



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

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BOSTON, MA

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

"They're Back!"

Early in June, we had a meeting with Operations Programs Support Manager **Mike Shea** (*Mike Gorham, Richie Galvin and Myself*). We were told that OPS was going to focus on the Southeast New England area for the fall route inspections. We have three offices in that area: Cohasset, Hingham/Hull and Scituate. These three towns are to be put on FFS on 8/24/2019 and will be inspected in the fall. Management wanted to do an FFS adjustment and then an inspection but We put that to bed, so at this printing these towns will be inspected late October or Early November. Now for the rest of the story...

Just when I was thinking this was going to be a reduced schedule inspection season I began to receive the dreaded Certified letters from OPS support and now these other cities have been added: Newton Highlands (9/28 thru 10/4), Auburndale (9/28 thru 10/4), Newton Center (10/5 thru 10/11), Cohasset (10/26 thru 11/1) Waban (11/2 thru 11/8) and Scituate (11/2 thru 11/8). I believe this is only a partial list that could change as some of the dates listed have already changed once. WE should have a second Team up and running during this inspection season as I am scheduling their training as I speak. Consolidated Casing has been postponed in both Roxbury and Wellesley Hills, I use the word Postponed as Management only has to give a 14-day notice to reschedule or change a location under the guise of this so-called test. This could very easily happen and as of this printing the only two cities scheduled to go live with consolidated casing's next phase is Taunton and Fitchburg.

Twelve of your current 16 Branch Officers have recently returned from the NALC National Rap Session that was held in Denver August 10th through the 11th. The Rap Session is a meeting held every other year between conventions. There were four training modules on Saturday, August 10th that focused on:

1. City Delivery and Contact Administration.
2. Branch Resources and Compliance / Safety, Health and an EAP Briefing.
3. Health Benefits/Retirement/OWCP and an MBA update on available products.
4. Collective Bargaining and Legislative Mobilization.

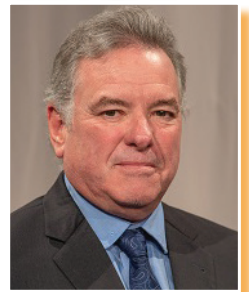
There was an unveiling of the four out of five finalists for the new Carrier Delivery vehicle (one Manufacturer dropped out of contention). One vehicle is a promaster with a higher roof. The other three look like small Winnebagos ready for the Griswold camping vacation. The winner is to be chosen by years end and production to start soon after. The one

good thing is they all have air conditioning. Magellan is no longer the contractor for EAP, they lost that contract to a firm called New Directions, The RAP Session continued on Sunday, August 11th with National President **Fred Rolando** as the Main Speaker. Contract Negotiations have begun and little was divulged as what is being negotiated at the table. The one point that was made very clear is that the NALC is gearing up for an Arbitration on this contract as both parties are not in agreement on the issues. The NALC is ready to go today if arbitration is

necessary. National will not give the 90 day extension on the negotiations if this gap does not close up.

We still have a few openings for the Branch Golf Tournament on September 23rd please contact the branch.

In closing, I hope everyone has had a safe and fun summer and I'm looking forward to seeing everyone at the September Meeting.



GERALD (Jerry) MCCARTHY
 President

ELECTION NOTICE FOR BRANCH 34 DELEGATES TO THE 2020 NALC BIENNIAL NATIONAL CONVENTION IN HAWAII

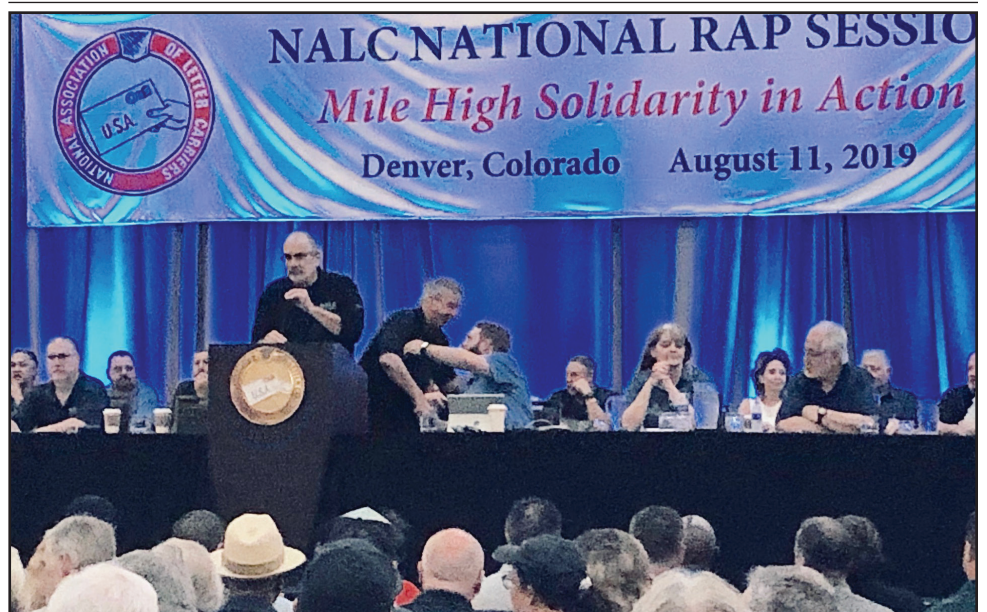
The election of delegates to the NALC Biennial National Convention will be held at the November Branch 34 meeting.

Nominations will be taken from the floor and there will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the NALC National Convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The Sergeant-At-Arms will validate proof of attendance with the regular monthly meeting signature book.

- Michael Murray, Secretary-Treasurer, Branch 34 NALC



NALC National President Fredrick Rolando speaks to the attendees of the 2019 National Rap Session in Denver, Colorado. See more photos on page 6.



BRANCH 34 STATION STEWARDS

Allston.....	Gerardo Rosario
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 John Dickenson
Cohasset.....	Judi Aronson
Chestnut Hill.....	Thomas Conville
Dorchester Center	Marc Babin
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	Robert Damatin Charles Zimmerman
J.F.K. Station.....	Robert Amirault Alex Taylor
Kenmore.....	Dan Abellard
Lexington.....	Tony Scrivano John Lucey
Malden.....	Laura Fahey Chris Dineen
Mattapan.....	Dan Aisenberg
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.....	Dan Durant
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 Square.....	Toni Alexander
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.

