



Branch 34 Joins Boycott of STAPLES in Boston's Government Center!

See story & photos on pages 11 & 12

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

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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

As The Leaves Turn...

Here we are, back in the "all too short" season of fall. It was a memorable summer that in many respects I'd like to put behind me. This past summer proved to be unlike any other with the loss of numerous past union activists and friends. Retired Jamaica Plain's **Tom Gavin**, Medford's **Art Dinsmoor**, Watertown's **Pat Terrazzano**, Lexington's **Leo Riley**, Malden's **Al Meehan** and the list goes on and on. I don't think I've ever seen such a run in

regards to the number of losses we incurred in such a small span of time. Many of these activists played a strong role in years past on both a station and branch level. They will all be sorely missed.

We had, on the other hand, at the 69th Biennial NALC National Convention (July 21-25, 2014) in Philadelphia, PA, much to cheer about being awarded once again "First Place" for the most organized branch in the country in

the large branch category. We take great pride in maintaining our high percentage of union membership within Branch 34 (no thanks to those few listed SCABS). Also our publication, of "Branch 34's CLAN" (once again) received a first place



Robert A. Lind
 President

(continued on page 4)

Boston Branch 34 Big Winners at Philly Convention



Branch 34 President Bob Lind (center) proudly accepts the "Best Organizing Award" from NALC President Fredric Rolando (right) and National Business Agent for Region 14-New England John Casciano (left) at the recent NALC Biennial National Convention in Philadelphia, PA.



"Branch 34's CLAN Does it Again!" - For the fourth consecutive time, Branch 34 President Bob Lind (center) accepts the First Place Award for "General Excellence" by a Large Branch at the NALC Biennial National Convention. NALC President Fredric Rolando (right) and National Business Agent for Region 14-New England John Casciano (left) congratulates Branch 34 for their continued excellence in informing its members.

Branch 34 Delegation Represents You!



Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

October 21, 2014 ★★★★★

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

November 18, 2014 ★★★★★

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

December 9, 2014

at the Sons of Italy Hall
 120 Quarry Street,
 Quincy

Check Out These Dates & Locations

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

INSIDE

Branch 34's CLAN

NALC 69th Biennial Convention Coverage

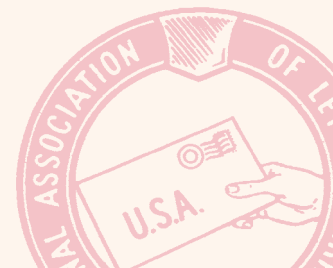
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Increased GPS Monitoring Coming to a Post Office Near You

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SCAB List

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Massachusetts Congressional Delegation

U.S. SENATE

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

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

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The Honorable Richard E. Neal
Rayburn House Office Bldg., Rm. 2208
Washington, D.C. 20515
202-225-5601 Fax: 202-225-8112
http://neal.house.gov

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Cannon House Office Bldg., Rm. 438
Washington, D.C. 20515
202-225-6101 Fax: 202-225-5759
http://mcgovern.house.gov

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Washington, D.C. 20515
202-225-3411 Fax: 202-226-0771
http://tsongas.house.gov

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The Honorable Joseph P. Kennedy III
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Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
http://kennedy.house.gov

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Fifth Congressional District

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202-225-2836 Fax: 202-226-0092
http://katherineclark.house.gov

Represented Communities: Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

Sixth Congressional District

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http://tierney.house.gov

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202-225-5111 Fax: 202-225-9322
http://capuano.house.gov

Represented Communities: Boston, Cambridge, Chelsea, Everett, Milton, Randolph, Somerville

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202-225-8273 Fax: 202-225-3984
http://lynch.house.gov

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

Ninth Congressional District

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Washington, D.C. 20515
202-225-3111 Fax: 202-225-5658
http://keating.house.gov

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Three Senators Seek a Moratorium On Postal Service Cuts

U.S. Senators **Tammy Baldwin** (D-WI), **John Tester** (D-MT) and **Bernie Sanders** (I-VT) are leading a bipartisan group of Senators in seeking a moratorium on the irresponsible and unnecessary cuts to the United States Postal Service.

Ignorant and irresponsible politicians and pundits keep trying to perpetuate fantasies about supposed debts run up by the Postal Service.

Anyone that is willing to spend a minimal amount of time doing research will discover the real culprit, the **George W. Bush** era 75-year pre-funding of retiree health benefits.

This "austerity" effort has been seen before, in the attacks on Social Security and Medicare initiated by hack politicians at the behest of corporate interests.

According to *postalnews.com*, Senators Baldwin, Tester and Sanders have gotten a majority of Senators to sign the call for a moratorium on plant closings despite the efforts of U.S. Senators **Tom Carper** (D-DE) and **Tom Coburn** (R-OK).

Senator Carper's opposition to the moratorium is peculiar, since he and right wing Republican Senator Coburn have co-authored a postal "reform" bill that includes a two-year moratorium on plant closings.

The Carper-Coburn Bill, however, also includes provisions that would allow the USPS to negotiate an end to pension coverage for new employees, and would end Postal Workers' participation in the Federal Employees Health Benefit Plan.

Carper's bill would also eliminate Saturday delivery and door-to-door delivery for businesses and new residences.

With the Amazon account, and the future of retail sales heading into our industry, every attempt by the private sector to attack the Postal Service will be made.

Two issues that were not resolved from local contract negotiations went to arbitration in July, were sustained in the Branch's favor.

The holiday pecking order T.E.s were replaced with CCAs, having regular carriers canvassed for their holiday or non-scheduled day before CCAs would be called in.

Also, Christmas Week leave allotment will be increased from 5% to 10%.

★★★★★

I would like to take this opportunity to thank Election Chairman **John Baginsky** for his long-time professional service.

John had to step down for family obligations.

Harry Judd from Back Bay will be taking John's place. Harry will be a fine replacement.



J.T. McMahon
Executive Vice President

Philadelphia Convention Journal

At the recent National Convention in Philadelphia, Branch 34 won two prestigious awards: "Branch 34's CLAN" won first place for general excellence for a large Branch publication and first place for a large Branch in being the most organized (highest percentage of carriers who are union members). We should be extremely proud of both awards as they are both truly team efforts. While the "CLAN" is the result of the effort of the scribes and the team at Union Printworks the most organized award is a reflection on the Branch as a whole.

Branch 34's Secretary-Treasurer **Kevin Flaherty** does a great job in getting CCAs signed up at Good Start. When new hires do slip through, the branch continues to work with the local station steward(s) to sign up these non-members up to including publicizing their names on our SCAB list. That list has proved beneficial because the carriers in the SCABs station can continue guiding the SCABs toward the benefits of Union membership. There is no valid reason *not* to be a member.

While in Philly, the Branch received news of the Arbitration decision on the Boston LMOU case. We won on both the Holiday Schedule pecking order and in getting an increase in the leave percentage to 10% in the week between Christmas and New Year's. The Branch had a good week.

Some notable moments from the Convention include the passage of several resolutions of interest including: supporting a rally in Washington D.C. to defend and expand public service, having National negotiate sick leave for CCAs and to have the National Director of Safety and Health request that the Postal Service provide one safety cone for each postal vehicle. There was also a lively discussion on several ideas that were floated to improve the operations of the NALC. Along with the serious side of the Convention business we also paused to recognize the 125th anniversary of the NALC (established 8/29/1889), reflected on the impact of the Great Postal Strike and commemorated our involvement with the MDA.

The seriousness of the proceedings was occasionally broken up with moments of goofiness. Best example was when NALC National President **Fredric Rolando** came out dressed as Philly icon Rocky Balboa.



Michael Kidd
Legislative Liaison

In Memoriam

Patrick A. Casey *
Life Member – Braintree

Daniel T. Dellascio
Active Member – IMC-Chelsea

Arthur W. Dinsmoor *
Life Member – Medford
Former Branch 34 Officer

Frederick J. Leary, Jr.
Retired Member – Waltham

Albert E. Meehan *
Life Member – Malden

Leo C. Riley
Retired Member – Lexington

Louis A. Schraffa
Retired Member – Back Bay

Patrick V. (Patsy) Terrazzano
Retired Member – Watertown
Former Branch 34 Officer

* Denotes 50-Year Life Member

Rest in Peace

ELECTION NOTICE FOR STATE CONVENTION DELEGATES

The election of delegates to the Massachusetts State Convention will be held at the December Branch 34 meeting.

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

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

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

– Harry Judd
Branch 34 Election Chairman

Branch 34 Delegates Were Active at the 2014 NALC Biennial Convention in Philly

I had the honor and privilege of attending the NALC 69th Biennial Convention in Philadelphia this summer. Branch 34 had twenty-nine delegates attend and I am happy to report that all delegates were in attendance each day on the convention floor. Many of us attended morning and afternoon workshops that filled the day. Morning workshop started at 7:30 am, followed by the General Session which ran late most days, followed by the afternoon workshop that ended around 5:30 pm.

