four-year college or university offering a course of instruction leading to bachelor's degree. The scholarship award will be sent in the student's name, payable to the college at which he/she is enrolled. The stipend will be credited to the recipient's account and used in accordance with the scholarship policy of the college.

Qualifications

The student must be a legal dependant of a Member of the NALC Branch 34. He or she must be a high school graduate who in 2018 will enter the freshman class of an accredited college or university.

How to Apply

1) Cutout, complete and return the application, **no later than March 31, 2018**, to the address printed below. Be careful to answer every question completely, accurately and legibly.

2) Register for and take the College Board SAT 1. Scores should be reported on the attached application. If taken more than once, report your best scores. *Consult your high school guidance counselor for advice and information on registration and the site of the test. The test fee is your responsibility.*

3) At an appropriate time, the selection committee will send the applicant a *Biographical Questionnaire*, and a *School Report Form*. These must be completed and returned according to the instruction enclosed with the forms.

(continued on page 2)



BRANCH 34 STATION STEWARDS

Allston.....	Jack Gomes
Arlington.....	Gerald McCarthy Sean Mullet
Auburndale.....	Thomas Kierstead
Back Bay.....	Lucy Warren Mike McCormack
Belmont.....	Salvatore Celeste David D'Agostino
Braintree DMU.....	Richard Fraser Robert O'Donnell
Brighton.....	Roshon Butts
Brookline.....	Joseph DeMambro Dean Gonatas
Cambridge - Central Sq.....	William Wilkins Christopher Nolett
Cambridge - Porter Sq.....	William Cresitelli
Cohasset.....	Judi Aronson
Chestnut Hill.....	Thomas Conville
Dorchester.....	Vacant
East Weymouth.....	Artie Matthews
Fenway.....	Tony Cinelli
Fields Corner.....	James Hudson
Fort Point.....	Benny Faletta Thor Hellestedt
Hingham/Hull.....	Michael Bertrand
Hyde Park.....	Joseph DeBerardinis
IMC - Chelsea.....	William Lang
IMC - East Boston.....	Emelio Leone
IMC - Winthrop.....	John Fanning
IMC - Everett.....	Tom Ciulla
IMC - Charlestown.....	Vacant
IMC - Somerville.....	John Fucile
Jamaica Plain.....	Bernadette Romans Robert Damatin
J.F.K. Station.....	Robert Amirault Millie Brooks
Kenmore.....	Dan Abellard
Lexington.....	Tony Scrivano John Lucey
Malden.....	Laura Fahey Chris Dineen
Mattapan.....	Vacant
Medfield.....	Christopher Pacitti
Medford.....	Jon Holmberg Stephen White
Milton.....	Robert Leighton
Needham.....	Diane Butera P.J. McDonough
Newton Centre.....	David Ward
Newton Highlands.....	Richard Shelley
Newtonville.....	Thomas Duff (A) Heidi White
North Quincy.....	Vacant
North Weymouth.....	Mike Davis
Quincy.....	John Ainsley Michael O'Connor
Revere DMU.....	David O'Connor
Melrose.....	Tanya Gorham
Roslindale.....	Adam Difazio
Roxbury.....	John Galvin Keith Meredith Samie Smith
Scituate.....	Phyllis Monahan
South Boston.....	Tyler Clarke
So. Weymouth.....	Rusty Craven
Stoneham.....	Joseph Mangano
Waban.....	Rich Farrell
Waltham.....	Edward Walsh Colive Heaven
Watertown.....	William Huber
Wellesley.....	Mark Lester
Wellesley Hills.....	Jack Eppenstein
Weston.....	David Demarco
West Newton.....	Richard Trainito
West Roxbury.....	Michael Walter Stephen Tinglof
Weymouth Landing.....	Mario Venturelli
Woburn.....	Vigo Conte Fred Casey
Wollaston.....	Thomas Rooney, Jr.

What Has the Union Done For Me?

Oftentimes we hear "what has the Union done for me?" Well this article will explain what the Union has done for Branch 34 members, particularly as far as grievance work.

In calendar year 2017, Branch 34 stewards filed 789 grievances. Six hundred thirty-eight were for contractual issues and two hundred eighty-eight were for discipline, ranging from letters or warning up to removals. As you can see your stewards have been busy.

For those unfamiliar with the grievance process I will attempt to simplify. In a contractual issue the burden is on the union to prove that Management violated a particular article of our national agreement. The burden is by evidence such as statements, documents such as clock hits, contract language, JCAM citations, etc. It is not enough to say Management did this.

In the case of discipline the burden falls squarely on management. It is not enough for management to cite an allegation. Management must prove the carrier did what he or she was accused of.

In the contractual grievances Branch 34 gained a partial or full settlement in 403 cases. These settlements ranged from cease-and-desist orders to monetary awards. The union withdrew the grievance in approximately fifty cases for a variety of reasons. In fifty-one cases it was determined that there was no contractual violation, either at the Step A level or the Step B level. The rest of the contractual grievances are still pending. To sum it up, Branch 34 prevailed in some form or another in two-thirds of our cases, an astonishing success rate.

We were also successful in the discipline grievances. Two hundred forty letters of discipline were either expunged entirely, reduced in time served, or reduced in the extent, for example a seven day suspension reduced to a letter of warning. Once again, congratulations on a job well done.

We still have several stations without stewards. As you can see we will provide stewards the tools to be successful. So if anyone is interested in becoming a steward in those stations please step up and let us know.

Branch 34 also provides extensive training to our stewards. We conduct one day training for all new stewards at our Branch office whenever needed. We also provided Branch-wide steward training twice in 2017 on grievance processing and time clock manipulations. These two training sessions were attended by most of our stewards and proved informative to all attendees.

Branch 34 also conducted a seminar on retirement planning. In conjunction with NBA **John Casciano** and National, a comprehensive retirement planning seminar addressing many questions as well as dos and don'ts in planning for retirement was held.

Branch 34 also offers Workers' Compensation advice and representation to injured carriers who seek it. This representation and advice is not utilized by many of our members. As I have said for many years, members should always call the branch if injured at work.

