



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

Volume XLVIII, Number 5
November-December 2019

National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396

Address Service Requested



Non-Profit Org.
U.S. Postage
PAID
Boston, MA
Permit No. 54631

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



Henry Shaughnessy Food Drive and Golf Photos
Page 2

Members Be Aware!
Page 3

Q&A on Hold-Downs
Page 3

It's Time to Strike A Balance With Pay and Benefits
Page 4

Greetings from Linthicum, Maryland
Page 5

Take the Time: Get CCAs What They Need
Page 6

Vehicle Safety Check List
Page 6

Branch 34 Salutes Its Retirees
Pages 7 - 10

Branch 34 Hits the Tees for MDA
Page 11 - 13

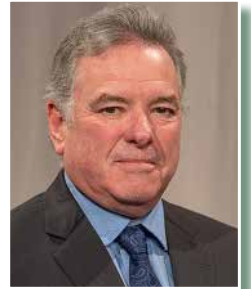
Branch 34 Calendar 2020
Page 16

T/781-281-1133
F/781-281-1127
nalcbranch34.com

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

President's Report

An Update from National



GERALD (Jerry) MCCARTHY
President

I recently returned from the Committee of Presidents (COP) Meeting and the following issues were discussed:

Postmaster **Meghan Brennan** will retire at the end of January 2020. The rumor is that she was forced out by the White House, a new PMG will be appointed and the search is on.

Contract Negotiations

On September 20th, our contract negotiations reached an impasse. We are currently in the mandatory mediation period until approximately November 20th, 2019. Management wanted to extend the 90 day period, but the NALC refused as during our last contract these extensions lasted 15 months. Negotiations will continue during this 60 day period. The NALC at national feels that this contract will definitely be going to arbitration. The next step in this process is to select three arbitrators, Union picks one, Management picks one and both must agree on the third choice. If they cannot agree on the third arbitrator, that position will be chosen by the National Arbitration Board. The Rural Carriers have ratified their agreement, a three-year deal worth 1.1/1.3 and 1.8. The APWU did reach a two-year extension but this was shot down by the rank and file committee, never presented to the membership and they too are now headed to arbitration. The Mail Handler's Union extended their negotiation period.

What Did the NALC Ask For in Our Negotiation Period?

All career workforce, still allowing management flexibility, Addressing this issue:

The City Carrier job is the most difficult, and more dangerous than all the other crafts. We are working in a toxic environment and management continues to ignore their most valuable resource "The Letter Carrier." Management has no desire to make this business grow and they continue to make time and money wasting decisions. Management shows no concern for stealing carrier time, improving carrier uniforms, joint safety programs and addressing working conditions such as heat issues. Management showed no desire to improve on any of these issues during contract negotiations.

General increases in pay: Add another step after "O", eight COLA raises, four general raises for a 44-month contract. No layoff protections, the ability to monitor TACS, bolster the dispute resolution

process to allow resolutions in a timely manner. Form a carrier uniform committee and a committee to grow and improve the business. Phase out the CCA category and have a mass conversion of CCAs. The NALC "feels" that nothing will happen during the 60-day period that will end soon.

Contract Arbitration Expectations: Management will base their case on the current financial status and the losses suffered by the USPS. Flexibility can come from an all career workforce, but management does not agree. Expect nothing till after Thanksgiving, as these hearings will continue into spring 2020 with a decision soon following. Management does not want to go to arbitration, but they may not have a decision in this due to the change of PMG.

Carrier upgrade arbitration that was scheduled for 10/31/2019 was held and we were not successful stopping Management from excessing Clerks into the carrier craft. Management based their arguments on this was not a step increase, but a simply a pay increase.

CCA CAPS: The ultimate cap has been exceeded by management and the NALC is looking for a mass conversion. This National level grievance filed in January will be heard in December 2019. (*This case was moved back a month due to the consolidated casing arbitration*). As for this conversion, the NALC is looking for CCAs to be converted across the board regardless of the caps in other regions that were not exceeded. CCAs with a certain number of months service will be converted, in the regions where the caps have been exceeded the number of months needed to be converted will be lower. The current CCA retention rate runs from 30% to 70% across the country with the national average being 55%. Managements plan is to simply raise the pay for CCAs in the regions that cannot retain CCAs. The NALC wants an all career work force.

Consolidated Casing:

The federal court case in this matter was dismissed and the court cited that they did not have jurisdiction to grant an injunction. This was expected as "irreputable harm" is not an easy case to prove. The arbitration is still pending an outcome. We currently do not have any scheduled test sites in our branch, but this could change overnight. This so called test does not work in most locations and management is manipulating the data in some sites to show savings. The NALC will use all resources to stop this program.

The notification of camera's being placed in the vehicles has resulted in a national level grievance being filed.

Hatch Act Arbitration: The Postal Service has filed a motion to dismiss the arbitrator's decision. The ELM changes and 3971 changes were not done properly by the USPS.

If you do not contribute to the Letter Carriers Political Fund (LCPF), now is the time. The issues we will face in 2020 if not addressed properly will be devastating to our jobs. Only 9.75% of all Letter Carriers Contribute.

The NALC is planning a 50th anniversary celebration of the Great Postal Strike of 1970. This celebration will be held in New York on March 21st, 2020. National wants to know if our Branch would be willing to send our strikers to this celebration. Please notify the Branch if interested.

These are the major issues discussed at the COP, and I guarantee more will follow in the upcoming weeks.

At this time, I would like to thank all our Veterans for their Service, and wish the entire Membership a Happy Thanksgiving, Merry Christmas and Happy Holidays to all!

Have a Safe and Happy New Year
from the Officers and Executive Board of
BRANCH 34 NALC BOSTON

Henry Shaughnessy Honored with Food Drive and Golf Tournament

Every year since 2006 the letter carriers of the Woburn PO have held a fall Food Drive in honor of Henry Shaughnessy. That's because Henry was such a special man. He proudly served his country as a World War II and Korean War Veteran, as well as, the residents of Woburn as a letter carrier for over 50 years.

