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National Association of Letter Carriers
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Branch 34's CLAN

National Association of Letter Carriers

124 Years of Proud Union Participation and Accomplishments ★ 1890 - 2014

President's Corner

New Sheriff in Town



Robert A. Lind
President

Something old, Something new

We recently had an unexpected retirement in the Greater Boston District. Well let me rephrase that; we recently had a long *expected* retirement that people had waited so long for they resigned themselves to the fact that it was never going to happen. Well it finally happened. District Manager Charles Lynch wrapped up his postal career and retired. Enter once again **Mike Powers**.

Mike cut his teeth here as a supervisor, advocate and Postmaster of Boston. He was the District Manager of the now defunct Massachusetts Middlesex District and since that time has moved his way through a number of postal positions in New England on his journey back to Boston. Ironically the Greater Boston District encompasses the very area that he was formerly in charge of. What does this mean for us? Will anything of significance change within this district? We'll just have to wait and see.

He does have an opportunity to distinguish himself from his predecessors by making good sound business decisions moving forward into the future. Earlier start times, timely mail processing, competent local supervision are just a few areas he should be focusing on. Hopefully he re-examines the current USPS trend of selling off our most treasured community connection, the town centerpiece in our local post offices. This business needs a strong DM to lead not merely carry out shortsighted orders that will have dire consequences to our future. Mike can be that leader. Lackeys we have an abundance of, they're a dime a dozen, but leaders are remembered. We'll watch closely and work closely with him if he's willing to focus on what's beneficial to the growth of this business and the craft employee.

Summer This, Summer That

Summer vacations are one thing every letter carrier rightfully deserves. Take that opportunity and try to enjoy some necessary quality downtime. As I've said before many of us utilize our vacation time to do work-projects around the house.

I know it's gratifying to complete a project and it saves money perhaps (money that we don't have) but every carrier deserves a rest.

Sometimes we get in a rut that we have to always be doing something. Pack up the kids and the car to drive out of state, to the mountains, to the beach or flying to here, there and everywhere. It's all good, but also good and expensive. It's nice just to relax sometimes right in your own backyard versus the spend, spend, spend mentality. It's a lot easier to relax when you're not spending money you may or may not have. Whatever your situation is put aside a week or two (even better) to just kick back and do nothing but relax. Rejuvenate!

On another note for those *not* on vacation but working under the hot sun, take the necessary preventive steps to avoid heat exhaustion when it's excessively hot outside. Your health is more important than any delivery.

Lastly, you know the deal, despite the length of your route, volume or weather conditions these birds we work for continually try to force-feed us every summer with a pivot. Maybe you could do a pivot if you're on a college route, and everyone vacated and went back home. Other

than that if the volume reflects the mail you normally deliver then that unwarranted pivot should turn to overtime. Just a word to the wise: don't arbitrarily take any overtime on your own without receiving authorization. They'll be looking, in all likelihood, to hammer you with discipline. Don't make it easy for them. Always place management on notice as early as possible if you foresee a problem with that pivot or your daily assignment. Put the onus back where it belongs: on them because they've never thought twice about dropping it on us.

Thank you, George

Very rarely do you find a person who dedicates themselves to helping others, especially in this fast pace society we live in. Enter Woburn's **George Adams** the proverbial exception to the rule. George has been serving Branch 34 as MDA Chairman for well over a decade while raising monies for the Muscular Dystrophy Association. Could George have been enjoying himself and living somewhat a life of leisure? Absolutely but that's not the road he chose. George's forte in life has been raising money for our long adopted charity as well as a variety of others.



George Adams

George is a true humanitarian in every sense of the word. He recently made the decision to retire and he deserves a long, healthy and prosperous retirement. Thank you George on behalf of NALC and Branch 34 for a job well done.

Note: George has decided to stay on as Branch 34 MDA Chairman, and now can devote more time to collecting

donations. Word of advice to those stations not participating in MDA charity activities: better get busy.

Say goodbye to PTF's in the Boston Installation

The postal service recently notified the Branch 34 office that 52 Boston PTF's (minus those PTF's transferring as outlined in the NALC/USPS conversion MOU) would be converted to FTR status on May 2, 2014. Those recent conversions will satisfy the mandate as outlined in the 2011-2016 National Agreement resulting in every PTF in the Boston Installation being converted to Full-Time-Regular status.

This announcement probably was received as music to every PTF and CCA's ears. Many of whom have been waiting over eight years to get this news. Now we can focus on CCA conversions moving forward.

Despite these conversions being long awaited, in my eyes, the final result is bittersweet news. Surely these conversions are received with open arms by those affected, but in the big scheme of things what we lost, under our new contract, was a large segment of career employees. PTF's received a higher rate of pay, retirement and health benefits while accruing sick and annual leave. CCA's were a bargaining table concession by this union resulting in the loss of twenty thousand plus career paying jobs.

I understand the economics surrounding such a decision, but once you lose something as valuable as these positions it's a long hard battle to retrieve anything resembling this type of loss. So as we celebrate these conversions today we need to reflect on what we lost and what the actual PTF position meant to us as a union. Part-timers are just that and need to be career employees - period!

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

June 10, 2014
at the Malden Moose Hall
582 Broadway (Rte. 99), Malden

September 9, 2014
at the Sons of Italy Hall
120 Quarry Street, Quincy

October 14, 2014
at Boston Lodge of Elks #10
Spring Street,
West Roxbury

Check
Out These
Dates & Locations

Tel. / 781-281-1133
Fax / 781-281-1127
www.nalcbranch34.com

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Washington, D.C. 20510
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Senate Subcommittee Approves Detrimental Bill Against Postal Workers

Last month, the Senate Subcommittee on Postal Affairs voted 9-1 to approve a bill to implement 5-Day and Curbside Delivery. The lone dissenter was **Sen. Jon Tester** (D-MT). This detrimental bill was supported by the White House.

Outside of the Retiree Health Benefit Pre-Payment Requirement of 2006 (pre-funding 75 years of retiree health benefits in only ten years at a cost of over \$5 Billion a year). The Postal Service has made more than \$1 Billion in profit since the beginning of Fiscal 2014.

The Postal Service, despite this profit, is still pushing for the ability to end Saturday delivery. Since 2000, the postal workforce has shrunk by 320,000, yet the Postmaster General is asking for legislation that would allow 85,000 employees over the next few years.

Congress is divided on Postal legislation, but there is a realization by some in Congress that the Postal Service cannot cite its way to growth by closing Post Offices or ending services.

The irony here is that the Postal Service is holding back legislation that would specifically end the pre-funding requirement which would be a major victory, to support a major overhaul that would include 5-Day and Curbside Delivery.

Some in Congress say it's incredibly disappointing that the Postmaster General appears obsessed with cutting services rather than urgently acting to secure relief in plugging the hole that is responsible for the predicament the Postal Service is in.

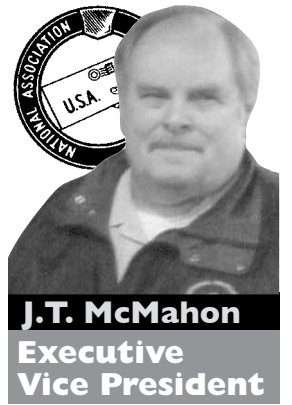
Seeing an opening, R.R. Donnelly, a company related to the mailing industry, has publicized its readiness to deliver newspapers and magazines on Saturday and Sunday.