We Have Some Questions

Branch 34 Officers were in Denver, Colorado at the beginning of August for the NALC Rap Session. There were workshops offered including Contract Negotiations. This was the one that I was most interested in, as this was a discussion pertaining to raises, benefits, and everything in between. But to my surprise we were not there to discuss the nuts and bolts of what we would be looking for in the negotiations that are already underway. I was not expecting National to give the store away and reveal our game plans for said negotiations, especially when they were asking people not to post videos, or information presented at the Rap Session. It is understandable that we would have a strategy going into this bargaining session, and for those purposes they would want to keep things close to the vest, and try to not show their cards when meeting with management. The workshop was the who, what, where, when, why, and how of NALC contract negotiations. I have to say it was very informative in that respect, and it was good for those who have not been exposed to these proceedings in the past. This type of perspective is for just that: understanding the intricacies of the NALC/USPS contractual negotiations.

At the end this workshop the usual question and answer period fielded a variety of contract related questions, so I took this opportunity to pose a question to the panel that was headed by Executive Vice President **Brian Renfroe**. Since his duties include overseeing collective bargaining, I thought it important to understand exactly what the NALC was bringing to the table when meeting with the Postal Service. As stated earlier, it wouldn't be prudent while negotiations were ongoing to reveal any of this. What I proposed was after the contract was settled, or we came to an impasse, and interest arbitration was completed, to have the NALC inform the entire membership what we actually asked for during contract talks. This would spark discussion, dialogue, and debate at all levels of our membership, and provide a clearer understanding of what we were asking for, what we agreed to, or in the case of arbitration, what we comparatively ended up with. This kind of clarity provides the specifics of negotiating our future benefits, wages, and policies. All of us have a better understanding in what we were looking for, why did we ask for this, and what did we arrive at? With this information the membership can assess if they agree or disagree. And here is where the discussion, dialogue, and debate come in. So we can actively share our thoughts and beliefs on these extremely important issues in our newsletters, blogs, websites, at a Rap Session, or the National Convention.

In answering my question, Brian Renfroe stated from the podium of the workshop that the NALC was not hiding anything. But I think he missed the point of my question. No one believes our National Union is hiding anything, but we have a right to peek behind the curtain, and be knowledgeable when it comes to the business of this Union is specifi-

cally when our elected officials are negotiating the livelihood of Letter Carriers. We have great trust that our leadership is negotiating in our best interest, but the strength of this Union lives in the diversity of ideas, opinions, and beliefs. In the NALC that means all of our members should be informed and engaged in the business of our Union. When completing his answer to my question, Brian Renfroe stated that NALC President **Fred Rolando** would be touching on a lot of issues at the Sunday Rap Session, and he left it at that.

The next day the President did touch on many issues including negotiations, legislation, consolidated casing, and addressing the mistreatment of Letter Carriers at the hands of management. And I asked the same question of President Rolando. After consulting with Brian Renfroe on stage, the short version is basically that our National Union would not be revealing any of what we were asking for in negotiations with management. Now I don't know about you, but I'll respectfully disagree with this answer and we should continue to question and qualify the inner workings of this great Union for the betterment of our membership.

But we also have some outside forces that are also impacting the NALC this contract year. As of this writing, the National Rural Carriers' Association has reached a tentative agreement with the United States Postal Service in regards to their 2018 through 2021 contract. Looking at the bullet points, it looks very similar to what all the unions got the last time around. There's 1 point this, 1 point that, 1 point more, and bonus points, (which coincides with the final installment of the contract, but does this make the agreement somehow more palatable?). The total of 4.2% over three years echoes of contracts of the past, and it of course comes with a give back. In 2020, the Rurals will be paying 1% more, (going from 73% covered to 72%, so you know what that means, we're next), for their healthcare premiums, to bring them into line with what the rest of the federal government already pays. There is no sign of them losing their non-career employees (RCAs), but they too received a few points.

Now, I know my commentary seems rather unappreciative, considering this is a bump in pay, but how many of these lackluster paydays are we suppose to be subjected to. This agreement has a direct effect on what City Letter Carriers will receive in our upcoming contract. And just because management is not managing this agency in a sound, fiscal manner doesn't equate to Letter Carriers not being fairly compensated because of their incompetence. Are you doing less with route inspections adding territory? No, they want more for less, so that won't end. Office/Street ratios have gone from 3 in the office to 5 in the street, to 2/6, and in some places 1/7, and more. Has manage-



BOBBY DAMATIN
Financial Secretary

(continued on page 3)

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How to Get a Draw / Emergency Salary

I received a call recently from one of our station stewards concerning a couple of new CCAs who didn't receive their first paycheck. According to the steward, when the new employees asked their supervisor about their checks the supervisor just shrugged her shoulders and said I don't know where it is and walked away. I doubt she would've been so cavalier if it had been her check.

Every week Management, at the district level, sends out a mass email to every station that has a CCA in Good Start. This email explains that it is local managements responsibility to create a 1260 for the new employees so they get paid until their time badge arrives. I know this supervisor received this email because I'm on the email chain and can see everyone and every station who gets it. She simply failed to do her job and that's why the checks didn't arrive. I furnished the steward that email, as well as, the contractual language below to get these new employees a draw/emergency salary so they wouldn't have to wait for management to finally do their job and create the 1260's (I don't know where the term "draw" came from but that's what we've always called it).

Incredibly, even with this information the supervisor claimed not to know how to do this either and that she didn't have authorization to do a draw/emergency salary. That's in direct conflict with the clear language below which as I stated earlier the steward had and she was furnished. I swear it's like an Abbott and Costello routine with some of these clowns.

Unfortunately, this happened on a Saturday and the Area Manager, Learning, Development, Diversity office and Labor Relations Specialists were off. I sent the appropriate management official at the district level an email on Saturday and by Monday morning management at this station were miraculously able to figure it all out and were able to issue the brothers their draw/emergency salary.

Hopefully, to avoid that situation from happening in your station the following language is provided so you know when a draw/emergency salary is warranted and when it is not. Everyone should take notice of this language so managements laziness and flat out incompetence doesn't result in a brother or sister going without pay. The first paragraph can be found in the Handbook F-1 which reads in relevant part:

Field unit managers or supervisors are authorized to initiate local money order payments for payroll check deficiencies including non-receipt of a payroll check following procedures in Handbook F-101, Field Accounting Procedures, chapter 23.

And the following language can be found in the obscure Handbook F-101. I've taken the liberty of emphasizing the relevant parts.

23-3.1.1 Authorized Conditions

Postmasters and supervisors are authorized to issue emergency salary to an employee in the following circumstances:

An employee receives a salary check that is substantially less than the amount due. Use AIC 554.

An employee does not receive a salary check, which is listed in the payroll register as being issued. Use AIC 754.

New employees, including casuals, do not receive a salary check due to a late PS Form 50, Notification of Personnel Action. Use AIC 554.

