



**Woburn's George Adams
Receives
Branch 34 Lifetime
Humanitarian Award**

George Adams, who has served as Branch 34 MDA Coordinator for many years, receives his well-deserved award from Branch 34 President Bob Lind.

See more photos on page 8.

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



Branch 34's CLAN
National Association of Letter Carriers

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

President's Corner

One to Go!



**Robert A. Lind
President**

Branch 34's one hundred and twenty-fourth anniversary just passed and once again it came and went without any fanfare. We've been in existence for a long time representing letter carriers and next year we will celebrate our 125th anniversary in the National Association of Letter Carriers. We are currently in the planning stages to coordinate and celebrate this monumental event with some Branch 34 events scheduled to take place next June (2015).

We will be looking for volunteers to help out. So if this sounds like something you'd be interested in please contact **Michael Kidd** at the South Boston Post Office. Also if you have any Branch 34 memorabilia and I know some of you do (especially the retirees and older employees) would you please contact the branch office. During that week we would like to borrow certain items to place on display (pictures, badges, old paystubs, old uniforms, etc...). The Branch is also going to attempt to supply each member with a 125-Year Anniversary Commemorative Book as we did at the Centennial twenty five years ago. We look forward to this celebration.

This and Das

Our current national agreement went to national arbitration and what was handed down became the much discussed Das Award. Now am I to believe that Arbitrator **Shyam Das** formulated all the contents of that award on his own? I would have to be a fool to think that for one second. His name may be on this agreement but much of the contents were worked out, for all extensive purposes, by the parties beforehand. Certainly there were some finishing touches on this award fashioned by the arbitrator but for all extensive purposes the parties, I'm sure, were well aware of the basic contents of this award prior to it being awarded.

There really hasn't been much discussion or interest in regards to its contents for the last couple of years. COLA's, pay raises, etc... seemed in order with the exception of the deferred COLA payments and the fact that there was no retroactive COLA or pay increases rolled in to our base pay (or lump sum payment) for the period that we worked without a contract. That may have been one such *disputed item* actually settled by the arbitrator.

Until recent past we've done no career hiring or converting employees to full-time regular (FTR) status. Now that in certain Branch 34 installations CCA's are being converted to FTR the new pay structure (for those carriers hired after January 12, 2013) as contained in the Das Award is coming into full view.

Although the newly-hired career employees pay structure has been in existence for some time now only a few CCA's have ever taken the time to digest the national agreements contents. Understandably being a non-career employee many have never taken the time to examine what the future holds for them when and if the time came and they were hired as a full-time employee. Most CCA's are under the assumption that once they became a career employee their pay issues would no longer be an issue. The general perception is a significant pay increase would be experienced immediately.

Unfortunately they're finding out that their assumption is wrong and that the pay increase they incur is only a minute (*my'noot*) increase (at least for the next 3½ years).

The reconstructed newly-hired career carrier pay scale starts out low and continues that way longer than we'd like to see. Yes this pay scale reaches top pay in twelve years but getting there (in the beginning years) is a struggle for these new career employees. Between the elimination of PTF's, the increase in non-career employees and the low entry level pay for career employees we did take our lumps in this contract.

Yes I know all the arguments, at least we didn't get a two tier pay scale, *blah, blah, blah*, but nonetheless we most definitely made concessions within this contract. Personally these CCA's have suffered enough. They are, quite frankly, the postal service's whipping boy and we all know that certain (incompetent) postal supervisors don't feel they're doing a day's work unless they're threatening and abusing somebody. The CCA's job is hard enough and underpaid to boot and now they have to endure another 3½ years of being underpaid as a career employee. The problem is the corral gate was opened. So now we need to go

out there (as an organization) and wrestle up each animal one at a time and as in all past battles that can take (as we know) years.

The above is precisely why the postal service has the herculean task of finding qualified personnel and keeping them. It doesn't take a rocket scientist to figure this one out. Mistreatment, underpaid and overworked is never an award winning recipe for retaining employees.

If you've read the history of Branch 34 and the NALC, we've been struggling since our inception. Things have never come easy, so don't expect them to start now. If the postal service had it their way career carrier top level pay would be less than CCA's are currently making now and benefits would be non-existent. The NALC hopefully over time will improve this current entry level pay-scale

(continued on page 4)

**Branch 34 is Proud to Announce Its
2014 Scholarship Winners**

In behalf of Branch 34 I have the distinct pleasure to report the following winners of the 2014-2015 National Association of Letter Carriers Branch 34 Scholarships (listed in order of the Scholarship Selection Committee ranking with parent name).

- 1) **Avery Guan**, son of Cambridge Carrier Shao Lin Guan
- 2) **Harrison Flynn**, son of Wellesley Carrier Christopher Flynn
- 3) **Daniel Rull**, son of retired Newton Center Carrier Stephen Rull
- 4) **Wilson Huang**, son of Cambridge Carrier Hongan David Huang
- 5) **Caitlin Lodi**, daughter of Cambridge Carrier Leo Lodi
- 6) **Madelyn McCarthy**, daughter of Milton Carrier Joseph McCarthy

Each of the above six recipients will receive a \$1,000 Scholarship from Branch 34. Congratulations to all six winners on a job well done. We commend you and wish you our best in your pursuit of higher education.

See some of the scholarship winner's thank you letters on page 7.

**Branch 34 Upcoming
Membership Meetings**

Tuesdays at 7:00 pm

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

November 11, 2014
at the Malden Moose Hall
582 Broadway (Rte. 99),
Malden

Check
Out These
Dates & Locations

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

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Massachusetts Congressional Delegation

U.S. SENATE

The Honorable Elizabeth Warren
Hart Senate Office Bldg., Rm. 317
Washington, D.C. 20510
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www.warren.senate.gov

The Honorable Edward J. Markey
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History of the NALC and Boston Branch 34 – Part 2

By Michael Murray,

Branch 34 Sergeant-at-Arms & MSLCA Treasurer

By 1941, letter carriers had not had a pay increase since 1925. Needless to say, the carriers were increasingly unhappy with their wages. With the Great Depression over, the NALC set out to rectify this. Before we were able to get going in our lobbying effort for a long overdue pay raise the Japanese bombed Pearl Harbor and we were drawn into World War II.

This didn't stop the NALC from getting a \$300 bonus in 1943, 1944 and 1945. And finally after 20 years letter carriers received a \$400 increase to raise the top pay to \$2,500. A year later we successfully lobbied for another \$400 raise. By the end of the 1940's letter carrier's pay was finally catching up with that of other workers.

I've been a Branch 34 member for 18 years and I've always been curious about the man our branch was named after, **Joseph P. Considine**. He was our 21st President and served from 1943-1945. President Considine was the last Branch President to do both his route and perform the duties of the President. Prior to 1950, letter carriers had two trip routes. President Considine would typically do the first trip of his route in Cambridge then travel in town to conduct the affairs of the branch. President Considine died while delivering his route on May 17, 1945 at the age of 56. Two years later the by-laws were amended changing the name to Joseph P. Considine Branch Number 34.

Although the 1940's saw letter carriers achieve some significant financial gains, the 1950's saw most of those gains disappear. Candidate **Dwight D. Eisenhower** was quite friendly toward letter carriers but President Eisenhower was not. In his eight years as president, Eisenhower vetoed four pay increase bills. The last one, in his final year in office, was overridden thanks to the NALC and other Postal Unions' fierce lobbying effort.

The 1960's saw some gains but not enough to quell the growing resentment and militancy among letter carriers. **John F. Kennedy** signed Executive Order 10988 into law in 1962. This law finally gave letter carriers Collective Bargaining, **but not over wages, hours and fringe benefits**; that would come later. E.O. 10988 gave the Union the right to represent employees in grievance discussions and to negotiate a national contract with management. However, it wasn't long before the flaws of E.O. 10988 were apparent. There was nothing to compel the department to reach an agreement or to honor it.