Chairman **Darrell Issa** (R-CA) of the House Government Services Committee has embraced the Postmaster General and White House's Budget Plan. Along with Issa's embrace, he is pushing an additional amendment, eliminating the Postage Service monopoly on mail receptacles. Thereby businesses can cherry pick what publications and areas they deliver on the weekend, leaving the leftovers for the Post Office to deliver.

We've seen this coming for years. It's time for Postmaster General **Patrick Donahoe** to go! He should be held accountable for deliberately sinking the ship on his watch, along with some of our "fair weather friends" in the White House and Congress.

Hopefully no more COLCPE money will go to some of those in Congress who have screwed us, and give more assistance to Senators and Congressmen like **Jon Tester**, **Bernie Sanders** and **Stephen Lynch** who have consistently supported professional delivery and our livelihood.

(Credit: Federal Times, Dead Tree Addition.)



J.T. McMahon
Executive Vice President

History of the NALC and Boston Branch 34

By Mike Murray, MSLCA Treasurer

On June 18, 1890 the carriers of Boston organized the 34th Branch of the NALC but how did those carriers get to that point? How were the working conditions and pay of those carriers that led them to organize, not only here in Boston but throughout the country?

As most of you know the Post Office is older than the country itself. In 1775, Benjamin Franklin was appointed the first Postmaster General. Back then carriers were not paid a salary or an hourly wage. They were permitted by Congress to collect two cents for every letter they delivered. Needless to say, getting paid was not the guarantee we enjoy today.

In 1863 the Post Office department began free city delivery. This was only available in cities with more than 50,000 people which in 1863 was 49 cities. At this time carriers' pay was set by their Postmaster. It ranged from \$200 - \$1,000 a year. Letter Carriers worked 10 - 12 hours a day, 7 days a week.

In addition to these working conditions, carriers also had to contend with the Spoils System. The Spoils System was a political system where politicians would repay their "friends" with political appointments. The Post Office department was not immune to the Spoils System. By the 1830's if the candidate or party you were affiliated with lost, so too, was your job. Fortunately, this was stopped with the passage of the Pendleton Civil Service Act of 1883?

Around this time letter carriers successfully lobbied Congress for several other improvements in their work lives. Collective Bargaining was still about 80 years away. So the only way to improve working conditions and wages was through Congress.

Fortunately, there was a true champion of letter carriers at this time, Samuel "Sunset" Cox. Cox was a congressman from New York. In 1879, Cox was able to persuade Congress to establish a pay scale for letter carriers. Up until that time it was up to the Postmaster to set your pay.

In large post offices two grades of carriers were established with salaries set at \$800 and \$1,000. In smaller post offices it was set at \$850 a year.

In 1884, Cox was able to help pass legislation that provided 15 days of paid vacation time every year for letter carriers. Four years later Congressman Cox introduced a bill establishing an 8 hour workday for letter carriers. This bill quickly passed the House and Senate and was signed into law in 1888. Unfortunately, Sunset Cox passed away in 1889, the same year the NALC was founded.

These organizing efforts to lobby Congress helped pave the way to organize our Union, which they did in 1889 in Milwaukee, Wisconsin. Carriers began to see the value in unity.

Our *Postal Record* was started right here in Malden by a man named Alvin G. Brown in 1887. It wasn't just for carriers then, but for all postal employees. In 1891 Brown sold it to a man named John Victory who, at the time was the National Secretary and in 1893, he then sold it to the NALC.

Branch 34 was organized in 1890 with the help of our first branch president, Theodore Dennis. He served from 1890

-1891 and from 1891 -1892 he was our National President. Also, in 1890 we hosted the first National Convention at Phythian Hall, 241 Tremont Street, Boston in August. There were 52 branches there representing about 4,600 letter carriers in 13 states. The big issue at the convention was equality of pay. In cities of 10,000 or more people, carriers made \$1,000. In cities with less than 10,000 people it was \$850. This was not resolved at the 1890 convention in Boston. In fact, it wasn't resolved until 1949. As you can see the issues faced by our Founders were substantial and in many instances took decades to resolve.

Only two years after Branch 34 was organized the first State Association was created right here in Massachusetts in 1892.

At first the Association was only open to cities with less than 10,000 people. Their first goal was Equalization of Pay for all carriers regardless of the size of their work location. In 1899,

Branch 34 joined the State Association. It's been an active member for 115 years now. Many Branch 34 members have served on the State Association along with members from other branches. Right now there are five Branch 34 members on the 14-member board. They are:

Michael Murray, Treasurer

Michael Kidd, Director of Education

Michael Gorham, Executive Board Member

Bob Damatin, Newly appointed Executive Board Member

Maureen Marinelli, Director of Retirees

Today the State Associations are tasked with lobbying Congress on behalf of letter carriers and the issues that are important to us. Of course back in the turn of the century, the only way letter carriers could get a raise was through the congress. Collective Bargaining over our wages was still about 70 years away. Successes in many of our lobbying efforts did not go unnoticed by our enemies. In 1902 President Theodore Roosevelt issued an Executive Order known as the Gag Rule.

This Gag Rule prevented all federal employees, including postal employees from lobbying Congress for wage increases or any other legislation which would be beneficial to letter carriers. Violating this Gag Order meant you could be fired. The NALC still met with Congress, but in an informal manner. Knowing that if they were caught they could be fired. It wasn't until the Lloyd-Lafollette Act of 1912 that the Gag Order was rescinded.

The year 1912 also saw other laws passed on behalf of letter carriers. The Mann Act of 1912 mandated that post offices be closed on Sundays. Finally, letter carriers had Sundays off. Up until that time carriers worked 7 days a week. Also in 1912, the Reilly Bill passed which stated carriers could no longer be required to spread their 8 hour day over a period more than 10 hours. Since the 8-Hour Bill was passed in 1888, some Postmasters had interpreted it to mean they could work a carrier on and off for 8 hours over a 24-hour period.

Around this time Branch 34 began merging with other branches from Boston's surrounding cities like Quincy, Melrose and Newton. Although most happened in the first couple

(continued on page 3)

Part-Time Flexible and CCA Conversions

Finally we have some good news for PTF's. As of Saturday, May 3, 2014, all Part Time Flexible Letter Carriers in Boston have been converted to full time. While this does not include Branch 34 AO offices such as Cambridge, Woburn, Hingham/Hull, Cohasset, Scituate, and Medfield, it is good news for all other Branch 34 stations. There are no longer any PTF's in Boston.

Branch 34 has also been notified that as of May 17, 2014 the Boston Installation will be converting 24 City Carrier Assistants to career city letter carriers.

While this is good news for the PTF's and City Carrier Assistants, there is still work to be done. The converted PTF's and CCA's are unassigned regular employees. Most have remained in their station as unassigned. However, they do not own a position in their station and have no bidding

rights within their respective station. They can bid on the district bid sheets which should be posted on the last Wednesday of each month. Newly-created unassigned regulars are encouraged to bid on the district bid sheet or risk being placed in another station. Please see your shop steward if bids are not posted in your station.

The newly-created unassigned regular carriers are also eligible to bid hold downs and are encouraged to do so. This can provide some safeguard against being reassigned to another station. All residual vacancies (positions unbid on district bid sheets) will be offered to the unassigned regular carriers according to seniority. Positions that are not bid on this dream sheet will be assigned according to juniority per Article 41 of the National Agreement.

