



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

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**National Association of Letter Carriers**  
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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 **BRANCH 34 WEBSITE** at [nalcbranch34.com](http://nalcbranch34.com)



**A Reminder:**  
There are **NO** Branch 34 Membership Meetings in July or August!

Inside Branch 34's CLAN

**What To Do If You're Injured**  
Page 2

**If the Shoe Fits, You Might Not Want to Wear It**  
Page 2

**Enjoy Your Summer Vacation!**  
Page 3

**Getting It Right! Submitting a CA-2**  
Page 4

**Woburn LMOU Resolved**  
Page 4

**Branch 34 Annual Retirees Luncheon at Florian Hall Photos**  
Pages 6, 7 & 12

**Branch 34 Scholarship Recipients Say Thanks**  
Page 8

**Branch 34/MDA Shamrock Superstars**  
Page 9

**Branch 34 Feeds the NALC Food Drive Troops**  
Page 9

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President's Report

## Arrogance and Incompetence Costs \$\$\$\$\$ Piling Up

I don't know if it is *arrogance or incompetence* that is leading the Greater Boston District these days, but I want you to know that your Branch 34 Officers and Station Stewards are more than ready for the fight.

And if truth be told, it is both *arrogance and incompetence* that are running rampant at the top and throughout the ranks of management personnel in Boston and beyond.

How else can you explain the management *arrogance* in ignoring not only the clear intent of holiday scheduling provisions in Article 11 but also our long-standing LMOU pecking order for scheduling FTR holiday volunteers prior to forcing CCA's to work even more?

Branch 34's significant win in the recent arbitration award by Regional Arbitrator Eileen Cenci, where she found that management violated the terms of our Boston Local Memorandum of Understanding (LMOU) in their *'failure to properly canvass and post a holiday schedule for the Saturday, November 11, 2017 Veterans' Day holiday*, is a decision that not only cost the Postal Service the initial remedy of thousands of dollars in pay to the senior FTR Carriers of the IMC who were deprived of their holiday work, it reinforces the long-term reward to those Members who desire the additional work on their holidays and will not doubt allow many, many CCA Carriers a little more family time on these occasions. A copy of this arbitration award was mailed to all Branch 34 Stewards.

Management's blatant attempts to circumvent this clear contractual language in the name of financial savings or increased

flexibility cannot and will not be tolerated and Kudos go out to IMC Steward **John Fucile** and Area Steward **Tom Rooney** for their roles in the investigation and preparation of this class action grievance which was successfully advocated in arbitration by Branch Secretary Treasurer **Mike Murray**. Nice work by all.

This joint achievement comes hot on the heels of several others substantive contractual wins over IMC management's utter in-

competence when it comes to equitably distributing overtime hours and opportunities over the course of three-month quarters.

Specifically, a May 2018 Step B Resolve found that supervisors failed to offer overtime at the Chelsea facility in an equitable manner *during the third quarter of 2017* and



**MICHAEL YERKES**  
President

(continued on page 5)

## A Foregone Conclusion?

By Mike Yerkes, Branch 34 President

As if we don't have enough to worry about with the constant nonsense and mismanagement we deal with on a daily basis locally (*see related article*), we must also constantly bear the unrelenting threat of those who loathe federal workers in general and the USPS in particular.

I, and many, many other union officers and activists before me have long implored our membership to recognize that all of our collectively bargained for gains in wages and contractually mandated working conditions can always be degraded or done away with by the impulse of fickle politicians. It's worth pointing out that our agreements exist only because of provisions in the Postal Reorganization Act which established the USPS and that requires it to bargain with its Unions, and submit disputes to binding arbitration when talks fail. (Another right currently under attack)

In early April of this year, the Trump regime established a "task force" to investigate the USPS, based on false claims by Trump that the Postal Service was subsidizing postage rates for Amazon. It now appears that the task force's recommendation is already a foregone conclusion: **privatization**.

The just released summary of the Trump Administration's Office of Management and Budget's (OMB) proposal to *'restructure'* the Postal Service couldn't be any clearer and should be of significant concern to every member;

*"Summary of Proposal: This proposal would restructure the United States Postal System to return it to a sustainable business model or prepare it for future conversion from a Government agency into a privately-held corporation. ..."*

(continued on page 5)



Branch 34 celebrates its retirees with its annual retirees luncheon. Pictured above are Branch 34 President Mike Yerkes with the nearly twenty-five 50-Year Gold Card members. We thank them for their years of service. See more photos on pages 8, 9 & 12.



## BRANCH 34 STATION STEWARDS

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

## What To Do If You're Injured

It has been a while since I have written an article relating to injuries suffered on duty so I thought I might remind our members of the basics.

The first thing any letter carrier should do when they are injured while performing their duties is to notify their immediate supervisor. It is the responsibility of management to provide either a CA-1, CA-2, or CA-2a depending on the type of injury suffered. At that time, if it is not an emergency, the carrier fills out the form and should always ask for a receipt. This is proof that you filled out the form when you were injured.

The next thing to do is seek medical attention, preferably your own doctor. If you are unable to be seen by your doctor, seek medical attention anywhere but follow up with your own doctor at the earliest possible time. It is your right to choose a physician. It is much easier returning to your doctor for more information than trying to find a doctor in the ER of a hospital.

Always request continuation of pay (COP) when filing a CA-1 Notice of Traumatic Injury. COP is not authorized in the case of an Occupational Illness or Disease (CA-2). This is when the tricky part begins but remember it is your responsibility to make sure your claim is processed by providing the necessary medical documentation and evidence. Never rely on your physician to send the proper documentation.

OWCP (Office of Worker Compensation) requires the claimant provide a written report from a physician that states a

diagnosis. This must be signed by a physician as OWCP does not recognize a physician assistant or nurse practitioner. Once a diagnosis is provided you must prove that work factors caused the condition. This should be in the report and provide an opinion that specifically identified work factors causing the diagnosed injury and provide a detailed explanation of why the physician holds that opinion. This is often the most challenging documentation and is often the reason why a claim is denied.

In the case of a traumatic injury this is easier to show as there is a direct causation. In the case of a CA-2 it requires more detail. An injured worker should write a description of the work duties he or she believes caused the injury. The job description should be given to your physician so that he/she can explain how your duties caused the injury. Try to avoid using postal terms such as casing mail, lifting relays, or hits. Also explain weights, repetitions, durations, stairs, etc.

The physician should refer to your job description when detailing how work caused the injury.

OWCP refers to this as causal relation. Medical reports cannot be based on speculation or probabilities. OWCP has ruled "the opinion of the physician must be based on a complete factual and medical background of the claimant, must be one of reasonable medical certainty, and must be supported by medical rationale explaining the nature of the relationship between the diagnosed condition and

the specific employment factors identified by the claimant."

