



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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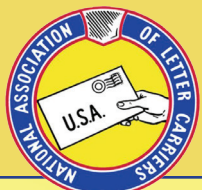
NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 129 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2019

Upcoming Meetings

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



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nalcbranch34.com

New 24/7 Branch 34
Emergency Number
781-420-0950

President's Report

Consolidated Casing Explained???



GERALD (Jerry) McCarthy
President

Early in January 2019, management at the national level notified the Union they were going to perform a "study" or a "test" under Article 34 of the contract, which concerns work and/or time standards. This test was scheduled to begin in Annandale, Virginia on May 18, 2019, and is called "Consolidated Casing." It involves a "Caser" of the mail who reports for duty at 5:30 AM. This caser then begins casing the first route with another five routes to follow during the course of their workday, and if there is any remaining time in their workday, this caser will finish with street duties. The first scheduled street Carrier will report at approximately 7 AM, they will have a 15-minute office time, and a 7:45 street time on that route for that day's work. The next scheduled street Carrier will report at 8 AM and the process begins again. All these cases will have interchangeable rack strips and after each route is pulled down, it will be adjusted for the next route to be cased.

Now, you probably have at least a dozen questions to ask about this test, but let me tell you now, management does not have the answers to your questions. They seem to be flying by the "seat-of-their-pants" on most of this so-called "study" or "test". A study or a test has a begin date and an end

date, but in this case, there is only a begin date, which leads National to believe that this is not a test!

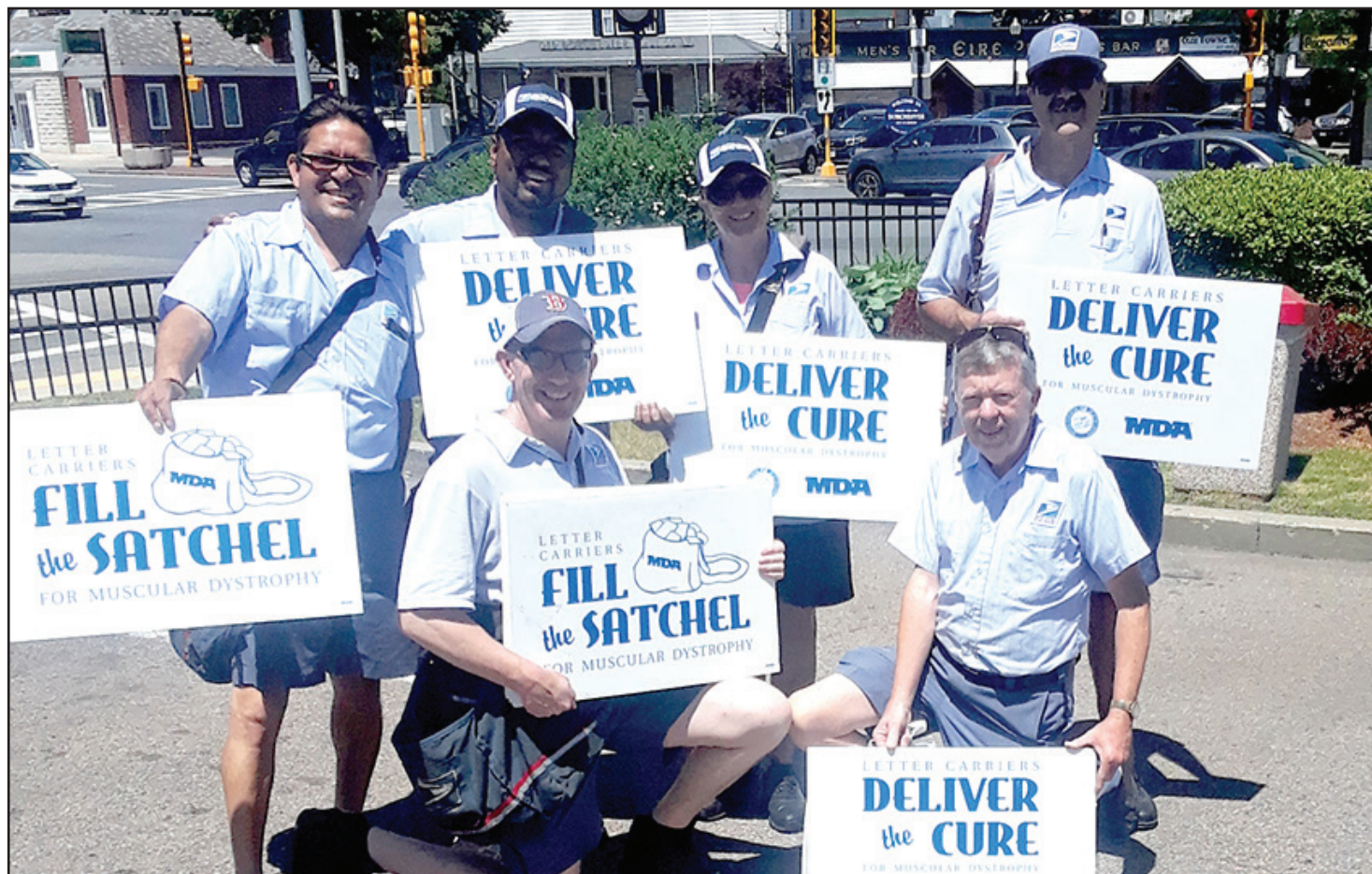
Roxbury and Wellesley Hills have been named as the test sites in the Boston District. There are approximately 230 test sites nationwide, and they are to be implemented in phases during June, July, and August of 2019. Management has not addressed who will be the casers and who will be the street carriers. They have not addressed how they will work within article 41.3.0 of the national agreement, how these duties will be bid upon, or any other issues involving carrier seniority. Management couldn't get us the mail prior to this test at an earlier time so we could start earlier. But now, "It's A Miracle", they can get the mail to these stations by 5:30 AM.