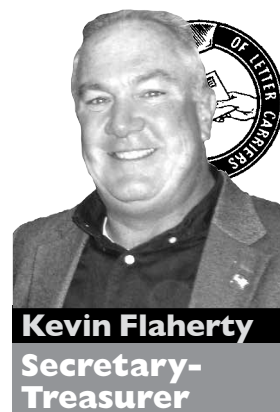
The national parties have signed a Mem-

orandum of Understanding (M-01834) on Full-time Regular Opportunities – City Letter Carrier Craft. This MOU goes into effect on June 1, 2014 and outlines Full-time regular opportunities in the city letter carrier craft. The pecking order to fill these vacancies is as follows: assignment of an unassigned full-time regular or full-time flexible city letter carrier in the same installation, followed by conversion to full-time regular status of a part-time flexible city letter carrier in the same installation (if there are any) pursuant to Art 41 of the National Agreement. See the full text of M-1834 on www.nalc.org.

While this is good news for the newly converted carriers, we hope to continue the conversion of CCA's. There is no time frame for conversion but Branch 34 and NALC will continue to monitor the CCA list of relative

standing.

The conversion of Part-time Flexible and City Carrier Assistants is and will be done due to the hard work of the NALC. I hope that any newly converted PTF's and CCA's who have not joined the NALC will do so now. These conversions are due to the hard work of the NALC and what better time for the converted non members to join the NALC. Please see your shop steward or call the branch for your application. The NALC has, are, and will continue to work for all city letter carriers.



Kevin Flaherty
Secretary-Treasurer

Management Training 101

It starts with a phone call.

Ring, ring. Ring, ring.

Manager: Hello?

Supervisor: Hi Boss, it's me, I need help with the daily schedule.

Manager: Why, what's wrong?

Supervisor: My head hurts when I start to think about it.

Manager: It's not that hard.

Supervisor: Yes it is, I want to torture the carriers as much as I can by denying their 3996s, telling them to maintain. Then force those on the OTDL to travel across town for their OT. The Area Manager wants us to pivot 20 of our 20 routes. I want to force those not on the OT list to work just because I can, plus I need to screw the 204B closing boss by not covering all of the assignments and letting him figure it out.

Manager: Calm down, calm down. I know it's a lot, but you can do it. Do you need another donut?

Supervisor: No, I had three already.

Manager: How are we doing body wise?

Supervisor: Well, the A/L complement isn't maxed out. Never could figure out why they call A/L a benefit? It's more like letting employees rob us without masks. We only had one sick call, the carrier hasn't been out for over five years, so I'll go easy on her and only give her a 14-day suspension.

Manager: Attaboy! Discipline makes them scared of us!

Supervisor: And I forgot I also have to do the holiday schedule.

Manager: Damn the Unions! Damn Collective Bargaining! They are what's killing the business. When I was a supervisor and did the holiday schedule

I would screw it up on purpose, screwing up people's plans and pay. Let the Union file a grievance, it was worth it, messing with people's lives.

Supervisor: Wow, that's awesome! I am so glad I'm learning from you.

Manager: Stop your bootlicking!

Supervisor: Sorry, was it obvious? Can you teach me more?

Manager: OK, when you go out to drop Valentines, select boxes near a Dunkin' Donuts or a Lottery/Keno machine.

Supervisor: Wow, great stuff!

Manager: Also, don't let the stewards find out what you're doing, they will just file grievances and put in for time – that hurts the numbers.

Supervisor: The numbers...the numbers... the numbers...

Manager: Remember the numbers need to be your focus. It's not about getting the mail delivered and providing good service, it's about making those foolish, made-up and unrealistic numbers we write in crayon.

Supervisor: Won't the Area Manager be upset if we don't get the mail delivered?

Manager: First of all that caring attitude won't get you anywhere. Second, as long as I tell the Area Manager that we sent out an email asking for help my ass is covered. We all know nobody ever answers those emails, who would be so stupid to identify an extra body?

Supervisor: No, that would be really, really dumb.

Manager: Speaking of dumb, any more questions?

Supervisor: No, I was just going to drop some Dunkin' Donuts, I mean Valentines.

Manager:

Good boy!

You'll be

Postmas-

ter soon

enough!

Did You Know?

- In 2014, CSRS and FERS employees can use their ENTIRE sick leave balance toward length of service.
- The United States Supreme Court has ruled unanimously that Federal benefits are paid according to Beneficiary Forms on file –this means **KEEP THEM UPDATED!**
- Based on a demographic profile of Active Postal Carrier, dated 7/18/13:
 - 70.67% are men, 29.33% are women
 - 50.07% are white, 21.20% are black, 12.44% are hispanic, 9.01% are Asian, and 1.27% fall into other categories
 - 19.82% are below 39 years of age
 - 29.04% are between 40-49
 - 21.61% are between 50-54
 - 18.50% are between 55-59
 - 10.71% are between 60-69 and .32% are 70 or older – WOW, that's 558 carriers
 - a whopping 11.05% of the carrier population has one year or less of service. The average male letter carrier is 48.9 years old with 17.6 years of service, while a female letter carrier averages 46.5 years old with 14.9 years of service.
- Mark Your Calendars:** The next MSL-CA Convention is scheduled for May 15, 16 & 17, 2015 on the Cape.



Michael Kidd
Legislative Liaison

Branch 34's CLAN

Founded May 1971

AWARDS

International Labor Communications Association
GENERAL EXCELLENCE – LOCAL UNION PUBLICATIONS – CIRCULATIONS of 2,500 to 9,999
First Place, 2003

National Association of Letter Carriers
GENERAL EXCELLENCE – LARGE BRANCH PUBLICATIONS – MORE THAN 1,500 MEMBERS
First Place, 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 STORY

First Place, 1996
Third Place, 1990
2 Honorable Mentions, 1992
Honorable Mention, 1990

BEST CARTOON OR PHOTO

First Place, 2006

PROMOTING UNIONISM

Third Place, 1992
Judges' Commendation, 1988

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History of the NALC and Boston Branch 34...

(continued from page 2)

of decades of the twentieth century, a few of our Associate Offices such as Woburn, Cohasset, Scituate and Medfield were merged in the 70's and 80's. Today, Branch 34 represents 2,534 active and 1,100 retired carriers in cities and towns from Woburn to Scituate.

The Civil Service Retirement Act was signed into law in 1920. For almost 150 years letter carriers had been delivering mail with no pension plan. Up until that time, if you grew too old to keep up the pace the Post Office department could just fire you.

To qualify for Retirement you had to be at least 65 years of age with 15 years of service. Your retirement ranged from \$180 to \$720 a year depending on years of service.

That same year carriers also won sick leave benefits - 10 days a year. It had been 36 years since we had won our legislative battle for annual leave. Little by little letter

carrier benefits were improving.

One aspect of Letter Carriers benefits that always seemed to be lagging behind other workers was our salaries.

Before 1920, letter carriers in cities with over 10,000 people made up to \$1,400 a year. This was a \$400 increase from 1879 when Sunset Cox helped pass a bill that established a pay scale for letter carriers. Needless to say a raise was in order. In 1920 we received a \$400 raise to bump our pay up to \$1,800 a year, which was still inadequate. In 1925, after years of intense lobbying, we received another increase of \$300. This brought our salaries up to \$2,100. That was as good as things would get for a long time.

Of course in 1929 the stock market crashed and the Great Depression began. Prior to this, the job of a letter carrier was not that enviable but with millions

and millions of people unemployed a job of any kind was desirable. That's not to say the Depression didn't hit letter carriers hard, in 1932 President Hoover's Economy Act was passed which called for a 1 month furlough every year for every government employee, including letter carriers. This Act cut wages by almost 9% for letter carriers.

Things got worse in 1933 when President Roosevelt replaced the Economy Act's 1 month furlough with a 15% salary cut, then threw in a 9 day furlough of his own. The NALC went to work lobbying Congress to eliminate the 9 day furlough and restore our 15% pay cut. In 1935 we did just that. Another indication of just how important our relationship with Congress is.