Branch 34 conducts route inspection training to all stations undergoing route inspections. Our extremely knowledgeable

route inspection specialists (**Mike Gorham** and **Rich Galvin**) explain the process as well as review the documents essential



KEVIN FLAHERTY
Executive Vice President

for a successful inspection. (There is never really a successful route inspection process, unless you call wasting money, harassing carriers and rigging the system a success.)

These are few of the ways in which Branch 34 is working for you – the members. So next time you hear a carrier say "what is the Union doing for me" feel free to cite this article.

Also, the NALC has settled our contract in 2017. While many may be unhappy with the settlement, it was ratified by an overwhelming number of NALC members. We all received pay raises, cost of living adjustments, continued health and retirement benefits. Our CCAs received long overdue pay raises, six paid holidays per year, the right to use annual leave and other benefits.

So instead of complaining about what the Union does for you, hop on board for the ride! For those few non-members (whatever the reason) join us! For those stations without a steward, join us and become a steward. For those not signed up as an E-Activist, join us! For those not contributing to the Letter Carrier Political Fund, join us!

NALC is the greatest Union in our country and Branch 34 is the greatest Branch in the NALC! Join us!

Apply NOW for the Boston Branch 34 Scholarship...

(continued from page 1)

Scholarship Recipients

Scholarship recipients will be notified no later than June 1, 2018. However, a scholarship award will not become effective until a winner is definitely enrolled in an approved college or university.

MAIL TO:

Bernard Pekala
Chairman, Scholarship Selection Committee
44 Old Stage Coach Road
Bedford, MA 01730-1247

Application for 2018 Branch 34 Letter Carrier Scholarship

Please print or type all entries except for signature

National Association of Letter Carriers
Joseph P. Considine Branch No. 34, AFL-CIO

Students Name: _____ Email Address: _____

Home Address: _____ Phone: _____

Name of Secondary School attended: _____ Graduation Date: _____

Address of Secondary School: _____ Phone: _____

Scholastic Aptitude Test Scores (if already taken)

Critical Reading: _____ Math: _____ Written: _____

Scholastic Aptitude Test Date(s): _____

Name of parent who is a Member or Deceased Member of Branch #34: _____ Relationship: _____

Signature of Applicant: _____ Date: _____

The Branch 34 2018 Calendar is available for download online at

www.nalcbranch34.com

“If I Followed All of Their Rules, I’d Never Finish!”

Everyone who’s worked for the Post Office has heard someone say this at some point in their career. The question that should follow is; “why don’t you?” Why would we, as letter carriers, willingly not obey the rules? I, for one, love rules and instructions.

Years ago I was told by one of Dorchester Center’s finest supervisors to not go through the swinging doors anymore. At the time I had a Parcel Post/Relay route and needed to get the relays, which were in a post-con on the workroom floor, to the dock which was on the other side of the swinging doors. I began to say that’s the dumbest #@&?#% instruction I’ve ever heard, but I didn’t. What did I care if management didn’t want me to go through the swinging doors anymore? I also didn’t bother to ask why everyone else could go through the doors but not me. What did I do? I made a boat load of money taking one relay at a time around to the combination door out to the dock and back through the combination door. Over and over I did this day after day. What used to take 25-30 minutes now took about an hour and a half to do. You would think management would realize this is stupid within a day or two and tell me to go back to pushing the post-con out to the dock, but they didn’t. I always just

assumed they wanted to see if I would, on my own, go back to using the swinging doors because it was easier and thus disobeying their instruction. But I didn’t. I came to the realization they’re paying me and even if they wanted me to load my truck three blocks away, what did I care. This went on for a couple of months until the same supervisor who gave me the instruction asked me what the \$/@.<& I was doing? I told him I’m not using the swinging doors per your instruction and he said that was stupid and instructed me to go back to using the swinging doors. Stupid or not an instruction is an instruction and I followed it.

Perhaps the rules and instructions you receive aren’t as stupid as this example but failure to follow the rules could cause you problems. One of the most unknown rules, based on conversations I’ve had with carriers and management, pertains to delivering parcels. Section 321.4 of the M-41 states in part:

If a parcel does not fit completely within the mail receptacle or parcel locker (when available), determine if someone is available at the address by ringing the doorbell or knocking on the door. If no one is available to receive the parcel, follow the procedures in 322.311 and

322.312. That doesn’t mean just leave it between the doors or by the mailbox and go on your way. Clearly you’re supposed to attempt to deliver the parcel to the customer if it doesn’t fit in the mailbox. The M-41 was revised back in 2011 and Sections 322.311 and 322.312 were changed. They now say:

322.311 When the Carrier Is Authorized to Leave Ordinary Parcels

- a. Uninsured parcels or parcels that do not require a signature may be left in an unprotected location such as a stairway or uncovered porch when the mailer participates in the Carrier Release Program by endorsing the parcel “Carrier – Leave If No Response” or the addressee has given written directions for an alternate delivery location. PS Form 3849, *Delivery Notice/Reminder/Receipt*, with the “It is located: _____” block completed, must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate location.

(continued on page 5)



MICHAEL MURRAY
Secretary-Treasurer

A Renaissance for Labor

“Let’s Make America Great Again” got a lot of play during the recent Presidential Election, where it has meant little to some Americans, and everything to many others. But the reality is many jobs, and corporate profits have, and will be returning to our shores, (due to corporate subsidies: tax breaks), and as Union Brothers and Sisters we must seize on striking while the iron is hot. Our response to these happenings could promote or demote how successful this potential renaissance for the American workforce can be. Many in the media-sphere have discounted any growth because of the person who has championed it: **President Donald Trump**. His agenda rarely aligns with unions, and I know the last thing on his mind is whether he is helping union members. But the reality is any of these job that are created, can be held by a member of a union.

And there are plenty of statistics that can support, and sustain these jobs in the eyes of the American people. Some 62% of the population will pay more for products that are manufactured in the United States. If we each spent \$64 on Made in U.S.A. products, we would create an additional 200,000 jobs. The number of citizens who believe manufacturing is important to economic prosperity is 83%. And currently unions are seeing increases in white collar members in education, and the media.