See part 23-3.2 for information on issuing an authorized emergency salary.

23-3.1.2 Unauthorized Conditions

Postmasters and supervisors are not authorized to issue emergency salary in the following circumstances:

The direct deposit amount is validated in the payroll register. The employee must contact his or her bank for resolution.

b. **The claim is for less than a full day of pay.**

c. *The employee has been terminated.*

d. *For equipment maintenance allowance.*

e. *For an employee business expense.*

f. *For back pay awards.*

g. *For grievance settlements, if payment is due to the employee within 60 days.*

h. *Employee receives a check and the check is subsequently lost or destroyed. (Follow procedure in part 23-1.6.)*

23-3.2 Issuing Emergency Salary

23-3.2.1 Forms Used

If the net amount cannot be determined for an emergency salary authorization, the unit manager may authorize an amount equal to 65 percent of the estimated gross as a guideline to calculate the net amount due.

If an employee receives a payroll check that is less than the amount due or the payroll register does not show that a check was issued to the employee, the supervisor completes top and bottom of the appropriate form and provides the form to the employee.

PS Form 2240 for nonrural carriers.

That language should resolve this issue if it should ever present itself in your office. But if you have a situation like this and management takes the same cavalier attitude towards your pay, or a fellow brothers and sisters pay, call the Hall so we can get this resolved ASAP.

More Info You May Not Have Known

When CCAs, P S E s , R C A s and MHAs get converted to career positions in the Greater Boston District, the Postal Service conducts a conversion class for these employees to go over their new benefits. The NALC gets invited to address the CCAs and for the past several months I've been going to discuss issues like Health Benefits, Life Insurance, ODL, Work Assignment OT, Hold-Downs, Weingarten Rights etc. etc.

I also always make it a point to remind them that our pay and benefits were not "given" to us. The Postal Service doesn't "give" us anything; everything we have was fought for and won in the halls of Congress or on the picket line, which gave us collective bargaining. No one should ever lose sight of that!

In addition to all of that information, I also let them know this little gem: if management calls you to help them with operational issues, when you're in an off-duty status, they've got to pay you for the duration of the call or for an hour of pay, whichever is more. This language can be found in Handbook F-21 section 223 which reads in relevant part:

223 PDC-Teletime/Guarantee Teletime/Guarantee Tele-Overtime

223.1 Definition

223.11 Bargaining unit employees who are called via telephone or paged by management to assist in resolving operational problems while in an off-duty status will be entitled to pay for the duration of the call(s) or 1 hour of pay, whichever is greater, that occurs during each 24-hour period starting at the end of the employee's scheduled tour.

Before you get too excited, these calls do not apply to when you're called into work for OT. The provision addressing that is also found in the F-21 Handbook in section 223.22 which reads:

223.22 Employees who are called solely for the purpose of being "called-in" to work outside of their regular work schedule are not entitled to PDC Teletime for that telephone call.

Please share this info with your fellow carriers because the more we know the better prepared we'll be to combat Management's constant violations of our agreement.



MICHAEL MURRAY
Secretary-Treasurer

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Founded May 1971

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International Labor Communications Association

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

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

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We Have Some Questions...

(continued from page 2)

ment bothered to acknowledge the job has become more physically demanding, and negotiated compensation for that? No again, nothing to see here, move along!

Are you working any less? Has your job gotten less complicated? Are the pressures and demands of the job becoming more manageable? It's quite the opposite, I would say. The routes are longer, and construction is all around us, with the ever expanding development popping up in many communities. Your counterparts at UPS and FedEx don't carry a bag, walk in the heat and the cold, and up until recent times were off the weekends. They are making more for doing less. And then there are our CCAs, who are underpaid and under-appreciated, with their long hours they have to log, and their requirements to work Sundays. It would be more palatable if the CCA designation was

eliminated altogether, and permanently replaced by the old career position, Part-Time Flexible, (which I did find out at the Rap Session, are now being hired in some areas where they're finding it impossible to hire people for \$17+ an hour).

The USPS is not CVS, McDonald's, or Stop and Shop! And no disrespect to our counterparts, or the workers in these other industries, but being a Letter Carrier is a highly skilled job that is by far the toughest in the federal government, and one of the hardest to perform day in, and day out. So putting shampoo bottles on shelves, whipping up Mc Flurrys, and wrapping fish and meat gets those workers starting pay comparable to our CCAs? Again, skilled, hard work deserves more money, period!

We need to ask questions of management, and our Union and get answers to the issues and processes that we are being subjected to because we are directly affected by them. Throughout my career I have always been reminded that we are the Union, everyone of us. So it is incumbent on all of us to pay attention to legislation, contract negotiations, and everything that impacts our jobs as Letter Carriers. We must be an active participants in the process, and not a bystander when it comes to supporting our families, and our Brother and Sisters in this Union.



Management **CANNOT** Get Out of Their Own Way

Managers and supervisors in the Boston Installation are back at it. Improperly adjusting letter carriers' clock rings. If you were under the assumption it would cease, your assumption was incorrect. Management did not learn their lesson. It was discovered at the IMC in Chelsea, yet again, management was making improper clock ring adjustments. They did not have the proper documentation. My new declaration to management is "You can put a supervisor in front of a computer, but you cannot trust what they are doing." I am hoping every letter carrier is monitoring the time he or she works... down to the unit! If you have an issue, contact your shop steward or the union hall immediately. I am positive no carriers are really surprised this is still occurring. Unfortunately for all of us, it is. This is because management cannot get out of their own way.

Management has a difficult time following the National Agreement. They repeatedly violate it. This occurs even after signing off on a grievance and as well as being ordered to cease and desist. When management continues to violate the same provisions of the National Agreement, shop stewards should build the case file. Building a case file includes all past decisions on the same matter. In addition, shop stewards should also include more violations of the National Agreement. If they are continuous, egregious and deliberate, an escalating remedy should always be requested.

Improper Clock Ring Adjustments:

The Employee and Labor Relations Manual (ELM) Section 665.44 provides:

Falsification in Recording Time

Recording the time for another employee constitutes falsification of a report.

Any employee knowingly involved in such a procedure is subject to removal or other discipline.

Failure of a supervisor to report known late arrivals is regarded as condoning falsification.

These practices may also result in criminal prosecution.

Handbook F-21 Section 146.25 provides in part:

Time Card Entry

When clock time is disallowed, the employee's supervisor must enter in the DISALLOWED (REASON) column of the time card the amount of time to be disallowed and an appropriate reason code as shown in Exhibit 146.25. (See 146.251b for reason codes.) In such cases, the supervisor must prepare a written entry to document the basis for his or her knowledge that the employee was not working during the time disallowed.