When a carrier is injured I recommend contacting the Branch 34 office as soon as possible. We can help you navigate through these intricacies. We can review your statement as well as the medical documentation and advise you of anything that may be missing. It is important to get everything correct because if a claim is denied the only option is an appeal before OWCP.

Lately, I have received many calls from carriers that have had their claim denied looking for assistance. While I am happy to help all carriers it can be time consuming for the injured worker. The injured carrier may have to wait six months or longer just to get their appeal heard and several more months before a final decision. You may go without pay during this time or forced to use your own leave just get a paycheck. Medical bills can also pile up.

Please remember to call the branch if you ever get hurt on the job. Don't fall into the trap of listening to so-called experts for advice on compensable injuries.

I want to take this time to wish all a happy, healthy, safe summer. Take some of your annual leave to rest and rejuvenate with family and friends doing whatever makes you happy. You deserve it!



**KEVIN FLAHERTY**  
Executive Vice President

## If the Shoe Fits, You May Not Want to Wear It

Letter Carrier footwear has plagued many a foot throughout the years. With defective materials, wearing out prematurely, coupled with high prices, and that green tag attached to all of them requiring Brothers and Sisters to wear them, they have caused injury, and ailments, but have been relatively overlooked when it comes to safety.

All these issues have been on the mind of one certain letter carrier at the IMC in Chelsea, MA for many years. **Steve Rosetti** of the East Boston Unit approached me in my capacity as the NALC Safety Rep for the Boston District, over three years ago to share his thoughts on defective footwear, and how it had impacted him personally. Back in 2004, Steve had taken a nasty fall down a set of stairs due to defective footwear. He also produced sample footwear with defective materials. From that initial meeting we formalized looking into the matter and set out to see what could be done about addressing the issue.

In October 2015, we had a meeting with USPS representatives of the Boston District, and spelled out our concerns about the shoes that we are required to wear each day. We were not enthusiastically received, but they said they would investigate the matter. As we all know, anytime you hear that statement you can be assured that little or nothing will be done. But Steve and myself agreed throughout this entire process we would give anyone who would investigate the matter the benefit of the doubt, waiting a reasonable amount of time to get a response. When they didn't call, we knew it was them, so we moved on. The one bit of feedback Steve got was from a high-ranking official in the USPS Boston District, and he believed it was an issue for OSHA. After waiting approximately six months after our meeting with the Postal Service, we contacted OSHA to see what could be done to address our concerns.

After that consult, the OSHA representative believed it would be better for us to speak to another branch of the Center

for Disease Control, (CDC), namely NIOSH. The National Institute of Safety and Health is the research arm of OSHA, and they would be able to look into this issue in much greater detail. We were encouraged to file an HHE, a Health Hazard Evaluation, which would produce a detailed report into the issues surrounding defective Letter Carrier footwear, and make recommendations to the United States Postal Service from those findings. **Dr. Judith Eisenberg** was assigned to our case, in which she researched and reviewed a myriad of issues from postal policy in postal manuals and handbooks, to the materials that are used to manufacture the footwear, to interviewing Boston Letter Carriers that must wear them, to the costs that we incur to purchase these items.

The HHE was initiated on June 3, 2016, and it took Dr. Eisenberg approximately nine months to complete the report. The detailed summation had some significant findings, but it also had its share of disappointments when dealing with the Postal Service. One of the most significant findings was that the polyurethane that a lot of the footwear has as its soles deteriorates, and that can happen just by the shoes sitting on the shelf waiting to be purchased. A process called hydrolysis occurs, where by the polyurethane retains water. The water eventually expands and creates microscopic cracks. The same thing can happen between the bottom of the shoe, and the polyurethane sole. This can result in the entire sole pulling away from the shoe itself. A related issue makes it hard for letter carriers to recoup their money because often vendors will only refund money when the shoes are returned unused. How could somebody know the shoes are defective unless they have a chance to wear them.

Another finding shows from 2011 to 2015, 1,800+ slips trips and falls took place in the Boston District according to OSHA's 300 logs recorded for our area, but there was insufficient data to identify footwear related injuries. The same

was true when Dr. Eisenberg looked specifically at several large, local offices around the district.

Another part of the report analyzed the footwear approval process. Dr. Eisenberg found that the USPS footwear specifications incorporate the American Society for Testing and Materials, (ASTM), but when it came to the green tag on the approved footwear, little information was provided, nor would there be any further information on the footwear approval process, (sounds like typical USPS mind your own business rhetoric).

So when all was said and done, Dr. Eisenberg came out with eight recommendations to address the letter carrier footwear issues. The easiest one was to post the findings in offices of affected Carriers. One of the more comical ones was for the Postal Service to be more transparent about the green tag credentialing process. Another was to remind letter carriers to report if a slip, trip, and fall involved defective footwear, and for the USPS to create a reporting process when it occurs. Another was to regularly remind letter carriers to check the condition of their footwear, and that vendors should make it easier for defective footwear to be returned.

Once again, we gave ample time for the Postal Service to enact any, or all the recommendations made, and not surprisingly, nothing was ever done with them.

But something that I didn't expect took place that took the defective footwear issue to a new level, and more than likely forced the hand of the powers that be. As I was eventually informed, sometimes these reports that are generated are submitted to journals, and magazines for publications. Dr. Eisenberg eventually

(continued on page 3)



**BOBBY DAMATIN**  
"Branch 34's CLAN" Editor

# Enjoy Your Summer Vacation!

Hopefully, everyone will enjoy a well-deserved vacation this summer. But has anyone ever wondered how we got our paid vacation time? If you're thinking the benevolent Postal Service gave it to you, you are wrong! Everyone reading this should know that *the Postal Service doesn't give you anything*. Everything you and I have was *won* and *earned* through hard work, organizing and lobbying Congress. And our paid vacation leave was no different.

To find out how we got a paid vacation, we have to go all the way back to 1883 to when the country's first Civil Service law was passed. Although that law didn't include paid vacation leave, it taught our forefathers the value of uniting for a shared interest. In New York, the carriers did just that and were allowed ten days of vacation per year by their Postmaster. Back then carriers were expected to work 365 days a year, so ten days of R & R was certainly a welcome benefit. Also in 1883, federal employees in Washington, DC were allowed 30 days of vacation per year, this included the deadbeats working at the headquarters of the Post Office Department. But for some reason that benefit didn't extend to the carriers in Washington, DC. Fortunately, our brothers in DC didn't let that slight deter them from getting what they wanted or deserved.