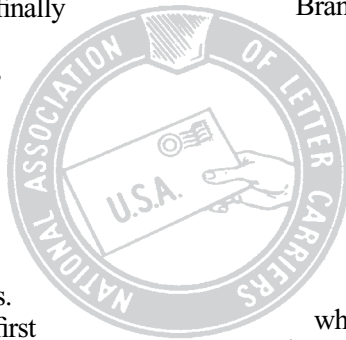
Also in 1962 Congress passed the Comparability Act which ensured the pay of federal and postal workers would keep pace with workers in the private sector. This law gave much hope to carriers but it quickly proved to be grossly inadequate. From 1962-1970 letter carriers received only two meager pay raises. As many of you have probably heard, things were so bad that many carriers were eligible for food stamps, Medicaid and fuel assistance – something had to give.

Boston was the site of the 1968 convention. Carriers' resentment over their meager wages were growing. Just like today, letter carriers did not have the right to strike. The 1912 Lloyd-Lafollette Act contained a no-strike clause. The delegates at the convention passed two resolutions. One was for the National Officers to investigate the legal and legislative technicalities of going on strike. The other was the feasibility of removing the no-strike oath that new employees had to take.

This did nothing to control the growing militancy amongst the carriers, especially in New York. By 1969, there was a

growing number of carriers calling for a strike. On March 17, 1970 Branch 36 in New York voted to go on strike. They did this without the backing of the National Union, or their own branch leadership. The same thing happened in Boston. The Branch's leadership opposed a strike, but by March 21, 1970, the Wildcat strike had spread to Boston. On that day carriers all over the city walked off the job. On March 22, 1970, a meeting was held at the Bradford Hotel.

There, the carriers called for a strike vote and it appeared the "yes" had it. But then President **Ralph Farrell** declared the "nos" had the vote and left the stage. This blatant disregard for the membership's wishes would come with a cost to the Branch 34 leadership.



On August 12, 1970, the Postal Reorganization Act became law. With it, the old Post Office department was gone and the U.S. Postal Service was born. But, more importantly for letter carriers, we had finally achieved Collective Bargaining over our wages, hours and fringe benefits. Collective Bargaining has finally replaced Collective Begging.

The strike of 1970 also had a huge impact on who would lead the Union at the local, as well as, the national level. This was known as the "Rank and File Movement." In 1971, Branch 34 elected an entirely new Executive Board from the Rank and File Movement including President **Vernon Harris**.

President Harris was the 27th president of Branch 34. He served from 1971-1975. During his tenure, he started the "CLAN" newspaper. The "CLAN" has been recognized many times at National Conventions as the winner of "overall excellence" for a large branch.

It wasn't until 1979 that the Rank and File Movement finally took charge at the national level. **Vincent R. Sombrotto** was sworn in as President along with most of the Rank and Filers who ran on his ticket.

Technology has had a major impact on the Postal Service. When I became a letter carrier back in 1996, I knew computers would impact our jobs. So too, did the Union.

In the 1990's we started lobbying Congress to pass new legislation that would give the Service the flexibility to compete fairly with UPS and FedEx. The 1970 Postal Reorganization Act was now outdated and new legislation was needed.

It wasn't until 2006 that the Postal Accountability and Enhancement Act was passed. At the time HR22 seemed like a victory. It gave the Postal Service the pricing flexibility it needed to compete, but unfortunately it also included a provision that the Postal Service must pre-fund future health benefits for all employees over the next 75 years. We've been paying ever since for that legislation.

This was supposed to be paid for in just ten years from 2007-2016. The U.S. Postal Service was mandated to make a \$5.5 billion payment every year. As soon as the Great Recession began in 2008 it was obvious we were not going to be able to make these payments.

As of this writing, we've not successfully overcome this pre-funding mandate. I have little doubt that we will in time. As our history shows we've overcome many obstacles and we will continue to do so with your support.

Remember that just because we win something today doesn't mean that tomorrow someone's not going to try to take it back. Whether it's our pay or our pensions, there are those who want to take it away from us. The only way to protect our hard-fought gains is to remain vigilant. Become an E-Activist and donate to COLCPE.



Proving Causal Relationship Between Employment and Injury

The most common reason claims under the Federal Employees' Compensation Act are denied is the lack of causal relationship. Causal relationship means a rationalized medical opinion based on an accurate history establishing that the disability claimed is causally related to the claimed injury or conditions of employment.

The burden of proof is on the injured

employee and thus must ensure that his or her attending physician narrates a causal relationship. The medical evidence must be in the form of a narrative medical report which is dated and signed by the physician and include dates of examinations and treatment, description of tests, results of x-rays, MRI's, etc. The employee should assist the physician by writing a statement describing

the injury or conditions of employment.

The physician narrative must first include a definitive diagnosis and not offer speculation on the injury. In my opinion the key part of causal relation, and often not offered in narrative, is a medical opinion as to how the physician came to his or her opinion. This should include the testing results and explain how any test results forms a basis for the opinion.

In summary many claims are denied because a medical report does not contain all of the above mentioned items. First include a definitive diagnosis of the injury or condition. Keep in mind that words such as "might be related

to" or "could be related to" will not be sufficient. Finally the medical rationale must be included.

Another important factor to remember is the medical opinion must be from a physician. A report written by a physician assistant or nurse practitioner will not suffice unless signed by the physician.

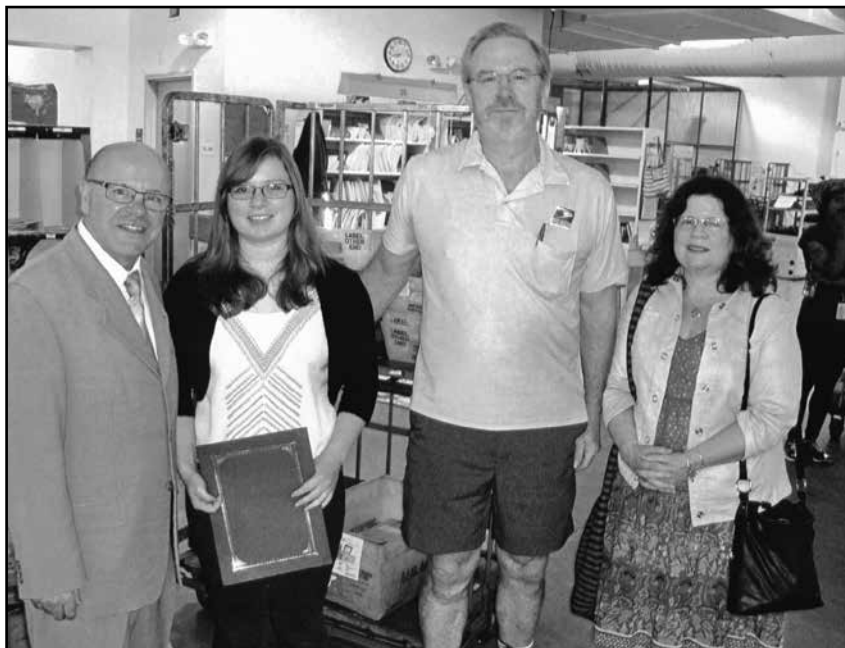
On another note I would like to congratulate all the PTF's and CCA's that have been converted to Full Time Career Letter Carriers. For many of you it has been a long time coming. Keep in mind that NALC and Branch 34 have been monitoring conversions for a long time and the recent MOU (1834) which can be found on www.nalc.org, outlines the conversion criteria. We will continue to monitor for conversions and hope the Postal Service will be converting more CCA's in the near future.

As I write this article I am preparing for the upcoming NALC Convention to be held in Philadelphia. There is a lot of work to be done, chief of which is the nomination of national officers for the fall election. Our own Branch 34 member and current NBA John Casciano is seeking reelection to his position and I know we all wish him success. There are resolutions and amendments to be discussed and voted on as well as a number of guest speakers.

The convention business schedule is from 10 am to 3 pm Monday through Thursday. There is more than those five hours however. There are classes and workshops starting each day before and after the



Branch 34 Secretary-Treasurer Kevin Flaherty (right) receives Organizing Award for signing up new CCA's from NALC Region 14 NBA John Casciano.



NALC Region 14 NBA John Casciano presents the William C. Doherty Scholarship Award to Michaela Harrington, daughter of Jamaica Plain letter carrier Jack Harrington and his wife.