Branch 34 delegates stayed at the Omni Hotel in the historic section of Philadelphia. We were only one block from the "Liberty Bell" and many other historic landmarks of Philadelphia. Delegates started arriving on Saturday and continued on Sunday. It was great to see all the delegates, both Branch 34 and others from around the country.

Sunday night featured us gearing up for the convention by attending the welcome reception at the Pennsylvania Convention Center. The reception had refreshments, including the famous Philly Cheesesteak. There was music and a chance to socialize with other delegates.

The convention opened on Monday, highlighted by the keynote address by NALC President **Fredric Rolando**. Fred reviewed the successes the NALC has had since the 2012 convention as well as the challenges that lay ahead.

Senator **Elizabeth Warren** addressed the delegates in a video message, explaining she was a Co-Sponsor of the Postal Service Protection Act. The bill, supported by NALC, would take action to put the Postal Service on a footing to thrive and compete, including ending the mandate to

provide future retiree health benefits and preserve six day mail delivery.

Legislative Resolutions were discussed including one that will seek to allow non-career employees who become career employees to make deposits for service time with the Postal Service. There were also National Agreement Resolutions discussed including one that would provide Sunday Premium Pay to CCAs when working on Sundays.

Tuesday morning session featured NALC Constitutional Amendments. One amendment of particular interest was an amendment for a minimum dues structure for CCAs. Unfortunately this amendment was defeated by the delegates and the dues structure will remain the same.

Another highlight on Tuesday was the organizing awards. Once again, Branch 34 tied with Branch 1071 of Florida for the most organized large branch at a rate of 97.8 percent. I am particularly proud of this award and want to thank all the members of Branch 34.

The delegates were shown a video celebrating the 125th anniversary of NALC. Highlights of the struggles and achievements of NALC were featured.

Tuesday night was NALC Night at Citizens Bank Park. Some of the Branch 34 delegates along with thousands of delegates from across the country saw the Philadelphia Phillies play the San Francisco Giants. Prior to the game, President Rolando threw out the ceremonial first pitch.

The highlight of Wednesday's session was undoubtedly a speech by **Ed Schultz** the host of the "Ed Show" on MSNBC. In his speech Schultz told the delegates

"you have my commitment that I will be there for you and we will tell the story." Schultz is definitely a friend of the middle class and the working men and women.

Later Wednesday, nominations for all NALC offices and 15 NBA positions were held. I am pleased to report that Branch 34

member and current NBA **John Casciano** was nominated and elected by consent. John will continue to represent all carriers of Region 14 including Boston.

National Agreement Resolutions were continued that afternoon and ones that were approved include allowing CCAs to carry over annual leave and allowing CCAs to receive Holiday Premium pay.

The day concluded with a rally against Staples which included a march to a downtown Philadelphia Staples store to protest the outsourcing of Postal jobs.

Thursday included debate on more resolutions followed by MDA presentations and awards. There was also a vote of "no confidence" taken against Postmaster General **Patrick Donohoe**. This was followed by the chant "**Donohoe must go!**"

Later a video of the Great Postal Strike of 1970 was shown. The video included network coverage and a look back at the historic 1970 NALC Convention.

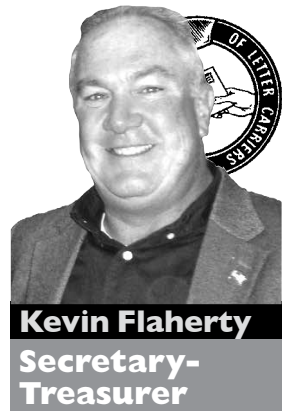
Friday's session featured a speech by **Bernie Sanders**, Independent Senator from Vermont. Sanders is the author of the Postal Service Protection Act. He has long been a supporter of workers everywhere and Postal workers specifically. Bernie stated "I want you to know that the work you are doing is not only important to the jobs in the Postal Service, it is vitally important to the future of the entire American economy. We have strength in numbers, we are America and when we stand together there is nothing that we can't accomplish." Senator Bernie Sanders truly "gets it."

Later, awards were presented for Branch publications. Once again "**Branch 34's CLAN**" received the first place award for General Excellence for a Large Branch.

President Rolando then took time to thank the delegates for their participation and attendance at the convention and adjourned around 2:30 pm.

The NALC Convention is an amazing experience. I think that all who attended or who have in the past will agree. It is an opportunity to see how our great union runs and see democracy in action. It is a chance to further your union education and a chance to meet many new friends.

I suggest that Branch 34 members attend at least one convention during their careers.



Kevin Flaherty
Secretary-Treasurer

We had several first-time delegates this year and hopefully more in two years in Los Angeles.

Article VII, Section 4 of the Branch 34 Constitution and By-Laws state, "*Delegates to either State or National Conventions will not receive financial assistance unless they attend sixteen (16) to twenty-four (24) meetings in the prior two years.*"

Now is your chance to be active in Branch 34 and NALC.



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, 2014
First Place, 2012
First Place, 2010
First Place, 2008
First Place, 2002
First Place, 1996
First Place, 1994
Second Place, 2006
Second Place, 1992
Third Place, 2004
Honorable Mention, 1982
Judges' Commendation, 1988

BEST 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.

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

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Steve Mahoney, Editor
Robert A. Lind, Associate Editor
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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.



A Blast From the Past...

This picture from the 1990's shows Medford Shop Steward and Branch 34 Area Steward Bob Lind, WWII Hero and Medford Letter Carrier John Butts, Branch 34 President Joe Morris, Medford Shop Steward during the 1970 Postal Strike Frank Connolly, Medford Shop Steward and Branch 34 Trustee Arthur Dinsmoor and Medford Shop Steward John Baginsky.

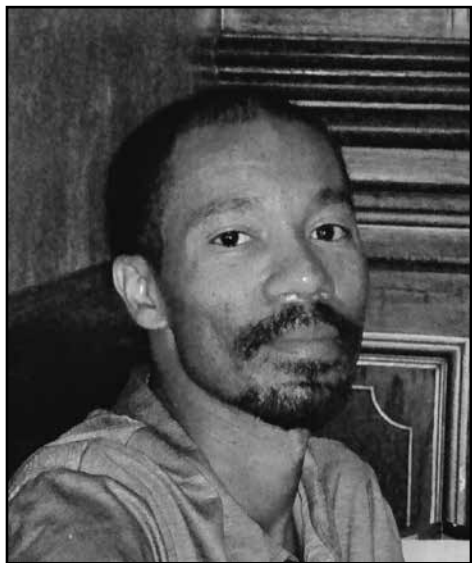
President's Corner

(continued from page 1)

award for "General Excellence" in a large branch publication category. Kudos to Editor **Steve Mahoney** and all our contributors, but especially **Stephen Hamilton** of Union Printworks for the outstanding job he does year after year. The judges involved in the publication selection process utilize the following criteria for influencing their decision making:

The Overall Excellence category recognizes publications that are most successful at serving the membership. Among the factors considered by the judges are content (appropriate and original articles, useful information and local angles), style (clear writing, effective headlines and good story placement) and overall appearance (readability and eye appeal, including the use of photos and other art). This bi-monthly (CLAN) grabs attention with its tabloid size, colors and professional layout.

This is the fourth consecutive NALC National Convention that we've received this top coveted biennial honor (First place 2008-2014) and our seventh consecutive placement in the top three publications nationally (2002-2014) in this category.



Sammie Smith of Roxbury was one of many delegates who attended workshops and meetings on behalf of the Branch 34 delegation. They deserve praise for a job well done.

The icing on the cake and most importantly received award was the arbitrator's rendered decision on our Boston Installation LMOU NALC-USPS *disputed issues* while still in Philly. The outcome was disclosed to me on the convention floor and received well it was! The first issue was the percentage of letter carriers allowed off between Christmas and New Year's Day. For decades there was only an allowance of 5% off during that particular week per station. The involved arbitrator ruled against the postal service on this issue and increased our percentage to 10%: a more favorable percentage for our Boston letter carriers. He based his decision on changing times within the postal service with their ability to hire "Holiday Carrier Assistants" and the decrease in first class mail. Just because 5% has been in place for years, doesn't mean things and circumstances don't change. He got it and he got it right!

The second issue involved CCAs and the Holiday Schedule Pecking Order. Management was determined and directed *not* to budge off making CCAs the *number one item* in the holiday pecking order. This approach by the postal service made local negotiations impossible because of their unwillingness to bend and negotiate. Branch 34 then took the position that CCAs should be scheduled in only after all full-time regular volunteers were solicited to work. Their inclusion after the full-time regular volunteers would merely be slotting CCAs in the pecking order where we previously had transitional employees (TE's). The arbitrator agreed: *a two-for!* I hope there's a lesson learned by the postal service here.

Next time they come to the table for local negotiations: **NEGOTIATE!** Thank you to the NALC, the assigned advocate and all the branch members and officers involved in this win.