But with these positive numbers we also have corporations, and organizations who believe that they are the only beneficiaries of this new wave of economic growth. For example, when we give companies economic subsidies to build facilities that will pay workers less than what taxpayers are giving the companies to locate here; that is unacceptable. Already companies are throwing around these tax incentives in the form of bonuses to their employees, and that’s a grand gesture that plays well in the press. But as every union member knows that is not a raise, or an addition towards your high three when contemplating retirement. This is just another example of businesses controlling the narrative of worker benefits.

If they cared about their employees they would be offering 401K’s, stock options, profit sharing, and more comprehensive health benefits.

August 5th, 1981 is believed by some to be organized labor’s equivalent of “jumping the shark” as the Air Traffic Controllers were fired by President **Ronald Reagan** for grounding roughly 7,000 peak summer flights. A union had become the enemy of the American public, and in a lot of ways tarnished the way we were perceived in the workforce. Reagan fired those who wouldn’t return to work, banned them from ever returning to their jobs, and decertified the union. This was just one incident, and should not have defined unions for all the good that have come from the movement. The recent \$15 minimum wage, pensions, the eight hour workday, accrued vacation, and sick time, safe working conditions, the paid holiday, and so many other benefits would have never come into existence.

It is time for union members to show Americans that we are the good guys, and tell our storied history, and expose big business for what they are: The Deep State, with long arms into the control of social media, news outlets, and the political arena, with little concern for the health and well being of American workers. In the United States Postal Service, the workforce is considered the biggest drain on business, so it must be diminished, and wages contained. As union members we need to protect our routes when management comes looking to eliminate them, and tell us we don’t have enough to do. And when they want to cheat and steal by altering clock rings, we must make them pay. And pay they will, with a congressional inquiry underway, this is when our membership in the National Association of Letter Carriers shines. Brothers and Sisters unified, staying the course, and seeing things through. It’s something every person in Branch 34 should learn from, and feel proud to be a part of!

As organized union members, it is our duty to promote our work standards to anyone who will listen, embrace the positive impact that your union has garnered

in the form of pay and benefits, and continue to defend the rights, and well being of every person who works for a living. Let’s face it, companies will give workers what they think they can get away with. We need to get back to our union roots, and fight for better pay, better benefits, and a seat at the table when it becomes decision making time. A Renaissance for Labor is well overdue, and the only way to get fair compensation is to collectively fight for it!

Corporations will tell you the reason they exist is to satisfy the stockholders, and that’s their truth, but it doesn’t make it right. It is the people that put in the hard work that makes these companies profitable, and getting people to understand this leverage in the modern workplace should be part of organized labor’s new mantra, and the first line of labor’s mission statement. With these new jobs, and new workers coming on line, unions will be as important as we make them for these new 21st Century workers. We must not just preach to these people, but pursue them in the workplace, online, and where they live. This is a time to grow the labor movement, advancing the wages, benefits, and safety of all American workers. Retaining good jobs that will be here and now, and for generations to come. And it can’t just come from the top. All of us must do our part to strengthen the labor movement by thinking of our unions as a collective that is working to support, protect, and advance the lives of all workers.

Going to your union meeting, becoming a shop steward, donating to the Letter Carrier Political Fund are a great places to start. Taking an active role in protecting our future as Letter Carriers is all of our responsibility, and sitting on the sidelines, complaining about the job, being marginalized into silence, and fear because management challenges you, cannot continue. Let’s look to our historic past, and forge a strong future for all union members for many years to come.



BOBBY DAMATIN
“Branch 34’s CLAN” Editor

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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, 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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Don't Be A **SCAB!**

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

Back Bay

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Waltham

DAVID BAHM
KELLY M. GREEN-GALLO
JOSEPH REGNA..... CCA

West Roxbury

JOYCE A. FASANELLO

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!

Women of Branch 34! GET INVOLVED NOW!!!

At the last Union meeting in January, I noticed there were only three women there. Myself, **Wanda Hamm** (Wollaston), and **Lucy Warren** (Back Bay). All three of us have continued, long time involvement with the Union in some capacity. I know that a lot of us get out of work and are tired, or have to drive kids to a sporting event or school function, care for an elderly parent, run errands, or whatever the case may be. But women in general have been involved in the Labor Movement and Unions as early as the 1830's, and are still encouraged to continue to be involved. So ladies, get involved as much as you can, and come to a meeting. If you can't get to a meeting, ask your Steward what happened at the last meeting. You can call the Hall, ask questions, visit nalcbranch3434.com, write a letter, but don't let the advantages of what a Union offers pass you by!!!

Women's History Month is in March, so here is just a sample of what women have accomplished with their involvement in Unions... It's impressive!!!!

In 1834 the "mill girls," (that's what they called them back then), of Lowell, Massachusetts were fed up with their working conditions of 14 hour days in the mills, with unbearable noise, and intolerable heat. With pay cuts looming, they decided to walk off the job. Those "mill girls" gained national attention for their strike, and formed the Lowell Female Labor Reform Association, led by **Sarah Bagley**. These women testified before the Massachusetts Legislature, where they successfully lobbied for the 10 hour work day.

In the early 1900's, women in New York organized the International Ladies Garment Workers Union, (ILGWU), and **Lucy Parsons** was a key organizer for the Union. In 1905, she helps to found the Industrial Workers of the World. Part of the ILGWU were workers at the Triangle Shirt Waist Factory, who walked off in protest after the firing of Union Members.

This company's brutality over the walk out resulted in a massive strike of 20,000 unionized workers with influential Union activist **Leonora O'Reilly** helping to lead the charge. After three months on strike, an arbitrated settlement was reached. Two years later in 1911, one of the worst cases of workplace neglect took place when a fire broke out at the Triangle Factory, and 146 women lost their lives because exit doors were blocked, and fire escapes were inaccessible. The tragedy had an effect on Americans, as they began demanding institutional reforms that the ILGWU had already begun to fight for.

In Massachusetts in 1912, the Bread and Roses strike began, with over 23,000 men, women, and children formed the picket lines that pushed the creation of the Department of Labor, and established Massachusetts as the first state in the nation to enact a minimum wage law, and protection of pay for women and children.

Rosina Tucker in 1930 helped to organize the first African American Labor Union - The Brotherhood of Sleeping Car Porters.

In 1933, President Franklin D. Roosevelt appointed **Frances Perkins**, the first female woman cabinet member as the Secretary of Labor. She was instrumental in the creation of Social Security, and the New Deal.