## If the Shoe Fits, You May Not Want to Wear It...

(continued from page 2)

got the report published in the August 23, 2017 Edition of the *Online Magazine*, "Government Executive," ([govexec.com](http://govexec.com)), entitled, "Beyond Rain and Snow, Postal Workers Must Also Worry About Their Shoes," by **Jack Corrigan**. Not without its faults, the article brought the message across that the issue of faulty Letter Carrier footwear had its merits.

After the article was published, which we believe forced the USPS's hand, the Boston OIG (Office of Inspector General), said they would do an investigation into the issue, but with little or no details. On February 21<sup>st</sup> of this year, I was notified by Dr. Eisenberg that the OIG found that there was, "no fraud," found in their investigation of the footwear issue. So, after all of the good work that had been done on this issue, the study, and the recommendations, all of this was translated by the Boston OIG into a case about fraud, which had nothing to do with the Letter Carrier footwear issue we initially presented to the Postal Service. What Boston's OIG came up with did not surprise me, absolving the USPS's responsibilities to the employees that are required to physically complete their duties. They don't have to lug 35 to 40 pounds on their backs, five and six days a week for six to eight hours a day when dealing with potential defective footwear. And as you can see, they don't see the relevance of this, because they might have to do something about it.

Steve and myself believe that this issue needs to be addressed, not just for Boston, but for the entire letter carrier workforce throughout the country. What the report does is it identifies there are significant issues that need to be addressed, whether it is with the practices of the United States Postal Service in monitoring defective footwear, the products that are sold to us through their vendors, and most importantly making sure these products are as safe as they can be when placed upon our feet. **Steve Rosetti** said it best when being questioned by Dr. Eisenberg, referring to the footwear as "the tires for our feet," and

The DC carriers were too smart to fall into the all too common trap set by corporations where workers ask "well I don't have it; so why should they?" The moneyed elite have worked hard to advance that narrative. When workers turn on each other to drive down wages and benefits, they win and we lose. The carriers in DC advanced the right narrative and asked the right question "they have it; why don't we!?"

They petitioned the Post Office Department for the same 30 days of vacation leave that the other federal workers received. Of course the PO Department wasn't too happy about this, and rather than give the Washington carriers their vacation leave they went in the opposite direction and took away the New York carriers leave. Sounds like the same kind of punitive response you'd get today doesn't it?

Well, the carriers in New York and Washington, along with other carriers from around the country, started to lobby Congress to get their vacation leave. In 1884, thanks in large part to Congressman **Samuel "Sunset" Cox**, letter carriers were able to get legislation passed that gave every letter carrier a paid 15-day vacation every year. What a huge accomplishment. From having to work every day of the year to getting a 15-day paid vacation was certainly something to be

proud of.

Notice how the carriers got there? They didn't cry and wallow about not having something. The carriers in New York didn't blame the carriers in Washington for getting their vacation taken away, they placed the blame where it belonged with the PO Department. They banded together and achieved a benefit and right we now take for granted. So, when you're down the Cape this summer having a couple of beers by the pool or on the beach, remember how you got that benefit. And remember, *everything that's been won in Congress, can be taken by Congress*.



**MICHAEL MURRAY**  
Secretary-Treasurer

### Weingarten Rights

These "rights" are only good if you exercise them. In 1975, the Supreme Court ruled that during an investigatory interview employees have the right to union representation when the employee makes a *clear request* for representation. These rights are not to be confused with Miranda rights where the police have to notify you of your rights. We've all heard at the movies or on TV a cop telling a suspect "you have the right to remain silent..." Unfortunately, on too many occasions when a carrier is brought into the office and is met by two agents from the Office of Inspector General (OIG) they don't exercise their rights to union representation and when they don't their problems get worse.

If anyone thinks the agents are trustworthy because they're dressed nicely and seem friendly you're wrong! The agents are not your friends. After your interview they will write a report called a Report of Investigation (ROI) and some of the statements attributed to you may not be your statements at all. Without a steward there to offer you guidance and to take notes there won't be anyone on your side to clarify what you actually said. Of course, there are two agents there for a reason, to back up each other's statements.

In a number of arbitrations where I've been the union advocate the OIG agents have been proven to be less than honest. In one such case, Arbitrator **James R. Collins** opined in relevant part, "However, I find that the ROI is flawed." He went on to state in his decision "Moreover, many findings of fact contained in the ROI were revealed to be false during the course of the hearing... I conclude that the ROI is not reliable in its representations of what the Grievant said during his interview."

In that case we were fortunate, and the arbitrator sustained the grievance and brought this carrier back to work and made him whole of all lost wages and benefits. Had he exercised his Weingarten rights and his steward had been present during the interview these false statements could've been challenged during the initial steps of the grievance process and maybe he wouldn't have had to suffer the stress of being out of work and having to roll the dice at arbitration.

Exercise your rights, brothers and sisters! They weren't given to you, they were earned!

thank goodness, the NALC see it the same way. Because of that report, we are seeing the fruits of our labor realized.

Recently, I was in contact with National Officers **Myra Warren** and **Manny Peralta**. Ms. Warren, who sits on the National Labor-Management Uniform Control Committee, had recently met with uniform vendors, footwear manufacturers, and had requested representation from the United States Postal Service, (who never showed up), to discuss the footwear issues. She emphasized that standards and requirements had not been updated since 2008. National Safety Officer, **Manny Peralta**, assured me that the issue was not dead, and that President **Fred Rolando** assigned Executive Vice President **Brian Renfroe** to the footwear issue, and he would be following up with us in the near future.

Of course, the story is not over, and we are far from finished in making letter carrier footwear as safe as it can be. But with the information we now have in hand about the defective footwear issue, along with the NALC investigating, and monitoring it at the Executive level, we now have our foot in the door when it comes to placing the safest products on our feet when we perform our duties as Letter Carriers.

I would like to close in thanking **Steve Rosetti** for helping bring the footwear issue to the forefront and hope I can have his patience for the years he has tried to get safe, and proper footwear on the feet of Letter Carriers everywhere. Thanks to Steve, we are many steps closer.

*I would like to wish all Branch 34 members, and your families a festive, and safe July 4<sup>th</sup> Holiday!*

**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.

BOSTON, MA  
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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

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**Michael Yerkes, Associate Editor**  
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# Getting It Right: Submitting a CA-2

When to use a CA-2 is a bit of a mystery to some people, and when it should be the form you need to submit. Along with supporting documentation and what information it should contain can be a bit daunting too. When using this form to file with OWCP, it is very different from all other injuries because it is your exposure to the occupational disease or illness over a period of time that is being identified, and not something that just recently occurred. Carpal Tunnel Syndrome, repetitive motion; like getting in and out of a vehicle, hearing loss due to loud noises, and long exposure to toxic fumes are all examples of an occupational disease or illness. And because the injury happens over time, it tends to be harder to prove. After identify-

ing this type of injury, you must submit two essential elements along with the CA-2 to get your claim approved.