So, what is being done to combat this insanity you might ask? On April 24th, 2019, the Union at the National level filed a grievance consisting of 61 questions that have not been answered to this point. The grievance claims that management has violated both Articles 5 and 34 of the National Agreement by conducting this so-called "test." Management didn't initiate this in a joint manner and has not negotiated with the Union at the national level prior to its implementation on May. Roxbury and

Wellesley Hills are scheduled to start testing this out in late June 2019, but as expected, they are running behind. Locally, we have formed a team that will be trained on the filing of the numerous grievances that will come out of this test. This team will be made up of myself, **Mike Gorham** and a representative from both stations, Steward **Keith Meredith** from Roxbury, and Steward **Kevin McMahon** from Wellesley Hills. I will present all the information I have been provided at the June meeting, but it's not very clear. When you ask management to shed some light on this issue, all you hear is crickets.

What management doesn't understand is what works in Annandale, Virginia, does not necessarily work in the Boston District. Our plan, both locally and at National level, is to push back through the grievance system as soon as the so-called "test" is initiated in our area.

In closing, I would like to wish all the Moms in our ranks a Happy Belated Mother's Day, and a Happy Father's Day to all our Dads. And please enjoy your summer, if it ever arrives.



The Carriers of Dorchester Center raised \$1,227.71 for the MDA in their biannual Satchel Drive. Standing left to right is Alex Pinto, Rahshawn Henry, Alina Grochowski and Ron Moscato. Kneeling is Secretary-Treasurer Michael Murray and John Corrigan.



BRANCH 34 STATION STEWARDS

Allston.....**Jack Gomes**
 Arlington.....**Anthony Falco**
 Sean Mullett
 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**
 Alex Taylor
 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**
 Brian Senior
 Newton Centre.....**David Ward**
 Newton Highlands.....Vacant
 Newtonville.....**Thomas Duff**
 (A) Heidi White
 North Quincy.....**Taylor Brooks**
 North Weymouth.....**Mike Davis**
 Quincy.....**John Ainsley**
 Michael O'Connor
 Revere DMU.....**David O'Connor**
 Melrose.....**Corrado Pani**
 Roslindale.....**Adam Difazio**
 Roxbury.....**John Galvin**
 Keith Meredith
 Samie Smith
 Scituate.....**Phyllis Monahan**
 South Boston.....**Michael Kidd**
 So. Weymouth.....**Rusty Craven**
 Stoneham.....**Joseph Mangano**
 Waban.....**Rich Farrell**
 Waltham.....**Edward Walsh**
 Colive Heaven
 Watertown.....**William Huber**
 Wellesley.....**Mark Lester**
 Wellesley Hills.....**Kevin McMahon**
 Weston.....**David Demarco**
 West Newton.....Vacant
 West Roxbury.....**Michael Walter**
 Sandino Blaise
 Weymouth Landing.....**Mario Venturelli**
 Woburn.....**Vigo Conte**
 Fred Casey
 Wollaston.....**Thomas Rooney, Jr.**

Letter Carrier Political Fund: Leveraging Our Future

The United States Postal Service, is under attack daily by many outside forces that would like to see us go the way of Polaroid. Those forces range from United Parcel Service, FedEx, and Amazon, to politicians in Washington, DC that believe what we do is antiquated, and it would be better if the services we provide were in the hands of the private sector. This agenda is continuously in motion to attack our way of life, and the threat is ever present and is relevant to every Letter Carrier that wears the uniform. Our competition has lobbyists going to bat for them every day to break our enormous delivery network, and undermine the universal service that we provide to each and every customer in this Country, no matter how far reaching that is, or the additional expense that is incurred. The opposition wants to end door-to-door delivery, six-day delivery, and they had a hand in diminishing the service standards of the mail we deliver today. And in case you haven't been reminded as of late, that ever present black-eye called Pre-Funding, which has squirreled away roughly \$50 billion for unborn employees health benefits, keeping us in the red, and out of the black for the last 6 years.

These and other undue burdens on the Postal Service must be fought and defeated, but if you're waiting for the USPS to lead the charge, don't hold your breath, because it's more like a cooperative retreat. Their misguided, "enemy from within," policies and actions, (consolidated casing, the non-career CCA designation, elimination of routes, and wasteful spending on now outdated automation just to name a few), have dug the hole ever deeper, and help support the narrative for privatization.

This is why the NALC Letter Carrier Political Fund is a necessity in combating the daily attacks on wages, benefits, and even our workplace. This non-partisan po-

litical action committee is used to support Democrat and Republican candidates that support us, and defeat those that don't. Letter Carriers have a PAC that helps protect our collective-bargaining rights, pension and retirement benefits, and monies that are vital to every employee, retiree, and their families. The contributions that are made to this fund are voluntarily given by members from all across the country. No union dues can be used for these political contributions, and unfortunately, because of the Hatch Act, the Letter Carrier Political Fund cannot be promoted on the work room floor by the NALC. So, it is very important for each of us to take some time and think about what our role is in defending our future, and just as important, our way of life.

And once you've done that, I think you will agree that contributing to the Letter Carrier Political Fund is one of the most essential and worthwhile causes we can throw our support behind.

There are a number of ways to become a member of the Letter Carrier Political Fund, and none is easier than making automatic payroll deductions through Postal Ease, which can be one of your three payroll "Allotments."

Please put to use the enrollment directions and applications provided on page 11. They will help guide you through the process of making a difference in protecting, and securing the Letter Carrier position, and the benefits we have worked hard for. And if you have questions, or need assistance in trying to activate your enrollment, give me a call at the hall and I'll do my very best to work with you to get you contributing to Letter Carrier Political Fund.