(Continued next month.)



Pre-Disciplinary Interview and OIG Interrogation Rights

As we hit the unofficial start of summer, let us not forget the basis of the Memorial Day Holiday. While the cookouts and the beach are always a welcome arrival around here, the sacrifices made by our past military heroes and the passing of our loved ones should always be at the forefront of our thoughts.

That said, with the winter we've all gone through, some warm weather and sunshine is most assuredly past due and it is my hope you and your families enjoy every minute of it.

On a more serious note, I am always blown away by the number of members who subject themselves to interviews with USPS Management or Office of Inspector General (OIG) agents **without the benefit of Union representation**. While the number of these episodes appears few in view of our overall total membership, the consequences of such lack of forethought by these employees are almost always catastrophic to ones postal career.

Of the last half-dozen situations involving members subjected to OIG interviews which have come to Dispute Resolution, all but one did so without any representation. A couple of these employees eventually lost their jobs and no doubt deservedly so; any individual who takes something from the mail-stream is reprehensible and makes us all look bad regardless of the circumstances. Unfortunately, several others with less egregious alleged infractions simply put themselves in a significantly more vulnerable position.

Given the significant influx of freshly minted City Carrier Assistants (CCA) into the Branch 34 fold, and in an effort to re-educate those members who may have forgotten, I believe it is necessary to revisit some our contractual and Constitutional rights when subjected to administrative or criminal investigations.

While it is hoped that all our members are acting at all times in a professional man-

ner, such is an unrealistic expectation given my experience. As such, it is imperative that all members know what to do when approached for any discussion or interview, be it by your supervisor or an agent from the OIG.

The most common of these interview situations occurs when a supervisor calls a member into the office for the purpose of investigating an alleged infraction by an employee. The first thing that any member should determine, and it is certainly proper to ask, is does this meeting have the potential to result disciplinary action. If the answer is yes, the second thing any intelligent member would do is to invoke your **Weingarten Rights** and request to have your Steward present prior to any questioning.

Note: The 1975 Supreme Court decision (NLRB v. Weingarten, Inc) provides that a Union represented employee has the right to a steward when facing an investigatory interview. **The important thing to remember about your "Weingarten Rights" is that Management does not have to notify you of this right; you are responsible for being aware of your right and to exercise it!**

These interrogations are not called Pre-discipline Interviews (PDI) for nothing. In most circumstances Management has already concluded the member is guilty and any perfunctory questions are merely a formality of the process. Having Union representation present during a PDI not only can provide support and guidance of an someone more experienced in the discipline and grievance processes, but more importantly also provides a witness to corroborate any responses provided by you. You probably would not be surprised to see what your responses look like when transcribed by a supervisor already hell-bent on imposing discipline to an employee.

Both the member and the Steward should remember that a Pre-disciplinary

Interview is the members' opportunity to defend themselves before discipline is initiated. Stewards should take copious notes of the question posed and member responses. Stewards are also reminded that their involvement is not limit to that of a silent observer. While Stewards may not disrupt the interview process, they may ask questions, seek clarification and provide any insight they may have into the alleged circumstance.

There are several other types of interviews members must be aware of. These involve interviews conducted by agents from the Office of Inspector General and these interviews involve separate and distinct rights and obligations. In both instances, the OIG Agents will no doubt provide you with your rights, either in the form of Garrity or Kalkines Warnings.

Garrity Warnings:

In *Garrity v. New Jersey* 385 U.S. 493 (1967), the Supreme Court reversed the convictions of New Jersey Police Officers who admitted to fixing traffic tickets during a state investigation. State investigators warned each officer before questioning that any statement given could be used against them and if they refused to answer questions due to self incrimination, they would be fired pursuant to state statute.

In asserting that everyone was entitled to the protections of the Fifth and Fourteenth Amendments, the Court held that a later prosecution cannot constitutionally statement (or their fruits) coerced from an employee by a threat of removal from office if he/she fails to answer the question(s). A Garrity Warning waives the government's right to discipline an employee for remaining silent but preserves its right to use any statement the employee voluntarily makes against him/her in a subsequent criminal prosecution.

A Garrity warning typically contains the following (sample) information:

"You have the right to remain silent if your answers may tend to incriminate you. Anything you say or do may be used as evidence in both an administrative proceeding, and any future criminal proceedings involving you. If you refuse to answer the questions posed to you on the grounds that the answers may tend to incriminate you, you cannot be discharged solely for remaining silent. However, your silence can be considered in an administrative proceeding for its evidentiary value that is warranted by the facts surrounding your case. This interview is strictly voluntary and you may leave at any time."

Kalkines Warning:

In *Kalkines v. United States*, the United States Court of Claims invalidated the termination of an US Customs employee when he refused to answer questions posed to him related to the performance of his duties in violation of numerous US Customs Personal Manuals. The investigation centered on an allegation that the employee accepted a bribe as payment for favorable treatment.

In summary, the court held that the Custom's agents failed to "make and maintain a clear and unequivocal declaration of plaintiff's use immunity." Use immunity refers to a formal warning given by investigators during question that assure an employee being questioned that his/her responses will not be used against them in a criminal proceeding; thus eliminating the employee's Fifth Amendment Right to remain silent. To be more specific, "a public servant can be removed for not replying if he is adequately informed both that he is subject to discharge for not answering and this his/her replies (and their fruits) cannot be employed and him/her in a criminal case." A Kalkines warning typically contains the following (sample) information:

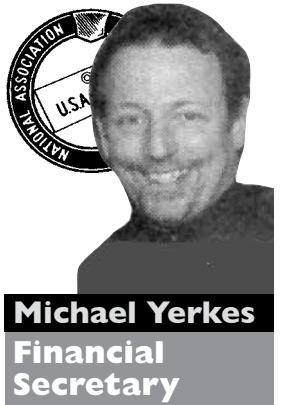
"You are going to be asked a number of specific questions concerning the performance of your official duties as an employee of the United States Postal Service. You have a duty to reply to these questions, and agency disciplinary proceedings resulting in your discharge, may be initiated as a result of your answers. However, neither your answers nor any information or evidence which is gained by reason of such statements can be used against you in criminal proceedings. You are subject to disciplinary actions up to and including dismissal if you refuse to answer or fail to respond truthfully and fully to any questions."

Notably absent in both the Garrity and Kalkines Warnings is any reference to the above cited Weingarten Rights. **Members always have a right to Union Representation!**

Employees need to remember that despite assurances that any information will not be used against them in a criminal proceeding; there are no assurances that the information will not be used against them in administrative or disciplinary proceedings.

Regardless, in both of the above situations, Branch Stewards should not attempt to play the role of criminal defense lawyer. If a member is directed to participate in an OIG interview, and there is legitimate reason to believe that the member may be subject to criminal prosecution, the member should be advised to consult an attorney immediately.

In closing, members are advised to take not only an OIG but also Pre-disciplinary Interviews seriously when confronted with such. Your job could depend upon it to one degree or another.