In 1938, **Luisa Moreno**, a Guatemalan immigrant, became the first Latina Vice-President of a major labor union: The United Cannery, Agricultural, Packing, and Allied Workers of America.

In 1941, during World War II, 400,000 women became "Rosie the Riveters," where they were met with male workers at Kelsey-Hays Wheel Corporation, who went on strike in efforts to have female workers fired.

In 1957, **Esther Peterson** joined the Industrial Union Department of the AFL-CIO, becoming its first women lobbyist.

In 1963, The Equal Pay Act was passed, making it illegal to pay different

wages to men and women who performed the same work.

In 1964, passage of the Civil Rights Act led directly to the creation of the Equal Employment Opportunity Commission (EEOC).

In 1969, the EEOC declared previously protective legislation invalid, opening the doors for women to become Police Officers, Iron Workers, Bus Drivers, and a multitude of other jobs.

In 1971, **Shirley Ware** became the first African American Women in Local 250's history to become a Field Representative.

In 1972, **Ruth Bader Ginsburg** founded the Women's Rights Project of then ACLU, focused on fighting discrimination towards women.

In 1993, FMLA is signed in to law by President Clinton, which enacted job-protected leave for employees who needed time off to care for themselves, and family members.

By 2000, women are now two thirds of all new Union members.

Women's Union Membership has increased nationwide over the past 30 years from 33.6% in 1984 to 45.5% in 2014

Women's union leadership roles have risen, with high numbers of women on the Executive Council of the AFL-CIO, the upper leadership of the SEIU, and the General Officers of UNITE.

In 2010, **Mary Kay Henry** was unanimously elected International President of the SEIU, and in 2012 was named one of the most influential women in Washington.

This chronological look at women's involvement with labor shows that what was important to women then ended up being important to, and benefiting everyone!

Ladies, get involved now!!!!!!



LAURA WOOD FAHEY
Area Steward

Branch 34 Member Answers Letters to Santa - Hingham's Stacey Maloney

We are halfway through another New England winter and the volumes don't seem to be letting up. USPS expected to deliver 850 million packages and 15 billion pieces of mail during the 2017 holiday season. That's a 10% increase over last year. With so many deliveries and crazy hours, it's a wonder how we have time to do anything else. Drive home. Say hi to the family. Grab a bite to eat. Hit the couch for 30 seconds before checking the inside of our eyelids. Sound familiar? I know it does. So, I find it amazing that so many of our members find time for community service.

One member of our branch does just that and she's been doing it for the last five years. **Stacey Maloney** in the Hingham office has been a letter carrier for 18 years. five years back she started writing Santa letters to kids in the neighborhood. That first year she wrote 75 letters telling kids the best part of Christmas is sharing time with family, but that Santa loves



Hingham's Stacey Maloney

bringing toys to good kids like you too. So try to do nice things. Obviously, no one on the fourth floor got one, but this year Stacey sent out 737 letters to kids all over the place. This year she sent one

all the way down to Miami. Hope they weren't a Dolphins fan.

One letter came in with no last name and no return address from a girl who wanted to hurt herself. She was tracked down with some clues from the letter and got the help she needed. Hold on. I just have to wipe my eyes for a second.

Stacey gets the most satisfaction when she gets feedback from parents saying how great it was that Santa answered their child's letter. Stacey personalizes each letter with Christmas stickers, penguin stamps and candy canes. She does this on her own time and with her own money. It's certainly a labor of love and shows the kind of person she is. We're proud to have her as a member in our branch. Thanks for doing a great job Stacey, I mean SANTA.



TONY SCRIVANO
Area Steward

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

In Memoriam

William J. Burke*
Retired Member - Arlington

Martin A. Mastrandrea*
Retired Member - Milton

Joseph Comeau
Retired Member - Brighton

Timothy Nee
Active Member - Arlington

* Denotes Gold Card Member

Rest in Peace

Branch 34's Letter Carrier of Distinction – Yvonne Brady

By Bobby Damatin
Editor, Branch 34's Clan

A lot of us take for granted the lives that we have, especially around the holidays. Presents around the Christmas tree, getting the family together, and a delicious holiday meal are the things we all expect around that time of year. But right here, in Massachusetts, there are people that have no expectations of such a happy time. But amongst our ranks there is a person who sees this suffering, and chooses to do something about it. Her name is **Yvonne Brady**, and she works out of the Jamaica Plain Post Office. Her Grandmother told her a long time ago not to seek recognition for the good deeds that she does, but I persuaded her to share her story, and it deserves all of our attention. Christmas is a time of giving, and what Yvonne does exemplifies the true spirit of this holiday.

Each year, Yvonne makes a trip into downtown Boston on Christmas Day to deliver Christmas presents to the homeless of the city. These are no ordinary gifts to these poor individuals. Her Christmas bags that she distributes may have ordinary items within, but to this population they can be essential, and life saving. This year she distributed in her bags the following items: a pair of socks, a t-shirt, a fleece blanket, a protein drink, a bottle of water, and crackers. Her friend, Laurel, also bought a bunch of small bags of potato chips that they ended up putting in the bags. This was Laurel's first year going with Yvonne, and she was a little spooked about distributing the bags. So, Yvonne went person to person, and handed out the 20 + bags on her own, without a second thought. Mind you, this is out of the goodness of her heart, and it is entirely funded the same way.

There was one story that she told me that happened a few years ago, and it stuck out in my mind. One of the people that she encountered, while giving out the gifts, started to look through their bag. And even though there was a bunch of stuff in the bag, that person pulled out a bottle of water that was included, and thanked her specifically for this item. To that person, there could be nothing more important to them than just that bottle of water.



These are the products Yvonne gave to the homeless on her yearly Christmas trek.

Here is Jamaica Plain Letter Carrier Yvonne Brady dropping off one of her many Christmas gift bags to a homeless man this past year.

We sometime take for granted all that we have, and hearing a story like this can teach all of us to be a little kinder when we encounter these people on the street. We are so blessed with a good job, family and friends, and a roof over our heads. Yvonne reminds us that there are others in this world that will never have what we have, and to be conscious of those needs.