NALC William C. Doherty Scholarship Awarded to Michaela Harrington

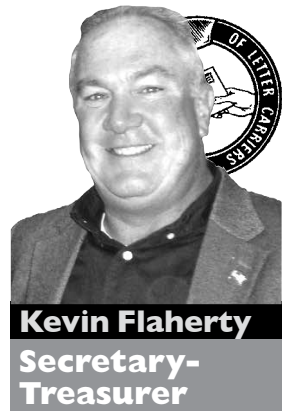
Each year, the National Association of Letter Carriers Scholarship Committee selects a son, daughter or a legally adopted child of an NALC member who has at least one year of good standing for the above listed scholarship.

Applicants must submit the required information and be pursuing an undergraduate degree at an accredited college. From the five USPS Regions the selection committee will select one individual from each region and award each selected individual with a four-year \$4,000 Doherty Scholarship Award. They will also award one (1) recipient with the John T. Donelon Scholarship Award. The Donelon Award will be for \$1,000 each year for four (4) years.

It gives me great pleasure to announce that one of the five William C. Doherty Award winners is none other than the daughter of a Branch 34 longtime member, **Big Jack Harrington** and will be attending Georgetown University in the fall. We're proud of her accomplishment and wish her all the success in the world as she also pursues her future college degree.

— Bob Lind,
Branch 34 President

William C. Doherty Scholarship recipient Michaela Harrington accompanied by her dad, Big Jack Harrington.



Kevin Flaherty
Secretary-Treasurer

regular order of business. I look forward to further educating myself as well as sharing a few laughs with fellow Branch 34 delegates. I also look forward to rekindling some old friendships from around the country.

I hope everyone has taken or will soon be taking some much needed time off. Whether going away or simply recharging your batteries, we all need time off. Enjoy and have a safe and happy summer.



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

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.

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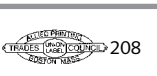
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Know Your Rights: Pivoting

Below is an article I use from time to time on Pivoting. It was written by former Business Agent **Barry Weiner**. I would like to add though, any curtailment mail on your route when instructed to pivot, be **recorded in duplicate** on a 1571, a copy for Management and a copy for your own records.

Management is allowed to “pivot” carriers off of their own assignment by assigning other letter carrier duties on any day when the carrier’s own assignment actually has under time, i.e., less than a full day’s work.

It is important to keep in mind, however, that a carrier does not necessarily have under time just because Management says so. Reference volume POST, DOIS, or whatever, are merely tools which Management may use in conjunction with other criteria as a guide in assessing workloads. It is the carrier’s own performance, giving a fair day’s work, which ultimately dictates whether or not he/she has under time.

Often Management’s assessment that under time exists is not accurate and this becomes a source of friction between the carrier and the supervisor. If a supervisor insists in the morning that you have under

time, and you disagree, you should let the supervisor know that you believe your own assignment has a full day’s work. If your supervisor continues to insist and assigns you extra work (a pivot), you should request a Form 3996 (request for auxiliary assistance). If you are refused, you should ask for specific instructions about what you should do if, after your best effort, you find yourself unable to complete your own assignment and pivot within eight hours. Sometimes the supervisor will instruct you to call from me street, but if they refuse to give you any instructions, you should

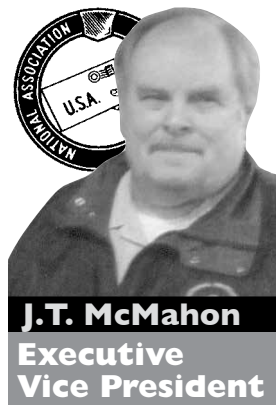
request to see a shop steward.

Anytime managers assign work outside your own assignment, which will result in overtime; they must utilize the overtime desired list. As such, if you call in to let the Supervisor know that you are unable to complete the pivot within eight hours, you may not be required to work beyond eight hours, unless you are on the regular OTDL or are in line to be forced in; accordance with Article 8, Section 5.D of the contract.

Although Management may curtail work on your own assignment and pivot you elsewhere, they may not create under time

on your assignment by utilizing other employees to perform your work and then “pivot” you off your assignment. Doing so would violate Article 41, Section IC.4

of the contract, which provides, in pertinent part, “The successful bidder shall work die duty assignment as posted.” If this occurs, you should also notify the Union immediately.



J.T. McMahon
Executive
Vice President

Six-Day Language Makes It Into House Appropriations Bill

Language mandating six-day mail delivery – intentionally left out of the draft version of the House Subcommittee on Financial Services and General Government’s Fiscal Year 2015 spending bill – was successfully reinserted into the measure that was approved on Wednesday by a voice vote of the full House Appropriations Committee.

“This is a clear victory for letter carriers

and other supporters of a strong Postal Service,” NALC President **Fredric Rolando** said. “We’re grateful to Reps. **José Serrano** (D-NY) and **Tom Latham** (R-IA) for their bipartisan effort to make sure this language is once again part of this legislation, just as it has been for more than three decades.

“On behalf of the 270,000 active and retired members of the NALC, I thank all of our activists who urged their congressional

representatives to support the Serrano-Latham amendment,” Rolando said.

For letter carriers, this has been a pretty good week on Capitol Hill.

On Tuesday, the Senate Subcommittee on Financial Services and General Government approved its version of an FY2015 appropriations bill that also includes the language mandating that the Postal Service deliver the mail six days a week. That measure is expected to pass the full Senate Appropriations Committee.

Also on Tuesday, the bipartisan majority of House members who support H. Res. 30 grew to 224 when Rep. **David Price** (R-NC) signed on as a co-sponsor. H. Res. 30 is a resolution “expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.”

And NALC has learned that the Congressional Budget Office (CBO) this week took another look at the Postal Service’s alleged savings from a reduction in mail service from six days to five and declared that USPS would save only about \$10.9 billion over 10 years – about half of what the Postal Service projected would be saved by its modified plan.

Of course, the CBO accepted the Postal Service’s dubious claim that eliminating Saturday delivery would not have a large effect on its revenues and volumes, while NALC is convinced that ending six-day service would lose more money than it might save.

“It should be obvious to everyone by now that ending Saturday delivery and degrading the postal network would do nothing to solve the real financial problem the Postal Service faces,” Rolando said, referring to the congressional mandate that the Postal Service, alone among all public agencies and private companies, pre-fund future retiree health benefits for decades into the future, a requirement that is 100 percent responsible for the Postal Service’s so-called “losses.”

Eliminating Saturday mail also would make no sense, Rolando said, “because it would stop the postal turnaround in its tracks by driving mail – and revenue – out of the system, hurting the residential and business customers who rely on Saturday delivery.”

“Further, postal finances continue to steadily improve as the economy recovers from the worst recession in 80 years and as increasing online shopping sends package revenues ever higher,” he said.

So far this year, the Postal Service has reported a \$1 billion profit excluding the cost of pre-funding.

“We join the other postal unions and a broad, bipartisan coalition of postal stakeholders to continue our call on Congress to come up with a postal bill that’s designed to maintain and strengthen the Postal Service,” Rolando said, “a Constitution-based agency that provides Americans with the world’s most affordable delivery network without a dime of taxpayer money.”

(Reprinted from NALC Latest News, July 1, 2014.)

President’s Corner

(continued from page 1)

but that’s a future battle for the NALC with the USPS.

For the newly converted CCA’s try to focus on the benefits you’re now entitled to: COLA’s, retirement, health, life insurance, leave etc... As I said before: I know the new pay scale is disappointing for our new career employees in the beginning years but in time you will be brought up to letter carrier top hourly rate. Unfortunately contract negotiations did fall victim to the agreements incurred previously by some of our other postal unions.

Philly Bound

Our Branch 34 delegation will soon depart for our 69th NALC Biennial Convention which will be conducted in the “City of Brotherly Love”: Philadelphia, PA. Hopefully this will prove to be a productive gathering of NALC delegates from every state and territory within the USA. The atmosphere is always festive with the NALC Letter Carrier Bands playing a variety of musical scores while the delegates arrive to take their seats amongst their respective branches and regions.

Looking around the enormous hall you can’t help but take in the continual reunions taking place. Old friends from different parts of the country reuniting once again as we do every two years sharing greetings and checking in with one another. It is common place for former Branch 34 members, now relocated to some other part of the country, to stop by and say hello to members within our delegation or perhaps a branch retiree that relocated to that state, “Once a Branch 34 member, always a Branch 34 member”.