Handbook F-21 Section 146.26 provides in part:

Creditable Work Time Supervisors must credit employees with all time designated as work time under the Fair Labor Standards Act (FLSA).

If management improperly adjusts a letter carriers clock rings without the proper documentation, I would not hesitate to request an escalating remedy. It is apparent that making the carrier whole

for all lost wages is not stopping management from these deliberate actions. An escalating remedy may stop management from engaging in this practice, but it may not. Because management cannot get out of their own way.

City Carrier Assistants (CCA) working over 11.50 hours in a day:

JCAM page 8-21 states in relevant part:

QUESTIONS AND ANSWERS 2011 USPS/NALC NATIONAL AGREEMENT

Q 21. Is there a limit on the number of hours CCAs may be scheduled on a workday?

Yes, CCAs are covered by Section 432.32 of the Employee and Labor Relations Manual, which states:

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

CCAs are only required to work 11.50 hours in a day. Their mealtime (50-unit lunch) is included as part of their 12-hour service day. If you are a CCA reading this and you work more than 11.50 hours in a service day, request to speak to your shop steward or call the union hall as soon as possible so a grievance can be filed. If stewards find this violation is repetitive, add in all past cease and desist orders and ask for an escalating remedy. Each escalating remedy would depend on the severity of how often management violates this contract provision. 50% more if it happens daily, 25% more if it happens weekly, 10% more if it happens monthly etc. It is your call as a steward but, the case file needs to be compiled. If the case file is built and management continuously or deliberately violates the contract, request the escalating remedy. This violation happens more often than we think because why? Because management cannot get out of their own way.

Full-time Carriers Working More Than 12 Hours in a Day or 60 Hours a Week:

JCAM page 8-19 to 8-20 states in relevant part:

Maximum Hours—60 Hour Limit.

National Arbitrator Mittenthal ruled in H4N-NA-C 21 "Fourth Issue," June 9, 1986 (C-06238) that the 12- and 60-hour limits are absolutes—a full-time employee may neither volunteer nor be required to work beyond those limits. Limitations regarding part-time employees are governed by the ELM Section 432.32 (See Maximum Hours-12 Hour Limit).

The 12/60 limitations are inclusive of all hours, including any type of leave taken, consistent with the 20-hour overtime limit (see M-00859 below). Accordingly, holiday leave pay is credited toward the 12/60 limitation. Additionally, if an

employee works on a holiday for which holiday leave is paid, those hours worked in excess of the holiday leave hours paid would also count toward the 12/60 limit (Step 4, I90N-4I-C-94023487, June 9, 1994, M-01180).

In H4N-NA-C 21 "Third Issue," September 11, 1987 (C-07323) Arbitrator Mittenthal ruled that an employee sent home in the middle of a scheduled day, because of the bar against employees working more than 60 hours in a service week, is entitled to be paid for the remainder of his or her scheduled day.

On October 19, 1988 the national parties signed the following Memorandum of Understanding (M-00859):

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12- or 60-hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the Employer may exceed the 12- and 60-hour limitation with impunity.

As a means of facilitating the foregoing, the parties agree that excluding December, once a full-time employee reaches 20 hours of over-time within a service week, the employee is no longer available for any additional overtime work. Furthermore, the employee's tour of duty shall be terminated once he or she reaches the 60th hour of work, in accordance with Arbitrator Mittenthal's National Level Arbitration Award on this issue, dated September 11, 1987, in case numbers H4NNA- C 21 (3rd issue) and H4C-NA-C 27 (C-07323).

National Arbitrator Snow held in A90N-4A-C 94042668, November 30, 1998 (C-18926) that the Memorandum of Understanding above (M- 00859) provides the exclusive remedy for violations of the 12- and 60-hour work limits in Article 8.5.G.2.

Article 8.5.G Violations During a Service Week.

The remedy of 50 percent of the base hourly straight-time rate provided in the Memorandum above applies for each hour worked in excess of twelve on a service day (excluding December) by a full-time employee. The remedy of 50 percent of the base hourly straight-time rate also applies for each hour worked by a full-time employee in excess of the sixty during the same service week (excluding December) in which the full-time employee has exceeded twelve hours in a service day. For example, if during the same service week, a full-time employee worked 14 hours on Monday and ended up with 62 hours for the week on Friday, four hours would have been worked in violation of the Article 8.5.G restrictions.

The appropriate remedy in this example would be four hours of pay at 50 percent of the base hourly straight-time rate—two for Monday and two for Friday. In this example, the carrier should have been instructed to "clock off" and go home on Friday when the sixtieth hour was reached. The employee would then be paid any applicable guarantee time for the remainder of the service day.

In those circumstances where the same work hours of a full-time employee simultaneously violate both the twelve hour and sixty-hour limits, only a single remedy of 50 percent of the base hourly straight time

rate is applied.

For example, if a full-time employee worked 14 hours on Friday, resulting in a 62-hour workweek, only two hours would have been worked in violation of the Article 8.5.G restrictions. The appropriate remedy in this example would be two hours of pay at 50 percent of the base hourly straight time rate (Step 4, J94N-4J-C 99050117, September 6, 2001, M-01445).

As stated above, full-time letter carriers are limited to 12 hours in a workday or 60 hours in a work week. If this violation occurs, immediately inform your shop steward or call the union hall so a grievance can be filed. If you come into work on Friday and are already at 58 hours of work, because management used you as a donkey all week, after two hours of work you are not required to work anymore. You can go home and be paid guaranteed time for the rest of your scheduled day. I myself have built the case file on this exact grievance as stated above. The appropriate remedy for this violation is 50% premium at the straight time rate for all hours over 12 hours in a workday or 60 hours in a work week. I have filed this grievance a multitude of times in my office (IMC Chelsea). The remedy is now 100% to full-time carriers for all hours worked beyond 12 hours in a day or 60 hours in a work week. My remedy is still currently being used because the violation is repetitive. Again, as you know, because management cannot get out of their own way.

When requesting an escalating remedy for grievances that are continuous, egregious and/or deliberate. You should always apply the contractual provisions from the JCAM Article 41 page 17 which states in relevant part:

In circumstances where the violation is egregious or deliberate or after local management has received previous instructional resolutions on the same issue and it appears that a "cease and desist" remedy is not sufficient to insure future contract compliance, the parties may wish to consider a further, appropriate compensatory remedy to the injured party to emphasize the commitment of the parties to contract compliance. In these circumstances, care should be exercised to insure that the remedy is corrective and not punitive, providing a full explanation of the basis of the remedy.