Michael Yerkes
Financial Secretary

From the Field

Routes are Longer and Workload is Increased

It is common knowledge that the routes are longer and the workload has increased. More Carriers are suffering on the job injuries and there are less carriers to perform the daily work. Mandatory overtime and forcing non-otdl carriers to work overtime is not the solution to this problem. Current management works on a day to day basis without any long term solution to this problem. The average age of a regular carrier is close to 50 years old and with this increase in the workload Carriers are suffering more and more injuries. Hip and knee replacements used to be operations performed on carriers after they retired or when they were well past the age of eligibility to retire. Today everyone knows of at least 1 carrier that has had one of these operations and then returned to duty. Back injuries and other injuries from slipping or falling occur on a daily basis in the district. Management answer to this is that Carriers are not working safely. Most routes have been adjusted to 7 hours on the street and 1 hour office time thanks to automation and technology and then if a carrier does overtime and penalty overtime this street time could increase up to 11 hours in a day. Sure the money is good but look at the wear and tear on your body, and that check will have to be cashed eventually.

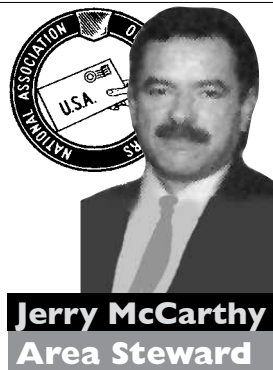
Automation and technology are necessary evils to compete in today's delivery

market, but there are ways management can change work methods to assist Carriers to perform their daily tasks safer and reduce the cost of getting the mail delivered. Load leveling looks good on paper but I haven't seen any drastic change as of yet. Delivering a third bundle every day is foolish and a "time wasting practice" once you hit the street. Delivering mail like a Carnival Juggler in some of the weather conditions we face is unsafe. Having all mail ready at the point of delivery so that you are fingering mail, going in your bag arm carrying all while walking is unsafe. Why don't we cut out the MSP program and reduce the Management workforce. MSP's raise no revenue for the Postal Service and the time wasted on these could be used in a more productive fashion. All Carriers are under G.P.S, now with the current cell phones and the new scanner will be G.P.S. activated. So why is it necessary to know when a carrier scanned a certain address when Management can simply turn on their computer and watch you walk down the street? Scanners should be used to create revenue with additional service, not as a tool to discipline Carriers. How about negotiate with the Union and modifying the current casing standards of 18 and 8 and allow all flats to be cased. The additional 15 or 20 minutes in the office time costs would be minimal compared to what the increase in injuries

have cost the Postal Service. The Job should get easier as you get older, not harder. One letter Carrier dying on the Job is one too many and we have had more than one in the past year.

CCA's need better training, more time with OJI's and these OJI's should be allowed to spot check these CCA's during their probationary period to assist and correct any issues they have. Today with the changes this job has seen a 90 day probationary period is too short to become proficient as a letter carrier. CCA's should receive an increase in pay (\$16.00 now) closer to what TE's used to make (\$22.00) and the DAS Award of 2013 gives management the flexibility to do so. CCA's in many offices are doomed to fail, walk away from the job or just stay on till something better comes along. CCA's should also count in the Compliment, during the last local negotiations this was shot down by management. Getting a Vacation day or week should not be as difficult as it has become. When planning for the future work place you must take the workforce into consideration.

On a positive note: as of May 3rd 2014 all the remaining Boston District PTF's were converted to regular status. This was long overdue and I congratulate and welcome all.



Jerry McCarthy
Area Steward

The 02127 (Part II): A Retirement and Southie's Monuments

I was intending to write about the carriers of South Boston in this edition, instead I decided to write about just one – **Robert W. Sullivan** – or as he is known to all of us – **Turtle**.

Turtle is a veteran, having served in the U.S. Army (the Big Red One) and was in Vietnam during the TET offensive. After his military service, he started working in the Post Office in 1984.

On March 31, 2014, after thirty years with the Post Office, Turtle retired.

I wanted to talk about Turtle for two reasons. First, in the time that I have been in South Boston, this is the first true retirement we have had. Second, this is a reason for **CELEBRATION!!!** Other carriers have left the Post Office because of health issues which ended their careers prematurely. No doubt they were not in a celebratory mood when they left. I respect and understand that.

But Turtle is different. He is walking out of his own choice. While many, including Turtle, may not want the recognition, I don't think it should end like that. Retirement is a life event, it needs a **PARTY**.

So besides recognizing him at the Station on his last day – including a group photo and presenting him with a flag we flew to recognize his service – we threw a surprise party for him on Sunday, April 6th at The Cornerstone, a local function hall in Southie. About 45 people showed up, including family, friends and co-workers. There was good food, good drinks and a good time had by all! Happy and healthy retirement Turtle!

Southie's Monuments

People associate certain monuments with certain neighborhoods. In South Boston the three most visible monuments

Oops...

In the President's Corner, the word was supposed to be **Deviant** not *Deviate*.

In the "In Memoriam" section, John W. Delappe was a Retired Member from Back Bay Annex, he was not an active member.

In the last issue, we misspelled new retirees Warren Wingard from Arlington and Robert Terranova from Braintree's last names.

The staff of "Branch 34's CLAN" apologizes for these errors.

In Memoriam

Richard J. Fogerty
Active Member – Chestnut Hill

Francisco Cavaleri
Retired Member – Fort Point

Gerard F. Lang
Retired Member – I.M.C.

* Denotes 50-Year Life Member

Rest in Peace

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.

would have to be Dorchester Heights, the Farragut Statue and Fort Independence at Castle Island.

The Dorchester Heights Monument sits atop Thomas Park and commemorates Evacuation Day, March 17th (which also happens to be St. Patrick's Day). On March 17, 1776, British forces retreated from Boston after **George Washington** and the Continental Army, which had fortified the Heights with cannons it had captured at Fort Ticonderoga, had laid siege to the British garrison and navy. The British evacuation was Washington's first victory of the war.

Farragut Statue, which looks out over Pleasure Bay, memorializes **Admiral David Farragut**, who was the first Admiral of the U.S. Navy. Farragut is also known as the one who gave the order at the Battle of Mobile Bay – "*Damn the torpedoes, full speed ahead!*"

Most notable of all is Fort Independence on Castle Island. The Fort is the end result of fortifications to protect Boston which began in 1634. The now granite Fort that sits on a 15 acre site was completed in 1851. The Fort has served as a military outpost, the first state prison and is now part of

the South Boston experience, hosting Haunted Halloween tours for the kids and firing its cannons in salute at the annual July 4th U.S.S. Constitution ("Old Ironsides") turnaround.

Did you know that **Edgar Allen Poe** was once stationed at the Fort? While there, Poe heard the legend of a duel between **Lt. Robert Massie** and **Lt. Gustavus Drane** on December 25, 1817. Massie was killed (a monument marks his grave outside the west battery) in the duel and the story goes his friends were so distraught at his death that they took Lt. Drane and walled him up within a vault at the Fort. Poe is said to have based his story "The Cask at Amontillada" on this legend.

So you know, the duel did take place, but Lt. Drane was not walled up in a vault. In fact, Lt. Drane continued his military career and was later promoted to Captain.

Next time – Southie Carrier and the vibe of South Boston.



Michael Kidd
Area Steward

Letter to the Boston Herald

Congress to Blame

In contrast to what a *Boston Herald* editorial cartoon suggests, the United States Postal Service is forecasting a \$1.1 billion operating profit for the current year after turning in a \$265 million operating profit in the most recent quarter ("U.S. Postal Service's Deep Debt, March 21).

The Postal Service is grappling with a "manufactured" crisis. This stems from the 2006 Postal Service Reform Act, which mandated the Postal Service to prefund the cost of health benefits for future retirees for the next 75 years. This means the Postal Service is paying for employees who have not even been born yet. No other federal

agency or private company is tasked with such a payment.

While the Postal Service has seen a decrease in first-class letter mail, due in part to the Internet and the Great Recession, there has been an increase in package delivery business. The Postal Service receives no taxpayer money and is self-sufficient based on sales and service, but must pay the future retiree health benefits to the tune of \$5.5 billion per year.