Soon the meetings are called to order and we recite the “Pledge of Allegiance,” followed by a designated member singing the “National Anthem” and our daily invocation delivered by NALC or local clergy. Once this takes place we get down to the regular NALC business for the day with proposed resolutions, amendments and a variety of invited guest speakers from the postal, political and labor workforce.

Our conventions throughout the years have had a number of memorable events and moments take place. Guest speakers like the then President of the United Mine Workers and current President of the AFL-CIO **Richard Louis Trumka** delivering an electrifying speech that to this day is burned into my memory and was my introduction to the man that now leads the America’s Labor Movement.

Each delegate, for the most part over the

years, has experienced their own special convention moment: A moment when they were truly inspired by some unexpected guest speaker and these episodes have been numerous throughout the years with a long list of speakers. One chapter itself could be devoted to *Vince* himself, a stellar statesman, leader and entertainer all in one.

For our many branch members that have never participated in a convention; do so sometime. It’s *your* union at work and *your* future. Not only do you get exposed to the democratic proceedings of our union during the daily sessions but immediately prior and following the actual daily business of the day a multitude of classes and topics are offered for our participation. These classes are designed to enhance and enlighten you on pertinent subject matter helpful to our membership. Is it mandatory to attend the classes offered? No. Do all delegates take advantage of these opportunities? Again the answer is no but for those looking for knowledge these workshops are invaluable. Below are listed the workshops made available to our delegates in Philadelphia and topic matter:

- Social Security
- City Delivery
- Effective Branch Communications
- Processing grievances
- NALC Constitutions, Elections and Bylaws
- The Postal Service in 2025
- Trustee Training
- NALC Health Benefit Plan 101
- Mutual Benefit Association
- FERS, CSRS and CSRS Offset
- Women and Leadership
- Route Adjustments
- Safety and Health
- Contract Administration Unit Briefing and Q & A
- New Fiduciary Officer Training
- Filling FTR Opportunities
- Suicide Prevention
- How to Influence Congress
- NALC Activists Deliver The Message
- Branch Secretary-Treasurer Training
- Shop Steward Training
- NALC and the MDA
- Critical Incident Stress Management
- NALC and Capitol Hill
- Take 5 for Your Future
- Managing Branch Finance
- Community and Membership Outreach
- Building NALC’s Legislative and Political Power

- Three Ways to be Appealing-Appealing OWCP Denials
- Understanding the LM-3
- Common Sense Economics
- Letter Carrier Food Drive
- Communicating Our Message
- Getting In-College Planning
- Emerging Trends in International Postal Services

As you can see there’s something for everyone. These workshops run Monday thru Friday early morning and late afternoon. It’s impossible to attend every workshop because many run simultaneously but by planning ahead each delegate can capitalize on those classes best suited for that particular individual. Again it’s not mandatory to attend these available NALC workshops but it’s highly encouraged that our delegates do so. The beneficiaries are our membership.

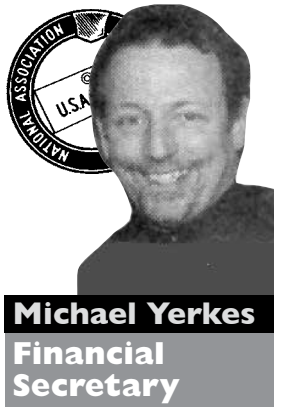
L.A. “Never Say Die”

I don’t know if you followed the road to the Stanley Cup this year but I have to say L.A. made a believer out of me. Their attitude and determination, despite falling behind (not often), was impressive to watch. Two strong willed teams (L.A. & N.Y.R.) battling it out with exceptional goaltending.

Going into the series I was under the assumption L.A. was lucky to get by the Chicago series but after watching their play against the Rangers I realized luck had nothing to do with it. Their defense was impeccable and the back checking was relentless. This L.A. team not only deserved to be there; they deserved to win. That “Never Say Die” attitude and mentality transcended throughout the team and organization. They *knew* if they stuck to their game plan and worked hard they would prevail in the end and they did just that. Hats off to L.A., I may be a Bruins fan but I love good hockey more.

One thing’s for sure; you can pick out this player or that player (Anze Kopitar) but L.A.’s win was definitely a valiant team “all out” effort. It wasn’t *one* individual excelling but to the contrary the entire bench playing *their* game to the best of *their* ability. Somewhere between the first face off and the last second running off the clock to secure the Stanley Cup there’s a lesson for everyone. I think the Bruin’s organization took note of that. Like the Randy Newman song says, “I Love L.A.” or at least their style of hockey. Lord Stanley himself would be proud to be affiliated with that team if he were alive today. Now let’s get on the stick and go Bruins (next year).

Prolonged Understaffing is a Continuance of Management's Reliance on Pivoting & Forced OT



Michael Yerkes
Financial Secretary

As we head into the summer months, the Postal Service continues to look for any and all able-bodied men and women to fill its woefully understaffed delivery stations here and across the country. While you might not know it in your particular office, freshly minted CCA's are being poked and prodded, orientized, trained by the good people at Good Start and then sent on their way to offices throughout the district.

Unfortunately for the Postal Service, and the many Branch 34 members who don't desire to work overtime, this process has been an unending revolving door with a significant rate of attrition due to failed background checks and driver tests in addition the many employees who simply resign from the positions because they didn't realize how difficult a job delivering mail can be.

The result of this prolonged understaffing will be a continuance of Management's

misguided reliance on pivoting and forced overtime. While pivoting and forced overtime is now a year round annoyance, it always seems to be more problematic in the summer months. Here are a couple quick things to remember when required to pivot or work overtime when you're not on the list. Following these suggestions, when told to pivot in the office, if you have down time, you have down time. It's as simple as that. Sometimes we just don't have enough work.

When instructed to a street pivot, remember that only you know what goes on during the course of your delivery day and whether you can absorb the added work. Only you know whether you have down time or not. Not DOIS and not some self proclaimed mystic 204b.

You should be getting out of the office at a time somewhat equal to the extra work that is required of you.

If you are of the belief that you cannot deliver both your route and the pivot, it is in your best interest to verbally inform your supervisor of such and complete a Form 3996, if instructed. While anybody with any time in this business knows that a Form 3996 is like inviting your supervisor to visit you on the street, it is the only thing that *protects* you from an unauthorized overtime claim and potential discipline.

Similarly, much of our forced overtime situations result from Managements *claims* to have required non-OTDL Carriers to pivot when it is clear that these non-OTDL Carriers have no downtime. The same Form 3996 is your only *documentation* that Management was placed on notice that it is your opinion that you cannot complete your assignment and the pivot in eight-hours.

Management's known forcing of non-OTDL Carriers to work more than eight

hours when sufficient OTDL Carriers are available will result in successful grievances. A violation of Article 8.5 occurs when Management requires non-OTDL Carriers to work a pivot when the member informs their supervisor of their inability to the additional work without using overtime. It often times comes down to when we can prove Management knew that the non-OTDL Carriers was going to be working beyond eight-hours.

Hopefully, the influx of new CCA members will continue and the Boston District will quickly be fully staffed and we can all enjoy what I am sure will be great summer.

★★★★★

Any active Boston District Branch 34 members looking for a diversion for the family would be well served to check out the **Social and Recreation Department** for some incredibly good deals on theme parks, museums and movie theaters. Tickets for Water Country, Canobie Lake Park and Six Flags New England are available for \$25 to \$29, significantly less than the forty to sixty dollar face value price range. Similar savings can be found for ticket to the New England Aquarium, the Museum of Science and the Boston Children's Museum. Discount tickets are also available for Showcase, AMC/Loews and the IMAX 3D theatres for \$8.00 a piece. Members must purchase with a money order and all deals appear to have limits of six tickets per employee. Additional information can be obtained by phone at 617-654-5536 Fridays 7:00 a.m. to 12:00 noon or on-line at socialandrecreationdept@gmail.com.

★★★★★

Kudos to Branch 34 Food Drive Coordinator Dominic Corsetti of Lexington and all the Brothers and Sisters who made this year's Letter Carriers' Food Drive another huge success. Thanks also to the many APWU and management personnel who assisted in this undertaking.

Conversely, shame on any Area Manager and their ill-informed supervisor's who saw fit to require Letter Carriers to pivot on that Saturday. These misguided dopes would screw up a free lunch.

All should remember that no matter how often some in Management attempt to hijack credit for this worthy event, the Food Drive was, is and always will be an NALC endeavor.