Another highlight of the convention was having the distinct honor of nominating Region 14's National Business Agent and Branch 34 Brother **John J. Casciano** for re-election. John went unchallenged and was re-elected *by acclamation* to the position he has held since 1998. John is



Branch 34's own John J. Casciano was re-elected by acclamation as National Business Agent. John, the longest-serving NBA, has been serving as NBA since 1988. Congratulations John!

the most senior NALC NBA in the country. Congratulations to John and we wish him great success over the next four years.

A number of national officers and several NBAs were openly challenged during the nomination process and their election is scheduled to take place in the upcoming weeks ahead. I would encourage each and every member to vote in this fall national election because it serves a twofold purpose. First it is your privilege to participate in this process and second it lets the NALC see that Branch 34's members are involved and concerned in everything taking place within this organization. It means you're watching and will vote accordingly! Enough said.

All and all it was a productive convention and I thank the membership of Branch 34 for allowing myself and our delegation to represent your interests at this recent con-



MSNBC host Ed Schultz delivered an inspiring speech on worker unification and solidarity.

vention. Branch 34's delegates, once again, were still visible in the hall well into Friday afternoon's adjournment. I was proud of those in attendance at the hall and in the many workshops available to our attendees. There are a group of delegates that deserve recognition for the many workshops they attended. Some of these delegates are not branch officers or shop stewards and they hold no committee positions yet there they were in attendance capitalizing on the provided workshops every day during the week. One such delegate was **Sammie Smith** from our Roxbury station and he deserves recognition for a job well done.

These conventions are where we as activists rejuvenate, recharge and re-committ

in our fight to protect workers' rights in the workplace across America. That mindset was echoed over and over by the many delegates in attendance from Brooklyn to Santa Monica.

Guest speakers like labor's champion radio and television host, **Ed Schultz** delivered an inspiring speech on workers unification and solidarity. APWU President **Mark Diamondstein**, NPMHU President (and homey) **John F. Hegarty** as well as U.S. Senator **Bernie Sanders** (I-VT) all spoke of the need to unite to combat those internally and externally that are lying to the American public while trying to outsource our work and privatize not only the postal service but all government employees. There is an agenda across this country to destroy middle class America and we owe it to future generations to make sure it never comes to fruition.



NPMHU President John F. Hegarty delivers a stirring speech to the convention delegate in Philadelphia.

protecting our jobs. There is still a need to contribute to COLCPE, our political action fund, to help get our friends elected.

In next year's February issue of the "Postal Record" I'd like to see every Branch 34 member's name listed as a supporter of COLCPE. The "Gimme Five" campaign is *not* a lot to ask as a contribution to this vital cause. It's your own job you're protecting! A two dollar and fifty cents a week donation is more than affordable.

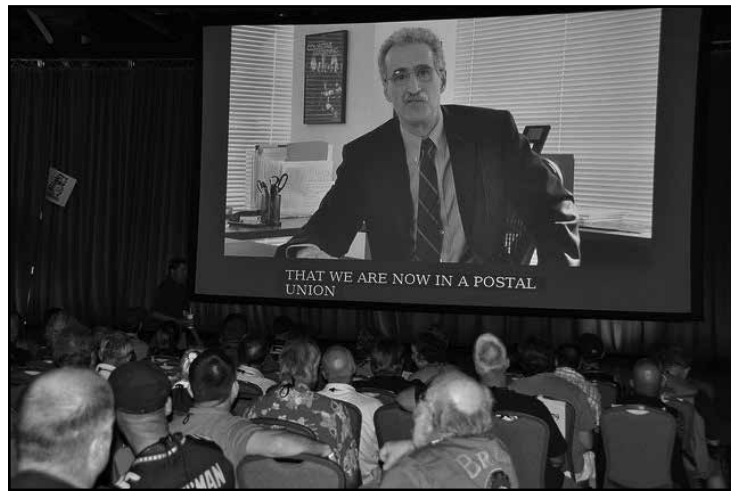
Hell I'm horrified that many of our alleged activists don't give *more* but elect to give the bare minimum. I know certain member's only give because of the "it wouldn't look right mental-

ity" if they didn't give. Some alleged activist didn't even contribute to COLCPE for years and only started to because they were embarrassed into giving. Whatever their motivational factor to give is, political or not, we'll take their contribution and put it to good use.

I'm asking every member to make a commitment to give to COLCPE. You'll



U.S. Senator Elizabeth Warren (D-MA) (above) and APWU National President Mark Diamondstein speaks to the convention delegates via video conferencing.



We listened to **Billy Hayes** from the Communication Workers Union in the U.K. speak about how the Royal Mail Service was privatized last year and the challenges they have since faced. From the American Federation of Government Employees we were entertained by President **J. David Cox** who articulated his love for the mail and his disdain for people like Rep. **Darrell Issa** (R-CA) and his continuous attacks on postal workers and government employees alike. His speech was a memorable one riddled with humor while simultaneously cautioning of the fight ahead against our foes.

We had many political friends address our convention that support our cause and we must reciprocate and support them also. We need to keep friends in office. I know many of us get frustrated with Washington's inability to get anything done in both Congress and the Senate. I get frustrated too but we can't turn our backs and walk away from those that support our concerns in relation to

sleep and feel better knowing you're doing you're part. It all starts with you so please get involved and give!

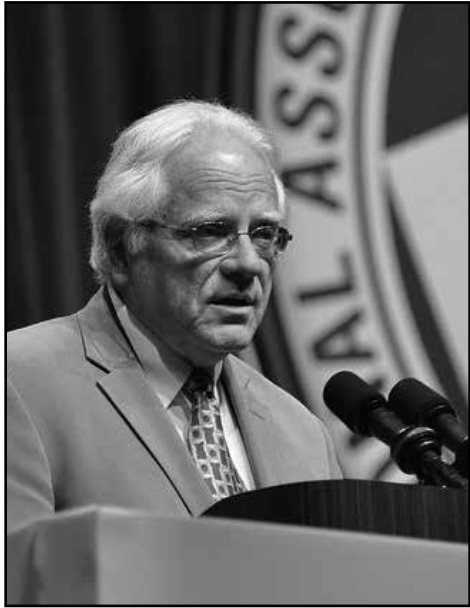
The other half of the coin is it doesn't go unnoticed. People take note where the political monetary support comes from. It establishes that we're more than just some



U.S. Senator Bernie Sanders (I-VT) challenged the government to stop outsourcing postal work during his emotional speech.

voice from New England. We're Branch 34! Now is the perfect time for every career branch member to contribute to this worthy cause. In your September 26th paycheck you will be receiving a 59 cent an hour raise which translates into \$1,227 annually. Take the time and take the initiative to give to COLCPE: it's your future.

I'd be remiss if I just brushed over the recent deaths of some of our past branch contributors like **Patrick V. Terrazzano** (AKA: Pat, Patsy, Tangueray, The Italian Stallion, Cha Chee etc...). Pat meant a lot



Arbitrator Tom Germano speaks to the convention.

to many of us, but to many the name friend meant the most. He was the first steward that I bonded with outside my station when I first became a shop steward and he was



Some of the many members we've lost this year – Watertown's Pat Terrazzano, Medford's Arthur Dinsmoor, Jamaica Plain's Tom Gavin, Lexington's Leo Riley and Malden's Al Meehan. They will be sorely missed.

a highly intelligent man. There were many sides to Patsy. Years ago he was battled tested while serving as shop steward of the Watertown Post Office by the likes of people like the infamous **Bill Graney**, and a few other colorful characters. Pat weathered the storm and dished it right back to them. He became a Branch 34 Trustee and later our Branch 34 Financial Secretary.

While serving this branch, Pat assumed different roles such as a member of the now defunct "Carrier Safety Team." Pat drove around in a government car making sure carriers were performing their job **S-A-F-E-L-Y**. The idea was we'd rather see carriers being corrected by carriers instead of being disciplined by management. That detail served a purpose but like everything else local management

could only see the cost factor of employing two full-time positions (dollars and cents) rather than the actual savings incurred by a reduction in injuries. Imagine two union carriers on management's clock; how preposterous.

Pat also was a member of our illustrious Route Inspection Team. You probably remember Patsy out back smoking cigarettes the week your station was under inspection if you've been around for a few years. He was the only guy I know who would go to Barnes and Nobles for a book and come back with a woman's phone number (*lol*). That was the "Italian Stallion". We had some good times and memories together and I personally will miss him. It was good to see his old workmates and friends by his bedside in his final hours: friends to the end. Cha Chee has left the building but not forgotten.

Another loss was that of my friend **Arthur Dinsmoor**, father of OPS employee **Keith Dinsmoor**. Arthur worked in the same station (Medford) and it was his retirement that created a shop steward vacancy that allowed me to get more involved. Arthur served this branch as an elected trustee and was active in both our 1968 and 2008 Boston NALC National Convention. He served as a delegate to many of our National Conventions and always displayed his branch colors proudly. He was Branch 34 through and through and though retired from the postal service in 1988 he continued to attend conventions and monthly meetings for decades until his health no longer permitted him to do so. He

was part of the **Bob Feeney - John Hehir** crew and they were the best.