Henry was such a dedicated letter carrier that he never called in sick. He even showed up to work with a broken leg one day because he would never admit he was sick or hurt. He was always willing to help out with our MDA fundraising in any way he could. And was beloved by all who knew him. The food drive held in his honor every year helps to feed over 600 families in Woburn before the Thanksgiving and Christmas holidays.

Henry was one of a kind. Perhaps if we were all a little more like Henry this world would be a better place to live. I'd to thank all of the carriers who helped out with this years food drive and especially to our two stewards, Fred Casey and Vigo Conte, as well as, our Food Drive coordinator Deb Salmon for all of their work in organizing this food drive. Great job!

Fraternally,
George Adams, MDA Chairman



On September 15th, 2019, the Woburn Letter Carriers held the 10th annual Henry Shaughnessy Memorial Golf Tournament to benefit Muscular Dystrophy. The tournament was held at the Woburn Country Club. Thanks to the hard work of the NALC Branch 34 Woburn Golf Committee and the generosity of the many that made donations. We were able to donate over \$10,000 to the MDA. A huge thank you to all our sponsors!

– Fred Casey, Golf Chairman

THINKING ABOUT MOOOOVING?



GET OFF THE FENCE AND CALL ME!

781.844.1347

LETTER CARRIER SPECIAL

Save up to \$1250 off your real estate transactions!!

\$500 Buyer's Closing Credit and/or a \$750 Seller's Commission Discount.
FREE step by step, 1st time homebuyers guide.

Call, text or email me to take advantage of any or all of these offers.



RICHARD HARKINS

Real Estate Professional
HomesByHarkins@gmail.com
HomesByHarkins.com

“Unlike huge franchises that only see numbers and dollar signs, I see **individuals, goals** and **futures**. I build relationships and earn trust.”



EWKREALTY.COM
OFFICE: 781.322.8400
FAX: 781.322.8401

220 MAIN STREET
MALDEN, MA 02148

Members Be Aware!

Unsolicited phone calls from people you don't know can be irritating. They always have horrible timing too, calling at the most inconvenient moments, like when your about to sit down for dinner with your family. Some of these calls aren't just annoying, they're also malicious. There has been a rash of phone calls making the rounds lately where scammers try to trick victims into giving them sensitive data that could lead to massive financial losses.

The most recent scam hitting the phone lines deals with the U.S. Government. The Department of Homeland Security's (DHS) Office of Inspector General (OIG) just issued a fraud alert to warn citizens that the DHS OIG Hotline phone number is being used as part of a telephone spoofing scam. People from all across the country are being targeted.

The scammer pretends to be an em-

ployee with U.S. Immigration and then alters the caller ID system to make it appear as if the call is coming from the DHS OIG Hotline number (1-800-323-8603). The fraudster demands that the victim verifies personal information through numerous tactics, including claiming they are victims of identity theft.

One important thing to remember is that **DHS OIG NEVER uses its Hotline number to make outgoing calls.** It's only used to receive information from the public, so you should not answer calls claiming to be from 1-800-323-8603.

If you receive a call claiming to be from DHS OIG Hotline, **DO NOT** provide personal information. The scammers are trying to get victims to reveal data like their Social Security number, credit card information, date of birth, drivers license number and bank account information. They will use the data to drain your

accounts and/or steal your identity.

If you believe that you have already fallen victim to this phone spoofing scam you should call the Hotline or file a complaint online via the DHS OIG website. You can also contact the Federal Trade Commission to file a complaint and/or report identity theft.

DON'T LET THIS HAPPEN TO YOU!

In closing, I would like to Thank all Veterans for their service to this Country, also I would like to wish everyone a Happy Thanksgiving, along with a Happy and Safe Holiday Season.

Be Informed! Be Professional! Be Union!



BERNADETTE ROMANS
Vice President

Q&A on Hold-Downs

One of the most common grievances filed by the Union concerns issues with hold-downs. There are a number of misconceptions concerning hold-downs; but the most common seems to be that there is a difference between the rights of PTF's and CCA's as it relates to hold-downs. There isn't, and this question is addressed in the Q & A the parties agreed to on CCA's in M-01870:

70. Is there a difference in the application of opting (hold-down) rules between part-time flexible city carriers and CCAs?

No.

In the following article, I'll explain some of the rules on hold-downs so we can protect our newest members from being exploited by management. One question I get asked a lot in Good Start is how are hold-downs publicized? In the Boston installation that can be found in Art 41 of our Local Memorandum of Understanding (LMOU) which reads in relevant part:

B. BIDDING PROCEDURES - LONG TERM VACANCIES

1. At each work location (as specified in Article 12 of the Local Agreement), Management shall post all temporary vacant full-time craft duty assignments of five (5) days or more.

2. Full-time reserve, unassigned regular, full-time flexible Letter Carriers and City Carrier Assistant Letter Carriers of that work location may indicate their preference for such assignments until twenty-four (24) hours before the assignment commences.

3. Up to twelve hours before the assignment commences, the senior carrier having indicated his/her preference shall be notified that he/she is awarded the assignment.

4. The above shall not apply where assignments become available upon less than twenty-four (24) hours notice. In such circumstances management shall post a notice on a designated bulletin board for hold down assignments and award the assignment to the senior carrier who indicated a preference.

5. All carriers wishing to bid for the assignment will notify management in writing.

6. All carriers who are on leave or are otherwise unavailable to bid on these assignments and wish to be notified of these assignments should inform management in writing. (Emphasis added)

Another common question is how long does a hold-down last? That answer can be found in Art 41.2.B.5 of our National Agreement. Which states in relevant part:

Duration of Hold-Down. Article

41.2.B.5 provides that once an available hold-down position is awarded, the opting employee "shall work that duty assignment for its duration." An opt is not necessarily ended by the end of a service week. Rather, **it is ended when the incumbent carrier returns, even if only to perform part of the duties—for example, to case but not carry mail.** (Emphasis added)

As the above states once you're awarded a hold-down you're to work it for its duration. You can't jump from hold-down to hold-down. You have to wait until your hold-down is broken by the regular coming back to work from vacation or an injury or the route's been bid by someone and they're assuming the bid. In the 2016 National Agreement the parties agreed to amend that slightly. That change is reprinted below and the bolded language is what was added into the contract in 2016:

Of course, management may decide to assign an employee to a residual vacancy pursuant to Article 41.1.A.7 at any time, but the employee may not be required to work the new assignment until the hold-down ends. However, the employee may voluntarily choose to end the hold-down and assume the new assignment in this circumstance.