– Kevin Flaherty
Branch 34 Secretary-Treasurer
National Association of Letter Carriers
Woburn

Congratulations Retirees

On behalf of President Lind, the Board of Officers and all 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:

George A. Adams..... Woburn	Chung-Yuan Lee..... Cambridge
Anthony C. Amari, Jr..... Braintree	Charles C. MacNeil..... Watertown
Donald W. Bailey..... Fort Point	Richard J. Mahoney..... Wollaston
Paul D. Carty..... Braintree	Paul F. McCarthy..... Braintree
Robert J. Cogan..... Woburn	John J. Payne..... Fort Point
Stephen P. Collins..... Arlington	Robert W. Sullivan..... South Boston
Thomas W. Hamilton..... Brookline	

Congratulations Career Carriers

On Behalf of President Lind, the Board of Officers and all the brother and sister carriers of Branch 34 we'd like to welcome the following newly-made career carriers:

Clarisse Abromowich..... IMC	James McCarthy..... Roslindale
Sadou Ba..... South Boston	Colin McDonough..... Roslindale
Stephen Burke..... West Roxbury	Daniel Pacheco..... Malden
Jason Dowley..... Quincy	Carrie Patrick..... Dorchester Center
Junyi Guan..... Roxbury	Joseph Reilly..... IMC
Colive Heavens-Coke..... Waltham	Ramon Rodriguez IV..... Malden
Jesse Herrera..... Wollaston	Michael Seifart..... West Roxbury
Lai Pang Yee-Hill..... Roxbury	Dean Tobin..... Allston
Ping Lam Lok..... Braintree	Robert Towle..... Newton Center
Alice Macklin..... Malden	Jonathan Watts..... Back Bay Annex

May you have a prosperous postal career.

Tell Your Congressman
What You Think!

BECOME AN e-ACTIVIST TODAY!

Days Gone By

I'm going to say a name; **John Kiley** (I'm not sure if I'm spelling Kiley correctly). That name may mean nothing to many reading this article but to those that knew the man his name meant "unionism". John is long dead and buried but his memory lives on deep inside the few that had the privilege to work with him. John was the elder statesman of the Back Bay Annex when the "Bay" was considered the "heart" of Branch 34. He was closing in on retirement in the early seventies but always had a young man's passion for unionism.

He was a slender aging man with a booming no nonsense voice and never hesitated to challenge anyone verbally that dissented from the NALC party line. He was an inspiration to his workmates and respected by management. As a young man John made quite an impression on me. Never would he let anyone infringe on him or his rights and people like deceased National President Emeritus Vincent R. Sombrotto would look for members like John for his blessing in his bid for for national office. John had floor presence and was invaluable to his steward's success but never looked for the limelight. He exemplified solidarity and taught the meaning of unionism in his everyday duties.

I'm not sure if John was a World War II veteran but those that grew up in that era were a different breed and never afraid to put everything on the line. Sometimes it takes a lifetime to really appreciate what you had. John Kiley was appreciated.

Take a look at our scab list. When John worked the B.B.A. there weren't any. You would've been hung out the window on the second floor by your feet or thrown down the "shoot" in a number one sack for disposal and that's not intended to provide humor, just fact. The point is scabs don't deserve your friendship.

Is there any excuse for a letter carrier not being in the union? The answer is simple: NO! Excuses are like what sits on your shoulders: everybody has one. Fact is they're too self-absorbed. They'll blame this and they'll blame that but it all comes down to the "Benjamins" and how sad is that?

They do nothing to help our cause or strengthen our membership. They are like a cancer and the name "SCAB" is appropriately fitting. I'm sorry to say that John Kiley would be rolling over in his grave in despair if he read the names on this page (scab list). If you read Mike Murray's article part 1 (this month) & 2 (next month) you'll get a flavor of what we've been up against our entire existence and why unity and solidarity is imperative in the NALC. That doesn't mean we can't have our disputes and disagreements. We most assuredly will but we, as an organization, must persevere and that's what solidarity is all about. We need more John Kileys to step up and make the difference.

Don't Be A SCAB!

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

ARLINGTON

Anthony M. Pineau

AUBURNDALE

Robin I. Devitto

BACK BAY

Ralph E. Donovan
Christopher A. Douglass
Robert Romikitis
David P. Widrow

BELMONT

Kwame Boadi-Acheampong..... C.C.A.
Joshua M. Mahoney..... C.C.A.
Mark Martus..... C.C.A.

See more SCAB names
on page 10.

Branch 34 Bowls for the Muscular Dystrophy Association



Recently, our Annual Muscular Dystrophy Bowl-A-Thon was conducted at Lanes-N-Games in Cambridge. I appreciated the fact that so many people participated on what would be their only day off that week (Sunday).

It was refreshing to see everybody, however, we do need some newer members involvement to carry on this great tradition for such a worthy cause. Next year, we can make this a bigger and better event by getting all of our C.C.A.'s involved.

I would personally like to thank our Bowl-A-Thon Coordinator Domenic Corsetti, his number one helper, daughter Jacklyn Corsetti, as well as Woburn Letter Carrier and Branch 34 MDA Chairman George Adams and MDA Representative Kate Tighe for all their hard work.

Kudos to JFK Letter Carrier Denise Synan for taking some great pictures. Thanks Denise!

See you all at next year's MDA Bowl-A-Thon!

— Steve Mahoney



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Branch 34's Salutes Some Recent Retirees!

Woburn and Branch 34's MDA Coordinator George Adams and Bob Cogan



National Business Agent John Casciano, Branch 34 President Bob Lind, Woburn Shop Steward Fred Casey, Woburn's Bob Cogan & George Adams, Woburn Shop Steward Vigo Conte and Branch 34 Executive Vice President J.T. McMahon



Woburn's George Adams tries on his retirement jacket.



Woburn's Bob Cogan accepts his retirement watch.



Woburn Shop Stewards Fred Casey (left) and Vigo Conte (right) pose with Bob Cogan and George Adams at the retirement party for George and Bob.



Branch 34 President Bob Lind delivers a story as Woburn's George Adams and Bob Cogan look on.

Watertown's Chuck MacNeil



Watertown Shop Steward Eric Manning poses with Chuck MacNeil along with Watertown Shop Steward and Branch 34 Trustee Dan O'Connor and Branch 34 President Bob Lind.



Woburn's George Adams, Branch 34 President Bob Lind and Woburn's Bob Cogan share a laugh.

North Quincy's Ed Kaminsky



Watertown's Chuck MacNeil accepts his retirement jacket from Branch 34 President Bob Lind which he says will keep him warm on the golf course.



North Quincy says farewell to Ed Kaminsky.



Watertown's Chuck MacNeil gets a hug from one of his co-workers.

North Quincy's Ed Kaminsky gets help cutting his retirement cake from Bob Swibalis (left) and Dan McGuigan.



North Quincy's Ed Kaminsky accepts well wishes (and gifts) from Branch 34 President Bob Lind.

Arlington's Steve Collins



Branch 34 President Bob Lind presents a retirement jacket to Arlington's Steve Collins as Executive VP J.T. McMahon and Arlington Shop Steward Jerry McCarthy look on.



Arlington's Shop Steward Jerry McCarthy bids Steve Collins a hearty farewell.



Braintree's Paul Carty

Arlington's Steve Collins (with his farewell lei around his neck) gives a heartfelt goodbye and thanks to the NALC, Branch 34 and USPS for their support over the years.