Yvonne, Thank you for sharing your story, and teaching us all a valuable lesson about giving from the heart, and bringing good Karma into our own lives.

★★★★★★★★

If you know a Brother or Sister that exemplifies someone who gives from the heart by helping others at work, or in their community, please let us know. They could be our next Branch 34 "Letter Carrier of Distinction."

The Attendance Control Police Have Been Activated!

Over the past few weeks management has been engaging in "Attendance Control Seminars." The object of these seminars is to instruct management on the fundamentals of controlling a carrier's attendance though discipline.

Traditionally, unions have had a difficult time defending members who miss multiple days due to illness, or injury. Fortunately, this has changed dramatically with the passage of the Family Medical Leave Act (FMLA). Every NALC Branch 34 member is protected under FMLA law. To qualify, a member must achieve a basic requirement of working 1,250 hours over a period of twelve months in order to receive this benefit.

With an uptick in "Failure to be Regular in Attendance" grievances, it's time for all union stewards to sharpen their skills when defending members against management's attacks. In this year alone, the branch has already argued multiple

attendance related discipline cases.

One of the most common charges against members is a violation of the ELM Section 511.43 which states:

Employee Responsibilities

Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.

When arguing the last couple of attendance discipline grievances, I foolishly asked management two specific questions:

Can you please define irregular in attendance?

How did you determine the grievant did not make every effort to avoid the unscheduled absence?

I think most members can guess the answer to my questions, "Crickets." On that note, I have put together a list of seminars management should be conducting:

- A seminar on how to get the mail to the letter carriers before noon-time.
- How to get the mail delivery before the next day news cycle starts.
- How **NOT** to manipulate employee clock rings for financial gain?

I know a few good instructors out of

the IMC, and the West Roxbury Post Office who I'm sure would be willing to assist management, but I won't hold my breath.

In closing, Article 10 insures members against loss of pay if they become sick. This is one of the best financial benefits the NALC has fought, and secured for their members. It may not seem that way when your healthy, but its great to know sick-time is available when you need it.



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:

- | | |
|---------------------------|-----------------|
| Claire M. Aspesi..... | Weymouth |
| Darlene M. Beville | IMC East Boston |
| Robert R. Bernard..... | Braintree |
| Robert P. Cusolito..... | Woburn |
| Daniel P. Maguire | Revere |
| Dominic Della Peruta..... | Woburn |
| Mary A. DiChicco | Cambridge |
| Peter J. Foynes | Braintree |
| Ronald E. Gordon..... | Brookline |
| Pamela J. Hirtle..... | Malden |
| Thomas P. Hoctor | Woburn |
| Daniel S. Hynes | J.F.K. |
| Stephen D. Keane | Weymouth |
| Gary M. Luongo | Lexington |
| Paula L. Mahoney..... | Revere |
| Charles J. Monahan | Chestnut Hill |
| Gilles T. Morin..... | Needham |
| Leona D. Paste | Porter Square |
| Michael G. Prisco | Malden |
| Joseph Roche | J.F.K. |
| William A. Shea..... | Woburn |
| Anthony N. Vento..... | Quincy |

"If I Followed All of Their Rules, I'd Never Finish!"

(continued from page 3)

- b. By following the mailer's or addressee's instructions, the Postal Service provides customers with a more convenient way to receive parcels. Carriers are not liable for loss or theft where these instructions and postal regulations are followed.
- c. Mailers who participate in the Carrier Release Program understand that there are unsecured areas where the Postal Service will leave parcels and also that carriers will leave packages without protection from inclement weather.

322.312 When the Carrier Is Not Authorized to Leave Ordinary Parcels

- a. *When someone is usually available to receive parcels.* When an uninsured parcel, a parcel not requiring a signature, or a parcel that is not part of the Carrier Release Program is not delivered on the first attempt and the carrier knows that someone at the address is usually available to receive parcels, do not leave Form 3849, *Delivery Notice/Reminder/Receipt*. Write the date and the carrier's initials and route number near the address and return the parcel to the office. Place the parcel in the gurney at the carrier's case. Attempt a second delivery on the next delivery day. If the parcel is not delivered after the second attempt, complete and leave

Form 3849. Legibly endorse the form with the following information:

- (1) Article number (if applicable)
- (2) Date
- (3) Sender's name
- (4) Type of mail
- (5) Article requiring signature at time of delivery (if applicable)
- (6) Addressee's name and address
- (7) Amount due (if applicable)
- (8) Date and time customer can pick up article at post office.

- b. When someone is not usually available to receive parcels. If no one is available to receive the parcel and the carrier knows that someone at the address is not usually available to receive parcels, or the parcel is insured, requires a signature, or is not part of the Carrier Release Program, complete and leave PS Form 3849 (see Exhibit 322.312) after the first attempt. When the carrier does not know if someone is usually available to receive parcels, PS Form 3849 should be left after the first attempt if the parcel is insured, requires a signature or is not part of the Carrier Release Program. Endorse the parcel near the address, showing the reason for nondelivery, e.g., "No Response", date delivery was attempted, and the carrier's initials and route number. Upon returning to the office, deposit the parcel in the designated place for undelivered parcels.

Chapter six of the M-41 also describes how to deliver parcel post. Section 631 states in part:

- 631 Delivery of Parcel Post**
- 631.1 **Determine if someone is available at the address by ringing the doorbell or knocking on the door.**
 - 631.2 **While waiting for customer to respond, scan the parcel to verify whether:**
 - a. A receipt is required.
 - b. Postage due or other charges are to be collected.
 - c. A return receipt is requested.
 - d. Delivery is restricted.
 - e. The carrier release endorsement is used.

For years I would ask various supervisors and managers if and when can I leave parcels. The response would vary depending on who was answering it but I now know their answers were always wrong.

Now that you know the proper way to deliver parcels you should follow it. If your manager or supervisor doesn't like it or instructs you to do it differently to try to "save time" you should request to see your Steward. Make management follow their own rules just as we have to follow them. And if they instruct you to not go through the swinging doors just remember that I went to Vegas with the money I made following that rule and had a hell of a good time.

Branch 34 Honors Its Retirees

South Weymouth's Larry Ahlstedt & Braintree's Larry Foynes



Branch 34 President Mike Yerkes presents South Weymouth's Larry Ahlstedt his retirement jacket. Larry served as South Weymouth's Shop Steward for many years. Congrats Larry!