So, it's **the employee's choice** on what they want to do. Either stay with the hold-down or go to the new assignment when they're converted. Prior to 2016 they had to stay on the hold-down.

Can CCA's have hold-downs on u-sets?

That question is addressed below. The short answer is yes, but they don't get paid the higher level pay.

However, not all anticipated temporary vacancies create opting opportunities. Carrier Technician positions are not available for opting because they are higher level assignments which are filled under Article 25 of the National Agreement. Auxiliary routes are not available as holddowns because they are not full-time.

The above language has existed long before CCA's were introduced into our workforce and u-sets have always been assigned under Art 25 of our contract.

48. Are CCAs entitled to higher level pay under Article 25 of the National Agreement?

No.

49. How does a CCA who is hired as a grade CC-01 receive proper compensation when assigned to a City Carrier Technician (grade CC-02) position?

In such case the CCA's PS Form 50 must be revised to reflect that he/

she is assigned to a Carrier Technician position. This will require designation to the proper City Carrier Assistant Tech occupational code (either 2310-0047 or 23100048).

The difference there is whether the employee opted on the u-set or was assigned to it to get the higher level pay.

What happens when a CCA goes on vacation or has their 5-day break. Does that break end the hold-down?

No.

When either of those things happen and the absence is expected to be 5 days or more then that's what's called a hold-down within a hold-down. Which means another carrier can have a hold-down on that route. This language can also be found in Art 41:

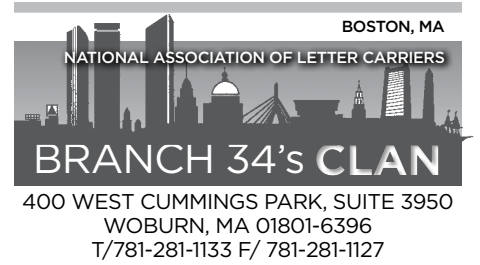
Exceptions to the Duration Clause. *There are situations in which carriers temporarily vacate hold-down positions for which they have opted—for example for vacation. Such an employee may reclaim and continue a hold-down upon returning to duty (Step 4, H4N-3U-C 26297, April 23, 1987, M-00748). If the opting employee's absence is expected to include at least five days of work, then the vacancy qualifies as a new hold-down within the original hold-down. Such openings are filled as regular hold-downs, such that the first opting carrier resumes his or her hold-down upon returning to duty—until the regular carrier returns.* (Emphasis added)

By far the most common hold-down violation is when management changes either the hours of the hold-down or the days off. If a CCA is "bumped" off of their hold-down on a regularly scheduled day they still own the hours of the hold-down. So, as an example if the CCA has a hold-down on a route with a schedule of 7:30-4:00 and is going to be bumped the next day they still have a right to that schedule. Even if management is moving them to a route with a 9:30 start or having them come in later to deliver splits, the CCA still has a right to the 7:30 BT. If management schedules them later then they should enjoy the extra two hours of sleep and file a grievance to be paid the two hours. The language below addresses this very important hold-down right:

Schedule Status and Opting. *Employees on hold-downs are entitled to work the regularly scheduled days and the daily hours of duty of the*



MICHAEL MURRAY
Secretary-Treasurer



Founded May 1971

AWARDS

International Labor Communications Association

GENERAL EXCELLENCE - LOCAL UNION PUBLICATIONS - CIRCULATIONS OF 2,500 TO 9,999
First Place, 2003

National Association of Letter Carriers

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.

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.

Any articles submitted for publication in **BRANCH 34's CLAN** must be typewritten, double-spaced and received at the Branch office no later than the close of business on the first of the month of publication: January, March, May, July, September, and November. The Editor reserves the right to amend articles and/or delay their publication due to the limited availability of space.

Permission is hereby granted for the **REPRINTING** of any article that originates in this paper provided an appropriate credit line also appears and a copy of the reprint in its new publication is sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

BRANCH 34's CLAN enters the Postal Service as third-class, non-profit material. Any change of address should be sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

Ross Murray, Editor
Jerry McCarthy, Associate Editor
Bob Simpson, Associate Editor

2019-2022 BRANCH 34 NALC BOARD OF OFFICERS

Jerry McCarthy	President
Bob Simpson	Executive Vice President
Bernadette Romans	Vice President
Michael Murray	Secretary-Treasurer
Bobby Damatin	Financial Secretary
Ross Murray	Editor
Laura Wood-Fahey	Area Steward
John Fucile	Area Steward
John Lucey	Area Steward
Dave O'Connor	Area Steward
Joseph DeMambro	Health Benefit Officer
Dan Kelley	Sergeant-at-Arms
Rich Galvin	Clerk, MBA/NSBA
Paul Roche	Chairman, Trustees
Vigo Conche	Trustee
Dan O'Connor	Trustee





BRANCH 34 STATION STEWARDS

Allston.....	Gerardo Rosario
Arlington	Anthony Falco Sean Mullett
Auburndale	Thomas Kierstead
Back Bay	Lucy Warren John DiBlasi
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 Robert Libatore
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 Faletra Elizabeth Purvis
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	Amy Baker Brendan Finn
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 William Huber
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 Richard Bucci
Wollaston.....	Thomas Rooney, Jr.

It's Time to Strike

A Balance With Pay and Benefits

As members of the National Association of Letter Carriers, as of this writing, we are once again in a contract year, this time waiting on the interest arbitration because the United States Postal Service continues to undervalue our services to this agency. The countless duties, harsh working conditions, and the number this job does on your hips, knees, and joints, doesn't equate into a \$65,000/yr. job (at top pay). And our retention rate of new employees is so bad because of the low wages, non-career status, and lousy benefits they're supplied in most of the country.