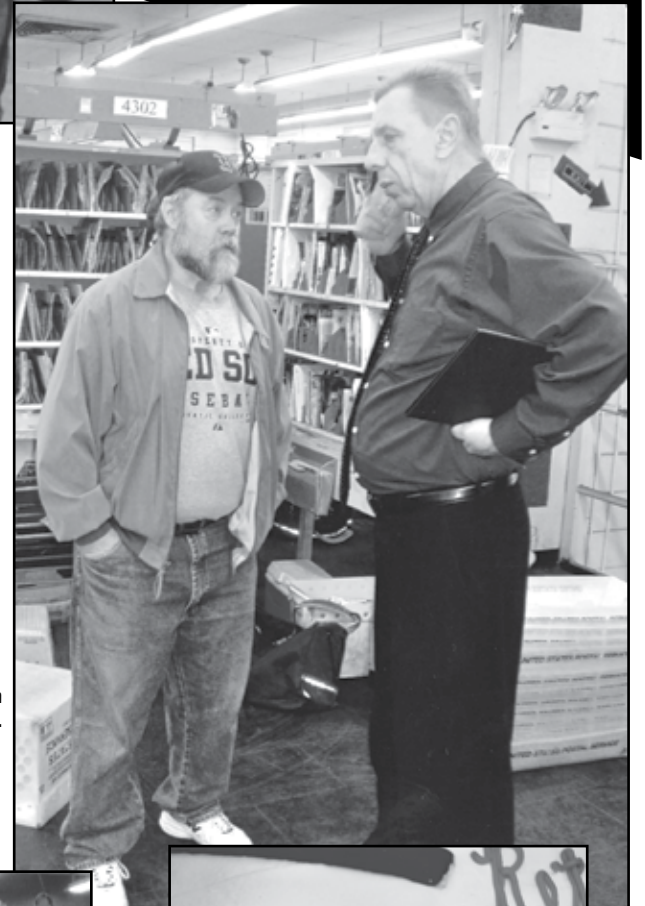


Braintree's Paul Carty shows off his retirement jacket to National Business Agent John Casciano and Braintree Shop Steward Rick Fraser.



Braintree's Paul Carty shares a laugh with one of his co-workers.

Hingham's Larry Johnson



Hingham's Larry Johnson confers with "Fast Eddie".



Braintree Shop Stewards Rick Fraser and Larry Ahlstedt, Paul Carty, National Business Agent John Casciano, Branch 34 President Bob Lind and Braintree Shop Steward Robert O'Donnell.



Hingham Shop Steward Mike Bertrand and Branch 34 President Bob Lind give Hingham's Larry Johnson a well-deserved pat on the back!



The infamous 40 year pin that was **never** awarded to Hingham's Larry Johnson.

South Boston's Bob Sullivan



The South Boston gang wishes Bob Sullivan a long, happy and healthy retirement.



A flag which flew over the South Boston Post Office was presented to recent retiree Bob Sullivan for his wonderful work with the USPS.

South Boston's Bob Sullivan was accompanied to his final day at the post office by his wife.



South Boston's Bob Sullivan listens to kind words from Branch 34 Area Steward Michael Kidd.



Don't Be A SCAB!..

(continued from page 5)

BRAINTREE

Joseph Charmody..... C.C.A.

BROOKLINE

Christine M. Bailey
Linda M. Hazell

CAMBRIDGE

Chris Gleason

CAMBRIDGE-MOONEY ST.

Janice A. Hudson
Blanca I. Teebagy

CHESTNUT HILL

Ra-Shaun Flattes C.C.A.

COHASSET

Jessica L. Pasteris..... P.T.F.

DORCHESTER

Dana Hill
Trenton Johnson

FIELDS CORNER

Richard McLain C.C.A.

FORT POINT

Wayne J. Chin

HINGHAM

Sandra Civitillo..... C.C.A.
Mark J. Dion

IMC-CHELSEA

P. Dhungana..... C.C.A.
A. Raji C.C.A.
Sandra Giordano
Gena Hart..... C.C.A.
James Lundy C.C.A.

J.F.K.

Emma G. Hemphill

LEXINGTON

Robert J. Warnock
Kathleen Silveira C.C.A.

MALDEN

Eileen M. Finn
E. Kamili..... C.C.A.

MATTAPAN

MacArthur Giraults C.C.A.

MEDFIELD

Philip O'Keefe
Elizabeth I. Ray

MEDFORD

Gerald M. Lytes C.C.A.

MILTON

Katie Nickerson
Charles S. Rosen

NEEDHAM

Tina M. Doherty
Tami L. Johnson
Robbie Swain

NEWTON CENTRE

Thomas A. Caryl

NEWTON HIGHLANDS

Zineh Bannani C.C.A.

NEWTONVILLE

Michael J. Zirpolo

NORTH WEYMOUTH

Christine Margotta..... N.C.R.

QUINCY

Gerardo San Jose..... N.C.R.

PRUDENTIAL/KENMORE

Craig Rexford

ROXBURY

Babatunde Ayinde..... C.C.A.
John M. Finn, Jr..... C.C.A.
J.Z. Mature-Hill C.C.A.
Robinson E. Morales C.C.A.
Mike Wilform..... C.C.A.

REVERE

David M. O'Connor C.C.A.

ROSLINDALE

Zeke Meginsky
L.T. Osborne, Jr.

SOMERVILLE

Kimberley A. Donahue
Peter Markowski C.C.A.
Daniel A. Robertson

SOUTH WEYMOUTH

Christine Tropeano

STONEHAM

M.E. Carmody C.C.A.

WALTHAM

David Bahm
Kelly M. Green-Gallo
Tammy A. Jakaus C.C.A.
Yun Lee N.C.R.

WATERTOWN

Leonard Cano..... C.C.A. N.C.R. = Newly Created Regular

(If your name wrongly appears on this scab list, please accept our apology. This information is forwarded from our national office. If you're still not in the Union, it's time to step up and pay your fair share. Contact your Shop Steward to join!)

WELLESLEY HILLS

Allison Magee..... C.C.A.
M.N. Rosolko C.C.A.

WEST ROXBURY

Sandino Blaise..... N.C.R.

OTHER

Christina Heath

Lafferty & Lafferty

Attorneys at Law



William J. Lafferty
Sean P. Lafferty
William P. Carroll (Of Counsel)
781-270-5000
44 Mall Road • Burlington, MA 01803
Fax (781) 270-4447

Cop on the Beat

Many of us of a certain age bracket (insert wise crack here) vividly remember the days of actually seeing a police officer walking the beat. An actual person serving the public, and it went a long way toward keeping the bad guys in their place. Probably many of you reading this only know of police officers zooming by in air conditioned cruisers with antenna farms on their roofs and the windows up. Quite impersonal.

But did you realize that the NALC still maintains a "beat cop" on the job in your workplace everyday. They are called shop stewards. And they are the lifeblood of the union. As with any large corporation the size of the Postal Service, there is a small number amongst us who complain about their steward. Phrases like "incompetent," "in bed with management," or just plain "lazy" come to mind. Of course, those uttering these pearls of wisdom would never dream of stepping up. It is far easier to criticize those on the front lines fighting for everyone's rights.

While to some extent we are all affected by what takes place in Washington, most of us don't actually see it. It's like sausages, you like 'em, but you really wouldn't want to see one made. But you do see in real time, what's going on in your delivery unit everyday. If you think management tends to screw everything up now, can you imagine your workplace without a union, or a union steward protecting your rights.