First, you must provide detailed medical documentation from the Doctor that is treating you for the issue. Contained in that report must be how performing your duties, or being exposed to the hazard while on duty, created the injury. It should reference any examinations, tests, x-rays, etc. in order to fully explain the disease or injury in detail. The date of the examination, the physician's signature, and the signing date must be recorded on the report. It is a good idea to get your doctor's prognosis prior to filling out the CA-2, which would establish you have

a job-related condition. And once you have obtained the dated report, you only have 30 days from that date in which to submit a claim.

Second, you must submit a detailed statement explaining what you do at work on a daily basis. Make sure that you explain what you do as a Letter Carrier, and how you were affected in the course of doing that work. Remember these people work for another agency in the government, so they may not be familiar with postal terms, or jargon, so spell it out clearly. And whatever you did to get the injury, explain in detail how many times you do it, how heavy, how long, etc. in order to show these specific actions created

the problem you are now dealing with. The statement must be given to the physician making the medical report.



**BERNADETTE ROMANS**  
Area Steward

Remember to keep all of this in mind when submitting your CA-2. It will give you the best chance at success in getting your claim approved. We work to hard at our jobs, so when we need this type of protection to our livelihood, it is important to get everything submitted correctly.

Have a Happy & Safe Fourth of July!

## Don't Be A SCAB!

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

### Back Bay

THOMAS N. CONCANNON  
CHRISTOPHER A. DOUGLAS  
ROBERT A. ROMIKITIS

### Braintree

DAVANTE I. EKLAND.....CCA

### Brookline

CHRISTINE M. BAILEY  
LINDA M. HAZELL

### Cambridge - Porter Square

BLANCA I. TEEBAGY

### Chelsea Carrier Annex (IMC)

SANDRA GIORDANO

### Dorchester Center

JAMES B. KERR

### Fields Corner

MOLLY LONG

### Fenway

BEVERLY A. SCANLON

### Fort Point

WAYNE J. CHIN

### Hingham-Hull

MARK J. DION

### Malden

EILEEN M. FINN

### Medford

GERALD M. LYTES

### Milton

CHARLES S. ROSEN

### Needham

TAMI L. JOHNSON

### Newton Highlands

ROBIN I. DEVITTO

### Scituate

KAREN M. LYNCH

### Stoneham

TINA M. DOHERTY

### Waltham

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

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

## Doors!

Doors are everywhere. They lead into rooms. They lead out. I've run across several Management people lately that are rallying for privatizing the Postal Service. I suppose they think that they are going to be left to run this new lean business because of the superb jobs they are doing at ruining this company. Did I say ruining? I meant running. Well, I'd like to say to those people that the door swings both ways. They let themselves in, they can let themselves out. Any time they feel they can make it on their own in the private sector, no one is stopping them. Take your talents and get out.

Privatization is again knocking on the door. It's not going away. It's been hiding in the weeds for the last decade. Contracting out, reducing benefits, consolidating offices and getting rid of routes are high on the agenda. No need to panic just yet, but we need to close that door. One way to do that is to contribute to the NALC Letter Carriers PAC. [www.NALC.org/government-affairs/political-activity](http://www.NALC.org/government-affairs/political-activity) This helps elect people who will fight for US on letter carrier issues. There's a drive going on in Branch 34 to elect candidates that care about our issues. Unfortunately, this takes money. I've been tasked to spear-

head this drive and I urge you all to contribute to our NALC Letter Carrier PAC. \$5 a pay period (or more if you can) to elect the right people to keep our benefits in place for active and retired members is all it takes. This can be done through payroll deductions. I'll be available to help at the next Union meeting in September or you can call the hall.

The door to the Union meetings is always open. Someone told me they have perfect attendance. They haven't made one in 30 years. With the National Convention happening in July, if you haven't made one in a while (or it's your first), September is the one to go to. There will be plenty of new information on National issues that be provided during this meeting. Hope to see you there. Bring a friend.

Doors provide choices. I once had a grievance that involved agoraphobia. I didn't know what that was. So, I looked it up. If you don't know what that means, look it up. I'll wait. I choose to tell you to look it up for a reason. I'll show you where to find an answer, rather than give you the answer itself at times. Some members get angry at me when I tell them to look things up. Two things happen when you do. The first is you find the correct answer for yourself. That gives you knowledge. You don't have to take my word for something. Just like you shouldn't always take what the boss says as gospel. Knowledge is power. Know your rights. If you think something isn't right. . . Look it up. The second is that you usually find something else that you can use for a later time while looking for your answer. Many times I've found nuggets of knowledge looking for something completely different. You can start here: [www.NALC.org](http://www.NALC.org). You can find the JCAM, MRS and USPS manuals there along with FMLA, CCA resources and pay charts.

I'd like to take this time to say thank you to all our stewards for their efforts. We have made great strides in covering topics currently affecting our branch through extensive training for TACs and route inspections. We'll be covering more topics in the following months.

The final door I'd like to open is to tell the membership to be safe this summer. Take your lunches, take your breaks. If you feel heat related symptoms coming on, get out of the sun! I challenge Management to find a way to get the mail to the offices at a decent time and keep us from having to deliver mail during the hottest times of the day. Come up with an operational plan that doesn't have carriers risking their lives to "make the numbers." Rumors and threats abound about changing start times to later in the day. Talk is cheap. Figure it out.

Enjoy your summer. Be safe.



**TONY SCRIVANO**  
Area Steward

## Woburn LMOU Resolved

The last of the Branch 34 LMOU's has been resolved as we presented our case to arbitration on May 30, 2018. I am happy to say that Branch 34 and the Woburn letter carriers received the language we sought.

I would like to thank Woburn shop Stewards **Vigo Conte** and **Fred Casey** along with Area Steward **Tony Scrivano** in assisting me preparing our case for arbitration. I would also like to thank Advocate Pat Byrne on presenting our case at arbitration.

Under the terms of the 2016-2019 National Agreement wording changed to allow city Carrier Assistants to obtain annual leave selection during the choice vacation period and for incidental leave. The word **may** be granted was changed to **will** be granted annual leave.

Branch 34 argued that since all CCAs in the Woburn installation were members of Branch 34, they should be part of the Woburn carrier section for the purpose of annual leave selections. Management argued to have the CCAs be part of their own list or be prorated in the various units in Woburn.