Hopefully, the Postal Service is taking notice of what's been going on in this country over the last few years in regards to the working class realizing it's true worth. Members of different labor unions are going out on strike, protesting unfair wages, unfair conditions, and negotiating a contract that will realistically compensate the efforts of these union brothers and sisters. As postal workers, it is against the law to strike, but the union workers that can are sacrificing wages, benefits, and job security for all of us, sending the message that we all deserve a fair and decent piece of the profits from our collective hard work!

For the first time in a long time, labor unions are enjoying a bit of a renaissance, and you have seen some very high profile job actions that have employees walking off the job, and by staying together, have reaped the benefits of successful contract negotiations. As you know the stakes are much higher when workers and their unions find it necessary to strike, but lately it has been very effective in emitting a message of solidarity, that gets these companies back to the table to negotiate. The UAW, The United Auto Workers union's almost 50,000 General Motors workers went out on strike in a highly publicized job action that rewarded those workers with substantial increases to their wages, including a minimum 6% raise over four years, an \$11,000 signing bonus, and members continuing to pay only 3% of their healthcare costs. That strike played a pivotal role in the UAW reaching an agreement for some 55,000 members with the Ford Motor Company in just three days. As of this writing, Fiat-Chrysler is expected to follow suit with a similar contract for its workers, which again is no coincidence. The UAW also negotiated for the workers at Mack Trucks in which another strike was necessary to bring management back to the table and negotiate a contract that almost 4000 workers, 80% of that workforce gave it approval. In all of these contracts the temporary workforce made substantial gains in their quest to become full-time employees, by reducing the wait time, and improving wages and benefits.

And this is not just taking place in the auto industry. In 2018, there was the statewide teacher strike in West Virginia. And more recently the Chicago Public School system was shut down for nearly 2 weeks when teachers walked off the job to get a fair contract for themselves, and improved educational resources for some 300,000 students in their school system.

Their five-year deal gives \$380 million to teachers and staff, \$70 million towards full-time nurses and social workers in every school, and \$50 million towards facilities, and their class sizes in all system schools. And when all is said and done, experts believe this contract could cost the City of Chicago \$1.5 billion.

And locally, the Dedham, MA teachers, who hadn't had a contract in two years recently went out on strike, and in one day

got a four year, 10 to 13% wage increase for their contract, which includes one year of retroactive compensation, and then a full three-year agreement till 2022.

Now, these contracts do come with setbacks, such as plant closings, a continuation of some marginalized temporary employees' status, and wages, and other initiatives that just couldn't be agreed-upon. But these are negotiations, and for the most part the efforts of these employees and their unions were successful, but more importantly: fairly compensated.

But amazingly, the U.S. Postal Service finds billions and billions of dollars to upgrade, and modernize everything we do, and then don't have two nickels to rub together at contract talks. DPS and FSS are perfect examples of money being no object to this organization. And lest we forget scanner, scanner 2.0, and soon enough, 3.0. And coming very soon, if they get their way, a brand new fleet of custom made vehicles, each equipped with a half a dozen cameras to enhance your productivity, and monitor your deficiencies!

But when it comes to the people that bring all of this equipment together and make it work, along with their brains, backs, and bones, management comes to the negotiating table crying poor mouth, offering mostly reductions and givebacks!

The United States Postal Service can learn a lot from these employees that have gone out on strike. They didn't walk off the job to punish their employers. They did it because they knew what was being offered for their particular jobs were unjust, and unfair. Management needs to be reminded that all of the numbers and data that is gathered and generated each day have human beings on the other end. We have families we have to take care of, children we have to put through college, food we need to put on the table, medical bills to pay, and so many other things we rob Peter to pay Paul with. For years, the USPS has used pre-funding to make us look like we're going out of business, that

we're a sinkhole for money, and shuttering and closing facilities to perpetuate this

poorhouse myth. But even with all of that internal adversity, the Letter Carrier's kept this agency's promise to deliver to every address, every day, and all the while, positively promoting this agency by being the most popular employees in government. And if we were given something new to learn in the process, we became proficient every time we were asked.

All Letter Carriers want is a fair contract which pays us what we're worth. I'll take 4.2% over three years, but how about a \$11,000 signing bonus. How about two additional weeks of annual leave to rest our aforementioned bones for spending a majority of our hours in the street, exposed to countless environmental conditions, six-days a week. We'll even take full dental, prescription eyewear coverage, and only have to pay 3% of our healthcare costs. There are many different combinations of pay increases, and benefits that could of stopped this contract from having to go to arbitration, but management only understands fair and balanced when it benefits them. Numbers don't lie, people do!

The best thing that could happen at this point is the Arbitrator, who will decide this contract, understands what postal management can't seem to wrap their heads around: this is an under-valued, and under-paid workforce that has earned a fair wage and benefits increase along the lines of other agencies and businesses in this country. It time to reward Letter Carriers for their sacrifice of leg and limb, and our loyalty and commitment to the American public, each and every time we put on the uniform!

★★★★★★★★★★

I would like to wish everyone Merry Christmas, a Happy New Year, and a Safe and Healthy Holiday Season!

Q&A on Hold-Downs...

(continued from page 3)

assignment (H8N-1M-C 23521, June 2, 1982, M-00239). (Emphasis added)

Scheduled Days and Opting. The distinction between the guarantee to work certain scheduled days and the right to specific days off is important. An employee who successfully opts for a hold-down assignment is said to be **guaranteed the right to work the hours of duty and scheduled days of the regular carrier.** It must be noted, however, that days off are "assumed" only in the sense that a hold-down carrier will not work on those days unless otherwise scheduled. In other words, a hold-down carrier is not guaranteed the right to not work on non-scheduled days. Of course, this is the same rule that applies to the assignment's regular carrier, who may, under certain conditions, be required to work on a non-scheduled day. (Emphasis added)

Unfortunately, it's not uncommon for management to require a CCA to work their N/S day on a hold-down and then give them a day off later in the week. This is also a violation of our contract with the Postal Service. In this scenario, I would enjoy the day off and file a grievance to be paid for the day I had a contractual right to work. This situation is addressed below and can also be found in Art 41 of our contract.