Your steward is guarding the home front for us. They are usually the first responders when something goes amiss. And with the manner in which USPS is currently run,

something will go amiss. Stewards are like police officers and firefighters. Hopefully you will never need their services. But it is comforting to know they are there if you need them.

It will be your shop steward who investigates your grievance and gathers the information necessary to defend your rights. It will be your steward who sits down with management on your behalf. If your grievance proceeds to arbitration, it will likely be your steward who testify* s and challenges managements contentions. And should the occasion ever arise, if you request your steward, and you should, it will be your steward in the room with you when an OIG agent or Postal Inspector seeks to have a little "chat" with you.

The danger in working for the second largest company in America, is that someday an idiot may be in charge. Many would argue that day is upon us. But without that shop steward there everyday, your workplace would resemble working for the largest company in America. None of us want that.

So if you can do a better job than your steward jump in. If you can't why not a hot cup of coffee and a nice thank you for your steward. Thank goodness for these fighters.

★★★★★

"Law without enforcement is only good advice."
— Abraham Lincoln



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Active letter carriers: Contribute to COLCPE using PostalEASE

by phone.....or online

Contribute on the web at
liteblue.usps.gov

Carriers can also go online to use PostalEASE. With PostalEASE, carriers can contribute directly from their paychecks every pay period. Through PostalEASE you can designate COLCPE as one of your three payroll "allotments."

Letter carriers can contribute directly to COLCPE (NALC's Committee on Letter Carrier Political Education) from their paychecks every pay period using the Postal Service's PostalEASE. Through PostalEASE you can designate COLCPE as one of your three payroll "allotments."

- 1 Be sure you know your 8-digit Employee ID Number (on your paystub) and 4-digit USPS Personal Identification Number (PIN). If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your 8-digit employee ID number, and select "2" to have your PIN mailed to you.
- 2 Create your own Account Number by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your Postal Record.

YOUR 17-DIGIT ACCOUNT NUMBER:

0 0 3 4 9 5 2 5 3 5
(First 7 digits of ID number on Postal Record label)

*****A1T0** 5-DIGIT 84321
XXXXX 9 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 54321-9999

3 Now you are ready to call PostalEASE toll-free at 1-877-4PS-EASE (1-877-477-3273)

- When prompted, select "1" for PostalEASE and then enter your 8-digit Employee ID Number and your USPS PIN
- Select "2" for payroll options
- Select "1" for allotments
- Disregard instruction to complete Allotment Worksheet and select "2" to continue
- Select "3" to add a new allotment
- Enter the following Financial Institution Routing Number:
0 6 4 0 0 0 1 7
- Select "1" to continue processing allotment
- Select "1" to "enter the allotment now"
- Enter your 17-digit Account Number from above
- Enter "1" for Checking
- Enter amount of allotment: \$_____.00 per pay period. If amount is correct, select "1"

* If you already have three allotments, you must cancel one to contribute to COLCPE through PostalEASE. To do so, follow the instructions at left but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, do not end the call until you hear the following:

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.

By making a COLCPE allotment through PostalEASE, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. You may refuse to contribute without any reprisal. COLCPE 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 through the PostalEASE system. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

- 1 Be sure you know your 8-digit Employee ID Number (on your paystub) and your 4-digit USPS Personal Identification Number (PIN). If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your Employee ID Number, and select "2" to have your PIN mailed to you.
- 2 Create your own Account Number by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your Postal Record.

3 Now you are ready to go online to liteblue.usps.gov

- Enter Employee ID and PIN and click "log on"
- Click on "Postal Ease"
- Click on "I agree"
- Enter Employee ID and PIN again and log in
- Click on "Allotments/Payroll NTB"
- Click on "Continue"
- Click on "Allotments"
- Enter the 9-digit Financial Institution Routing Number: **0 6 4 0 0 0 1 7**
- Enter your 17-digit Account Number from above
- Enter Account type as "checking"
- Enter amount of your contribution
- Click on "validate"
- Click on "submit"
- Click "print page" to see and print your confirmation number for your records



Contribute to COLCPE monthly from your bank account via Electronic Fund Transfer

Every month on the 1st of the month, COLCPE will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Please fill out and mail this coupon with a voided check to:
NALC-COLCPE
100 Indiana Ave. NW
Washington, DC 20001-2144

I hereby authorize my bank to deduct from my checking account monthly the sum of:
 \$25 \$20 \$15 \$10 \$5 Other: \$_____

and forward that amount to NALC's Committee on Letter Carrier Political Education (COLCPE). I make this authorization voluntarily and may revoke it at any time by notifying the NALC COLCPE Committee in writing.

Signature: _____ Date: _____
Name (please print): _____
Social Security Number: _____ OR Postal Record number: _____
Address: _____
City: _____ State: _____ Zip Code: _____

By making a COLCPE Electronic Fund Transfer authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. The guideline amounts listed above are merely suggestions, and you may contribute more, less or nothing at all without advantage, disadvantage or reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

RETIREES!

4 easy ways to start your allotment!

Contribute to COLCPE directly from your ANNUITY

Retired NALC members have the option of making voluntary COLCPE contributions directly from their monthly CSRS or FERS annuities, a convenient way to make regular donations to the political action fund similar to the

payroll system available to active carriers. The amount you decide to contribute will come out of your annuity each month. Choose a method below. Before you begin, you'll need your CSA retirement claim number.

Phone: Call the NALC Retirement Office at 202-662-2877 anytime, or toll-free at 800-424-5186 Monday, Wednesday and Thursday from 10 a.m. to noon and from 2 to 4 p.m. (ET).

Coupon: Detach and complete the coupon below and mail it to NALC Headquarters.

Mail: Send a letter to Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017. Be sure to include your CSA number, the amount you want to contribute monthly, and the organization name: National Association of Letter Carriers—COLCPE.

Internet:

- Go to www.servicesonline.opm.gov
- Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
- Enter your PIN (Personal Identification Number). If you don't know it, click *Using Services Online for help in getting one.*
- Once you've entered your CSA number and PIN, click *Log In.*
- On the next page, click *Allotments to Organizations.*
- Click *START.*
- Select *Natl Assn of Letter Carriers - COLCPE.*
- Enter the amount of your monthly contribution
- Click *SAVE.*
- On the next page click *YES* (if correct), then print the next page for your records.

For Retired Members

I wish to contribute to COLCPE, the political action fund of the National Association of Letter Carriers. I understand the Office of Personnel Management will withhold the amount below from my monthly annuity payments.

Mail completed coupon to: NALC Retirement Department, Attention: COLCPE, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Name (please print): _____ Branch: _____
CSA or Social Security number: _____ Phone: _____
Signature: _____ Date: _____

I wish to contribute monthly:
 \$25 \$20 \$15 \$10 \$5 Other: \$_____

By making a contribution to the Committee on Letter Carrier Political Education, you are doing so voluntarily with the understanding that it is not a condition of membership in the National Association of Letter Carriers nor a part of union dues. You may refuse to contribute without reprisal.

COLCPE 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 through the Office of Personnel Management. Contributions to COLCPE are not deductible for federal income tax purposes.

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McCall's Middle School, Winchester.....	\$285.00
Northern Bank & Trust, Woburn	\$224.00

2014 Bowl-A-Thon Brings in \$3,810 for Muscular Dystrophy Association

Special thanks go to Veronica Berstrand for Red Sox tickets, Best Buy in Burlington for great prizes like TVs, etc. Santarpio's Pizza of East Boston and Lanes-N-Games of Cambridge donated golf certificates.

And to all of the bowlers that showed up to make this a special day, a huge thank you!

See photos of the event on pages 6 & 7.
— George Adams
Branch 34's MDA Chairman

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