Arbitrator **Lawrence Roberts** opined "in my considered opinion, to not include City Carrier Assistant classification in determining the Woburn Carrier complement would certainly be in direct violation of the 2016-2019 City Carrier Assistant Memorandum of Understanding."

Roberts further stated "that adding CCAs to the total complement would create more opportunities as well as allowing the seniority system to work."

In closing Arbitrator Roberts said "I was convinced the Union's suggested language is the best of the three plans submitted for my consideration. More importantly I am of the considered opinion the Union's proposal would not adversely affect the efficient delivery of the mail in any way."

To sum it up, CCAs in the Woburn Installation are Branch 34 carriers and are part of the Woburn Carriers complement in annual leave selection during choice and non-choice or incidental leave.

— Kevin Flaherty, Branch 34 Executive Vice President

## In Memoriam

**John P. Burke \***

Retired Member – *Auburndale*

**Vincent J. Giliberto \***

Retired Member – *Arlington*

**Kevin J. Keefe**

Retired Member – *Dorchester*

**Robert C. Lowe \***

Retired Member – *Cambridge*

**Thomas L. McManus**

Retired Member – *Roslindale*

**Bruce D. Morrell**

Retired Member – *Cambridge*

**John M. Roberts \***

Retired Member – *Roslindale*

**Stephen J. Tracy**

Retired Member – *Fort Point*

\* Denotes Gold Card Member

Rest in Peace

# The Power of a Grievance

To understand the power of a grievance, we first must recognize what we as Letter Carriers can contest. All unions across the United States with a Collective Bargaining agreement in place have the legal right, under the National Labor Relation Act, to file formal grievances. NALC Branch 34 members have the explicit right to challenge any provision outlined in our National Agreement. In certain circumstances, the union has the right to challenge management's conduct as well. As explained in the Shop Steward Handbook on the Grievance-Arbitration Procedures, The National Agreement is the "law of the workplace" for Letter Carriers. It is also a "Bill of Rights," guaranteeing your wages, hours, and the right to union representation. Since the Great Strike of 1970, the NALC has fought and continues to fight for rights that provide members with security and protection from overzealous managers. I for one am extremely thankful to our National Union for fighting for our right to the grievance procedures as outline in Article 15. These procedures provide a powerful tool to use when combating against management's attempts to inflict harm on Letter Carriers. In a nut shell, Article 15 gives the union the legal right to enforce the National Agreement. First up, a background on what a grievance is: Article 15, Section 1 of the National Agreement defines a grievance as, "a dispute, difference, disagreement, or complaint between the parties, related to wages, hours and conditions of employment." While this technical definition is very broad, most grievances involve complaints by employees and/or the union about unfair treatment on the job, or violations of the rights that the NALC has bargained for you. There are four stages of the grievance process: First is the In-Formal-A step, (The most important step). The In-Formal-A step is conducted by your office shop steward. Under the National Agreement, shop stewards have the right to investigate and process grievances on behalf of the Letter Carriers in his/her station. At this stage of the process, time limits are very important! If you feel a violation has occurred Article 15 only allows for 14 days to file a grievance. It's best to talk to your steward as soon as you discover a violation has occurred. Don't Wait! If your steward is not available, contact the union hall. Your branch officers are there to assist you in determining what actions should be taken. One of the greatest provisions of the National Agreement is your case doesn't stop there. Just think, if you worked in a non-union shop your complaint would end there. I cannot envision what it is like

## 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:

Kevin G. Bradley..... Wollaston  
Lawrence J. Cataldo .... IMC-Charlestown  
Suzanne P. Champigny..... Malden  
Richard W. Collins..... Woburn  
Clinton H. Dunn .....IMC-Chelsea  
John J. Eppenstein ..... Wellesley Hills  
Robert E. Fadden ..... Auburndale  
John H. Hickey ..... Porter Square  
William F. Masse Jr. .... South Weymouth  
Thomas J. Ogle .....Fort Point  
Robert L. Parker Jr.....Fort Point  
Frank Pessin.....Back Bay  
Richard C. Shelley....Newton Highlands  
Mary L. Sluskonis ..... Malden  
Fernando M. Varella.... IMC-Somerville  
Elaine C. Veino .....Medford  
Joseph P. Wholey.....Milton

to work in an atmosphere where management has complete control over every part of your working day, without any recourse. In my opinion this gives management too much power! It should be noted, non-union shops lack the ability to continue to fight for your rights after this step.

The second step occurs when your local in-house shop steward and your supervisor can not resolve the issue. Under Article 15, your shop steward has the right to appeal your grievance to the Formal-A level. This step of the grievance procedure takes on the character of its name. Both parties are required to state in detail the facts and contract provisions relied upon to support their positions and provide any and all documentation. If a resolution cannot be achieved, the union has seven days to appeal the case to the Dispute Resolution Team (Step-B). The Step-B team consist a one advocate from the union, and one advocate from management. The goal of this step is to have two independent advocates review the case just on its merits. Basically, the case is given a fresh set of eyes from highly trained people to see if some resolution can be achieved. If a resolution cannot be achieved the Dispute Resolution Team will declare an impasse, and appeal your case to arbitration. This is the most powerful grievance

procedure the National union has secured from its members. To have your case presented to a Federal Arbitrator is unheard of in non-union shops. National Business Agent **John Casciano** has just released a stat that's states, "For the previous six months, Region 14 arbitration advocates have an unprecedented 88% win rate protecting letter carriers in New England from postal managements unwarranted attacks." That is quite an accomplishment, seeing each step of the grievance process has the ability to create a remedy. This is where the rubber meets the road. There is a saying that goes like this: "Without remedies there are no rights." National Arbitrator **Richard Mittenhal** eloquently restated this point when he wrote, "The grievance procedure is a system not only for adjudicating rights, but for redressing wrongs." I can say with confidence the remedy is the most important part of the process to the average Letter Carrier. This year, Branch 34 has seen an uptick in monetary remedies. During the past six months Branch 34 has secured more than \$90,000 in monetary awards to branch members who have been harmed by management's violations of the National Agreement. Being involved in the process, I realized to achieve these results every member from the CCA's, to

regular carriers, to shop stewards, all the way up the president, must play an active role. With that said, President **Mike Yerkes** and the rest of your branch officers have made a commitment to continue to demand remedies that are powerful enough to stop management from their attacks, not only on your job, but on the conditions in which you work under. The power of a grievance cannot be measured in numbers. A grievance has the power to affect your everyday life. With the majority of Americans spending most of their waking hours working, a grievance is the pathway to ensure your rights are being protected! As always, buy union goods, fly union airlines, and always stay **UNION STRONG!**

On a personal note, I would like to publicly thank NBA **John Casciano** for the amazing opportunities he has given me. You've made a direct impact on the course of my life. So, from myself, my family and I'm sure every member of Branch 34, I would like to wish you a long, healthy and happy retirement. You've earned it.