Arthur also served on the Boston Mutual Benefit Association for longer than I can remember. Their board is made up of individuals that are *employed* by the association (Boston MBA) to oversee our contributed money and investments. That is *the* same association that charges the \$14 a year premium that provides a \$5000 death benefit policy.

**** Note:** You can *only* join this plan in your first three (3) years of employment and must be under forty years of age. If this sounds like something you'd be interested in see your shop steward or call the branch office. It's a great investment *don't let it pass you by.*

Also a word of caution to those en-

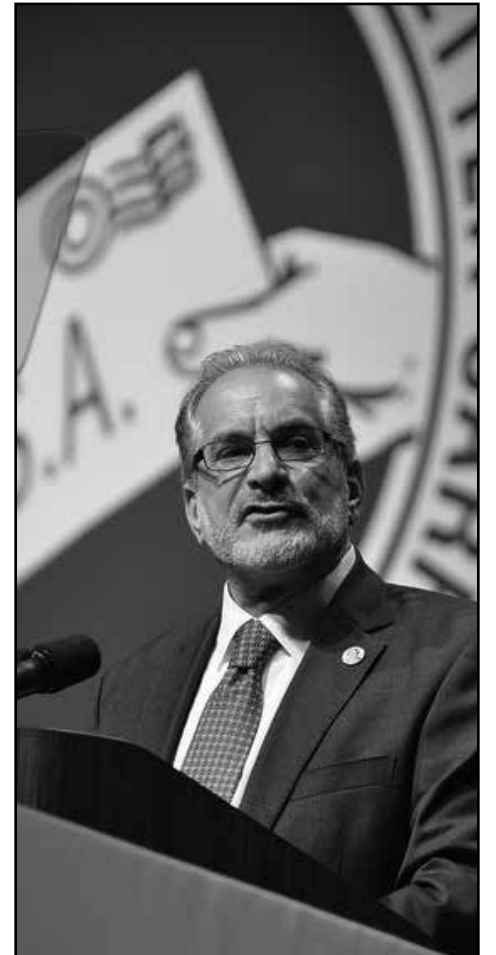
rolled Branch 34 carriers: If you enrolled in the Boston Letter Carriers Mutual Benefit Association, as I did, many years ago you may need to check on or change your policy's designated beneficiary. Especially if you were single when you joined the plan and subsequently married at a later date. Things change over the decades and you may need to make certain changes.

(The address and phone number are advertized every month in this publication.)

I recently visited Arthur at the soldier's home in Bedford where he resided and had a memorable afternoon reminiscing and discussing postal related issues with him. I left that afternoon in good spirits encouraged by his demeanor and state of being. I received a call a few weeks later Arthur had passed away. He'll be deeply missed.

Another great loss was these next two individuals that didn't personally know each other but were woven from the same fabric. **Tom Gavin** (retired JP) and **Leo Riley** (retired Lexington) were two quick witted individuals and both possessed a great sense of humor. You'd have to listen closely or they'd blow right by you with their comments delivered usually in a rapid fire manner from a fixed smile on their face. Tom was a past steward of Branch 34 in Jamaica Plain and Leo was a longtime "Branch 34's CLAN" cartoonist and retired member of Lexington. Leo continued to produce cartoons for the *CLAN* right into retirement. Both their smiling faces are now just a good memory.

Also I'd like to recognize the passing of another friend, **Al Meehan**, who retired from Malden many years back. He was from another lifetime when working for the postal service wasn't all about just making money. Al retired in 1984 and got to enjoy thirty years of retirement. That's something I wish for each and every retiree when they walk away from this job although **Peter Kay** from Fort Point wasn't that fortunate. Peter was recently killed in a motorcycle accident in Rhode Island after only about a year of retirement. That my friend happens



NALC National President Fredric Rolando welcomes the delegates to Philadelphia for the 69th Biennial Convention.

the "Bay" was all about. I think Louie called every *new* BBA carrier "Kid" but with affection. I can still remember my first introduction to "Big Lou" with his stogy hanging out of one side of his mouth while he talked out the other. "Listen kid you do what *we do* and you'll be alright, got it". "That manager/supervisor over there is a moron but he won't hurt you". That's how I remember *our* Lou.

He was one of the most colorful characters I ever met in any post office and he conjures up many good memories. He was probably the most entertaining letter carrier I've ever met and it was a privilege to know and work with Lou. They don't make-em like that anymore and working with Lou



NALC National President Fredric Rolando interviews NALC MDA Poster Child Reagan Imhoff and the recent Biennial Convention in Philadelphia, Pennsylvania.

more often than you would know.

Despite being retired and moving from Malden to Rowley, Al always made the effort to attend our Branch 34 Retiree Luncheon (sometimes in later years with the assistance of a friend, **Wally Comeau Jr.**). I believe the key to his long life was his positive approach. He always greeted everyone with a smile and a positive attitude with no room for negativity. *I firmly* believe that was his secret to longevity.

Lastly I'd be remiss if I didn't mention this most recent passing of an old friend **Louis A. Schraffa** who retired from the Back Bay Annex Post Office. "Lou the Shoe" or "Red" meant a lot to anyone that worked the "Bay" and exemplified what

was like playing a part in a daytime, on-going soap opera with a heavy dosage of comedy. I believe anyone who knew Lou loved Lou whether management or craft. It didn't matter whether you agreed or argued with the man Lou could charm a buzzard off a shit-wagon and the world was a better place with Lou in it. I personally will miss him. Rest in Peace.

All their smiling faces will be missed but I hope they're all in a better place with peace and tranquility. They worked for the postal service in life subsequently earning them all a place in heaven. God Bless every deceased member of Branch 34 over the past 124 years and may they greet our many "newcomers" with open arms.



Wayne White stands in opposition at the Philly Convention.

The 02127: Since We Last Talked...

For this article let's start out with some good news. Congratulations to the senior carrier in South Boston – **John Kenney**. John just recently marked his 30 year anniversary with the Post Office (8/4/84). I have known John for a number of years, not just as a SB truck driver, but going back to when I had just made regular and had bid into the JFK where John was the Shop Steward. Again, Congratulations John!

Continuing with the good news, want to wish lots of luck to SB letter carrier **Nicole Simon**. Nicole has been running half-marathons for awhile now but has recently decided to run her first full marathon later this year. Best of Luck, Nicole.

From the Field

Goodbye Summer!

As another summer enters the rear view mirror, I hope you all have taken some well deserved rest and relaxation. Hopefully, mandated overtime and pivoting are fading away along with the brutally hot summer days; giving way to more suitable working and weather conditions. From a personally standpoint, I always look forward to the cooler weather and all things fall; with the exception of maybe route inspections. I am extremely proud of all the hard work performed by the professional letter carriers of Branch 34 during this very difficult summer. I hope that all letter carriers are equally proud of themselves; it is not easy performing at such a high level day in and day out with all the obstacles we have to endure. Also, I hope that management has had the common decency to extend a thank you or a "pat on the back" to all carriers for their hard work; however, I won't hold my breath. As many of you may have already noticed, it seems that the change of seasons has once again brought with it many managerial and supervisory changes, the shake-up continues. What will this mean to our carriers, well nothing to most; albeit, it's inevitable that some management types will be looking to "change the world, or at least make a name for themselves" so, stewards and carriers beware the "discipline train" may be pulling into a station near you.

Souls for Sale

Am I alone in thinking that their must be a shortage of qualified and adequately trained supervisor through our district? I'm not saying there aren't some good ones out there because there are but, clearly not many. To fill this void management is now raiding the cubbards (so to speak) of the rank and file. Management offering many carriers the opportunity to become 204b supervisors, leaving many station even more understaffed than before. A surprising number of carriers are defecting, including several former Stewards, if you can imagine. Honestly until recently, I never had much of a problem with a carrier (not a steward or former steward) becoming higher level temporary supervisors as long as they didn't forget where they came. Sadly, I just dealt with a situation where a letter carrier was heard by a new 204b making some less than complimentary comments about a manger, which I do not condone for the record. However, the said comments were made out of frustration and in poor taste, and not directly to the manager. This 204b, which I'll remind you, is a letter carrier by craft and title, ran into the manager's office unsolicited to report the other letter carrier and followed it up with a scathing written statement. Subsequently, the letter carrier was issued discipline by the manager. Why would the 204b do that? The only explanation I can come up with is "He sold his soul to the devil," he apparently forgets what it is like to not only to

She's Back...

Karen Goldblatt has returned as Manager in South Boston. As you know she was last seen on Tuesday May 27th, the day after Memorial Day. The day she returns? Why, by some strange coincidence September 2nd, the day after Labor Day. Did you enjoy the summer off Karen?