Welcome to the Newly-Hired CCA's!

For all the new CCA's who have recently joined this great company as Letter Carriers, you may have spent the last couple of weeks in Good Start bombarded by acronyms, form numbers and policies to the point that your heads are spinning. Welcome to the world of the USPS and the federal government. By now you realize that we in the Postal Service speak a different language. What is totally confusing to you now will piece by piece make more sense to you as the days go by. As Union leaders we realize how overwhelming this can be.

During your introduction into the Post Office, one of the first union members you may have met was Secretary-Treasurer **Kevin Flaherty**. As he welcomed you to the Post Office, I am positive that he expressed to all of you the importance of joining the National Association of Letter Carriers.

As a union member for 28 years, I would

like to take this opportunity to reiterate just how important this really is. Besides the obvious reasons of strength in numbers, every thing that the Post Office has to offer you so far has been through the previous fights of the NALC.

As you entered your first station for training, your on the job instructor was a union member and that instructor was trained in a class and certified by another NALC union member. For your own station or any station you may be sent to, the first person you may have met there was an NALC Shop Steward. All of these people are here for you and want to help make your transition as easy as possible. Don't be afraid to ask them any questions or advice.

New Plan for Newbies

Another important reason for joining the NALC are the benefits. As a NALC union member there are a number of benefits available to you only as a member. As a result of the 2013 Das award, the NALC Mutual Benefit Assosiation has created a new retirement plan specifically for CCA's. I would like to introduce you to this new retirement plan designed specifically for you. This CCA plan offers some great benefits. The plan offers a return rate of 4.5% or more. The plan also offers the convenience

of direct withdrawal through your USPS pay check so there is no worries of making monthly payments. The amount contributed is totally up to you. Like most retirement or IRA plans, the CCA plan is tax-deferrable as well. One of the most attractive feature of this plan is that upon your conversion to a full-time regular employee you may transfer your money into the USPS Thrift Saving Plan (TSP) with no penalties or cost to you. As premature as you think this may be in your career, look at it this way. The sooner and the more you invest now, the sooner and more comfortable you will be when you retire.

Take a minute tonight to go on the NALC website (www.nalc.org). Click on DEPARTMENTS, scroll down to MBA and from there you can request an application form and start on the road to a more comfortable retirement.

As we attend the upcoming NALC National Convention, I look forward to bringing home more information to benefit all of our members.



Rich Galvin
Clerk NSBA-MBA

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:

- Janlio F. AubryCambridge
- Jane P. Carrio.....Brookline
- Paula J. Colella..... I.M.C.
- John B. Cronin I.M.C.
- Daniel J. DoddMilton
- Augustus A. Gatti, Jr..... Malden
- Marie A. Gautreau I.M.C.
- Rinaldo J. GiuntaNewton Centre
- Michael D. O'Connell.....Roxbury
- Edward F. Petras Weymouth Landing

— Michael Yerkes
Branch 34 Financial Secretary

Branch 34 Welcomes Ten New Full-Time Regulars

We would like to welcome the ten newly-hired Full-Time Regulars. Good luck in your postal careers!

- Eric AnoliFort Point
- Jefferson Castro IMC
- Peter Dingle.....Malden
- Harold Forosisky IMC
- Michael GabrielBraintree
- Terrence Graham, Jr.Fenway
- John Horgan.....Roslindale
- Brad Huber..... Weymouth
- Darryl Jenkins.....Fields Corner
- Yassir NunezRoslindale

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.

50/50

Winner for June 2014
Jon Holmberg, Medford
\$401.00

In Memoriam

- Gerald D. Coughlin
Retired Member – Roxbury
- Robert N. Fisher
Retired Member – Weymouth Landing
- Thomas A. Gavin
Retired Member – Jamaica Plain
- George E. Haley
Retired Member – Cohasset
- Peter F. Kay
Retired Member – Fort Point
- Susan Otolu
Retired Member – IMC
- Anthony J. Rufrano
Retired Member – Cambridge
- Victor J. Salvi
Retired Member – Jamaica Plain
- * Denotes 50-Year Life Member

Rest in Peace

The 02127 (Part III): *Since We Last Talked...*

The Food Drive

The Food Drive went well in South Boston. When all was said and done we had collected four overflowing nuttings of food. I have given up trying to come up with a number of pounds of food collected for two reasons. One, it's a charity so anything collected is a plus. Two, this is an event, not a competition. The battle over numbers takes away from the purpose of the Food Drive. The most glaring illustration of this focus on numbers is Branch 3 – Buffalo. If they had collected all the food they claim the Buffalo grocery stores would have nothing on the shelves and the entire city would be in line at the food pantry. Pleeceeease, enough, get back to the spirit of the Food Drive.

The Wheels are Coming Off?

In South Boston, the wheels are coming off the bus as it careens toward the cliff. Carriers are bidding out as fast as they can

because of the treatment they receive from the morning supervisor. As I write this article, South Boston has three routes on the District bids and had two vacant u-sets that went un-bid on the previous District bid cycle. We only have 20 routes! What action has the Manager taken to fix the problems (morale, staffing, excessive ot/vt, proper scheduling, undelivered mail, LTA's, etc.?) you may ask? The answer is, which Manager? The Manager who owns the station hasn't been heard from since she walked out on May 27th (the Tuesday after the Holiday). Probably out scouting a better job detail because South Boston is always on "The List." She was just recently forced back from a detail which she probably took to get out of South Boston because South Boston is again, always on "The List." Do you sense a pattern? After she left the morning supervisor was made "Acting Manager," and acting is the proper way to describe it. This is a least

his **THIRD** stint as acting manager in the past eight months. Not very good acting if he can't keep the job. Did I mention he is not acting manager now? Is that inability to get promoted manifesting itself in the mistreatment of the carriers? I am not a shrink, but it may have some validity. For the record, he has had problems in other stations prior to arriving in South Boston three years ago.

Yet the fourth floor is quiet. Quiet as a Friday afternoon. Listen and you can hear the tumbleweeds rolling down the corridors.

Belated congratulations to all the PTFs who made regular on May 3rd, including Southie's **Mike Spagnuolo**. Congratulations are also in order for the CCAs who made regular on May 17th, including Southie's **Sadou Ba**. Hope you have enjoyed your first two paid Holidays – Memorial Day and July 4th.

Branch 34 Marked its 124th Anniversary on June 18th

Prepare to take note of what could have been the second anniversary of the end of Saturday delivery (August 5th) had it not been for NALC activists who reached out to our friends in Congress to stop the misguid-

ed plan of the PMG. But even with that success the NALC battle continues as we face our foes inside and outside of the Postal Service who have made

it their mission to destroy this once proud institution. With our most recent victory, the inclusion of the language mandating the delivery of mail in the Fiscal Year 2015 Budget, we are reminded this battle is still far from over.

Congratulations to Jamaica Plain's **Bob Damatin** on being appointed to the Massachusetts State Letter Carriers Association (MSLCA) Board of Officers. As you know, the main focus of the MSLCA is to push the NALC legislative agenda. For Bobby D., someone who has been politically active for some time, it is a natural fit.

Looking forward to meeting the new Director of City Delivery at the upcoming National Convention. It should be easy to spot him, he will be the one in the playpen (ten years in the business, really?)