BOBBY DAMATIN
Financial Secretary

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Arbitration Update

As most of you are aware there has been an ongoing issue within the Boston installation and across the country concerning management manipulating carriers clock hits. The IMC in Chelsea had such massive and egregious time clock manipulations that Congressmen Stephen Lynch and Michael Capuano got involved and through them the Office of Inspector General (OIG) conducted an audit. The OIG audited 12 other stations in the Greater Boston District from April 1, 2015 through September 30, 2017 and found substantial wrong doing. As a result of the OIG audit the Branch sent out a grievance starter to every station involved in the audit. Those grievances wound their way through the grievance/arbitration system until they were all heard at arbitration the past few months.

The Branch was successful at all 12 arbitrations. Listed below are the stations and the amount of disallowed time found by the OIG:

Brookline.....	80.51
Central Square.....	64.67
Brighton.....	55.86
Revere.....	44.32
Jamaica Plain.....	39.09
Allston.....	27.19
Waltham.....	24.07
Medford.....	20.60
Weston.....	19.83
Fort Point.....	18.98
Weymouth.....	9.92
Stoneham.....	7.66

There were two other stations that began investigations prior to the OIG audit, West Roxbury and Hyde Park. Those cases also went through the grievance/arbitration process until they got scheduled for arbitration.

The West Roxbury case got resolved prior to arbitration in what's referred to as a pre-arb. That was resolved for the sum of \$13,000! Thank you to former West Roxbury Steward **Steve Tingleff** who developed the grievance and to Arbitration Advocate **Brian Manning** for their work on behalf of the West Roxbury carriers.

Hyde Park was scheduled for arbitration the same day as Medford and both were heard by the same arbitrator. As luck would have it this was the same arbitrator that heard the Dorchester Center clock hit manipulation grievance that I filed and testified in back in 2015. As I presented these two cases at arbitration I could tell he remembered it as well. And the fact that this was still going on was not lost on him. His award is printed below:

Management is ordered to cease and desist from any/all future improper time card adjustments at the Medford and Hyde Park MA Post Offices. Failure to abide by this order shall result in ever escalating monetary awards no less than two hundred dollars (200.00) per violation, or that to be determined by an arbitrator.

The Union shall be allowed a reasonable amount of "official time," with advance notice given to properly review any/all documentation relied upon in their claim of time card irregularities at the Medford and Hyde Park Offices.

After review of this information (if the Union still finds need) the parties shall meet timely to determine if any letter carriers are due payment denied by the improper timecard changes, and if so, payment shall be made to the employee without undue delay.

The Union shall receive payment by the Service in the sum of One Thousand Dollars (1,000) toward the cost of processing of this grievance to arbitration.

Management shall provide to the Union, without undue delay any/all information the Union deems necessary to fulfill the provisions of this award. And the Union shall cooperate in assisting Management to meet the obligations to this award.

The arbitrator shall retain jurisdiction in this matter for a period of sixty (60) days from receipt of this award.

Note: I wish the parties success at addressing these issues, and working together to move forward.

Thank you to Hyde Park steward **Joe DeBerardinis** for all of his work on the HP grievance. The award for the Hyde Park grievance is included in the chart below. In every case the arbitrator directed the Service to cease and desist from any and all future improper timecard adjustments. We've met with management on most of these stations and resolved them in the following manner:

	STRAIGHT		
STATION	TIME	OVERTIME	PENALTY
* Brookline			
Central Square	183 Hours		
Brighton	58 Hours		
Revere	100 Hours	100 Hours	70 Hours
Jamaica Plain	40 Hours	18 Hours	35 Hours
* Allston			
Waltham	18 Hours	5 Hours	32 Hours
* Medford			
Weston	32 Hours	17 Hours	22 Hours
* Fort Point			
Weymouth	40 Hours	35 Hours	
* Stoneham			
Hyde Park	55 Hours	55 Hours	55 Hours
* Some of the stations are still being worked on and negotiated and are therefore not available.			

As you can see we were able to achieve considerably more than the OIG audit uncovered. A great big thank you goes to Wollaston Steward **Tom Rooney** who advocated on the Union's behalf on most of these cases. He did a great job! Also, Area Steward **John Fucile** who was the Technical Advisor (TA) for the Union on every one of these cases. His behind the scenes work on behalf of the Union was invaluable in every case.

Hopefully, this will end the Postal Services timecard manipulations in Boston. But I wouldn't bet on it Brothers and Sisters. Keep track of your hours and check your paystub every pay period to ensure you're being paid for every unit worked. If you suspect you're missing time let your shop steward know or call the Branch.



MICHAEL MURRAY
Secretary-Treasurer

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Founded May 1971

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GENERAL EXCELLENCE - LOCAL UNION PUBLICATIONS - CIRCULATIONS OF 2,500 to 9,999

First Place, 2003

National Association of Letter Carriers

BEST ORGANIZED - LARGE BRANCH

First Place, 2018
First Place (tie), 2014

GENERAL EXCELLENCE - LARGE BRANCH PUBLICATIONS - MORE THAN 1,500 MEMBERS

First Place, 2018
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

First Place, 2018
Third Place, 2018
Third Place, 1992
Judges' Commendation, 1988

BEST WEBSITE

First Place, 2018

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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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Holiday Grievances

Our past negotiators of the National Agreement tediously fought for union members to receive paid holidays. It was negotiated in our last contract that City Carrier Assistants (CCA) would be given six out of the ten federal holidays which are observed by the United States Postal Service.

In compliance with the contract, Full-time and Part time regular carriers receive ten holidays. They are as follows: New Years Day, Martin Luther King Jr Day, George Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day. City Carrier Assistants receive the following six: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

In addition to fighting for these paid holidays, our previous contract negotiators have also fought for specific regulations in the National Agreement and the Joint Contract and Administration Manual (JCAM). All stewards should be attentive when there is a holiday. Grievances should be filed if these violations occur in your office.

How many hours can a Full-time regular work if they have volunteered to work their holiday or designated holiday? The

information can be found in the JCAM page 11-5 that states:

Arbitrator Mittenenthal held in H4N-NA-C 21 (2nd Issue), January 19, 1987 (C-06775) that a regular employee who volunteers to work on a holiday or designated holiday has only volunteered to work eight hours. A regular volunteer cannot work beyond the eight hours without supervision first exhausting the ODL.