In conclusion, I would appreciate if every carrier does a google search of HR-AR-18-007 (Timecard Adjustments at U.S. Postal Service Facilities in the Greater Boston District). Page 15 of Office of Inspector Generals for the United States Postal Service requested management have a formal oversight process to ensure supervisors disallow time, deleted clock rings, and extend lunches properly. Management responded an oversight process was already in place. As I started my article about improper clock ring adjustments still transpiring, it is evident that an oversight process is not established. Again, because management cannot get out of their own way. The oversight process is we as a UNION. Brothers and sisters should stand together and be the oversight process for management. Every time management violates the National Agreement make sure a grievance is filed. Do not let management deter you from speaking to your steward. Request time to speak to your steward when you feel your contractual rights have been violated.

UNION STRONG!



JOHN FUCILE
Area Steward

ATTENTION RETIRED LETTER CARRIERS:

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

Branch 34 Will Fight Back!

Hello Brothers and Sisters of Branch 34! I hope you all survived and hopefully enjoyed your summers. Myself I was hoping to get through mine without being asked to pivot, but so much for that! The USPS recently announced a decline in parcel volume, the first in nine years. This was partially due to the noticeable decline in Amazon packages. Unfortunately, The USPS decided a few years ago to put all their eggs in the Bezos-basket. Now they're shocked to find out Amazon could be dropping us like a bad habit.

When will the USPS learn that you simply cannot attain success on a shoe-string budget? What the hell were they thinking when they thought they could fulfill guaranteed deliveries with a fleet of 30 year old jalopies? I'm lucky that my 15-year-old car gets me to work on time (usually).

How could they think that they would have the staff of enough CCAs to fulfill Amazon Sundays? Our office hasn't had a CCA since the last one converted earlier this year. I've even had a few instances where I find packages intended for delivery on Sunday, with my route's packages on the following Monday because they simply didn't have enough bodies.

Yet instead of investing in replacing our derelict fleet of vehicles in a timely manner (we're set to get newer ones within a year), or work proactively to retain CCAs they have put their self-inflicted financial burdens on the backs of us letter carriers. Through pivots, route inspections (aka job-killing), and even this ridiculous consolidated-casing program if they ever get their act together enough to "test" it. Less pay more work and more oversight, seems to be the MO of management nowadays.

Fortunately we have all the tools to fight this. We have several dedicated branch officers who have and will continue to conduct route inspection trainings for carriers for the upcoming fall inspections. We have multiple officers working to grieve the consolidated casing program. I often wonder how the USPS conducts its business, but I can always rest easy knowing that Branch 34 can fight back. Carry on.



ROSS MURRAY
"Branch 34's CLAN" Editor

Cameras Are Coming!!!

Will they hurt carriers or help? With the new contract under negotiations, talk was there are four (4) new potential LLV replacements on the table. As we wait to see which one they approve they will be equipped with video cameras 360 degrees around the vehicles! One faces your line of travel, one faces the driver, two are going to be on your side view mirrors, one will be placed in the cargo area facing the front, and the last one will be facing the rear of your line of travel for a total of six (6) cameras! Accident wise I can see them being useful especially when we're not at fault, but for other reasons I don't think so!

First in was the scanners that was supposed to be for customers to track packages and that turned out to be a lie. Management uses RIMS on us carriers to see where we are and if we are moving or stationary. But now cameras installed? When does it stop? How are they going to work you may ask? Once you hit the street and start your vehicle the cameras are recording your every movement. Once you reach your first park point and shut your vehicle off the cameras are still recording all around the vehicle for two (2) hours.

So, now we reach lunch time. I can't speak for all carriers but I bring my lunch with me and eat it in my LLV. Now, the cameras will still be rolling as you are chowing down. Is it fair to say IT'S an invasion of our own personal time in which we are not being paid for? **YES IT IS!** The cameras are also going to have a microphone just to hear the surroundings and not you, **YAH, RIGHT!!** Now they can see and hear everything that happens to us on a daily basis!!

Here's something to think about, apart from eating lunch, how many of us make or get a personal phone call? How many of us interact with our customers, how about this one when it's hot out we take a little bit more time on the street and drink plenty of water to stay hydrated (which management and our scanners regularly advise us to do) or when it's cold out and we stay in our vehicles to warm up right? Is Management going to discipline us and say you took extra time and I have it all on tape and the tape doesn't lie? I personally think so!

Why does it always come down on the carriers – we are the face of the company – we are out on the streets in all types of the weather (whether it's the sun, the rain, the heat, the cold, the snow, and the darkness) – we are doing our job! Here's an idea lets take the GPS's off the Carriers and lets place them on Management. Let's cut out one entire level of Management on the fourth floor (they won't be missed) and just let **US** do our jobs **PERIOD.**



DAVE O'CONNOR
Area Steward

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:

- William Anderson..... Lexington
- Albert Baiungo..... Revere/Melrose
- Richie Bell..... Back Bay
- Joseph Curran North Quincy
- Robert Degraan..... Fort Point
- Fernando Diaz..... Braintree
- Wanda Hamm Wollaston
- Thor Hellested..... Fort Point
- Richard Karacius East Weymouth
- Michael McBride..... Brighton
- Ann Marie McGoff.... IMC Charlestown
- Brian Morrissey Fort Point
- Patrick Reardon Revere/Melrose
- John Reilly Brookline
- Robert Spinney Wellesley Square
- Thomas Tricomi..... Medford
- Michael Yerkes IMC Somerville

It's Negotiation Time

As it stands right now, the NALC is currently in negotiations with the Postal Service for a new contract for Letter Carriers across the country!!!

I was recently at the National RAP session in Denver, and to say that it was tight-lipped and hush-hush would be an understatement. I'll be the first to say that nothing and I mean literally nothing was leaked to us at to what the NALC is trying to negotiate for **US!!!**

While I can understand that I also think we should have an idea of what is being negotiated for US on **OUR** behalf, because what might make Letter Carriers in other parts of the country happy is probably not the same thing that will make Letter Carriers in Boston happy!!!

I believe the Union must negotiate for US, to make a hourly wage higher than that of UPS!!! Why you ask, because let's be honest we work harder!!!

I believe that the Union must negotiate for US, to keep the price of health insurance as low as possible!!!! Other Unions pay a lot less for health insurance than we do, the UAW pays very little and in some cases, nothing for health insurance!!!!

I believe that the Union must negotiate for US, more vacation and sick days, because again we are working longer and longer hours and the mind, body, and soul, need more time to recuperate!!! I believe that the Union must negotiate to keep COLA's as part of our contract!!! The last COLA we get is slated for a little over \$624/year or approximately .30/hour.