For example, suppose there is a vacant route with Thursday as the scheduled day off. The carrier who opts for such a route is guaranteed the right to work on the scheduled work days, but is not guaranteed work on Thursday. This does not necessarily imply that Thursday is a guaranteed day off; the carrier on a hold-down may be scheduled to work that day as well, either on or off the opted-for assignment. **However, management may not swap scheduled work days with days off in order to shift hours into another service week to avoid overtime or for any other reason. To do so would violate the guarantee to work all of the scheduled days of the hold-down.** (Emphasis added)

Let's make sure our newest members are taken care of by helping to make sure they're not being taken advantage of by management. These hold-down rights were not "given" to us by management, they don't "give" us anything. As I tell the new CCA's in Good Start, as well as, the newly converted career carriers, nothing in this job was given to us. Everything we have was fought for and won. And we should make sure the PO lives by their agreement with us!

★★★★★★★★★★

Merry Christmas and have a Happy New Year, Brothers and Sisters!



BOBBY DAMATIN
Financial Secretary

Greetings From Linthicum, Maryland

Birthplace of (wait for it), nothing (according to Wikipedia)...

Except for maybe affluent people, this excludes me...

I Work for the Post Office

Anyway, I am beginning this on an airplane (Saturday morning, 11/2/19). As I fly through the air enroute to the land of Maryland Crab Cakes. PS: (they weren't that good)!!!!

Update: we are checked in now, and we are awaiting the beginning of **Computer Training (Saturday, 11/2/19, 3-9:30 pm).**

We began by learning the computer skills necessary to help us file professional looking grievances.

Computer Training Day 2 (Sunday, 11/3/19, 8-11 am). Ughh!!!! Little did I know that this 11 am-3 pm break would be the only downtime I would get all week!!!

Informal A and Beyond officially begins (Sunday, 11/3/19, 3-9:30 pm). We start with the basics. Learning how to properly fill out an 8190 (grievance form) we learn tips on how to interview people, and how to write witness statements, and ways to improve our writing skills, etc.

(Monday, 11/4/19, 8 am-5:30 pm) We learn about writing issue statements, time limits, undisputed facts, remedies, additions & corrections, just cause, and non-compliance, etc.

Homework: We are randomly handed actual case files. These were actual real cases from the past. Half of us took on the role of Union reps. The other half of us were acting as Management. We were instructed to write and prepare actual grievances as if we were back in the field. Many of us were up until after midnight writing. On this night, I was Union.

(Tuesday, 11/5/19, 8 am-5:30 pm). We are split up into groups, and sent to separate conference rooms. We

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 Allen Stoneham
- Thomas Barlow Fort Point
- Stephen Berry Belmont
- Mary Cassidy Needham
- Raymond Cipolletti IMC
- Susan Clancy Medford
- John Connolly Belmont
- Barnley Corbin Roxbury
- Joseph Dulcetta IMC
- Thomas Dunn Woburn
- Joseph Frechette Roxbury
- Rolfe Gatchell Belmont
- Edward Healey North Quincy
- Wayne Kirby Quincy
- Kevin Leach Wellesley Square
- Christopher Lyons South Boston
- David (Slip) Mahoney Cambridge
- Thomas McDonough Back Bay
- Robert Mehrmann Belmont
- William Moody Fort Point
- Peter Petrella Medford
- Frank Racine Roxbury
- Gordon Ricketts Scituate
- John Tierney Cambridge
- Kevin Wallace Roxbury
- Mark Wentzel Braintree

take turns seated in the center of the room face to face with our respective counterparts; our peers are at tables encircling us. We are instructed to argue our cases. Pressure soon turns to laughs, as the bonding experience with our new friends begin. We then go around the room (one by one) critiquing each of our performances.

Homework: The script is flipped. We are once again handed random case files, and instructed to prepare an actual case. Tonight I was Management. Again, many of us were up until after midnight.

(Wednesday, 11/6/19 (8:00 am-5:30 pm) same deal as Tuesday, only from the opposite side. *Note: (there were 10 actual cases that made the rounds.)*

Homework: We were handed another random case file. We were told to read it, get familiar with it, and take copious notes, with opinions, contract language, etc. I was Union.

(Thursday, 11/7/19) – Today, we argued our cases as if we were on the B-Team. I was Union. We then split up into pairs, and had to write an actual B-Team resolve.

(Friday, 11/8/19, 8-11 am) – Recap of the week's events. We receive our certificates, and say and say our goodbyes to our new friends. Time to go home!!!

In closing, I'd like to give a special shout out to all the amazing people I met during the week! It was a sincere pleasure to work with you all!

It occurred to me as I was down in Maryland that the people I met down there and worked alongside comprised a wide array of titles and experience. From a Shop Steward in training to a Seasoned Veteran of 24 years.

I guess the point I'm trying to make is this could be you. It's never too late or too early to make a difference. We all see things everyday that aren't right. You either stay silent and accept your fate, or stand up and change your fate. Like these great folks, I am choosing the latter. And you can too! Join the fight. It's never too late!

A Special Thank You to **Lew Drass, Rich DiCecca, Javier Bernal, Steve Lissan, Mark Sims and James Henry.**

Last but not least...Kudos to my Brothers **Dan O'Connor, Dave O'Connor, and Danny Kelly...** We Did It... We Went... We Saw... We Kicked Ass... I'm glad you're on my side!!!

I leave you with this:
"Look out Mama there's a white boat coming up the river... with a big red beacon... and a flag, and a man on the rail... I think you'd better call John, 'cause it don't look like they're here to deliver the mail."

– Neil Young



JOHN LUCEY
Area Steward



2019 Step A and Beyond Graduates – from left to right, Sergeant-at-Arms Dan Kelley, Area Steward John Lucey, Area Steward Dave O'Connor, National Business Agent Rick DiCecca and Trustee Dan O'Connor.