Braintree's Peter Foynes and South Weymouth's Larry Ahlstedt receive congratulations from Branch 34 President Mike Yerkes on their retirements after nearly seventy years of combined service.

JFK's Joseph Roche and Daniel Hynes



Branch 34's Secretary-Treasurer Michael Murray wishes JFK retirees Joseph Roche and Daniel Hynes a well-deserved retirement with jackets from the Branch and a cake from their co-workers.



JFK retirees Joe Roche and Dan Hynes show off their farewell cake. Joseph retires with more than 44 years of service while relative newcomer Dan leaves with 30 years. Best wishes to both.



Porter Square Cambridge's Ron French

Branch 34 Executive Vice President Kevin Flaherty and Cambridge Steward Bill Cresitelli (center) congratulate Porter Square's Ron French on his last day after more than 38 years.



Porter Square co-workers wish Ron French farewell on his last day at work!

Malden's Michael Prisco



Mike Prisco, the self-proclaimed "King of Malden" accepts many gifts from the Branch and co-workers!

Malden's Mike Prisco receives congratulations from his co-workers!

Cambridge's Ricky Tam



Cambridge's Ricky Tam receives his retirement jacket from Branch 34 Secretary-Treasurer Mike Murray.



Woburn's William Shea, Thomas Hocter and Robert Cusolito



Woburn's Bill Shea (30), Tom Hocter (37) and Bob Cusolito (30) take 97 years of experience with them, along with a piece of congratulations cake.



Woburn's Bill Shea regales his co-workers with a funny story during the retirement party.



Branch 34 President Michael Yerkes presents a retirement jacket to Woburn's Bob Cusolito, while Bill Shea and Tom Hocter look on.

Brookline's Ron Gordon and John Schneiderman



Branch 34 President Michael Yerkes (right) presents retirement jackets to Brookline's Ron Gordon and John Schneiderman.



Brookline's Ron Gordon and John Schneiderman shake hands on a job well done. Ron and John served their patrons well for approximately 37 and 38 years respectively.

Revere's Paula Mahoney



Branch 34 Secretary-Treasurer Michael Murray (right), along with Revere/Melrose Stewards David O'Connor and Tanya Gorham wish a happy and healthy retirement to thirty year Carrier Paula Mahoney (second from left).

Branch 34 Secretary-Treasurer Michael Murray presents Paula Mahoney her well-deserved retirement gifts while her co-workers look on.





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CCAs and Training

Hello Brothers and Sisters of Branch 34. I hope everyone is being safe out on the streets this winter season. As we all know, this is maybe the toughest time of the year with snow, ice and cold weather. Please be prepared for all types of conditions that you may face out on the street on a daily basis.

It has come to the Good Start Instructor's attention that training for newly-hired CCAs is not being followed or they are not being paid for their time in orientation or at the Good Start Academy. So let me explain the process of what happens when a CCA is hired.

Stewards

The first two weeks of a CCA postal career will not be in their assigned office. The CCAs first week is for orientation and driver's training at the GMF in Boston for the entire district. Their first two days are in orientation and the third

day is for driver's training. After orientation and driver's training, the CCA will be scheduled for their LLV driving test through the Safety Department. At this time the CCA should call their assigned office and schedule their shadow day.

So what is a shadow day? This is the day prior to Good Start where the CCA shadows a seasoned Carrier. This is an eight hour day. The CCA should report to work the same time as the Carrier they are shadowing to see what a Carrier does from the time they clock in until they clock out. Casing mail, pulling down a route, loading a vehicle, to delivering the mail and coming back to the office. Essentially, a day in the life of a Carrier.

The second week for the new CCA is at the Good Start Academy. Good Start is a four-day program where the CCA receives classroom and hands-on training in the Letter Carrier craft by a certified instructor.

Once the CCA has finished Good Start, they now begin training at their assigned office. On-the-Job Training should be a minimum of three days (24 hours) to five days (40 hours) with a certified On-the-Job Instructor. OJIs, if you need auxiliary assistance during training, please complete PS Form 3996. The CCA should be scheduled at the same time as the OJI and should receive at least 2.5 hours of casing practice while they are being trained. There is an OJI Checklist that the OJI and CCA should go over daily or at the end of training. The OJI and CCA will initial off each task that was performed during training. That checklist will stay in their personnel folder in the office. A certificate of completion should be signed by the OJI, CCA, Union Steward and Management and mailed back to PEDC.

Finally, please make sure that your CCAs have their time for the first two weeks inputted in TACS by the supervi-

sor when they arrive at the office with the exception of the LLV driving test. Your office will receive an email from PEDC headed: IMPORTANT TACS INFO. With the hours from the week of orientation and driver's training and the week at the Good Start Academy. Please have that supervisor open up that email. Too many CCAs have not been paid because the supervisor has failed to open up the email.

★★★★★★★★

I also want to wish two Carriers from Wolly World a Happy Retirement. Frankie Tempesta and Danny Lyons. You've worked hard in the Postal Service and deserve to have a happy and healthy retirement. You will be missed in Wolly World.