I believe that the Union must negotiate for US a higher wage than those in Mississippi, Arkansas, and other low cost of living states. The cost of living in Boston and other areas is crippling Letter Carriers!!! How in the hell do you survive on and raise a family when on average it now costs \$400-\$500k for a house!!!! Areas such as Aspen, Colorado and San Francisco/Bay Area have already begun hiring PTFs in lieu of CCAs due to the high cost of living in those areas, because of the retention rate in those areas is so poor. This is because the starting pay in those areas is not nearly enough to survive on!!!

We also know that if the contract gets negotiated we will get a ballot in the mail for ratification!!! I implore you to really take a look at it and see if it benefits you at all!!! I ask that if you do get that ballot to take the time to fill it out and vote and send a message that either you want something different or your ok with what is being put forward!!! It might not make a difference in this contract but maybe it will open the minds and ears of those who should be listening to US!!! In reality there are fewer Letter Carriers in the higher cost of living areas then there are in the lower cost of living areas. This means more likely than not we will get stuck with whatever contract benefits the majority and sadly we are not the majority!! It's too bad the rest of the country didn't understand that if they voted with those of US in the high cost of living areas instead of against US maybe, just maybe we could all get paid a lot more!!



LAURA WOOD FAHEY
Area Steward

Now all that being said I'm a realist and have seen the propaganda video that Postmaster General Brennan put out. In it she states over and over that we need to work together to cut costs!!! The Postal Service is not going to be cutting the price of postage and "Larry Bird is not walking through that door." Let me make something perfectly clear, **YOU ARE THE COST**, she is talking about cutting!!!

Make your voice heard!! If you receive a ballot for ratification, take the time to vote!!! If we don't get a ballot for ratification and it goes to Interest Arbitration (which I personally believe it will) then we will all just wait and see what happens!!!

I hope everyone enjoyed their summer!!!!

(These are the views of Laura Wood-Fahey and do not represent NALC Branch 34.)

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

Robert Bradley*
Retired Member – IMC Chelsea

Daniel Devereaux*
Retired Member – IMC/Somerville

William Goodwin
Retired Member – North Weymouth

Paul Reardon*
Retired Member – Belmont

Edward Young
ACTIVE Member – Scituate

George Zandas*
Retired Member – Malden

* Denotes Gold Card Member

Rest in Peace

Branch 34 Leaders Attend the 2019 National Rap Session in Denver, Colorado



Branch 34 Executive Vice President Bob Simpson and Branch 34 President Jerry McCarthy listen to the many speakers at the NALC National Rap Session in Denver.



Branch 34 leaders gather information at the 2019 NALC National Rap Session.



Branch 34 Area Steward Laura Wood Fahey and Branch 34 Vice President Bernadette Romans enjoy the festivities and gain knowledge at the Rap Session.

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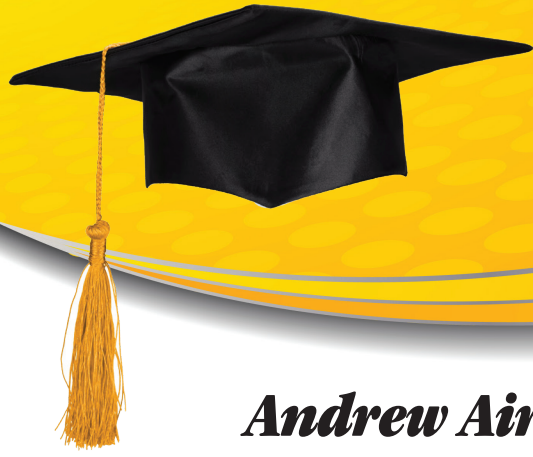
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Real Estate Professional
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220 MAIN STREET
MALDEN, MA 02148



Branch 34 2019 Scholarship Winners Express Their Thanks!

Andrew Airosus

Dear Mr. McCarthy, Branch 34, NALC,

I would first like to say thank you so much for choosing me to be a recipient of the Joseph Considine Scholarship. I see how hard my father works day in and day out throughout the four everlasting seasons of Massachusetts weather. I understand that this award was given to me by someone who works just as hard as my father does. I want to take this moment to thank the entire Branch 34 community.

Next year, I will be heading to Hebron Academy for postgraduate. While at Hebron, I will be taking a rigorous academic schedule including: AP Calculus, AP Physics and AP U.S. History. I will also be playing football, hockey and baseball. This is all preparation in hopes of me getting admitted to The United States Coast Guard Academy. I am a very hard-working young man like my mother and father. They raised me to never settle and to not accept failure. When I was denied admission to the academy I was heartbroken, but rather sit and feel sorry for myself it only made me more motivated. This fall, I will be applying not only to the USCGA, but to all of our great nation's service academies.

With high aspirations as mine I plan to be accepted into one of the academies. In college I want to major in government while playing college football. From there I will do my required five years of service and may do more. However, when I am done serving I plan to become a Firefighter in the Boston area. This would all be a dream come true for me. With your scholarship, my goals are being made more and more realistic. I hope to make the entire Branch 34 community proud.

Sincerely,
Andrew Airosus

Nicholas Murray

Dear Jerry McCarthy and the members of Branch 34,

First and foremost, my father (Daniel Murray of the Brookline Branch) and I, would like to thank the National Association of Letter Carriers for choosing me as one of the recipients of the 2019 Joseph P. Considine Branch 34 scholarship. I am enrolled in Bryant University for the fall of 2019 and the funds will help with the enormous cost of my education. I recently graduated Quincy High School. During that time, I played hockey, baseball, golf, volunteered for numerous fundraisers, was a member of the student leadership program and also was mentor to incoming freshman. Quincy High left me with memories and experiences that positively shaped my character, making me ready for the next step of my journey to the real world.

For my last summer before college, I am working two jobs, one being a part of the Technology Team at Quirk Ford and the second being an electrician at Boston Best Solutions. Even though these positions are challenging, I am more than eager to begin my college education and experience at Bryant in a few short weeks. I plan to study finance with a concentration in analytics, due to my long-lasting interest in the stock market and also the world's economy. My short term goals consist of preserving a high GPA during my college years, maintaining a constant spot on the dean's list and soaking up all the knowledge Bryant has to share. After graduation, my plan is to attain a job in the global finance field. I have always had a dream of working in a large corporate firm and moving my way up the ranks.

However, I want to accomplish this with integrity by helping growing firms and green businesses succeed in a global economy.

Thanks for helping me take the first step in my path.

With appreciation,
Nicholas Murray

Ciara Collina

Dear Mr. McCarthy,

I would like to thank Branch 34 of the National Association of Letter Carriers for granting me one of the scholarship for this year. It is an honor. The scholarship helped defray the cost of attending Regis College. I will enter there in September, where I will pursue a degree in nursing. My ultimate goal is to become a Pediatric Oncology Nurse at Boston Children's Hospital.