Goldblatt's disappearance from the face of the postal planet had been cause for concern with management. The scuttlebut had been that they were going to respond in typical, lightning fast, postal fashion. They would have put together a proposal to search for Goldblatt, study the proposal, figure out how to fund it (don't properly



Brian Manning
Area Steward

be a letter carrier but a strong union brother as well. I am growing tired every time this type of situation surfaces, other letter carriers make excuses for the 204b by saying, well the contract states he can become a 204b or he's injured anyway. I know, I get it, it was written into the contract; however, I don't think it was for the intent of harming other letter carriers. I hope the 204b in question doesn't think that his flip-flopping of allegiance and traitorous actions have gone unnoticed by the union and the letter carriers who once considered him a brother. You can't play for both teams; obviously you made your choice. I would like to encourage all stewards who have a detailed 204b higher level supervisor either working in their office or who owns a carrier route in their office, make it a point to review their PS form 1723; paying close attention to the time frames of their detail assignment and investigate the potential grievance forcing them to vacate their bid route assignments, if applicable. Help deserving union brothers or sisters, who don't have an identity crisis, take advantage of the opportunity to own a bid route assignment. Please contact the branch office for assistance in filing the appropriate grievances.

50/50 Raffle

By now all carriers should be well aware of both the Branch 34 Scholarship Fund and the 50/50 Raffle held at our monthly Branch meetings. This past February, I was tasked with trying to reinvigorate a struggling 50/50 Raffle; which is the primary source of funding for the (6) \$1,000.00 scholarships awarded annually. At the onset our fundraising efforts were met with an overwhelming positive response, recently unfortunately interest and participation has seemed to stall a bit. That being said I am proud to report we have been able to raise approximately \$2,500.00 to date (February through the September meeting) which is up considerably from the year prior; but, we still have a ways to go. I have also been made aware that several stations have not been participating in our raffle, for what reasons I can't figure out. I can attest that a monthly attempt has been made via mailing by me to provide our shop stewards or office point person with the appropriate information and raffle tickets. Any carriers who wishes to participate in the raffle should inquire with their steward, if there are any questions or concerns in regards to the stewards not receiving ticket for sale in their offices; please call the branch and leave me a detailed message and contact number and I will make every effort to rectify the situation. Thank you all for your participation and cooperation.

staff offices maybe?), conduct interviews for the most qualified candidates to be on a committee (lol as I write that), train on the equipment and procedures they would use in the Goldblatt search and then, wait for it, ask Labor to review the whole effort. The hope was to begin the search in early 2020.

But wait, maybe now they can use the same action plan to find **Jeff Jenkins**, the former SB Acting Manager displaced by Goldblatt's return. Jeff! Jeff!

Speaking of hapeless management there was an experiment in SB that only lasted one day if that. It appeared the plan was to bring in a new 204B to cover closing, move the closing 204B to mornings thus freeing up **Tom Gunn** to do administrative work (i.e. write up disciplines) while Mgr. Jeff Jenkins made plans to get the station inspected. But that didn't go as planned. The new 204B candidate came in looking like Panama Jack, complete with sandals. The next day PJ came in dressed in business attire but had to have Gunn show him how to tie his tie (on the workroom floor no less). I am not making this stuff up, this really happened. The candidate decided this was a bad choice and went back to carrying in Roxbury.

Mail Disconnect

This is a story of how Postal Disconnect is not helping the cause. We had the chance to have one of the town weeklies use the PO for its delivery. After a couple of weeks the mailings stopped. I often run into the editor of this weekly and one day I asked why we weren't getting the business and if I understood correctly it was a problem with verifying postage meters. I reached out to a former SB 204b who is now working on marketing for assistance. That was several

months ago and haven't had a response yet.

Now I can be a killer, but I am an reasonable killer. I ran into the marketing contact two weeks ago and reminded him of the problem and told him my complaint was going into the *CLAN*. I was clearly giving him another opportunity. He said he would follow up with the editor personally and get back to me. As of publication date, still no response. Even if the editor had decided he didn't want to do business at this time, get back to me. Very discouraging.

COLA

As of PP20 (9/26/14) we will receive a COLA of \$1,227.00. And on November 15 we can expect a raise of 1.5% (*a sarcastic yippee*).

Heard from several managers out there that at a recent Postmasters meeting the issue of the number of CCAs' quitting was raised. The Post Office did a survey of the CCAs' who quit and an remarkable 87% responded and identified not receiving proper training and that when they brought issues to management they were ignored as the primary reasons they left. Now that management can no longer deny what we have been saying for months (in addition to the low pay issue) what are they going to do about it? Please don't let it be the Goldblatt search committee process.

A little birdie told me Branch 34 EVP **J.T. McMahon** just celebrated his 65th birthday on August 8th.

Monitoring Your Paycheck

Too often today we are hearing about Carriers, in particular CCA's, having problems with their pay. Keep in mind that employees are to be paid for all hours worked, period.

Management is under the mistaken impression that it's their money coming out of their pocket. **WRONG!** You work it, you've earned it.

Please, each day you work, write down your work hours. At the end of each payperiod make sure all hours are accounted for.

When using Leave (sick or annual) make sure correct Leave is used. Management has a tendency to use your Annual Leave when Sick Leave was previously requested.

There has also been many issues with newly-hired CCA's Good Start work-hours. An email is sent to the assigned office of each CCA and the hours worked for that week. In many cases the email is overlooked, whether intentional or not, ultimately resulting in a newly-hired CCA not receiving pay for all hours worked on their very first USPS paycheck. You can only imagine how well that goes over.

In order to avoid any inconvenience to the employee and delaying their pay, Shop Stewards please, make sure Management has entered their Good Start hours. If not, request that a Pay Advance/Draw be made.

All CCA's, while you are using a PS Form 1260 (non-transactor card) and until you receive your actual Time Badge, please remember to photocopy the 1260 each day, so if there is any discrepancies at less there is documentation to track and support those hours in question.

Here is an example of why photocopying the 1260's is a good idea: Just recently a CCA approached her Steward and informed them that she believed she was not paid for all hours worked. Knowing she was using a PS Form 1260 (non-transactor card), the

Steward asked if she had copies of the days in question and that she did.

After requesting Employees Everything Report, it was concluded Management failed to pay her 14 plus hours. On two specific days in question the CCA ended her tour at 1800 (per PS Form 1260) but Management arbitrarily entered her end time as 1600. On another day no hours were recorded, therefore illegally not paying her for actual hours worked. Pay Adjustments were ultimately made but its bitterness of not being properly paid in the first place that still lingers along with the inconvenience of having to wait one to two PayPeriods for your money.

If ever an opportunity arises when I could do Management Payroll for just one payperiod, I would jump on it. I would like to see how they would feel to be missing a hour, let alone 8, 20, or even 40 hours on their paycheck.

We all must be our own **ACCOUNTANTS**. Monitor your paychecks!

Odds and Ends

I would like to wish a Happy Retirement to LJP Letter Carrier **Paul Hayes**, who retired on July 1st. I wish you the "BEST" in your endeavors. Best Wishes and Good Health.

Congratulations to **John Casciano** for being re-elected as Region 14's National Business Agent. John, your hard work does not go unnoticed.

To our Friend and Retired Letter Carrier **Tommy Gavin** who recently passed. We



Michael Kidd
Area Steward



Bernadette Romans
Area Steward

(continued on page 7)

Increased GPS Monitoring Coming to a Post Office Near You

As if Letter Carriers aren't subjected to enough scrutiny on a daily basis while in the office and out on the street delivering mail, what with the multiple MSP scan points, the GPS component of the IMD's (Intelligent Mail Device) and 204b's impersonating those animated cartoon magpies *Heckle and Jeckle*; comes word that the Postal Service is once again in the process of developing and pilot testing a new *Delivery Management System (DMS)* to 'improve carrier street efficiency'.

The only problem is, stop me if you've heard this before, these rocket scientist's are not sure if it actually will work!

This new Delivery Management System is said to combine *Global Positioning System (GPS)* information and other data from various systems to allow supervisors to see "at a glance" the location of each carrier and whether they are ahead of or behind their scheduled delivery time. These scheduled delivery times are based on each routes' base evaluation and the associated Managed Service Point scan times on each route.

This system will also include *Geo-fence Technology* to assist supervisors in monitoring delivery operations. Geo-fence technology is a system based on the concept of virtual geographic zones. Should a carrier deviate from his or her designated geographic zone during street delivery, an alert is sent to the supervisor in an email or text message.

The geo-fence component of the pilot program was expected to begin in July 2014. There are seven planned test sites consisting of one delivery unit in each of the seven Postal Service areas of operation with Nashua, New Hampshire the lucky recipient in the Northeast Area.

But not so fast. The USPS Office of Inspector General (OIG) has been reviewing the Postal Service's implementation of this street surveillance program and discovered, you guessed it, "Inaccuracies". Specifically, the projected scan times are not adjusted for *authorized route deviations* which occur when Carriers are assigned deliveries on

portions of additional routes for pivoting and/or overtime assignments. This occurs because the Postal Service has not updated the Delivery Management System for these authorized route deviations. Management planned to address this scan variance issue in April 2014; but, as of June 2014, had not finalized the adjustments.