**TOM ROONEY**  
Area Steward

## Arrogance and Incompetence Costs \$\$\$\$ Piling Up...

(continued from page 1)

ordered a cease and desist with a compensation remedy of more than **\$50,000.00** (1,150 hours) paid out at the overtime rate split between approximately sixty-three OTDL Carriers.

Of course, the *first quarter of 2018* found no improvement in the fairness of the manner in which management distributed overtime in Chelsea, and a subsequent grievance was initiated and resolved at Formal Step A by Area Steward **Tom Rooney** with a settlement of more than **\$20,000.00** split between approximately 42 affected OTDL Carriers. Both of these grievances were initiated and processed by IMC Steward **John Fanning**.

The fact that the management personnel working in the IMC cannot communicate sufficiently to coordinate the equitable distribution of overtime to avoid these monetary resolutions is mindboggling. The fact that the management personnel in the IMC includes almost as many highly paid Area Managers as working postal vehicles is absolutely outrageous. You can't make this stuff up.

On a different front, Management's Operations Program Support's (OPS) spring route inspection schedule was an unmitigated disaster and the blame must be attributed to both arrogance and incompetence.

At the outset, management had to postpone and cancel more than half of their original plan. Additionally, while the Postal Service is contractually required to implement adjustments within a period of 52 calendar days from completion of the inspection, our District Manager utilized his veto power and granted 'exceptions' in all thirteen units which were inspected and adjusted. Question: *When do exceptions become the rule???*

Finally, while management may have appeared successful in pencil-whipping and CORing many routes to the bone and they certainly achieved the turmoil they longed for in the units that they did inspect, the question of whether or not they achieved the contractually required route as close to eight hours **remains exclusively up to the Carriers themselves.**

And at what expense did / will these alleged savings come with? (Dozens of inspection personnel costs of thousands of dollars, lower employee morale, and

degraded customer service).

The lack of foresight and decision-making capabilities at every managerial level of the USPS is bleeding this organization dry; decisions such as the ill-advise FSS automation, operational windows, denial of work to employees injured on the job and their abject failure to get mail to City Carriers at a workable start time. Until they attain such wisdom, we will continue to file grievances.

Do not allow some moronic supervisor tell you that 'the Union is bankrupting the USPS.' Your Union simply enforces our contract with the Postal Service and calls them out when they fail to comply with what they agreed to in contract negotiations. *Arrogance and incompetence* running rampant at the top and throughout the ranks of management personnel in Boston and beyond are bankrupting the USPS.

**Last second addendum as we go to press:** Branch 34 is digesting another yet significant arbitration win, this time involving the LMOU provisions for inclusion of CCA's into the Woburn Post Office's Choice Vacation Period (CVP). Local negotiations by Branch Executive VP **Kevin Flaherty**, Area Steward **Tony Scrivano** and Woburn Steward **Vigo Conte** and **Fred Casey** were unsuccessful and the issue went to interest arbitration. NBA John Casciano assigned Retired Lynn (MA) NALC Branch President **Pat Byrne** to advocate the dispute in arbitration and he did his usual fantastic job.

All of Branch 34's Local Memorandums of Understanding are now finished and we will be working to get something printed up as soon as practical. Members are reminded that all Branch 34 LMOU's are available on [nalcbranch34.com](http://nalcbranch34.com).

## A Forgone Conclusion...

(continued from page 1)

Citing in part, the Postal Service's "extremely high fixed costs as a result of relatively generous employee benefits," the summary concludes that:

A private postal operator that delivers mail fewer days per week and to more central locations (*not door delivery*) would operate at substantially lower costs. A private entity would also have greater ability to adjust product pricing in response to changes in demand or operating costs. Freeing USPS to more fully negotiate pay and benefits rather than prescribing participation in costly Federal personnel benefit programs, and allowing it to follow private sector practices in compensation and labor relations, could further reduce costs.

We must remember that President **Donald Trump's** infatuation with the USPS dates back towards January of this year when he first directed his daily tweets at the Postal Service and Amazon's founder **Jeff Bezos** who is also the owner of Trump critic, *The Washington Post*.

The fact that more than 500,000 postal employees, a 1.4 trillion dollar mailing industry and the American public could become casualties of this battle does not seem to resonate with either.

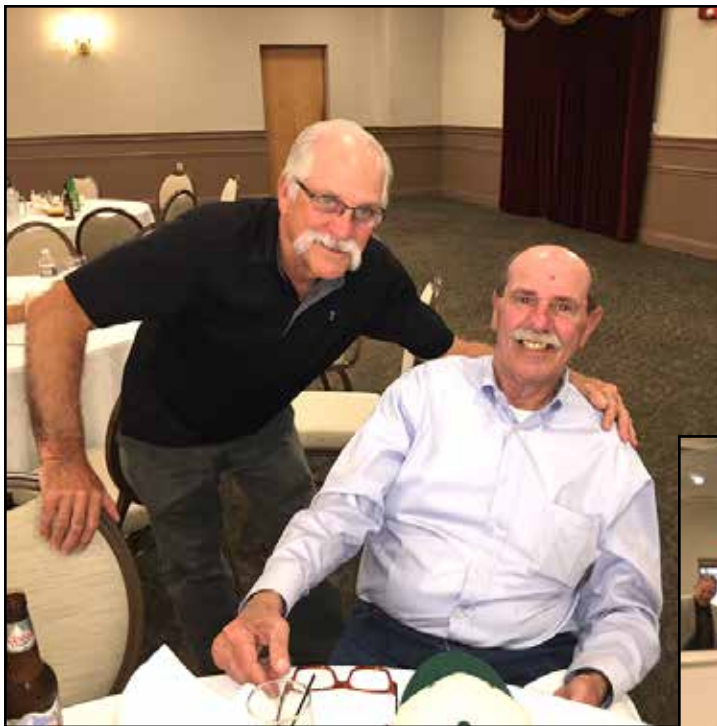
Everyone knows that Trump's onslaught against Bezos has nothing to do with any legitimate concern that the United States Postal Service is getting hoodwinked delivering Amazon parcels?