At Lynn Classical, I played varsity soccer and softball and I was on the swimming and diving team. At Regis next year, I will be continuing my athletic career by playing on the softball team this upcoming spring. This is a dream come true. I am looking forward to my college years at Regis.

Again, thank you for naming me as one of the recipients of this year's scholarship.

Sincerely,
Ciara Collina

James Fitzgerald

Dear Branch 34 of the NALC,

I am honored and beyond grateful to have been chosen as a recipient for the Joseph P. Considine Branch 34 Scholarship. I will be attending Holy Cross this fall, after graduating from Duxbury High School this past year. At Duxbury, I was a member of the varsity football, the crew team, and wrestling team. For wrestling, I was a two-year captain and all state finalist. In addition to sports, I was also a member of the Jazz Band, Symphonic Band and National Honor Society. This summer, I will be working, going on a mission trip to West Virginia, and preparing myself physically as I will be a member of the Holy Cross Men's Rowing Team. I work at an assisted and independent living community in Marshfield as a server.

I have not completely decided on a major that I will be pursuing at Holy Cross, however, I am not required to declare a major until the end of my sophomore year, so I have time to discern. However, areas of interest for me include: Accounting and Classics, and I am seriously considering a double major. I hope that through this experience with higher education I can pursue a career that wouldn't be possible without that education and become more well-rounded academic in the process. The NALC is a wonderful organization and I appreciate all that they do for letter carriers such as my father. Thank you for your important support, as I make my way on this new and exciting journey.

Sincerely,
James Fitzgerald



We Work Hard For Our Money!

From the day we started our careers with the Postal Service we have been working hard to provide for our families. Forty-hour work weeks to sixty-hour work weeks, it did not matter as long as we were able to take care of our children and our spouses. We also worked hard to save, invest, and prepare for the long-awaited day when we could hang up the satchel and retire.

Knowing we worked to do what we had to do and retire to do what we want to do. In order to achieve this great milestone, we need to be aware of those that would like to take advantage of our money. Many of us have money in the Thrift Savings Plan that supports the third leg of our retirement. But there are companies that will send us information in the mail, disguise themselves as reputable businesses that are associated with

the postal service, and attempt to get us to invest our thrift money with them. They sell themselves on the ability to make us more money when, in reality, they are just trying to make themselves more money. Fees, commissions, and penalties eat away at what we have worked so hard at saving. In the end, we have less.

Then there are the lawyers who want to "help you" achieve riches through on the job injuries. Many, if not all of us will suffer an on-the-job injury at some point in our career. If so, we are entitled to apply and receive compensation for those injuries through scheduled awards. If we are not careful and we do not utilize the compensation specialists provided by our union, we could forfeit 25, 30, up to 40 percent of our scheduled award.

Let's not forget the politicians in Wash-

ington, DC. There are many that wish to balance budgets or pay for tax cuts on the backs of letter carriers. We need to stay educated on what is happening in DC and be aware of how their intentions will affect our ability to enjoy an early retirement. We need to protect ourselves from the current proposal to reduce a CSRS member's yearly COLA by 1/2 percent per year and to eliminate a FERS member's entitlement to a COLA completely.

There is also a proposal to eliminate the FERS supplement that allows a FERS employee to retire at our minimum retirement age with 30 years' service by providing a supplement that approximates our social security benefit at age 62. This proposal would affect current FERS retirees as well as future FERS retirees.

There are so many more, but most devastating is the current administra-

tion's desire to destroy the Postal Service and take away our livelihoods. We are the ones that need to fight to protect our future. We can not rely on the Postal Service to do it; they seem to work against the protection of service.

In order to protect the hard-earned money and benefits we have worked so hard to achieve, to protect the future of the Postal Service so that others can achieve the same, we need to stay informed. Read the Postal Record, contribute to the Letter Carrier Political Fund, and educate ourselves, our families, and our co-workers on what to be cautious of.



RICHARD J. "RICK" DICECCA
National Business Agent

Understanding the 1840-B

The 1840-B is a time card analysis that management can use to evaluate your street time during the route inspection process. Management has two options when they evaluate your street time after an inspection. They can either use your week of inspection time; which is an average of your street time used during the week

NALCREST Apartment Bids: Two-Week Intervals- sign up now!!!

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

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

The weeks start on Monday and runs through Sunday. A random lottery will determine the selection if more than one request is submitted for the same weeks. You can submit multiple choices, but the apartment is only available for two week intervals. For the weeks beginning December 23, 2019 – January 5, 2020 have your bids in by Saturday, November 16, 2019 and I will begin awarding the bids that day. After that it's first come first served.

- September 30 – October 13, 2019
- October 14 – October 27, 2019
- October 28 – November 10, 2019
- November 11 – November 24, 2019
- November 25 – December 8, 2019
- December 9 – December 22, 2019
- December 23, 2019 – January 5, 2020
- January 6 – January 19, 2020
- January 20 – February 2, 2020
- February 3 – February 16, 2020
- February 17 – March 1, 2020
- March 2 – March 15, 2020
- March 16 – March 29, 2020
- March 30 – April 12, 2020
- April 13 – April 26, 2020
- April 27 – May 10, 2020
- May 11 – May 24, 2020
- May 25 – June 7, 2020
- June 8 – June 21, 2020
- June 22 – July 5, 2020
- July 6 – July 19, 2020
- July 20 – August 2, 2020
- August 3 – August 16, 2020
- August 17 – August 30, 2020
- August 31 – September 13, 2020

– Michael Murray
Secretary-Treasurer, Branch 34
Boston

of inspection. Or they can use your clock hits (time card analysis) to get an average of how long it takes for you to deliver your route on the street over a course of several months. That's why you always hear people say "you're always under inspection" because you are. This language can be found in the M-39 section 242.32:

242.32 Street Time

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 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

The weeks that are used are selected randomly by the local union representative so there's no cherry picking of weeks by management. That language is also located in the M-39 section 242.323:

a. Within 4 weeks prior to the week of count and inspection, the local union representative will make a random drawing of numbered lots from 1-4 to be used in determining the 7 random weeks to be selected for all routes at the delivery unit.

What this means is a week is chosen for every preceding month, excluding June, July, August and December. So as an example, if you were under inspection in September of 2019 the seven week time card analysis would look something like this:

- second week of May 2019
- third week of April 2019
- first week of March 2019
- fourth week of February 2019
- second week of January 2019
- third week of November 2018
- first week of October 2018

The eighth week in the analysis is the week after inspection.