In Memoriam

William Anderson
Retired Member – Lexington

Timothy Brothers
Retired Member – Lexington

Leo J. Corrigan *
Retired Member – Lexington

Eugene Buckley *
Retired Member – Malden

Charles Donnelly
Retired Member – Quincy

Thomas J. Kelly*
Retired Member – Fort Point

John Young
Retired Member – Arlington

* Denotes Gold Card Member

Rest in Peace

Massachusetts Congressional Delegation

U.S. SENATE

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

The Honorable Edward J. Markey
Dirksen Senate Office Bldg., Rm. 218
Washington, D.C. 20510
202-224-2742 Fax: 202-224-8525
www.markey.senate.gov

U.S. HOUSE OF REPRESENTATIVES

First Congressional District
The Honorable Richard E. Neal
Rayburn House Office Bldg., Rm. 341
Washington, D.C. 20515
202-225-5601 Fax: 202-225-8112
neal.house.gov

Second Congressional District
The Honorable James P. McGovern
Cannon House Office Bldg., Rm. 408
Washington, D.C. 20515
202-225-6101 Fax: 202-225-5759
mcgovern.house.gov

Third Congressional District
The Honorable Lori Trahan
Longworth House Office Bldg., Rm. 1616
Washington, D.C. 20515
202-225-3411 Fax: 202-226-0771
trahan.house.gov

Fourth Congressional District
The Honorable Joseph P. Kennedy III
Cannon House Office Bldg., Rm. 304
Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
kennedy.house.gov

Represented Communities: Brookline, Newton, Needham, Wellesley, Dover, Medfield, Millis, Medway, Milford, Hopkinton, Hopedale, Bellingham, Franklin, Norfolk, Wrentham, Plainville, Foxboro, Sharon, Attleboro, North Attleborough, Mansfield, Norton, Easton, Seekonk, Rehoboth, Taunton, Raynham, Dighton, Berkley, Lakeville, Freetown, Somerset, Swansea

Fifth Congressional District
The Honorable Katherine Clark
Rayburn House Office Bldg., Rm. 2448
Washington, D.C. 20515
202-225-2836 Fax: 202-226-0092
katherineclark.house.gov
Represented Communities: Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

Sixth Congressional District
The Honorable Seth Moulton
Longworth House Office Bldg., Rm. 1127
Washington, D.C. 20515
202-225-8020 Fax: 202-225-5915
moulton.house.gov

Seventh Congressional District
The Honorable Ayanna Pressley
Longworth House Office Bldg., Rm. 1108
Washington, D.C. 20515
202-225-5111 Fax: 202-225-9322
pressley.house.gov
Represented Communities: Boston, Cambridge, Chelsea, Everett, Milton, Randolph, Somerville

Eighth Congressional District
The Honorable Stephen F. Lynch
Rayburn House Office Bldg., Rm. 2109
Washington, D.C. 20515
202-225-8273 Fax: 202-225-3984
lynch.house.gov

Represented Communities: Abington, Avon, Boston, Braintree, Bridgewater, Brockton, Canton, Cohasset, Dedham, East Bridgewater, Hingham, Holbrook, Hull, Milton, Norwood, Quincy, Raynham, Scituate, Stoughton, Walpole, Weymouth, West Bridgewater, Westwood, Whitman

Ninth Congressional District
The Honorable William Keating
Rayburn House Office Bldg., Rm. 2351
Washington, D.C. 20515
202-225-3111 Fax: 202-225-5658
keating.house.gov

Represented Communities: Norwell, Rockland, Hanover, Hanson, Pembroke, Duxbury, Halifax, Plympton, Kingston, Middleborough, Carver, Plymouth, Fall River, Westport, Dartmouth, New Bedford, Acushnet, Fairhaven, Rochester, Mattapoisett, Marion, Wareham, Bourne, Sandwich, Falmouth, Sandwich, Mashpee, Barnstable, Hyannis, Yarmouth, Dennis, Brewster, Harwich, Orleans, Chatham, Eastham, Wellfleet, Truro, Provincetown, Aquinnah, Goswold, Chilmark, West Tisbury, Tisbury, Oak Bluffs, Edgartown, Nantucket

Take the Time: Get CCAs What They Need!!!

OJIs, CCAs and the training you should be giving and getting!!!!

Just a reminder to all OJIs and the new CCAs... you will be training!!!!

The NALC and the USPS in M-01879 recognizes the importance of quality training that needs to be given to all new CCAs, and the parties have agreed to set expectations on how CCAs are trained, how much training they receive, by whom they are being trained by, and what each new CCA should be trained on!!! With that said, management needs to do their part to help insure that all new CCAs are getting **ALL the training that is required!!!!**

Each CCA will be trained in five different phases of the job, which will help them better understand the complexities of being a Letter Carrier. I know for all of us senior carriers it's second nature when we case, pull down, deliver, hold hand rails, lift with your knees, push don't pull, don't back up, scan this, scan that, just scan everything with a bar code. Oh wait, but don't scan that!!!!

The first phase is that all new CCAs will attend orientation. This consists of 16 hours of training on everything from how mail is processed, to employee conduct, to safety.

The second phase is driver training and consists of 11½ hours of training, including figuring how to drive while sitting on the wrong side of the vehicle.

It's something that when you first do it, seems so weird and unnatural, but if you go slow, **STOP BEFORE THE STOP SIGN**, drive defensively and safely, you will eventually have that weird unnatural feeling go away.

The third phase is a "**SHADOW DAY**" consisting of eight hours. It literally means what it says, the new CCA will go to their assigned office and will watch/SHADOW the OJI all day!! The new CCA will watch the OJI, case, pull down, load mail, deliver mail, and ask any questions they may have. On the "SHADOW DAY" the new CCA should not be performing any duties, or handling any mail, or driving a Postal vehicle.

The fourth phase is **CARRIER ACADEMY**, where new CCAs will receive 32 hours of classroom instruction, including lectures, hands on practice, and discussions. All of which should provide new CCAs with an idea of what the job entails, some knowledge of responsibilities, safety, classes of mail, scanners, and the set up, and pull down of mail. Let's all remind our supervisors and managers that just because they have had a little training does not mean to throw them to the wolves the first day to see if they can finish the worst route in the office, with headliners in a snowstorm, while walking uphill both ways!!!! As Senior Letter Carriers I think we all know that it takes time to get the job down!!