Michael Kidd
Area Steward

From the Field

Protect Yourself

As another summer season is upon us and the temperature rises it's clear to see that the same old problems are once again here as well. Management is back to pushing unrealistic office times and phantom reference volumes (as if they ever left) which is producing some very interesting DOIS numbers and manipulated undertime. In most offices the "Pivoting" has probably kicked in by now and so to have the issuance of discipline for unauthorized overtime. Letter Carriers must be proactive in protecting themselves from this sort of discipline daily. The best and oldest tool for doing this remains a Ps form 3996/Aux slip. A carrier's obligation to inform Management as soon as they aware that they are of the opinion he or she will not be able to complete their assignment in the time allotted has never changed. Carriers must do this prior to hitting the street but in many cases sooner. Carrier should be aware that this obligation extends to your assigned pivots and not only your bid assignment. I understand that informing management that you will not be able to do all the work they want you to in a given day will invite increased scrutiny and more than likely increased street observation. Carrier must remain vigilant and treat every day as if it was a route inspection. Nobody knows your route as well as you. This is a fight worthy fighting

Respect the Overtime List

Another continuing problem is the inconsistent distribution of overtime. Management has been facing some significant staffing issues for the past eight months or more, which has led to constant mandating of overtime and an exhausted work force. I have visited a few offices where this problem is rampant, I have found that management in a lot of cases will just ignore the OT list and ARTICLE 8 of the National Agreement (read 8.5 in JCAM) and it's inherent obligations, and assign the OT at will. I am also finding that in many offices management is allowing carriers not on the list to volunteer for both splits and non-scheduled days. It may be nice to pick up a few hours of OT every now and again but this works to the detriment of the carriers who are committed to the overtime list all quarter long. This should not be an accepted practice. In situations where non-otdl carriers are mandated to work OT on their non-scheduled days or off their own assignments more grievances need to be investigated. This is the only way to put an end to the problem, however be aware that

there are some limited circumstances where management does have the right to force overtime. Carriers should inform their Stewards as soon as possible when this occurs. A grievance may need to be filed in some cases but the particulars of each situation must be examined every time. Please do your best to identify the employees who should have been assigned the overtime, in addition all grievances should have at least a Stewards Narrative, Employee all TACS reports, Overtime desired list, and a daily schedule among other documents.

You're in Charge of Your Safety

Management has finally gotten something right without a battle. I'm sure you have all seen and heard on the work room floor that management has kicked off an informational campaign regarding ways of dealing with the Hazards of the Summer Heat. I would encourage everyone to take this topic very serious, please keep in mind that as a carrier working in extreme conditions, you are the best advocate for your own safety. Hydration and frequent breaks are paramount to working safely in extreme heat. Experts say that once you realize that your thirsty, it's too late you're already on your way to dehydration. Hydration should be an ongoing cycle. Management has stepped up in most office and purchased bottled water for the carriers, by all means take advantage of this gesture but be prepared for the supply to run out and be in the practice of bringing your own supplies to help you through these difficult days of summer. Just a tip on this topic, if you're not urinating several times during a work day, you're not hydrating enough. Also don't forget the protection of Sun Block, apply and re-apply.

A Great Time to Decompress

I hope you all have an opportunity to enjoy a summer vacation with family, friends, or alone if you like. It's been along beginning to the year, and I know I'm ready to get away. This job is clearly not getting any easier and more will be asked of each carrier in the future. So, it is probably in your best interest to get away from the job decompress and leave the grid behind for a while. I wish you all a safe, happy, and healthy summer and hope to see all of you at the September Branch Meeting.



Brian Manning
Area Steward

From the Field

Summertime Blues

The Summer has arrived and will soon be in full force and with the heat and humidity brings Management's attempts to once again to capture what isn't there. All of a sudden you will be asked/ordered to pivot either in the office or out in the street. Your route, due to the rise in temperature, is now suddenly showing undertime. Mostly all the routes in the Boston District have been CORR'ed, adjusted for FSS and you only have about a hour office time. After you perform your fixed office duties (red cage, vehicle inspection, service talks, etc.) of about 30 minutes that leaves you about 20 to 30 minutes to case your mail, pull it down and head for the street with your three to four bundles in 80 or 90 degree heat. Can someone show me where the undertime is? I was out during that day's service talk.

Now, here is a chance for upper Management to practice what they preach. Working safely, staying hydrated, standing in the shade to cool down if you begin to feel the signs of the heat all sound good in the air conditioned office during the service talk, But out in the real world these things take **TIME**. We all take pride in performing our jobs to the best of our ability, but don't preach safety with one side of your face and then assign a pivot with the other. Suffering heat exhaustion or heat stress can kill or put you down for a long while, it just isn't worth

it! The bottom line is that **YOU** are responsible for your own safety and Management has no problem writing you up when you forget to buckle that seat belt or have what they like to call that preventable accident. You, in turn, should have no problem following these safety talks given by your manager or supervisor. If you begin to feel disoriented, lightheaded, crampy or if you stop sweating on a hot and humid day, **STOP**, take the precautions necessary to cool your body temperature down! If this doesn't work and these symptoms continue, guess what? You're done for the day! Stick a fork into yourself get on the phone and tell your supervisor to come get you.

Your safety comes first and tomorrow is another day, and for those Managers who still want to blindly follow the fourth floor braintrust, do not think for one minute you will get backing from them if someone gets hurt or suffers a heat-related injury that was under your command. Their fingers will point at everyone else, but themselves.

I wish all brothers and sisters a happy, safe and fun summer, enjoy yourselves. You have earned it!



Jerry McCarthy
Area Steward

Odds 'n Ends

Things to keep in mind when injured on the job, you need to:

Notify your Supervisor.

Fill out a CA-1 Form. The CA-1 Forms can be found in your Station. Make sure you check off Continuation of Pay (COP) and get a receipt/copy. Remember that the first three days of IOD (Injured On Duty) leave are taken from **YOUR** leave balance (S/L, A/L).

Remember that **YOU HAVE YOUR CHOICE OF PHYSICIANS**. If your doctor is unavailable, go to the Emergency Room. Emergency treatment of a serious injury can be obtained from any local physician without prior written authorization. Special permission is needed for a chiropractor. The employees' immediate supervisor is responsible for fully explaining this right to the employee.

It is **YOUR** responsibility to make sure your claim is processed by providing the necessary papers and evidence.

It is **YOUR** obligation to accept work within the limitations given by **YOUR** doctor if you are partially disabled and unable to return to full duty.

If you have any questions about an On the Job Injury or Occupational Disease please contact the Branch Office at 781-281-1133.

Now that summer is finally here, enjoy and be safe.



Bernadette Romans
Area Steward

Branch 34 Scholarship Winners Say Thanks!

Avery Guan

For the past four years, I have attended the Cambridge Rindge and Latin School, an institution that has provided me with an exceptional educational upbringing while still making the opportunity to engage in extracurricular activities highly available. My sophomore year, I joined my school's science team, participating in a variety of competitions such as the regional North Shore Science League and the statewide Massachusetts Science Olympiad. My first year as a member of this club, I placed fifth in the statewide Science Olympiad for one of my events, namely Rocks and Minerals. I have continually committed to my school's Science Team for the next two years of my high school career as well, becoming co-captain of the team my senior year, where we placed seventh in the North Shore Science League and ninth in the Massachusetts Science Olympiad. It was an honor to have helped lead my school's science team to success this year as I leave Cambridge Rindge and Latin, hoping that I have set a precedent of some sort to aid them in performing even better in the future.

Another meaningful activity that has had a great impact on me was a competition called "The Glocal Challenge", which I had participated in during my junior year. The aim of the contest was to challenge groups of students to think of innovative ways to promote sustainability in the community. With my team, we proposed that plastic consumption could be reduced in schools by replacing plastic milk bottles with compostable cups and bulk milk dispensers. Despite being a finalist in The Glocal Challenge, our idea did not win the competition, though it was still positively received by many.

In the months to follow, we presented our idea in city hall, to the school committee, and even had a Tufts university intern assist us in transitioning the use of bulk milk into our school. As of February 2014, our idea has been successfully implemented into the Cambridge Rindge and Latin School, making it one of the first public high schools in this country to utilize this method of distributing milk to students. This stride has opened many more doors for me as we continue to try and implement bulk milk

into other public high schools within the Greater Boston Area.

This fall, I will be attending the University of Massachusetts, Amherst, as a part of the Commonwealth Honors College. Though I have not solidified any plans thus far, I hope to continue into studying sciences and branching out in other fields of study as well. I want to be able to experience a vast variety of areas before definitively deciding what I will want to pursue in the future.



Wilson Huang

High School was definitely not easy due to a few personal issues, but I would not trade these experiences for anything else. I learned so much in those four short years that will stay with me for a lifetime. I attended Lexington High School and held a 3.3 UW GPA and took a total of four AP classes and one honors.