So, if you're expanding your office time by purifying or throwing your

DPS and/or your FSS to make your delivery in the street easier you're playing right into managements hands. They'll use that time against you during inspection and that'll be the time they use to evaluate your route. Even though they're not supposed to use your 1840-B time just because it's the lower of the two times; that's exactly what they'll do. Especially if that time is significantly lower.

Protect your route by following the rules. Don't fall into the trap of thinking it doesn't matter what you do day in and day out because, as the 1840-B time shows, it does.

If you have any questions please ask your steward or call the Branch.



RICH GALVIN
Clerk, NBA/NSBA

Greetings From the Mile High City – Denver

Random notes from the Denver Rap Session August 9-11 (or) Some things heard, some things seen, some things best left unsaid.

• Denver, Colorado is exactly 5,280 feet above sea level (1 mile), hence the nickname, The Mile High City. FYI. That is 1,760 yards. Thank you Jerry McCarthy.

• Despite my wife's repeated claims that I snore. This has never been confirmed. Until now!!!! Thank you Denver roommate Dave O'Connor.

• Caught the Rolling Stones on Saturday the 10th at Broncos Stadium (after class, and on my own dime). As amazing as they were, one Beatle in concert is still better than four Stones. (Sorry Dee!)

• In one workshop we learned of a heat safety app which shows you the level of risk you are at. Minimal - Extreme. Go to the App Store/Play store and look for OSHA-NIOSH heat safety tool. I know summer is almost gone, but install it now. It just might save your life.

• In regards to the above situation or any other serious situation call 911. Don't be intimidated into thinking you must follow certain postal protocols by calling the office first. Your life is more important than anything else. The boss will get over it. Your family will not.

• There is a country-wide movement called **Vote At Home**. (Visit VoteAtHome.org for more info.) Their aim is to have all Americans vote by mail. Some states have adopted this policy already and the number of voters in these states has dramatically increased. Of course this will

create work for Letter Carriers all over the country at election time. If adopted this will dramatically reduce costs to cities, towns, and states in regards to setting up polling sites, etc. In turn, freeing up funds that can be applied to better uses.

• As for the new vehicles, The Postal Service has narrowed the choices down to three candidates. It is expected they will make their final choice this September (2019). The new vehicles will roll off the line approximately 18 months after awarding the bid. This puts us around March 2021 for new vehicles.

• Faithful readers you will be pleased to know your elected officials had 100% attendance at all workshops!!!

• All those things we we heard over the years about the Colorado air being thinner, and that you tire more easily etc... I found this to be completely true. I became winded by just simply walking around the city!

• The seventh contract COLA was finalized at \$624 annually with the release of the July 2019 CPI-W. This is the last COLA of the 2016-2019 National Agreement.

• The 2016-2019 National Agreement expires this September (2019). The NALC and USPS have officially opened negotiations for a new contract.

• Don't forget summer recess is over for Union meetings. Meetings begin anew on the 2nd Tuesday in September. Meetings are held at The John P. McKeon Amvets Post 146, 4 Hilltop Street, Dorchester Center 02124. Starting at 7 o'clock. See you there!!!!

• **Final Thought...** Having been my

first rap session. I didn't know what to expect. On the final day I left feeling confident that there are people out there who have our backs!!!! Despite sometimes feeling that no one knows what you go through, and no one hears your voice.... Know This!!!! There are people out there working hard on your behalf. I heard fervor in every word. I heard passion in every sentence. I heard dedication in every speech. You do not walk alone.

I leave you with this:

"And you can send me dead flowers every morning. Send me dead flowers by the U.S. MAIL. Say it with dead flowers at my wedding. And I won't forget to put roses on your grave."

-Mick Jagger

Last but not least.

For Dee:

"Goodnight baby, sleep tight my love. May God watch over you from above Tomorrow I'm working what would I do I'd be lost and lonely if not for you. So close your eyes. We're alright for now. I've spent my life traveling. I've spent my life free. I could not repay all you've done for me. So sleep tight baby. Unfrown your brow. And know I love you. We're alright for now. We're alright for now."

-Tom Petty



JOHN LUCEY
Area Steward

★ To Our Troops! ★

Thank You For Your Service
and Your Sacrifice!

**NALC BRANCH 34
SUPPORTS YOU!**



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: 064000017
8. Enter your 17-digit Account Number _____ 0034952535. 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: _____ 0034952535

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:

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: 064000017
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"

- 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:



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: _____ 0034952535

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!

Branch 34 Salutes Its Retirees

Fort Point's Bob DeGraan, Thor Hellested and Brian Morrissey



Branch president Jerry McCarthy congratulates Fort Point carriers Bob DeGraan (left), Thor Hellested (center right) and Brian Morrissey (far right) on their retirement.



Fort Point carriers bid farewell to their newly-retired brothers.

East Weymouth's Richard Karacius



East Weymouth's Richard Karacius (center right) is congratulated by postmaster Nicholas Francescucci (far left), shop steward Artie Matthews (center left) and Branch 34 president Jerry McCarthy (far right).

East Weymouth wishes the best of luck to Richard Karacius on his retirement.



Wellesley Square's Rick Spinney

Newly-retired Wellesley Square carrier Rick Spinney poses for a photo with Branch 34 president Jerry McCarthy and shop steward Toni Alexander.



Wellesley Square congratulates Rick Spinney on a job well done.



Lexington's William "Billy" Anderson

William "Billy" Anderson of Lexington posing with Branch 34 Secretary-Treasurer Michael Murray.



The Lexington Station presents a cake to William "Billy" Anderson on his retirement day.



Braintree's Fernando Diaz



Branch 34 president Jerry McCarthy presents Fernando Diaz of Braintree with his commemorative NALC jacket and watch.

Back Bay Annex's Richard Bell



The Back Bay Annex crew wishes Richard Bell well on his upcoming retirement.

IMC-Charlestown's Ann Marie McGoff

Ann Marie McGoff of IMC-Charlestown celebrates her retirement with Branch 34 president Jerry McCarthy.



Back Bay Annex's Richard Bell poses with Branch 34 president Jerry McCarthy and shop steward Lucy Warren.



The IMC carriers celebrating Ann Marie McGoff's retirement.

North Quincy's Joe Curran

Joe Curran is congratulated on his well-deserved retirement by North Quincy's shop steward Taylor Brooks and Branch 34 president Jerry McCarthy.



North Quincy co-workers wish Joe Curran farewell and wish him a happy retirement.

Brighton's Michael McBride



The family of Michael McBride of Brighton congratulates him on his retirement.

Brookline's John Reilly



John Reilly (center left) celebrates his retirement with Branch 34 president Jerry McCarthy (center right) and shop stewards Joe DeMambro (far left) and Dean Gonatas (far right).





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