If you are a Full-time regular that has volunteered to work on the holiday and management has required you to work more than eight hours without exhausting the ODL, speak to your shop steward and have a grievance filed.

Full-time regular carriers get forced into work their holiday on numerous occasions. However, be aware there are specific rules that management must comply with in order not to have a grievance filed against them.

The intent of Article 11.6 is to permit the maximum number of full-time regular, full-time flexible and part-time regular employees to be off on the holiday should they desire not to work while preserving the right of employees who wish to work their holiday or designated holiday.

Article 11.6. D Qualified CCAs will be scheduled for work on a holiday or designated holiday after all full-time volun-

teers are scheduled to work on their holiday or designated holiday. They will be scheduled, to the extent possible, prior to any full-time volunteers or non-volunteers being scheduled to work a nonscheduled day or any full-time non-volunteers being required to work their holiday or designated holiday. If the parties have locally negotiated a pecking order that would schedule full-time volunteers on a nonscheduled day, the Local Memorandum of Understanding will apply.

Extent possible is left open for interpretation. However, if one CCA works ten hours, why wouldn't all CCA carriers be required to work up to ten hours before forcing a Full-time regular carrier into work their holiday? If a CCA is given the day off without it being their break day or sent to another office and a Full-time regular is forced in, speak to your shop steward and make sure a grievance is filed.

The Boston Installation via Article 30 (Local Negotiations) of the National Agreement has come up with their pecking order for the carriers who are to be



JOHN FUCILE
Area Steward

(continued on page 10)

BRANCH 34
FOOD DRIVE
Saturday,
May 11, 2019

Arlington



Jamaica Plain



Belmont



North Quincy



South Boston



Greetings From the Birthplace of American Liberty – Lexington, MA (Part 2)



JOHN LUCEY
Area Steward

I must admit. I was at a loss for my second column. Then, while watching TV with my wife one Sunday morning, we saw a Post Office commercial. She asked – How old are those things? And lo and behold, my second column was born... You guessed it... We all know

them... We all (don't) love them.... Hold your applause.... The LLV.

Well Hon, the LLV's were made by Grumman. They were mainly an aircraft company that also made truck, and bus bodies. The first LLV's rolled out of their Montgomery Pennsylvania plant in 1987 at a cost of \$11,651 each. The original order was for 99,150 LLV's, and totaled over 1.1 billion dollars. During the height of production they were rolling out 100 a day. The last ones sputtered out (joke intended) in 1994. Grumman went on to produce approximately 142,000 LLV's in that span. It is said most of them are still on the road today. This represents 74% of the USPS's total fleet.

The LLV replaced the old Jeep DJ-5. How many of you reading this drove one of those? Stand up! Raise your hand! Now somebody get a drink into their hand. I salute you. Thank you for your service!

The LLV's bodies are/ were made by Grumman. (Of corrosion resistant aluminum) The chassis were made by GM. They are/were apparently based on the same chassis used for Chevy S-10 Blazers. The instrument/gauge cluster, and front suspension are also based on the Blazer.

Under the hood the LLV's have 2.5 liter 4 cylinder engines, also made by GM. These engines are famously (or infamously) known as the IRON DUKE. Apparently this engine was used in some of the most pathetic vehicles GM ever made. Including, the 4 cylinder version of the Camaro and Firebird, the Chevy Citation, the Pontiac Aster, and the Oldsmobile Starfire. These engines were used from 1987 to mid-1993. The later LLV models had a 2.2 liter 4 cylinder version, with an aluminum head. (Mid 1993 and 1994)

The Transmission is called a 3 speed Turbo Hydromatic. Also, made by GM. One report I read said the transmission is a foreign version of the GM. Anyway, the only reason this one was chosen was because it had right side shift linkage to correspond with the right hand drive.

Other research revealed the LLV was originally supposed to get about 17 MPG, but because of our stop and start nature, they never really got more than 9. They were also supposed to reach speeds of 60 MPH. Perhaps originally, but I can't see too many LLV's doing that today. Also, the front wheels are closer together than the back. This was supposedly done to improve the turning radius.

I hope you enjoyed my LLV history lesson, and remember read that J-CAM (Knowledge is Power.) I hope to see you at the next Union Meeting. Remember no meetings in July and August. Also, enjoy your summer!

FYI: On the cab wall, to the left of the seat, on a tin rectangle placard, is the date of manufacture. My LLV says 9/15/88. How old is yours?

I leave you with this:

I would send a message, to find out if she's talked... But the Post Office has been stolen... And the mailbox is locked.

– Bob Dylan



USPS HEALTH & WELLNESS MINDFULNESS & MEDITATION

Summertime: A nice time to practice mindfulness.

Practice mindfulness and meditation.

Take a moment every day to focus on what's happening around you. Pay attention to the sights and sounds of nature, smelling freshly cut grass and feeling the heat of the sun on your face will help ground you and put a stop to ruminating thoughts. **Your EAP, in partnership with myStrength, provides resources in order to assist you in becoming more mindful and learning how to manage stress through meditation.**

Sign up to try myStrength today.

- Visit EAP4YOU.com
- Click "Go" under myStrength
- Follow instructions to register
- Create a personal profile
- Download the app from the app store

Upon registration: You will go through a short self-assessment. After the initial assessment, you may select a personalized journey of recommended content based on your assessment results and personal interests, or you may explore on your own.