"Inaccurate scan variance data may cause supervisors to react to carrier delays that are actually justified based on their daily delivery assignment."

At first glance, this new DMS appears nothing more than another acronym on the long and dusty trail of USPS misfit plans and policies. But it should also be a red flag to every active Letter Carrier to perform your duties in a safe and profession manner and be where you are supposed to be at all times throughout the work day.

The expenses that this company will go to demonstrate that they do not trust you is extraordinary. It's no wonder that many of our members feel that they spend their entire postal careers' looking over their shoulder waiting for the proverbial foot to drop.

In an unrelated yet similarly bizarre tale, one that should surprise no-one, the OIG also recently reported that the USPS in the Northeast Area has lost track of 35 leased box trailers. How they *lost them* is still appears to be a mystery; I mean, its not like they lost a wallet or set of car keys, these trailers are more than forty-foot long and twelve-feet high! Perhaps, these trailers are simply traversing the highways and byways of the east coast loaded with the legendary hidden route inspection mail.

It appears that in March of this year, the OIG began a process of accounting for the owned and leased trailers utilized by the Postal Service as a cost effective way of moving large volumes of mail and related equipment. It is estimated that the USPS leases approximately 10,000 trailers nationally.

The report goes on to note that the USPS Office of Inspector General has *continuously expressed concern over the Postal Service's lax oversight* of its leased trailers, having issued over 19 such reports covering leased trailers from March 30, 2001 through September 28, 2009.

Never one to jump into anything other than the increased scrutiny of its Letter Carriers', the Postal Service waited until 2011 before initiating a plan to access their leased trailer inventory. It was apparently during

this process of accounting for and determining the actual location of their leased trailers that the New Jersey NDC could not account for 35 trailers. The report states that 'they were initially determined to be missing and after an extensive search, they were subsequently classified as lost.'

In its conclusion, the OIG 'confirmed that Postal Service officials in the Northeast Area were unable to account for 35 trailers and could not provide documentation of ever receiving the trailers from the leasing company. The Postal Service continued paying lease costs of \$249,454 for the trailers for 2 years (October 1, 2011 to September 30, 2013), even though it could not validate their location or use during that period. We confirmed that New Jersey NDC and Northeast Area officials searched for the missing trailers, and the search did not reveal any records of trailer movements. As a result, the Postal Service stopped the monthly lease payments in October 2013 and paid the trailer supplier \$37,920 for the residual value of the 35 trailers. They received the titles in April 2014 for the lost trailers...

Because the Postal Service was unable to locate the 35 missing trailers or show details on trailer utilization, we estimate the Postal Service unnecessarily paid \$124,72713 annually in leasing costs, or \$249,454 over 2 years. In addition, the Postal Service unnecessarily paid an additional \$37,920 in damages to the supplier to replace these lost trailers.'

Finally, the OIG report notes that Postal Service Headquarters management intends to consolidate leased trailer information into a central data base utilizing among other systems, you guessed it, G.P.S.; although such effort is still purportedly in the 'planning phase'. At least it should be comforting to know that postal management doesn't want to misplace any of its Letter Carriers the same way it loses track of its processing equipment. No amount of money is too much to keep the peek on you.

Yet another inept Postal Service saga filed under *you can't make this s%# up!* (Source: postalreporter.com; postal-news.com)



Michael Yerkes
Financial Secretary

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**
Joshua M. Mahoney..... C.C.A.
Mark Martus..... C.C.A.
- BRAINTREE**
Joseph Charnody..... C.C.A.
Eric Harrison..... C.C.A.
- BROOKLINE**
Christine M. Bailey
Linda M. Hazell
- CAMBRIDGE**
Angel Flores..... C.C.A.
Chris Gleason
Michael Kostaras..... C.C.A.
- CAMBRIDGE-MOONEY ST.**
Kevin Foley..... C.C.A.
Janice A. Hudson
Alicia Jackson..... C.C.A.
Blanca I. Teebagy
- COHASSET**
Jessica L. Pasteris..... P.T.F.
- DORCHESTER**
Trenton Johnson..... C.C.A.
- HINGHAM**
Mark J. Dion
- IMC-CHELSEA**
Bianca Aguilar..... C.C.A.
Jim Castellanos..... 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
Alejandra Morales..... C.C.A.
Daniel Richman..... C.C.A.
- LEXINGTON**
Kathleen Silveira..... C.C.A.
Robert J. Warnock
- MALDEN**
Eileen M. Finn
E. Kamili..... C.C.A.
- MEDFIELD**
Elizabeth I. Ray
- MEDFORD**
Gerald M. Lytes..... C.C.A.
- MILTON**
Katie Nickerson
Charles S. Rosen
- NEEDHAM**
Anthony DiBona..... C.C.A.
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
- ROXBURY**
Alkaleem Abdellah..... C.C.A.
John M. Finn, Jr..... C.C.A.
J.Z. Mature-Hill..... C.C.A.
Robinson E. Morales..... C.C.A.
Keiller Smith..... C.C.A.
William Trautman..... C.C.A.
Mike Wilform..... C.C.A.
- REVERE**
David M. O'Connor..... C.C.A.
- ROSLINDALE**
Zeke Meginsky
- SOMERVILLE**
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.
Luo Ming Kun..... C.C.A.
- WELLESLEY**
James Sullivan..... C.C.A.
- WELLESLEY HILLS**
Allison Magee..... C.C.A.

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:

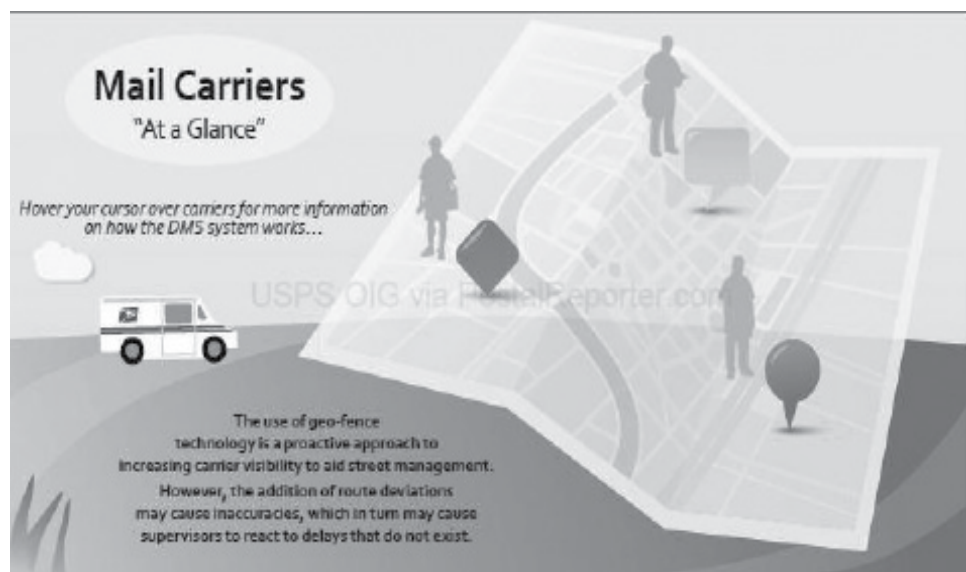
- Mitchell A. Cole..... Malden
- Joseph M. Connors, Jr. Fort Point
- Paul A. Gleavy..... Milton
- Charles L. Golay..... Waban
- Paul K. Hayes..... Jamaica Plain
- Susan J. Johnson..... Quincy
- Eleanor B. Joyce..... Fort Point
- Michelle B. King..... Arlington
- Michael K. Lampron..... Roslindale
- Nancy A. Magee..... J.F.K.
- Michael G. Martin..... Porter Square
- Edwin J. McLaughlin..... Milton
- Brian M. Mullane..... Needham
- John D. Sweeney..... Milton
- Thomas F. Wilson..... South Weymouth

Monitoring Your Paycheck...

(continued from page 6)

will not only miss you but that smile that touched so many along the way. Thanks for all the laughs. Rest in Peace, dear friend.

Our deepest condolences to his wife Dotty and their families. May you all cherish the memories you had together.



The DMS will display an icon to indicate the location and timeliness of each carrier. As illustrated above, a red circle indicates the carrier is more than 15 minutes behind schedule, a yellow square indicates the carrier is fewer than 15 minutes behind schedule, and a green diamond indicates the carrier is either on time or ahead of their scheduled delivery time.

★ ★ To Our Troops! ★ ★
Thank You For Your Service and Your Sacrifice!
BRANCH 34 SUPPORTS YOU!

Branch 34 Stands Tall at the 69th NALC Biennial



Branch 34 Delegates follow along with proposed amendments and resolutions.



A look at the NALC Convention Dais from the floor of the Pennsylvania Convention Center in Philadelphia.