Nonetheless, with Trump in the White House and a GOP majority doing his bidding on Capitol Hill, collective bargaining, binding arbitration and our jobs as we know them could disappear tomorrow. The task force he convened in April is expected to issue a report on its findings **by August 10, 2018.**

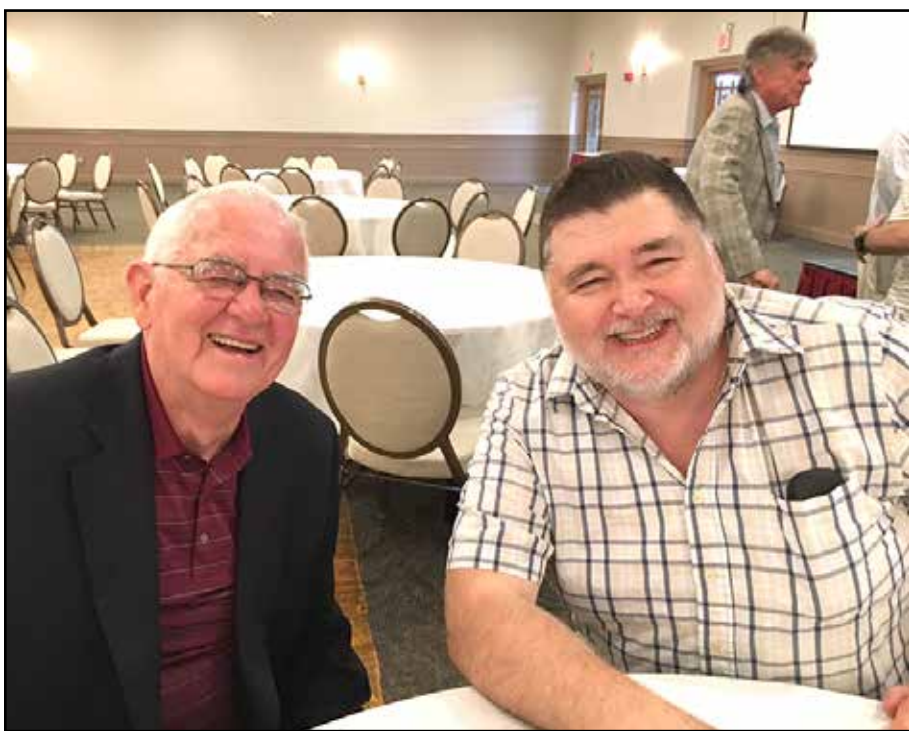
There are many ways to provided some sense of protection to your livelihood and insure that we have a voice in any legislation which could prove harmful to such; the best and easiest way is supporting your *Letter Carrier Political Fund*.

Members have heard this all before but many simply continue to ignore the threats, perhaps due the total dysfunction and gridlock shown in Washington. **But as an old adage goes, "hope is not a strategy."**

# *Branch 34 Salutes Its Retirees at Annual Luncheon*



*Sunday, May 20, 2018 at  
Florian Hall, Dorchester*



More photos on page 12

# Save Your Job! Use Your Voice!

Contribute to the  
Letter Carrier Political Fund!



Call PostalEASE at  
1.877.4PS.EASE  
(1.877.477.3273)

or

<https://ewss.usps.gov>

## Branch 34 2018 Scholarship Recipients Say Thanks!

*Matthew Greatorex*

I would first like to thank Branch 34 for this amazing scholarship. I am an 18 years old student from Wakefield, MA. I am a senior at Wakefield Memorial High School in Wakefield and I run Cross Country and Indoor and Outdoor Track for my High School. My favorite subject in school is math, as I am majoring in Engineering in college. I will be attending UMass Lowell in the fall, and will be participating on the Cross Country and Indoor/Outdoor Track and Field teams as a three-season athlete. I would like to thank Branch 34 again, as I am extremely grateful for this scholarship.

*Waymond Szeto*

My name is Waymond Szeto and I'm from Malden, MA. I'll be attending the University of Massachusetts Amherst in the fall majoring in mechanical engineering. Through my time at Malden High School, I focused my efforts in my academics, but also dedicated my time to volunteering and a sport. I competed in high school rowing all for all four years of high school, being a varsity member of the team for the three years I was an upperclassman. I also participated in the state championship for three of those years. My high school summers consisted of me serving as a counselor for a camp which taught middle-school aged kids how to row. I was a teaching assistant during my senior year with a teacher who teaches accounting and economics. In addition, I worked for two months in the summer of 2017 as a lab assistant for a clinical professor of structural and civil engineering at Northwestern University in Evanston, IL. I received an award in Latin for achieving an above average score on the National Latin Exam. As I had mentioned previously I am planning to studying at UMass Amherst with a major in mechanical engineering. I am also considering minors in astronomy and engineering management to supplement my engineering degree. After college I may further my education by attaining a master's degree or head straight into the workforce. As for my career plans, I want to focus more toward becoming an aerospace engineer and working with defense contractors or aircraft/spacecraft producers.

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

**NALC BRANCH 34  
SUPPORTS YOU!**



## Disability Insurance for Postal Employees



- ✔ Payroll Deduction of Premiums
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- ✔ Covers sickness or injuries
- ✔ Quick and Easy Application Process
- ✔ Pregnancy can be covered as an illness
- ✔ No increase in rates for existing conditions or age

For more information on this exclusive program for postal employees visit [www.feddisabilityprogram.com](http://www.feddisabilityprogram.com)



**Federal Disability Program**





## Branch 34 Shamrock Superstars for 2018

1. The Snug Restaurant, Hingham ..... \$650
2. St. Michael's School, North Andover ..... \$487
3. St. Charles School, Woburn ..... \$378
4. Jamaica Plain Post Office ..... \$290
5. Waltham Post Office ..... \$250
6. Shamrock School, Woburn ..... \$221
7. JFK Post Office ..... \$204
8. Fort Point Post Office ..... \$200



The carriers of Dorchester Center raised \$983.21 during their Spring Satchel Drive. Standing from left to right is Michael Pierce, Alina Gronchowski, John Corrigan and kneeling is Michael Murray. Not pictured, Alex Pinto and Andrea Crowe. Great job brothers and sisters!

## Recent Muscular Dystrophy Association Breakthroughs

The money we raise for MDA does amazing things. It not only goes to help find a cure for muscle disease but it also helps families who have to bare the financial burden of such a terrible disease. Sandi Sonier, an Administrative Assistant at MDA sent us this good news in the fight against muscle disease.

In the past year, we have had three major research breakthroughs:

**September 2016:** Eteplirsen was granted accelerated approval by the FDA. This drug could slow progression, lessening the severe muscle weakness that is associated with the disease in those who have specific forms of Duchenne Muscular Dystrophy.

**December 2016:** The FDA approved Spinraza for the treatment of spinal muscular atrophy (SMA), the leading genetic

cause of death in infants. The drug is designed to treat the underlying genetic defect in SMA, which means it could be particularly effective in slowing, stopping and perhaps reversing the symptoms of SMA.