The fifth and final phase is **ON THE Job Instruction**, which consists of at minimum 24 hours and can be extended to 40 hours, from a trained OJI at their assigned station!!! Management cannot use a Letter Carrier who has not received the OJI Training to train new employees!!! The training CCAs will receive from OJIs are instructions on how to set up, pull down, sweep of cases, how to conduct vehicle checks, set up of scanners, identifying the different types of mail, and numerous other job functions.

If you are an OJI in your office and this is not how the CCAs are being trained, then explain that this is what is required by the Postal Service to ensure that new CCAs are being trained properly!!!

If you are the OJI in your office and you have been given the 24 hours of on the job instruction with a new CCA and feel like the new CCA would benefit from 16 more hours of training then tell the supervisor or manager that you believe they need more training!!! If you are the CCA and believe that more training is necessary for you to successfully learn the job, then tell your OJI, tell your Steward, and tell the supervisor that you believe that a few more days of training would be beneficial to you!!!

We have all had the supervisor or manager who says, "Well they've been here three days so I'm going to have them come in at 7:30 am on Friday with all the

headliners and he'll be fine!!!!" That is not the case and **we ALL know it!!!!** It took me months to figure out what direction



LAURA WOOD FAHEY
Area Steward

I was going in half the time, and if you see retired Somerville Letter Carrier **John "Hutch" Hutchinson**, ask him about the first day I ever set up a route by myself and how at 1:30 pm he found me on Avon St. in tears on the porch!! (I was at the third house)

Remind management this job isn't as easy as they continue to try and tell us, and if it was ask them why they aren't still doing it!!!!!!

Thank you to all our Veterans... past, present, and future for your service!!!

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

And I would like to take this time to wish everyone a Happy Thanksgiving!!! Merry Christmas!!! Happy New Year!!! Happy Chanukah!!! Happy Kwanzaa!!! And if I missed any holidays... Happy that too!!!!!!

Vehicle Safety Check List

During route inspections, I observe carriers going onto line 19 to perform their vehicle safety check every day during the week of inspection. Many carriers do it right; they go out with a buddy and perform their safety check together and they do a thorough job. Some however, do not do a thorough job. They're back at their routes in two or three minutes and as the check list below shows a thorough job will take more than a couple of minutes.

Those carriers are putting themselves and the public at risk if there's an issue with their assigned vehicle. We've all seen the rash of vehicle fires plaguing our outdated fleet and many have been traced back to leaks that probably would have been detected and then reported if a thorough inspection had been done.

If the vehicle check is done properly it should take at least eight to ten minutes, depending on how far away the vehicles are from the office. I've included the check list below so carriers know what they're required to check everyday when they perform their vehicle safety check.

U.S. Postal Service Expanded Vehicle Safety Check

1. Look under body for oil and water leaks.
2. Inspect two front tires for inflation and wear.
3. Check hood latches.
4. Check front for body damage.
5. Check left side for body damage.
6. Check left door lock.
7. Check for rear end leaks.
8. Check all rear tires for inflation and wear.
9. Check rear for body damage.
10. Check rear door lock.
11. Check right side for body damage.
12. Check right door lock.
13. Open door and move into driving position.
14. Start engine. (If in enclosed area, wait until after step 21.)
15. With assistance - adjust pot-lid and left front mirror.

16. With assistance - check headlights, tail lights, brake lights, 4-way flashers, and directional signals, front and rear.
17. Adjust right side rear view mirror.
18. Adjust center rear view mirror.
19. Check steering wheel play.
20. Check accident report kit.
21. Check window locks.
22. Check windshield wipers and washers.
23. Check horn.
24. Check gages (gas gage requires 30 seconds for "warm-up").
25. Check foot brake (no more than 2 inches free play).
26. Check hand brake.
27. Check seat belt and fasten.

NOTE: This check list has been programmed to take the driver in a logical sequence around the RHD vehicle with a minimum of lost motion. For LHD vehicles - work from right side to rear to left side beginning at Item 5. Items 15 and 16 - if no assistance readily available, handle personally.

If there's an issue with one or more of the listed items above then fill out a 4565 and have your supervisor or manager sign it and give you a copy back so you have proof you reported the issue to management. Don't go trusting these people who have proven themselves unworthy of your trust. If you fail to do an inspection and take a vehicle that has body damage that was already there before you were assigned the vehicle, good luck. It's going to be tough to argue that you didn't cause it. Don't put yourself

at risk. Perform a thorough vehicle safety check everyday!

842 Repairs
8 4 2 . 1
Reporting Defects

Driver must (a) report all mechanical defects or failures and major body damage on Form 4565, Vehicle Repair Tag (see exhibit 842.1) as soon as noted, and (b) immediately turn in the completed form to a dispatcher or manager. Minor body damage can sometimes await repair until the next regular inspection and need not be reported more than once.

842.2 Preparation of Form 4565
Whenever a motor vehicle requires repairs, complete Form 4565 in triplicate as follows:

- a. Enter vehicle number and the hour and date vehicle was checked in.
- b. Put check mark opposite item requiring repair, or, if not listed, enter opposite Other Repairs.
- c. Describe details of repair under Remarks. For example, if brake block is checked, state: pulls to the right, brakes fading, etc.

842.3 Disposition of Form 4565
842.31 Deliver to the garage dispatcher or manager for initialing. Driver copy will be returned to you and should be kept as proof that damage was reported.

842.32 Attach dispatcher copy to Form 4570.

842.33 Mechanic copy is sent to the garage with vehicle.



RICH GALVIN
Clerk, NBA/NSBA

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

Back Bay
THOMAS N. CONCANNON
ROBERT A. ROMIKITIS

Braintree
MOLLY LONG

Brookline
CHRISTINE M. BAILEY
LINDA M. HAZELL

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. LYTES

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!

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 Salutes Its Retirees

Roxbury's Barney Corbin and Joseph Frechette



Roxbury carriers congratulate Barney Corbin and Joseph Frechette on their retirement.

Belmont's John Connolly

Belmont's John Connolly clocks out for the last time.