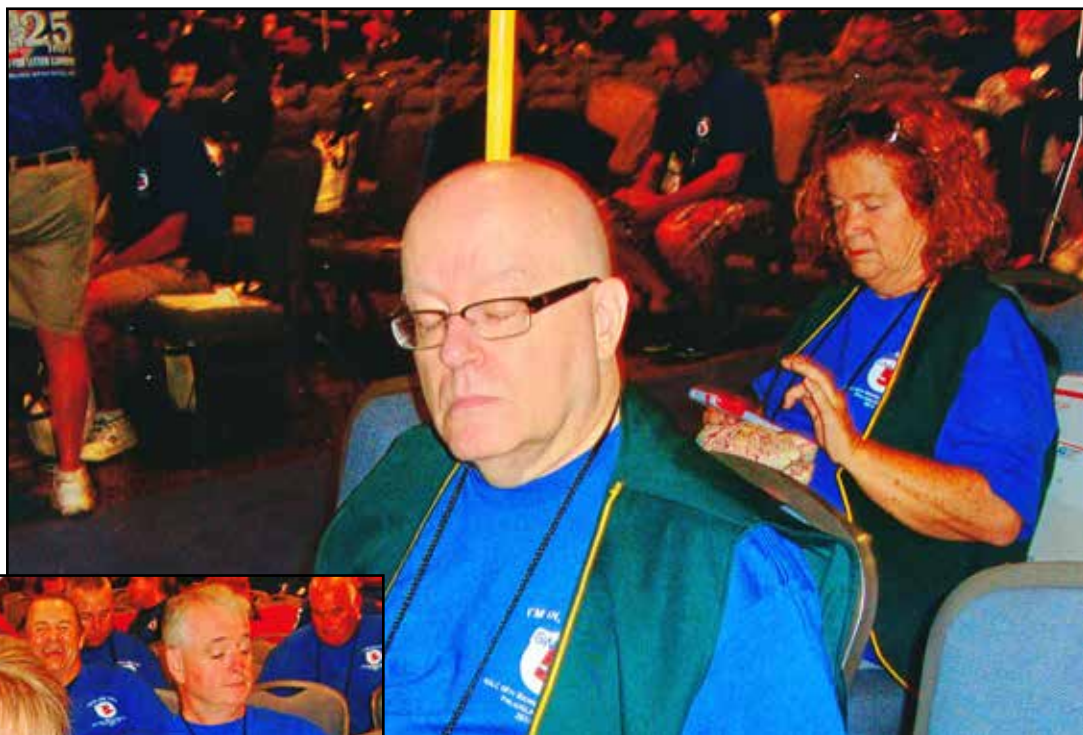
Convention in Philadelphia, Pennsylvania



Wollaston's finest Shop Steward Tom Rooney and Good Start Instructor Wanda Hamm.



Fort Point Shop Steward Lenny Tescione and Kevin Feeney.



Hard at work.



Branch 34 Election Chairman Harry Judd with Fred London looking on.

More from the Branch 34 President

Election Committee Chair John Baginsky Steps Down

By Bob Lind,
Branch 34 President

You can search far and wide but you'll be hard pressed to find a stauncher union activist and supporter than long-time friend and former Medford Shop Steward **John Baginsky**. I always held John in the highest esteem for he set the bar for the membership while never losing sight of what his mission was: to protect those he represented.

You may not have always wanted to hear what "the man" had to say for he never sugarcoated the truth. I learned to appreciate John's input and candidness in the way he conducted himself on and off the clock. As a steward he had little patience for nonsense and dealmakers but especially scabs. Nothing irked John more than a



Former Branch 34 Election Committee Chair John Baginsky

freeloader not paying his or her fair share and not supporting their union. In his eyes they were vermin. He also expected people to be trustworthy and straightforward, the same qualities he displayed himself. This mentality would prove to be the cause of much frustration due to the lack of credibility, character and integrity he periodically ran into during his tenure while working for this union.

Outside the post office, John led by example. As loyal as he was to his union he was even more so to his family and rightfully so. John set the bar as a husband and father. I watched in awe as he raised his children and provided for his family. He always found time for his girls (now grandkids too) even when working two jobs. He was inspirational as a person and the perfect choice for Branch 34's Election Chairman when solicited by past branch President Ed Masiello back in the nineties. John accepted the challenge and respected the duties entrusted in him over the years that followed. He *never* displayed any partiality of any candidate and would *never* allow an election's integrity to be compromised during his tenure as Election Chairman of Branch 34. He treated that position with the utmost respect and understood the impor-

October & November Meeting Dates Changed

The upcoming *October* and *November* Branch 34 Monthly Meetings have been changed from the normally scheduled second Tuesday of the month to the **third Tuesday of the month**.

The October meeting will take place on Tuesday, **October 21, 2014** at the Elk's Hall in West Roxbury located on the corner of Spring & Morrell Street and will start at 7 PM.

The November meeting will be conducted on Tuesday, **November 18, 2014** in Malden at the Moose Lodge located on 352 Broadway (Route 99 exit off Route 1 South) and will start at 7 PM also.

These scheduled changes were *voted on and approved by the membership* present at the September 9, 2014 Branch 34 Monthly Meeting.

— Bob Lind, Branch 34 President

tance and trust that had been placed in his possession but most of all he respected the membership. Unfortunately that trust was not always reciprocated by those he fought so hard to serve.

My friend, your chairman has endured his share of hardships over these past years and most recently the loss of his loving daughter, Kathleen, to cancer. Just like he was in every aspect of life he stood tall beside her until the end. I'm also saddened to announce that John has elected to step down as Branch 34 Election Chairman. I fully understand and respect John's decision for he's earned and deserves a peaceful retirement moving forward. No longer will he need to deal with the stress that derives from our many contested Branch 34 elections and I thank him and his wife, Joanne, from the bottom of my heart for the sacrifice they both made during his tenure while serving Branch 34. He leaves that job the way he arrived with his character and integrity intact. I'm proud to have served with John throughout the years and to have had the distinction of being considered one of his friends. You can find no better title in this world today. We wish him that peaceful retirement in the future.

New Election Chairman Appointed

Replacing John Baginsky as Branch 34 Election Chairman will be former Back Bay Annex Shop Steward and current "Good Start" Instructor **Harry Judd**. Harry has been an NALC Activist for many

years and understands the commitment and entrusted duties that come with this appointment. Harry Judd is the right person for the job and fortunately for Branch 34 accepted the challenge. He looks forward to working with Branch 34's Election Committee in future elections and Harry carries on a tradition of integrity and trustworthiness.



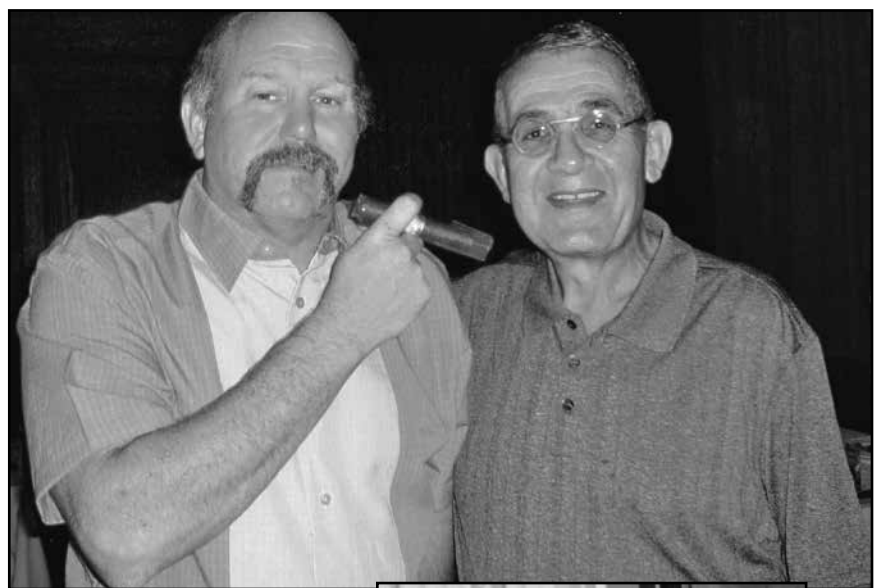
New Branch 34 Election Committee Chair Harry Judd

Contractual COLA Increase

COLA increases will be realized in your September 26, 2014 paycheck amounting to .59 cent an hour increase or \$1227 annually. This is the deferred second contractual COLA of \$541 and the fourth contractual COLA of \$686.

Also *this November 2014* we are scheduled to receive a *1.5% salary increase* for the grade and step in effect on the date of this agreement. This is for Table 1 and Table 2 employees as outlined in the 2011-2016 National Agreement under Article 9.2.

CCAs will receive this and an additional 1% of their hourly rate as outlined in Table 2 amounting to a 2.5% increase for CCAs.



Compadres Sammie Smith and Harry Judd.

More from the 69th NALC Biennial Convention in Philadelphia



Branch 34 Rallies at Boston's City Hall Plaza to Stop Staples from Privatizing Our Work!