**February 2017:** Emflaza was the first drug in the United States that was approved for use by patients who are five years or older with Duchenne Mus-

cular Dystrophy. In clinical studies, those treated with Emflaza showed improved muscle strength and slower decline in functional ability. Your efforts and generosity bring hope to the families in Massachusetts affected by neuromuscular diseases.

On behalf of children and adults served by MDA, I extend heartfelt appreciation for your support of our lifesaving mission.

## Branch 34 Feeds the Food Drive Troops





## Massachusetts Congressional Delegation

### U.S. SENATE

#### The Honorable Elizabeth Warren

Hart Senate Office Bldg., Rm. 317  
Washington, D.C. 20510  
202-224-4543 Fax: 202-224-2417  
www.warren.senate.gov

#### The Honorable Edward J. Markey

Russell Senate Office Bldg., Rm. 218  
Washington, D.C. 20510  
202-224-2742 Fax: 202-224-8525  
www.markey.senate.gov

### U.S. HOUSE OF REPRESENTATIVES

#### First Congressional District

##### The Honorable Richard E. Neal

Cannon House Office Bldg., Rm. 341  
Washington, D.C. 20515  
202-225-5601 Fax: 202-225-8112  
neal.house.gov

#### Second Congressional District

##### The Honorable James P. McGovern

Cannon House Office Bldg., Rm. 438  
Washington, D.C. 20515  
202-225-6101 Fax: 202-225-5759  
mcgovern.house.gov

#### Third Congressional District

##### The Honorable Niki Tsongas

Longworth House Office Bldg., Rm. 1714  
Washington, D.C. 20515  
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

## Friendly Fire

### USPS Proposes Surrender of Customers' Mailbox

According to a recently implemented new postal policy, The Postal Service at its highest levels has snatched defeat from the jaws of victory. Without as much as a whimper, USPS has opened the long-closed customers' mailbox to non-postal products. Not many would argue that the "service" USPS was long-recognized and applauded for, has been in a tailspin for years. If allowed to go unchallenged, this policy, "effective immediately," would be an open invitation for a non-postal party at our customer's residences.

But it is not going unchallenged quietly into the night.

Once again, history will repeat itself and the NALC will have to step in and keep postal management from harming itself. And more importantly, our livelihoods.

The new policy also requires letter carriers to become part-time photographers. It mandates letter carriers to take pictures of any non-postal product in a customer's mailbox. Not remove it, return it to the post office and sender for proper postage. No, just take a picture of it. If some of these lumbering lummocks saw a robbery in progress, they wouldn't move to stop it, they'd more likely take a picture of the crime.

Remember, these are the same gems that if you took a picture of your workroom floor, you would be disciplined.

I'm not quite sure if these postal high-swamis are trying to get the Postal Service in New England to implode in on itself. They appear to be taking their guidance out of the same playbook used by the CEOs of White Castle, Howard Johnson's, Friendly's Ice Cream and Bradlees.

This will serve to advise that in any workplace where USPS attempts to implement this policy, a grievance should be filed. Shop Stewards are instructed to contact their branch presidents for a grievance template, which has been prepared by the NALC.

### Don't Get Injured Twice

The Business Agent's office is noticing an increase in USPS violations of injured letter carrier's rights. It is

bad enough that hard-working letter carriers get injured on-the-job in the course of making their appointed rounds. It is incomprehensible that a postal manager would then attempt to try to harm the letter carrier again by failing to meet its legal obligation to forward to the U.S. Department of Labor the CA-1, CA-2 or CA-7 in a timely fashion. In some instances, these frauds even try to falsify the forms to make them appear timely.

Branch Presidents, Officers and Shop Stewards should always file a grievance in the above-noted circumstances. The Business Agent's office will provide a copy of the OIG report where it was found that USPS was violating its obligation to timely report all injuries, and in some cases falsifying the forms. A copy of this report should be included in all grievances.

### Eighty-Eight Percent!

I am pleased to report that NALC Region 14 again is **Number One**. For the previous six months, Region 14 arbitration advocates have an unprecedented 88% win rate protecting letter carriers in New England from postal management's unwarranted attacks. No other NALC region is even close. A special thank you to our battle-tested arbitration advocates.

*"You are about to embark on the Great Crusade, toward which we have striven these many months. The eyes of the world are upon you. Your task will not be an easy one."*

*- General Dwight D. Eisenhower,  
Leading American Troops to victory on D-Day,  
June 6, 1944*



JOHN J. CASCIANO  
National Business Agent

## What is PTSD?

Post-traumatic stress disorder (PTSD) is a very real illness that can make daily life deeply uncomfortable. The experience of a frightening event or ordeal can trigger the body's biological responses. While fight-or-flight responses can be life-saving during a crisis, they can also leave people with ongoing psychological impairment.

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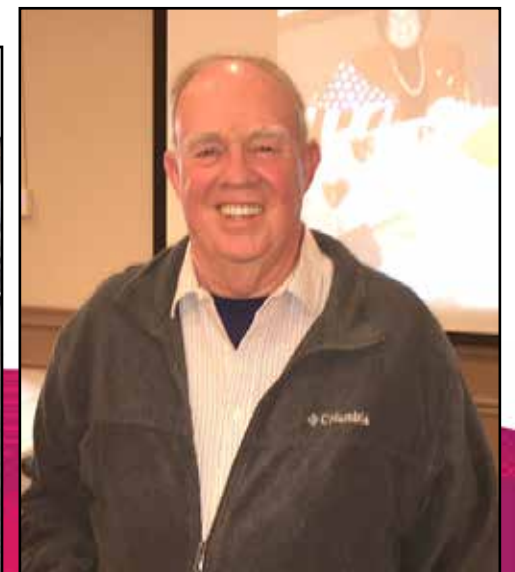
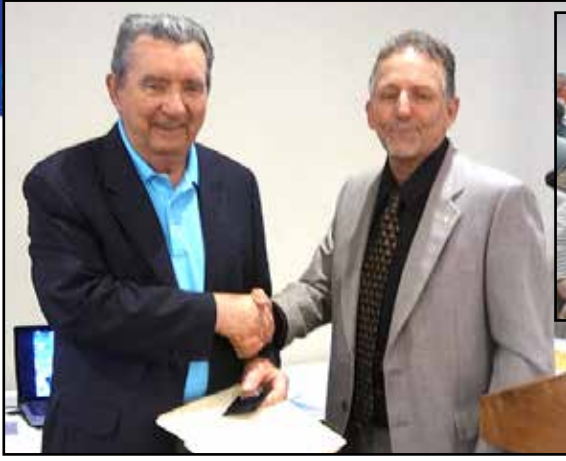
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# Branch 34 Annual Retirees Luncheon



More photos on pages 6 & 7