WANDA HAMM
Trustee

MDA Corner

Branch 34 Donates \$26,905.44 to MDA in 2017

	St. Pat's Shamrocks	Carnations	Office Raffles	Satchel Drive	Tonic Cans	Office Collections	Walk A Thon	New Year's Day Swim	Special Collections	Golf Tournament	St. Valentine Roses	Canisters	Total
Allston													.00
Arlington						150.00							150.00
Auburndale													.00
Back Bay	300.00												300.00
Belmont			100.00										100.00
Braintree	30.00												30.00
Brighton	243.00												243.00
Brookline	300.00												300.00
Cambridge Central													.00
Cambridge - Mooney St.	152.00												152.00
Charlestown IMC													.00
Chelsea													.00
Chestnut Hill													.00
Cohasset													.00
Dorchester Center	250.00			1,342.10									1,592.10
East Boston													.00
East Weymouth													.00
Everett													.00
Fenway													.00
Fields Corner													.00
Fort Point	248.00		675.00										923.00
Hingham / Hull	500.00												500.00
Hyde Park	50.00												150.00
Jamaica Plain	200.00		310.00										510.00
JFK	175.00												175.00
Kenmore	45.00												45.00
Lexington	150.00												150.00
Malden													.00
Mattapan													.00
Medfield													.00
Medford													.00
Melrose	23.00												23.00
Milton	103.00												103.00
Needham													.00
Newton Centre	57.00												57.00
Newton Highlands													.00
Newton Upper Falls													.00
Newtonville													.00
North Quincy													.00
North Weymouth													.00
IMC North													.00
Quincy													.00
Revere	22.00												22.00
Roslindale													.00
Roxbury	60.00				50.34								110.34
Scituate													.00
South Boston													.00
South Weymouth	54.00												54.00
Somerville													.00
Stoneham													.00
Waban													.00
Waltham	284.00												284.00
Watertown	160.00												160.00
Wellesley Square	50.00					185.00							235.00
Wellesley Hills	160.00												160.00
West Newton													.00
West Roxbury													.00
Weston	30.00												30.00
Weymouth Landing													.00
Winthrop													.00
Woburn	1,521.00		532.00								11,750.00		13,803.00
Wollaston			70.00	128.00									70.00
													20,431.44

Branch 34 / MDA 2017 Top Ten

1. Woburn.....\$ 13,803.00	6. Back Bay (tie)\$ 300.00
2. Dorchester Ctr.\$ 1,592.10	6. Brookline (tie)\$ 300.00
3. Fort Point.....\$ 923.00	8. Waltham.....\$ 284.00
4. Jamaica Plain.....\$ 510.00	9. Brighton.....\$ 243.00
5. Hingham/Hull\$ 500.00	10. Wellesley Square\$ 235.00

Thanks to all who donated to MDA in 2017!

Bowling	4,300.00
4/11/17 Raffle	44.00
Bowling	100.00
5/11/17 Raffle	74.00
6/22/17 Raffle	102.00
Christmas Raffle	772.00
9/12/17 Raffle	105.00
10/10/17 Raffle	65.00
11/14/17 Raffle	85.00
12/12/17 Raffle	690.00
Retiree Donations	137.00
	6,474.00
	26,905.44



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neal.house.gov

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mcgovern.house.gov

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202-225-3411 Fax: 202-226-0771
tsongas.house.gov

Fourth Congressional District
The Honorable Joseph P. Kennedy III
Cannon House Office Bldg., Rm. 306
Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
kennedy.house.gov
Represented Communities: Brookline, Newton, Needham, Wellesley, Dover, Medfield, Millis, Medway, Milford, Hopkinton, Hopedale, Bellingham, Franklin, Norfolk, Wrentham, Plainville, Foxboro, Sharon, Attleboro, North Attleborough, Mansfield, Norton, Easton, Seekonk, Rehoboth, Taunton, Raynham, Dighton, Berkley, Lakeville, Freetown, Somerset, Swansea

Fifth Congressional District
The Honorable Katherine Clark
Longworth House Office Bldg., Rm. 1721
Washington, D.C. 20515
202-225-2836 Fax: 202-226-0092
katherineclark.house.gov
Represented Communities: Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

Sixth Congressional District
The Honorable Seth Moulton
Longworth House Office Bldg., Rm. 1408
Washington, D.C. 20515
202-225-8020 Fax: 202-225-5915
moulton.house.gov

Seventh Congressional District
The Honorable Michael E. Capuano
Longworth House Office Bldg., Rm. 1414
Washington, D.C. 20515
202-225-5111 Fax: 202-225-9322
capuano.house.gov
Represented Communities: Boston, Cambridge, Chelsea, Everett, Milton, Randolph, Somerville

Eighth Congressional District
The Honorable Stephen F. Lynch
Rayburn House Office Bldg., Rm. 2369
Washington, D.C. 20515
202-225-8273 Fax: 202-225-3984
lynch.house.gov
Represented Communities: Abington, Avon, Boston, Braintree, Bridgewater, Brockton, Canton, Cohasset, Dedham, East Bridgewater, Hingham, Holbrook, Hull, Milton, Norwood, Quincy, Raynham, Scituate, Stoughton, Walpole, Weymouth, West Bridgewater, Westwood, Whitman

Ninth Congressional District
The Honorable William Keating
Cannon House Office Bldg., Rm. 315
Washington, D.C. 20515
202-225-3111 Fax: 202-225-5658
keating.house.gov
Represented Communities: Norwell, Rockland, Hanover, Hanson, Pembroke, Duxbury, Halifax, Plympton, Kingston, Middleborough, Carver, Plymouth, Fall River, Westport, Dartmouth, New Bedford, Acushnet, Fairhaven, Rochester, Mattapoisett, Marion, Wareham, Bourne, Sandwich, Falmouth, Sandwich, Mashpee, Barnstable, Hyannis, Yarmouth, Dennis, Brewster, Harwich, Orleans, Chatham, Eastham, Wellfleet, Truro, Provincetown, Aquinnah, Goswold, Chilmark, West Tisbury, Tisbury, Oak Bluffs, Edgartown, Nantucket

The State of the Union

It is with humility and honor that I submit to you my twentieth annual State of the Union report.

Many wise and sage persons have said to find where one's path might lead, look to the past for the answer. This past year brought some surprises, and some more of the expected. As predicted in last year's state of the union report, a tentative new National Agreement was reached with the Postal Service, and it was overwhelmingly ratified by the rank and file. The new 40-month contract will continue to grant wage increases and COLAs in 2018, including an upgrade & consolidation for all career and CCAs, averaging a 2.1% wage increase, in November.

What is astonishing to consider, is that, in just months, serious contract negotiations will begin for a new collective bargaining agreement.

Much like that freeloading brother-in-law you can't get rid of at the holidays, Article 12 returned in June 2017. The triggering event in Region 14 was the Postal Services intent to significantly eliminate positions in the clerk and mailhandler crafts. This decision somewhat defies logic as many letter carriers are faced with later and later report times as they wait for mail and parcels. The Business Agent's office continues to closely monitor the provisions of Article 12 and ensure managements compliance.

Which leads to another concern in the New Year. Route Inspections. Postal management has made it abundantly clear that a high number of city carrier assignments are out of adjustment. Let me translate their smoke signal. They are of the opinion many routes are under eight hours.