Branch 34 President Jerry McCarthy joins Roxbury carriers in congratulating their new retirees.



Belmont's shop stewards Sal Celeste and Dave D'Agostino, along with Secretary-Treasurer Mike Murray, congratulate John Connolly on a job well done.

Belmont's Rolfe Gatchell



Branch 34's CLAN editor Ross Murray congratulates Belmont's Rolfe Gatchell on his retirement.

Scituate's Gordon Ricketts



The Scituate crew celebrates the retirement of Gordon Ricketts.

Medford's Susan Clancy and Peter Petrella



Belmont carriers celebrate Rolfe Gatchell's retirement.



Medford Shop Stewards Jon Holmberg and Steve White with Branch 34 President Jerry McCarthy wish new retirees Peter Petrella and Susan Clancy well on their final day!

Branch 34 Salutes Its Retirees

Quincy's Mary Cassidy



Branch 34 Vice President Bernadette Romans and Needham Shop Steward Diane Butera with Mary Cassidy well on her final day at the post office.



The Needham Crew says farewell and good luck to Mary Cassidy.



Needham's Mary Cassidy with Branch 34 President Jerry McCarthy and Needham Shop Stewards Diane Butera and Brian Senior.

Stoneham's James Allen



Branch 34 President Jerry McCarthy congratulates Stoneham's James Allen on a job well done.

Back Bay's Tom McDonough



Back Bay's Tom McDonough along with Branch 34 President Jerry McCarthy and Back Bay Annex Shop Steward's Lucy Warren and John DiBlasi.

North Quincy's Ed Healey

North Quincy's Ed Healey along with Branch 34 Financial Secretary Bob Damatin and North Quincy's Shop Steward Taylor Brooks.



Branch 34 President Jerry McCarthy congratulates Back Bay's Tom McDonough while co-workers look on.



North Quincy says good luck to Ed Healey during his retirement party.



North Quincy's Ed Healey hits the clock on his last day.

South Boston's Christopher Lyons



South Boston's Chris Lyons (left) is congratulated by Branch president Jerry McCarthy on a well-deserved retirement.

Braintree's Mark Wentzel



Branch 34 Vice President Bernadette Romans and Braintree Shop Steward Rick Fraser wish Mark Wentzel a happy retirement.

IMC's Joseph Dulcetta



IMC's Joe Duketta receives his NALC commemorative watch and jacket from Branch 34 President Jerry McCarthy.

IMC's Joseph Dulcetta celebrates his hard-earned retirement with his peers.



IMC's Ray Cipolletti



Branch 34 President Jerry McCarthy and Mary Collier wish IMC's Ray Cipolletti well for his recent retirement..



Cambridge's Dave Mahoney and John Tierney



Cambridge retirees Dave Mahoney and John Tierney celebrate their retirement with Branch 34 President Jerry McCarthy.

Branch 34 Salutes Its Retirees

Fort Point's Tom Barlow and William Moody



Fort Point's Tom Barlow and William Moody receive NALC jackets to commemorate each of their more than 30 years of service.

Wellesley Square's Kevin Leach



Wellesley Square Shop Steward Toni Alexander and Branch 34 Vice President Bernadette Romans congratulate Kevin Leach on his retirement.

Woburn's Tom Dunn



Woburn's Tom Dunn celebrates his retirement with his colleagues.



Wellesley Square's Kevin Leach hits the dock on his last day.

Quincy's Wayne Kirby



Wayne Kirby enjoys his last day at the Quincy Post Office.

Roxbury's Kevin Wallace and Frank Racine



Roxbury's Kevin Wallace and Frank Racine receive retirement gifts and congratulations from Branch 34 President Jerry McCarthy and Roxbury Shop Steward John Galvin.

***Congratulations
and Best of Luck
to all of
Branch 34's
newest retirees!***



The crew in Roxbury congratulate Kevin Wallace and Frank Racine on their well-deserved retirements.

Branch 34 Hits the Tees for MDA



On September 23rd, 2019 Branch 34 rebooted their own Golf Tournament that had been on hiatus for a few years. It was held at Trull Brook Golf Course and the award ceremony as at Wamesit Lanes. It was a great day from start to finish for all that attended. A special thanks go out to the Branch 34 Golf Committee: **Vin Fratalia, Bob Cardello, and Bob Shamma.** I would also like to Personally thank **Bunny Fratalia, Danny Fratalia, Beth Perez, Laura Fahey, and Ed Kosta** for volunteering their time helping to make this tournament a huge success in raising over \$4,300.00 for MDA.

— Jerry McCarthy, Branch President



Branch 34 Hits the Tees for MDA





***Shamrocks for MDA Season
is Fast Approaching!
Help Us Make Branch 34 #1!***



**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. It's first come-first served.

December 23, 2019 – January 5, 2020
January 6 – January 19, 2020
February 3 – February 16, 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
September 14 – September 27, 2020
September 28 – October 11, 2020
October 12 – October 25, 2020
October 26 – November 8, 2020
November 9 – November 22, 2020
November 23 – December 6, 2020
December 7 – December 20, 2020
December 21, 2020 – January 3, 2021

– Michael Murray

Secretary-Treasurer, Branch 34, Boston

Dorchester Center Carriers Raise Over \$870.00 for MDA



Dorchester Center's biannual Satchel Drive was held in October and the carriers raised \$870.24. Way to go guys! From left to right are: Alex Pinto, Branch 34 Secretary-Treasurer Michael Murray, Alina Grochowski and John Corrigan.



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

**NALC BRANCH 34
SUPPORTS YOU!**



firstprioritycu.com

Members Are Our First Priority Since 1924

- ▶ Convenient Locations and Hours
- ▶ Home Equity Loans/Lines of Credit
- ▶ Online Mortgage Center
- ▶ Mortgage Products: Residential, Jumbo, Commercial
- ▶ Auto Loans & Personal Loans
- ▶ Checking and Savings Accounts

- ▶ 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:

**Shapiro
& Associates**
ATTORNEYS AT LAW

844 DOL Atty
844.365.2889

Serving Federal Employees for Over 40 Years!