I participated in numerous clubs throughout high school such as Hip Hop Club, League of Legends Club, Ocean Buddies, Global Citizenship, and many more. My favorite clubs have to be Hip Hop and League of Legends Club because I was able to grow the most in them. I also learned many dance skills in Hip Hop club that allowed me to perform numer-

ous dance routines in front of audiences. My most memorable has to be when I performed at my youth counselors wedding, who I got to know at CBCGB Youth church. CBCGB holds a special place in my heart because it is where I gained my closest friends to date. I also played lacrosse and participated in debate, which were not only fun but challenging as well. Summer's were also great because I volunteered at ASC Summer Camp where I tutored and chaperoned kids. I had never had such a large responsibility before, and it was definitely an eye-opener because it wasn't easy. It made me appreciate the people who have the patience and perseverance to work hard every single day.

I'll be majoring in Mechanical Engineering at UMass Amherst in the fall and I'm extremely excited to begin this chapter of my life. As a college student and young adult, my dream in college is to succeed academically, socially, and financially. I have the utmost respect for my parents and I really want to make them proud. Eventually, I'd like to own a house, achieve my masters, and travel places to help other people in need. Those dreams will come in time, but until then, I'll just sit back and enjoy the ride.

Thank you so much for the Scholarship, NALC. Awards like this go a long way and it motivates me to work harder to better myself as both a student and as a person.

Caitlin Lodi

My name is Caitlin Lodi. I graduated from Peabody Veterans Memorial High School ranked in the top 10% of my class. I was a member of the National Honor Society, Student Council, Spirit

Committee and Helping Committee and also played varsity soccer for four years, helping my team win four Northeast Conference Championships as well as a State Championship in 2011. I was named

a Conference All Star in 2014 as well as an Eastern Massachusetts All Star. I will continue my soccer career at Bryant University in the fall where I plan to study Communications and Marketing.

Madelyn McCarthy

I would like to take the time to thank you for selecting me as one of the recipients of the Branch 34 Scholarship Award. I am extremely grateful due to the rising cost of college. The scholarship will help me finance my education at Merrimack College this upcoming fall.

The past four years I attended Fontbonne Academy, an all-girls Catholic college preparatory school. I transitioned from a young girl who hid behind the crowd to being a woman of courage. The

beginning of my high school career I tried new things to become more involved. I played on the soccer team for all four years, the varsity lacrosse team, and joined new groups as in the "Fountain Friends," yearbook committee, and ambassadors. Over the course of the past four years I passed the requirements of volunteering one hundred services hours. I want to continue my accomplishments during the next phase of my life.

During my college career I hope to gain

experience and knowledge in business. With the education provided at the Girard School of Business at Merrimack College I believe I can obtain a proper occupation later in life. While attending college I wish to continue my involvement in school activities and groups, which will help gain more relationships and network with different people.

I want to thank you once again for selecting my application out of numerous others to be given the scholarship.

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.

BRAINTREE

Joseph Charmody..... C.C.A.
Eric Harrison..... C.C.A.

BROOKLINE

Christine M. Bailey
Shu Ching C.C.A.
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

Trenton Johnson..... C.C.A.

HINGHAM

Mark J. Dion

IMC-CHELSEA

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

J.F.K.

Emma G. Hemphill
Daniel Richman..... C.C.A.

LEXINGTON

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

MALDEN

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

MATTAPAN

MacArthur Giraults C.C.A.

MEDFIELD

Philip O'Keeffe
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 Bennani..... C.C.A.

NEWTONVILLE

Michael J. Zirpolo

PRUDENTIAL/KENMORE

Craig Rexford

See more SCAB names
on page 13.



Woburn Shop Stewards Vigo Conte and Fred Casey present Branch 34 MDA Chairman George Adams with a special shirt.



Woburn's George Adams Receives Lifetime Humanitarian Award from Branch 34



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Branch 34 Secretary-Treasurer Kevin Flaherty, NSBA-MBA Clerk Rich Galvin and Hyde Park letter carriers work on the Food Drive In HP.



Hyde Park Shop Steward Rich Galvin and HP letter carriers take a breather after working hard during the 2014 NALC Food Drive.

Branch 34 Letter Carriers Participate in Highly Successful Food Drive



Medford's Lisa Terrazano hard at work!



Medford's Food Drive participants Tone Chang, Deb Annesse's grandson and Lisa Terrazano pitch in!



Branch 34 Salutes Its Retirees!



Branch 34 Says Farewell to Its Newest Retirees!

Cambridge's Janlio "Gene" Aubry



Janlio "Gene" Aubry expresses his thank for many wonderful years working at the Cambridge Post Office.



Janlio "Gene" Aubry receives retirement gifts from Branch 34 President Bob Lind as Cambridge co-workers look on.

South Weymouth's Ed Petras



South Weymouth Shop Steward John Hicks (left) and Branch 34 Secretary-Treasurer Kevin Flaherty (right) honor retiree Ed Petras at his retirement party.



Janlio "Gene" Aubry accepts his well-deserved retirement watch.

IMC's Paula Colella and Marie Gautreau



IMC's Marie Gautreau and Paula Colella each received a beautiful bouquet of flowers at their retirement party.

South Weymouth's Ed Petras thanks his friends and co-workers on his last day at his retirement party.



The special cake commemorating Ed Petras' retirement from the South Weymouth Post Office.



A beautiful cake and goodies were present at the celebration of IMC's Paula Colella and Marie Gautreau's last day.



IMC Manager Joe Sokowski says thank you to both hard-working women on their retirement day.



IMC co-workers had a good time at Marie Gautreau and Paula Colella's retirement party.

Recognize & Get Help for Eating Disorders

Many people think about their weight and size throughout the day. Being aware of what to eat is important but there is a point when it can become dangerous. It's always good to want to be fit and keep control of one's diet. But when someone seems fixated on losing weight and will do whatever it takes to do so, an eating disorder may be involved.



Each year, millions of people in the U.S. develop eating disorders. The three most common such conditions are anorexia nervosa, bulimia nervosa, and binge eating. An eating disorder is an illness whereby people try to control their weight. They do this either by starving, overeating, or a combination of binge eating and purging. While young women are most commonly at risk, these disorders can be found among all types of people.

Eating disorders don't happen because of failures of willpower or character. Instead, they are real, treatable medical illnesses in which certain damaging patterns of eating have taken on a life of their own.

In this issue of *Your Source*, we take a close look at:

- Different types of eating disorders. We examine how they can be recognized and successfully treated.
- How a distorted body image can contribute to poor self-esteem and eating disorders.
- How to help teens develop healthier self-images.

Go online today! Log on to access *Eating Disorders* under the Library/In the Spotlight section. There is a wealth of information available on eating disorders and how you can arrange help for someone you know.

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A Program You Can Trust



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(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com



Body Image Can Impact Self-Esteem

Our body image is the way we see ourselves when we look in the mirror. It is how we think about our own body—our feelings about our appearance, shape, height and weight. Body image can impact our self-esteem: how we value ourselves, and how we think others value us.

- Having a healthy body image means that you accept your body the way it is, and are comfortable in your body.
- People with a negative body image often suffer with low self-esteem, which can lead to depression and other types of emotional impacts.
- Those not satisfied with their bodies are more likely to develop eating disorders. These involve obsessions with food, weight loss and appearance.
- Images in pop culture media such as ads, movies and fashion magazines are often computer-enhanced. They can cause people to compare themselves unfairly to unrealistic ideals of thinness and beauty.
- Part of developing good self-esteem is to accept and respect ourselves. It helps to replace negative thoughts and feelings about ourselves with positive and accepting ones.
- Our value as complex individuals goes much deeper than the surface aspect of how we look.

One Mailman's Story

I was doing a 45-minute hit on a route in Winchester, MA, off of Washington Street. I noticed some of the neighborhood residents were running around frantically. One of the residents approached me and asked if I had seen a little girl about knee-high running around. I hadn't seen her, but I told him I would keep my eyes peeled.

I took a look at my surroundings and noticed an area with heavy brush and bushes that went up to a house on a small dirt road. I had to walk up to deliver to a single home.

Instead of taking the walk up the dirt road, I took the route with the heavy brush in hopes of seeing the little girl where the searching residents couldn't see her because she wasn't taller than the bushes.

I proceeded into the brush and about ten paces in front, there she was.

I called over for her mother and she rushed over with her search party, scooping her up and thanking me. I heard the residents yelling to each other, "The postman found her!" and "She's safe! The mailman found her!"

It was a great feeling to reunite a lost child with her mother. My father was a letter carrier for 28 years and I always heard stories from him about he and his co-workers coming to the rescue every once in a while in the neighborhoods they delivered in, but on June 7th, I found out for myself what being a professional letter carrier is all about.