Let's quickly expose those think-tank phonys for the fakes that they are. Numerous route inspections and Special route inspections have been unilaterally canceled by these folks. The reasons? High mail volumes, weather events, or continuing the inspection would serve no useful

purpose. Translation? The routes were showing signs of a need for additional workhours. Now the kicker that exposes their deceitful ways. They schedule most route inspections in April and May!

Now that we're addressing some sleight of hand, let's move to another scheme of theirs. Manipulating letter carriers time clock rings. This chicanery, and in some instances outright wage theft, is happening in far too many delivery units across the spectrum for one to believe it's a rogue supervisor or two.

I urge every letter carrier to make a personal note of your work hours. Branch officials should monitor the clock rings in any delivery unit where suspicious activity may be occurring, especially whenever letter carriers are working a lot of hours and late into the evening. False clock rings by management skew and deprive letter carriers of not only their wages, but a fair route adjustment.

As I've echoed many times, an educated letter carrier is the best defense to any unscrupulous supervisor. In keeping with that, I am pleased to announce the Region 14 RAP & Training Session.

It will be conducted Sunday, March 11, 2018, at the Omni Providence Hotel, Providence, Rhode Island, 8:00 am - 4:00 pm. It is free of charge to NALC members. So invest in yourself and attend.

Be proud New England letter carriers. You lead by example. Region 14 is #1 organized in all of NALC. 96% of New England letter carriers are union members.

On behalf of myself, RAA Rick DiCecca, Jerry Ugone and Field Secretary Elaine Keigher, have a Safe, Happy and Healthy New Year!



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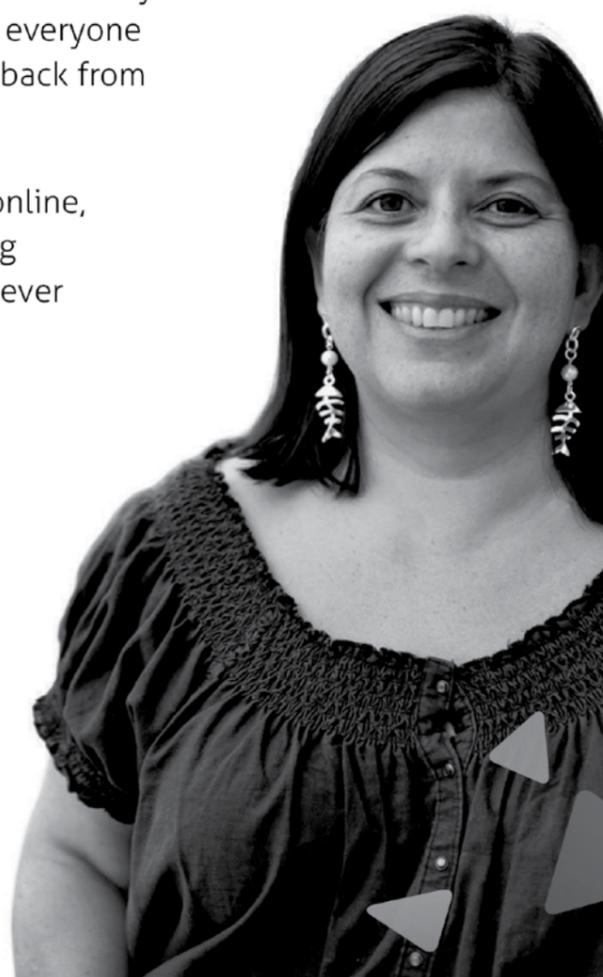


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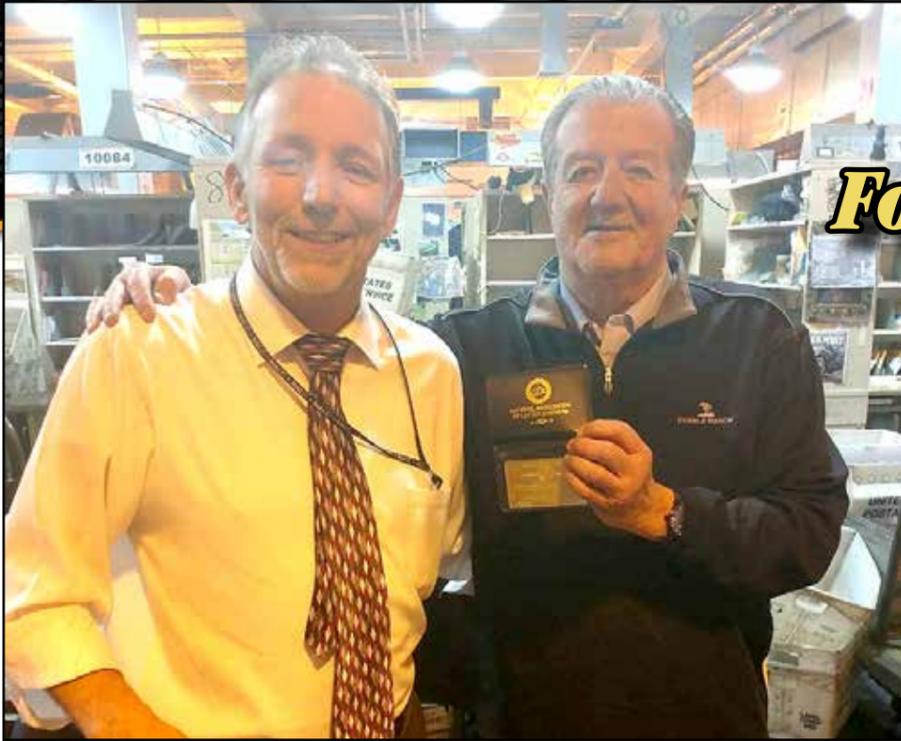
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Branch 34 Holds Another New Steward Training Class at the Union Office in Woburn



Branch 34 Officers Kevin Flaherty and Michael Murray provide introductory training to new Station Stewards (L-R) Paul McDonough (Needham), Dean Gonatas (Brookline), Tyler Clarke (South Boston), Chris Dineen (Malden), Rich Trainito (Auburndale), Rusty Craven (South Weymouth) and Diane Butera (Needham).