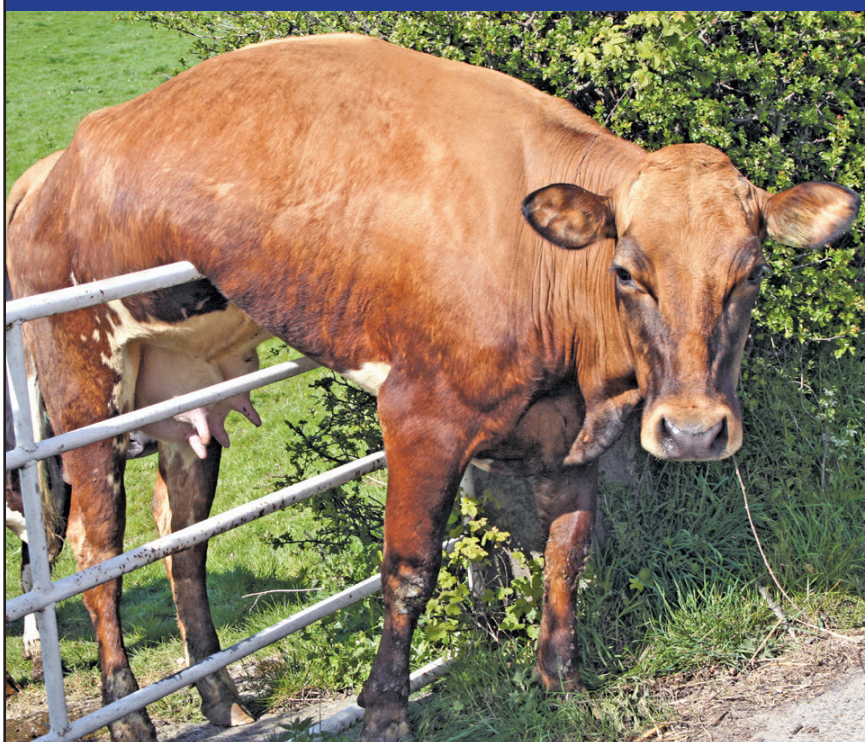
More about myStrength:

- It is a self-management tool that can be accessed online or through the myStrength mobile app from a computer, tablet or smart phone
- It offers personalized resources to improve your mood
- It is an individualized experience that includes: **interactive programs, in-the-moment coping tools, inspirational resources and community applications**
- It has interactive programs that help you overcome: **Depression, Anxiety, Stress, Substance Use, Opioid Recovery, Chronic Pain, Insomnia, Balancing Intense Emotions and encourages Mindfulness & Meditation and programs for Pregnancy and Early Parenting**
- myStrength is safe and secure



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Massachusetts State Letter Carrier Association's 90th Convention in Hyannis – May 17-19, 2019



Inspection Protection Begins With You

I cannot express how important it is for Letter Carriers that are going under route inspection to show up for training prior to your inspection. If you have never experienced a full-blown inspection it can be very stressful and depending on the carrier, somewhat overwhelming. I just attended the route inspection training on April 17th for my own station of Jamaica Plain, and I was very impressed with the training that Mike Gorham and Rich Galvin shared with the 30+ carriers in attendance. We have been stressing to them that it is of the utmost importance for every letter carrier in the office to protect their route. With this type of forum, you provide valuable information. When management comes to do an inspection it's because they want to provide you with more work, and to take routes out of your office. The Letter Carrier position has become a marathon, where you can find yourself out on the street for 7 to 9 hours a day, or even more. And the last thing anybody wants is more work.

That is why when a route inspection is announced, people get anxious. We can get into bad habits by not taking lunches and breaks, bathroom stops, running the route to comply with management's demands, taking shortcut, or doing the route out of order to save time. With scanners, management can watch every move you make in the street, so we must do our routes by performing all our duties the way they should be done, from sorting mail to delivering to every door.

And in the office the same thing goes with purifying the mail, throwing FSS, and anything else that will impact your office time. The fact is they own the office, and we own the street, so when you extend your office time, that's where the fingers will be pointed. And if you throw off the clock, they'll want to know why suddenly your expanding your office time under inspection.

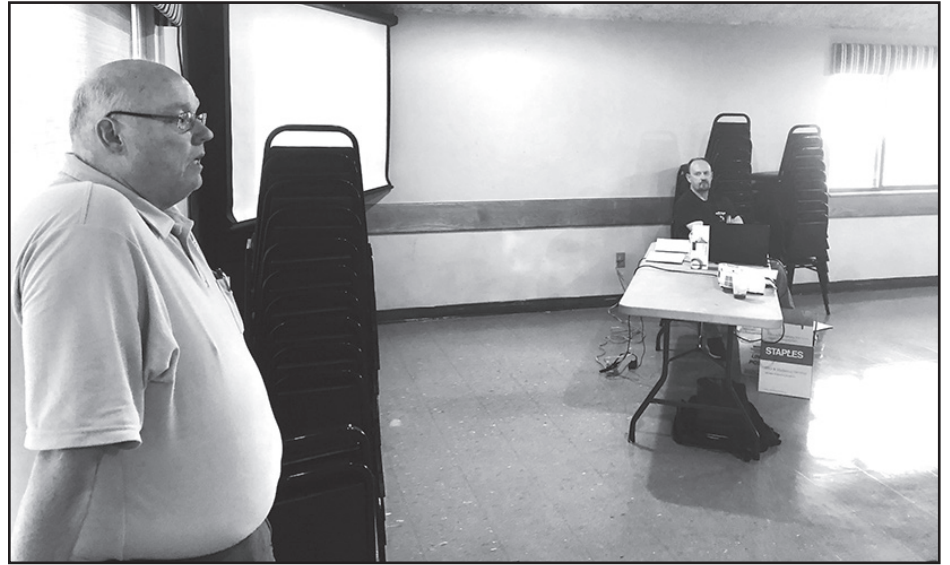
The way to think about this is Letter Carriers are on the same team, and everybody in the office loses when routes are eliminated. Yes, the Letter Carrier on the eliminated route is affected, but that mail must go somewhere. There are geographic changes, added streets, and ultimately longer routes.

But once again, we are on the same team, so if everyone does their jobs, we can win by protecting existing routes, and adding new ones. The game plan is a simple, but effective: work together, protect together, win together!