Thank you.

— David P. Goodrich II, Woburn C.C.A.

Don't Be A SCAB!

(continued from page 7)

ROXBURY

Alkaleem Abdallah 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.

WATERTOWN

Leonard Cano C.C.A.

WELLESLEY HILLS

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

MDA Corner MDA MDA

Staying On Course!

As we raise money for MDA, each year many of you wonder, are we making any progress? I can tell you we are! I know of a 16-year-old local girl who has been in a wheelchair for the past four years. MDA started her on an experimental drug a few months ago. Now she is out of the wheelchair. The drug still has to be approved by the FDA and it does not work on every patient.

About 12 years ago the monies Branch 34 turned in to MDA went to a bio-

research research firm in Cambridge to find a cure for Pompe Disease. They ended up making a movie out of this as a local family – the Crowley's – had two children, Patrick and Megan. They both had Pompe Disease and were expected to die by their eighth birthday. The movie's titled "Extraordinary Measures," and stars Harrison Ford. This is a must-see for all Branch 34 members!

— George Adams
 Branch 34 MDA Coordinator

Calling All Retirees

I need you to work 2-1/2 hours this fall doing a Supermarket Collection. First, you need a cover letter from Branch 34 Secretary-Treasurer Kevin Flaherty stating that you are a volunteer for MDA and a retired letter carrier from Branch 34. Second, have on your Branch 34 jacket when you are collecting. And third, talk to the supermarket manager to set up a time to

collect. (Saturdays and Sundays from 10 am to 2 pm are probably the best times.)

When you finish, send your collections made out to Branch 34 MDA to Kevin Flaherty, Branch 34 NALC, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396. You will love doing this!

— George Adams
 Branch 34 MDA Coordinator

JOIN THE NATIONAL LETTER CARRIERS MOTORCYCLE CLUB AND HELP BENEFIT MDA!



MDA
 Fighting Muscle Disease

NATIONAL LETTER CARRIERS MOTORCYCLE CLUB

Bikers: Ride for MDA

Letter carriers are forming a motorcycle club to raise funds for MDA and assist carriers who are motorcycle enthusiasts to get together from time to time. For a donation of \$35.00, you will receive our Official Membership Card, Lapel Pin, Cap, Large Patch and Small Patch bearing our club seal. All proceeds will be given directly to the Muscular Dystrophy Association!

PLEASE PRINT CLEARLY

APPLICATION

YES, I want to support MDA with a \$35.00 Donation

NAME _____

BRANCH NO. _____

MAILING ADDRESS _____

PHONE NUMBER _____ EMAIL _____

TYPE OF MOTORCYCLE _____ YEAR _____ MODEL _____

PLEASE MAKE CHECKS PAYABLE TO NALC

Please fill out send this application to:
 James Williams, National Letter Carriers Motorcycle Club,
 c/o NALC, 100 Indiana Avenue, N.W., Washington, DC 20001

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Would you like to receive information from the Social & Recreation Office on upcoming events?

Please print legibly. *Required Fields

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Calls for Help: You Can't Always Hear Them

Be Sure You
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Concerning Behaviors

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Don't ignore the signs — get help.

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 www.EAP4YOU.com

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Paving the Way

We recently had two of our long-reigning female letter carriers from the Boston installation retire. Ironically they both worked in the same station, the IMC. **Paula Colella** and **Marie Gautreau** both made the decision to retire on Friday, May 30th thus making them not only two of the most senior female letter carriers ever to retire from Branch 34 but also the first time ever in Branch 34 that two female letter carriers retired together on the same workroom floor.

As it was pointed out that Friday morning, these two ladies had accumulated 35 plus years each in the letter carrier craft. Both had worked in other locations prior to settling in at the IMC and Marie had served this branch many years back as shop steward of the Newton Center Post Office. What truly was a significant contribution was they both weathered the mentality that was prevalent in the letter carrier workforce at the time they joined our ranks. Although there were female letter carriers across the U.S.A. sporadically over the decades in the letter carrier workforce for all practical purposes this job was a men's club, especially here.

Most men felt these women *couldn't* or even more emphatically *shouldn't* do this job at all. General consensus was the belief that they couldn't hack it long term and would fall by the wayside. Paula & Marie proved them wrong and by doing so paved the way for other women to be accepted into the "club" without opposition. So to Paula & Marie I say thank you for your contribution to this branch and may you have many enjoyable, healthy and prosperous years ahead of you in retirement.

— Bob Lind, Branch 34 President

Game of Phones A Fine How Do You Do?

The Summer Wind may come blowing in from across the sea, just make sure it's not carrying a Pivot slip with it. After suffering through one of the more treacherous, never ending winter's of recent note, letter carriers can now bask in some warm weather and summer breezes. Not so fast in some delivery units. If letter carriers were lucky enough to have received a sincere Thank You from management for all of their herculean efforts this past winter, many are now unlucky participants in managements annual summertime folly better known as Pivoting.

If you haven't read the script from this dark comedy, it goes a little like this. You will be approached by a supervisor or 204B with about ten minutes in the business, and told your mail volume is diminished. Similar to their IQ. You will be asked to pivot elsewhere, either in the office or on the street. The letter carrier may inquire what happened to the USPS Load Leveling process. If the processing plant now Load Levels mail volumes throughout the week, why the need to pivot? And, if Load Leveling is indeed "on the Level," why haven't our start times been moved earlier? We have now reached the part of the script better known as "the Bum's rush."

Someone with a shirt and tie with gray stains or an ill fitting pant suit will abruptly end the debate.

From managements perspective, this little bait and switch is better known as Heads we win, tails the letter carrier loses.

So while it is mandatory to follow the supervisor's instructions, and grieve later, if a contract violation takes place, here's some general facts on pivoting.

Q - May management curtail uncommitted mail to cover other routes?

A - The National Agreement does not prohibit curtailment of uncommitted mail.

Q - Can management delay preferential mail to pivot on another route?

A - No.

Q - Can management utilize a Pivot Plan to reduce letter carrier overtime?

A - In general, no. This was not the intent or purpose of pivoting. It's utilization was intended to maintain balanced letter car-

rier workloads and cover vacant routes and absences. It's intent is not to permanently reduce overtime.

Q - Can management pivot a letter carrier not on the Overtime Desired List (ODL) onto another assignment, and force the non-ODL to work overtime on their assignment as a result of pivoting?

A - No.

Q - Can management create a permanent pivot plan which pre-determines a certain percentage of routes to pivot on a daily basis?

A - This action may be challenged as a "blanket policy" in the grievance procedure.

Q - Can management schedule a CCA carrier on an Opt under Article 41 to report at a later time?

A - If there is not enough workload for the regular workforce, yes.

Q - Can I be required to pivot on a different assignment and another letter carrier perform work on my bid assignment?

A - No.

Letter carriers are reminded that PS Form 3996 and PS Form 1571 are the Kryptonite to Super managers power. Always fill-out a PS Form 3996 upon receipt of final dispatch of mail if you reason you cannot complete the Wunderkind's pivot in eight hours. Ensure management responds to your Form 3996. Management may not issue conflicting instructions.

If you curtail or bring back mail, always complete PS Form 1571 and hand it to a supervisor. There is no contractual requirement to make a phone call from the street if you adhere to the above. However, you may do so if you wish. When in doubt, always seek the guidance of your shop steward or branch officer.

Enjoy your summer. You've earned it.

★★★★★

"There, I guess King George will be able to read that."

- John Hancock

(After signing Declaration of Independence)



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MOVING?

Give Branch 34 Your New Address!

MOVED?

Change of Address

If you have moved, please notify the Branch directly, Personnel does not notify us of change of addresses.

Name _____

Address _____

City/State _____

Zip _____

Send change of address to:

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Attorneys at Law



William J. Lafferty
Sean P. Lafferty
William P. Carroll (Of Counsel)

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Fax (781) 270-4447



Active letter carriers: Contribute to COLCPE using PostalEASE

by phone.....or online

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
XXXXXX 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.

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."

- 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.

Attach a voided check here

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: A2222220
- 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 canceled through the Office of Personnel Management. Contributions to COLCPE are not deductible for federal income tax purposes.

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