I would like to express my gratitude to the Membership of Branch 34 for giving me the opportunity to serve as your Vice President of Branch 34. It is also an honor to be your first full-time female officer, and I will continue to represent all Letter Carriers of our Branch with the dignity and respect every one of you deserve.



BERNADETTE ROMANS
Vice President



Route Inspection Training Held for Jamaica Plain Post Office



DOIS + COR = CRAP!!!

Management uses DOIS to dictate a carrier's workload and they try to dictate the time it should take to complete your carrier work assignment. Especially if a carrier requests help on a 3996. Remember a 3996 is only an estimate. Make sure you get a copy of your 3996 request. Management may try to intimidate you and retaliate by standing behind you in the office or hiding behind trees out on your route, because they have nothing better to do. If you can't finish or they denied your 3996 request, send them a text through the scanner under rims text alert stating "I am running "X" amount of time behind please be advised. You need the paper trail. Put the ball in their court and make them make the decision. If you see them out on the street, simply continue to perform your duties in a safe and professional manner.

Now for COR. There are many inaccuracies with this bogus system, and what I mean by that is COR does not account for cubic footage for SPR's that are in your satchel. You only get credit for a piece count and it's accounted as a flat. When these clowns go in town to set the scales for each relay the scale does not account

for any space that is needed for any SPR's. In other words, you get ZERO credit for it. COR does not account for slowing and stopping your vehicle,

when going from park point to park point while delivering parcels over 2lbs or bigger than a shoe box. Management gives you the credit for delivering the parcel after the vehicle is stopped and the key is out of the ignition. However, we're not getting credit for slowly stopping to pull over and park for each parcel delivery when management drives out to verify the drive within times after the inspection. They are only verifying the drive within times from park point to park point, and not verifying you slowing and stopping the vehicle to deliver those "X" amount of parcels over 2 lbs. Managements verification should be calculated from your average amount of parcels over 2 lbs from your results from your inspection and we should be getting credit for it when verifying these times. I wonder why the travel to-and-from are within ballpark? But the drive within times are so inaccurate? COR and DOIS is crap. It does not dictate your 8 hour assignment. If you cannot finish your route on their allowed time, just notify management through the aforementioned PS form 3996 and scanner rims text message.

Have a wonderful summer everyone and stay cool with the summer heat. Take plenty of water breaks as needed.



DAN KELLY
Sergeant-at-Arms

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

**NALC BRANCH 34
SUPPORTS YOU!**

**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.

Route Inspection Information

As most of you all know we have had a very extensive inspection season. From AMS routes to truck routes its perfectly clear that the Postal Service expects the letter carrier craft to carry the burden of its repair. Management has not held back on their intension of capturing even more time moving forward as well. Not only have they made it clear that the Carrier craft is the focus of solving the problems of the Postal Service but they have completely and conveniently over looked the real issue that exist. In a time when we have automated almost all aspects of this company management has some how managed to bring it to a near halt.

From the elimination of clerical positions required to process the mail to Mail Handler position to move it from machines to loading on trucks. Combine that with the reductions of MVS runs to the station it seems clear to most of us where the problems lie. But like always management has chosen to ignore the obvious and dump the burden on us once again. So rather than addressing the situation at hand, management will once again go to the cop-out answer of changing start times. Believe it or not, this is not a local problem isolated here in Boston. Branch Officers are constantly in communication and this topic is far to common to ignore. Even with the Postal Service standards for processing mail has lessened, our carriers are still finding themselves on waiting time. As a result, carriers are delivering later and in more dangerous conditions while customer are receiving mail later and later each day. That being said it's time for management to change its focus and start dealing with the real problem, **THE PLANT.** The plant and its inability to get mail to the delivery units. While the Union has no voice in how the company is run we do have the ability to educate the members on how better to protect themselves against these attacks.

As for route inspection there are many uphill battles and it is an ongoing basis. Justifying our routes is not something that happens during route inspection week alone, it is a constant day-to-day battle that begin with your clock hits.

M39 sec 242.321

242.321 For evaluation and adjustment purposes, the base for determining the street time shall be either: a. The average street time for the 7 weeks random

Congratulations Retirees!

On behalf of President McCarthy, 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:

James Donovan..... Arlington
Theresa Plante..... IMC
Dave Morelli..... Revere/Melrose
Richard Zuliski Revere/Melrose



MICHAEL GORHAM
Route Inspection Instructor



RICH GALVIN
Clerk, NBA/NSBA
Route Inspection Instructor

timecard analysis and the week following the week of count and inspection; or b. The average street time used during the week of count and inspection.

In the case of formal inspection, Management should notify the Union as far in advance as possible. When it comes to the units themselves management must post the schedule 5 working days prior.

M39

215.1 A notice must be posted at the delivery unit in advance of the scheduled mail counts and route inspections, showing the beginning date of the count for each route and the day and date each route is scheduled for inspection. This notice must be posted at least 5 working days before the start of the count period. If a decision is made to inspect on days other than the scheduled date, 1 day's advance notice must be given.

Another responsibility management has is the Carrier Consultations.

M39 sec. 241.4

241.4 Providing Carrier with Summary A completed copy of the front of Form 1840 – reflecting totals and averages from Forms 1838, day of inspection data, route examiner's comments, and analysis of office work functions and actual time recordings – will be furnished the carrier at least 1 day in advance of consultation. Completed copies of Form 1838 will be given to the carrier at least 5 calendar days prior to consultation.

Clearly this is only the tip of the iceberg when it come to route inspections but the Branch recognizes the importance of protecting carrier routes. The Branch will continue the extensive route inspection training that has been offered to the membership. The Branch inspection team will continue producing articles in "Branch 34's CLAN" to aid our members in this area as well. Mike Gorham and Richie Galvin will be conducting route inspection classes as needed and every carrier is encouraged to attend. Even if your unit isn't scheduled for inspection, these classes are very helpful in protecting your route. Contact the Branch for the inspection class schedule and availability.

Our number one goal at the Branch is preparation and readiness of all Letter Carriers.

Let Them Own It!

There has been a lot of talk about Management's latest efforts to cause chaos, disruption and dissention amongst the rank-and-file Letter Carriers, and not just here in the Boston District, but across the country!!! We have all heard bits and pieces about their attempts to get you to do more, with less time in the office and more time in the street!!! Of course, they came up with a catchy little title that they call "Consolidated Casing!!!"

"Consolidated Casing" is scheduled to begin in late summer in both Wellesley Hills and Roxbury. As of now there are no other stations locally that have been added to the test site list.

"Consolidated Casing" as described to me is Letter Carriers, which they have renamed "CASERS," will report at 5:30 AM and the mail for the day will be there!! We will all wait with bated breath for that to happen!!! We've all said for years why can't they just get us the mail early so we can start earlier. Now, of course, the brain trust has it all figured out!!! **HAHAHA-HAHA!!!!!!**

The "CASERS" will then stand in a three-sided case with three Routes and will set all three Routes up simultaneously!! I shit you not, they think this will work!!!! Those three Routes will be set up, pulled down and allegedly ready to go when the first wave of Carriers comes in!!! At let's say 7:45 AM.

The first wave of Carriers will hit the street 15 minutes after arriving and will be on the street for 7 hours and 45 minutes!!! I mean, what could go wrong!!! Let see, it's the middle of summer and you've also been given two hours OT so you will be in the hot sun and humidity for give or take 10 solid hours, unless you get two hours penalty OT, so ratchet that up to 12 solid hours!!!! I swear, every summer you watch the forecast, and Barry Burbank stresses, almost yells at you threw the TV, that you should not be outside performing physical activities for more than 20 minutes!! And by no means am I the smartest person, but even I know what the F%&k may happen!!! I think we all know that heat related illness is going to go through the roof!!!

Now the "CASERS" flip the rack strips!!! I know, I know because the rack strips are so easy to get off and on as it is. So, the PO said, "F#\$K it, we'll just make them flippable!!!" So, the "CASERS" now set up round two of another three routes simultaneously. The Second wave of Letter Carriers comes in at say 9:45 am and hits the street at 10 AM. Just remember you came in at 10 AM and are required to work 12 hours!!! So, in case management was unaware, it means that they could possibly have carriers on the street until 10:30 PM.

What do the "CASERS" do when their done setting up six Routes? No one knows, but it's allegedly up to management's discretion!!! So, as far as I can tell, they can have you carry, deliver parcels, or tap dance across the middle of the F\$%KING workroom floor while whistling, and doing cartwheels!!! Literally, no one knows what the F\$%k the



LAURA WOOD FAHEY
Area Steward

"CASERS" will do when they're done setting up the six routes!!!

No one knows who will be a "CASER" or who will be a "CARRIER." Let's make one thing perfectly clear here: management is not doing this for your benefit!!!! Management is not doing this to make your job better, or reduce the toll the job takes on your body!!!! Management is not doing this so you have more time with your family!!! Management is doing this for one reason and one reason only: to push us to do more with less!!! We've all heard it before, "A fair day's pay for a fair day's work!!!" Well, guess what, it isn't F\$%king FAIR anymore!!!! And Management certainly isn't paying us more!!!!

Don't help them in any way! This is their TEST!! This is their CHAOS!!! **Let them own it!!!!**

I hope everyone has a HAPPY and SAFE Summer!!!!

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

MOLLY LONG

Brookline

CHRISTINE M. BAILEY
LINDA M. HAZELL
JINTAEK LEE..... CCA

Cambridge - Porter Square

BLANCA I. TEEBAGY

Chestnut Hill

DAVID L. BROWN..... CCA

Chelsea Carrier Annex (IMC)

SANDRA GIORDANO

Fenway

BEVERLY A. SCANLON

Fort Point

WAYNE J. CHIN

Hingham-Hull

MARK J. DION

Malden

EILEEN M. FINN

Medford

GERALD M. LYLES

Milton

CHARLES S. ROSEN

Needham

TAMI L. JOHNSON

Newton Highlands

SIMON CHAN..... CCA
ROBIN I. DEVITTO

Scituate

KAREN M. LYNCH

Stoneham

TINA M. DOHERTY

Waltham

DAVID BAHM
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!

In Memoriam

William Butland
Retired Member – Watertown

Arthur Rosenfield
Retired Member – Back Bay

Gerard Cocuzzo
Retired Member – Brighton

Ralph Pallone
Retired Member – Waltham

Accuzio Sclafani
Retired Member – Back Bay

* Denotes Gold Card Member

Rest in Peace

Branch 34 Salutes Its Retirees

IMC's Theresa Plante



IMC's Theresa Plante (center) receives congratulations from Shop Steward ?????? ?????? and Branch 34 President Jerry McCarthy.

Melrose's Dave Morelli and Rich Zuliski



Branch 34 Financial Secretary Bobby Damatin and Branch 34 President Jerry McCarthy join with Melrose co-workers in saying thanks to new retirees Dave Morelli and Rich Zuliski.



The IMC crew says farewell to Theresa Plante at her retirement party.

Arlington's James Donovan



The Arlington gang!



Arlington's Shop Stewards Anthony Falco and Sean Mullett celebrate James Donovan's retirement.

Hingham's Bill McCabe



Hingham's Bill McCabe (center) receives congratulations on a well-deserved retirement from Branch 34 Vice President Bernadette Romans and Shop Steward Michael Bertrand.

Needham's Kevin Shatford



Branch 34 President Jerry McCarthy (right) presents retirement gifts to Needham's Kevin Shatford as Shop Steward Brian Senior looks on.



Hingham co-workers say thanks to their friend Bill McCabe.

NALC Has Filed a Grievance Regarding "Consolidated Casing"

The Postal Service has notified the NALC of its intent to develop a "study" pursuant to Article 34 of the National Agreement, and is designed to determine the impact of consolidated casing on city delivery routes. Consolidated casing is a unilateral USPS pilot test which initiated phase one on May

18, 2019 in Annandale, Virginia. This test reduces the amount of casing equipment and establishes two categories of assignments. First, the service eliminates casing equipment by constructing a carrier case consisting of six (6) routes for which the first category of carriers is going to report early in the am and case. They will case

three routes, pull them down and then case three more. This group of carriers will then go to the street and deliver four hours of their assignment. As for the remaining five routes that were cased, another group of carriers will report, perform a vehicle check, sign for accountable, use personal needs, and load their vehicles with a seven hour and 45-minute delivery time. They will be followed by a second wave of carriers reporting an hour later to do the same.

34 stewards and route inspection experts to represent the interests of not only the carriers in Wellesley Hills and Roxbury, but in every office throughout Branch 34. At this time both offices are slated to go on line in late July/August of this year. The NALC at the National Level and Regional Level are committed to protecting the interests of every Letter Carrier.



RICHARD J. "RICK" DICECCA
National Business Agent

Holiday Grievances...

(continued from page 3)

selected to work the HOLIDAY or their designated holiday.

Boston LMOU states in relevant part:

ARTICLE 11

HOLIDAY SCHEDULING

A. THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY WILL BE AS FOLLOWS:

1. Full-time carriers who have volunteered to work on their holiday or their designated holiday at their straight time rate.

2. Full-time carriers who have volunteered to work on what would otherwise be their non-scheduled workday at the overtime rate.

3. CCAs.

4. Full-time carriers who have not volunteered on what would otherwise be

their non-scheduled work day in inverse seniority at the overtime rate.

5. All other Full-time carriers who have not volunteered, by inverse seniority.

Our pecking order insures the proper method of selecting employees to work on a holiday. First Full-time regulars for straight time, secondly Full-time regulars for overtime and lastly CCAs. If a CCA is working on the ACTUAL holiday without management first canvassing for Full-time regular carriers to work, a grievance should be filed. Please always remember that our past union leaders fought for our benefits and brought us here. We will continue to stand strong for their endeavors. UNION STRONG. Smile and FILE Brothers and Sisters of NALC Branch 34.

The NALC has filed a National Level grievance on management's unilateral implementation of the Consolidated casing initiative. RAA Jerry Ugone has been in Virginia for four weeks. The NBA's office has met with each of the branch Presidents affected by this process, and we are now planning on meeting with the carriers in each of the zone's management has unilaterally selected. There are two such zones in Branch 34, Wellesley Hills and Roxbury MA. I, along with RAA Jerry Ugone and your Branch President, Jerry McCarthy, will visit these offices and will meet with the carriers after hours. President Jerry McCarthy has been in constant communication with the NBA's office and has assembled a team of Branch

What Does This Mean?

When the branch schedules a meeting for your office, make every effort to be in attendance. Talk to carriers in your office and make sure they attend as well. These meetings will be some of the most important meetings you may attend as a letter carrier. Please remember one important fact: This is a unilateral implementation by management, and one that the NALC is not going to sit idly by on!



SIGN ME UP!

How to Contribute to the Letter Carrier Political Fund (NALC's PAC)

Using Postal EASE – ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter your employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

Using Postal EASE – Enroll by PHONE

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

ENROLLMENT BY PHONE

Call PostalEASE toll-free at 1.877.4PS.EASE (1.877.477.3273)

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS PIN
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number).

Your Postal Record Number is on the cover of NALC's monthly magazine:



1. When prompted, select "1" for PostalEASE
2. Enter your 8-digit Employee ID Number and your USPS 4-digit PIN
3. Select "2" for payroll options
4. Select "1" for allotments
Disregard instruction to complete Allotment Worksheet and select "2" to continue.
5. Select "3" to ADD a new allotment
6. Enter the following Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
7. Select "1" to continue processing allotment
8. Select "1" to "enter the allotment now"
9. Enter your 17-digit Account Number (See step D at left)
10. Enter "1" for Checking
11. Enter amount of allotment: \$ _____ / pay period
Maximum yearly amount is \$5,000
12. If amount is correct, select "1"

NOTE: If you already have three allotments, you must cancel one to contribute to the Political Fund through PostalEASE. To do so, follow the instructions above but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, stay on the phone for the following information:

Confirmation Number: _____

Your allotment will become effective on: _____

Your allotment will be reflected in paycheck dated: _____

Keep this information for your records and future reference.

- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5

Using ELECTRONIC FUND TRANSFER

Through a monthly **Electronic Fund Transfer**, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Electronic Fund Transfer Authorization

Fill out and return this form with a voided check to the address below

I, _____ (your name) hereby authorize my bank to deduct from my checking account the monthly the sum of:

\$25 \$20 \$15 \$10 \$5 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

The Letter Carrier Political Fund
100 Indiana Ave NW,
Washington, DC 20001-2144



Using Your Retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.serviceline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:
NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my monthly annuity payments:
 \$25 \$20 \$15 \$10 \$5 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch: _____

CSA or Social Security Number: _____ Phone: _____

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

Save Your Job! Use Your Voice!

Contribute to the Letter Carrier Political Fund!



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- ▶ Certificates of Deposit, IRAs, Money Market Accounts
- ▶ Business Accounts
- ▶ Free Online Banking & Bill Payment
- ▶ Mobile Banking, eStatements, Telephone Banking and more

Contact us to become a Member today!

Federally insured by NCUA. Shares and Deposits in excess of NCUA limits are fully insured by MSIC.



800-949-7628 | 100 Swift St., East Boston | 25 Dorchester Ave., Boston

IMPORTANT!!

ALL LETTER CARRIERS

Knee and Hip **ARTHRITIS** is the Silent **OCCUPATIONAL DISEASE** That No One Tells You About.

If you...

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

**YOU MAY BE ENTITLED TO:
SUBSTANTIAL COMP BENEFITS**

For more information call:

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& Associates**
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