On Wednesday, August 27th at City Hall Plaza a rally/picketing was conducted to raise public awareness of the attacks against postal craft employees by the postal service hierarchy. Our illustrious leaders in Washington's L'Enfant Plaza have decided to team up with the Staples Corporation, at the expense of our sister union: the APWU, and allow Staples stores to accept USPS packages across their counters. The postal

personal and should be interpreted as such. I contacted every steward twice by mail in hopes of raising carrier awareness. These postings were sent to be posted in every station. I believe most stewards made our membership aware. I even did a mailing to our retirees in hopes of those available and healthy enough could perhaps participate but more so because I didn't want our retirees feeling excluded.



service denies that their actions are an attempt to privatize our work as articulated by APWU leaders, **"But if it looks like a duck, walks like a duck and quacks like a duck, IT'S A DUCK!"**

We converged on the Staples located on the fringe of City Hall Plaza and picketed Staples & PMG Patrick Donahoe's attempt to **"SCAB OUT"** good middle class jobs to avoid paying union wages and benefits while exploiting the general public by compromising the security and sanctity of the U.S. Mail.

What does the consumer get for this inferior service, a discount? The answer is a definite No! Can Staples guarantee secure postal delivery? Again No! Will Staples guarantee they'll be in business tomorrow?



We know that's a guarantee they can't deliver. They can only give a guarantee if USPS employees are manned behind their counters.

We've fought to bring this business back over these past years. We've worked with Customer Connect, Amazon.com and other programs like "Stamps by Mail" catering to customer service. There comes a time where we draw the line and this is *one such time*. Today it's clerk work – tomorrow it's carrier work. The fact is these attacks are



Branch 34 Area Steward Brian Manning and Branch 34 Secretary-Treasurer Kevin Flaherty.

I was disheartened to see the lack of support our brother and sister APWU members received from the carrier craft at this recent rally. They were there for us at our "Save Six-Day Mail Delivery" rally and others in the past. We need to be there for them! Our four national union leaders have recently signed a pledge to work together. We support each other, as it should be. Clerks, Carriers, Mailhandlers and Rurals: We're all employees together in a common cause.

I know the scheduling of this past rally was at a difficult time of year and hour for many. It was scheduled purposely at rush hour to maximize its visibility with the viewing public. I also know many offices



were and will continue to be short staffed due to vacations and other factors. I don't expect everyone to be available but I do expect those that are available to be supportive.

So the next time our brother and sisters need our support: let's be there in full force to support them. The U.S. Mail is **NOT FOR SALE** and more importantly **DO-NAHOE HAS TO GO!!**



Branch 34 President Bob Lind and Branch 34 Financial Secretary Mike Yerkes.



Branch 34 supports APWU job action by picketing Staples at City Hall Plaza in Boston.

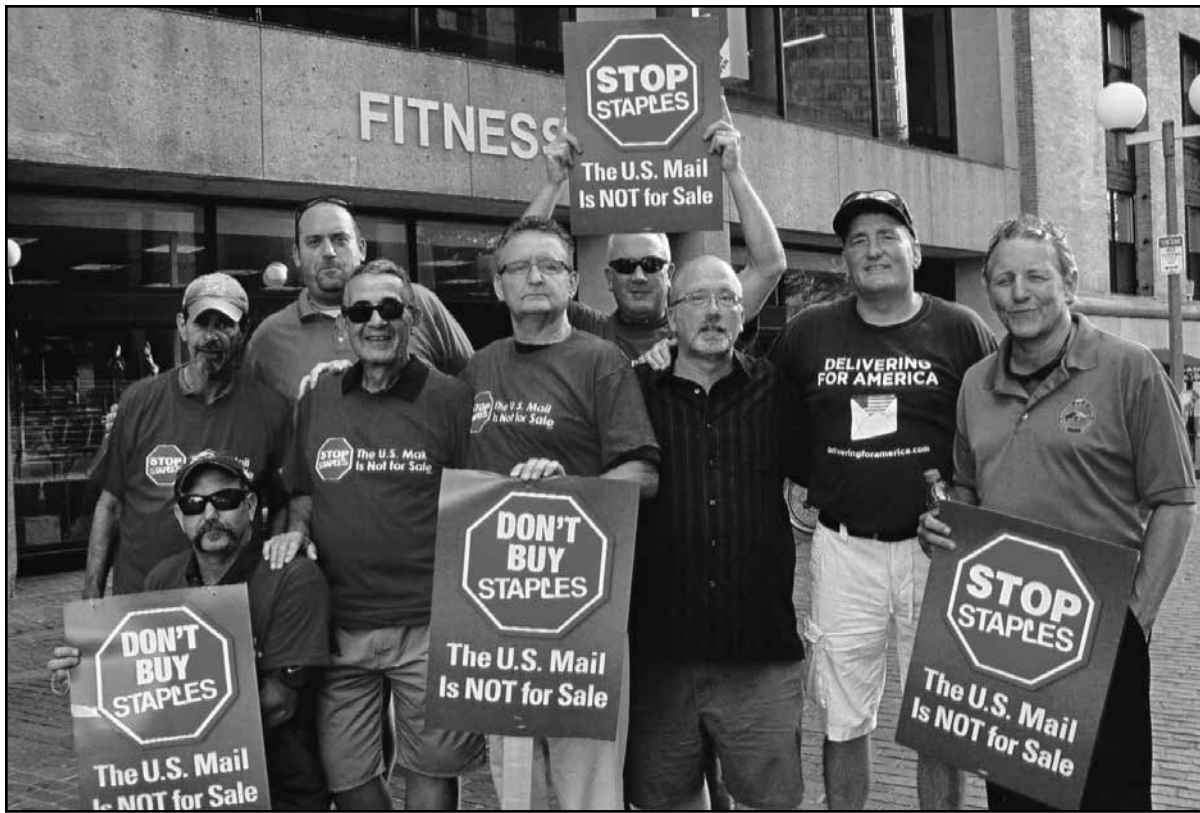


Branch 34 President Bob Lind speaks with Tim Sullivan, current advisor to Boston Mayor Marty Walsh for External Affairs. Tim formerly was employed by the Massachusetts AFL-CIO.



Lexington APWU Rep. talks shop with Branch 34 President Bob Lind.

See more photos on page 12



Branch 34 NALC joins in picket with APWU and other affiliates.

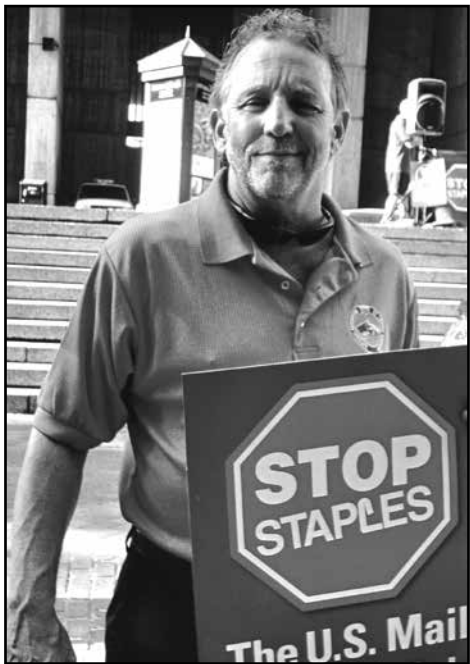
Branch 34 Joins Staples Boycott



Members listen intently.



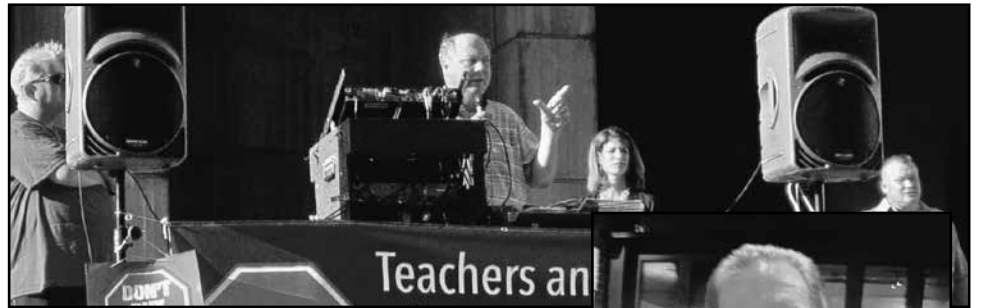
Wollaston Shop Steward Tom Rooney and Branch 34 Secretary-Treasurer Kevin Flaherty.



Branch 34 Financial Secretary Mike Yerkes.



Branch 34 Sergeant-at-Arms Mike Murray.



Rich Rogers of the GBLC addresses rally.



APWU NBA Steve Lukosus.



Fort Point's Kevin Feeney strikes a pose.

Branch 34 Says Farewell to a Recent Retiree!

Malden's Mitchell Cole



Mitchell Cole gets a round of applause on his final day at the Malden Post Office.



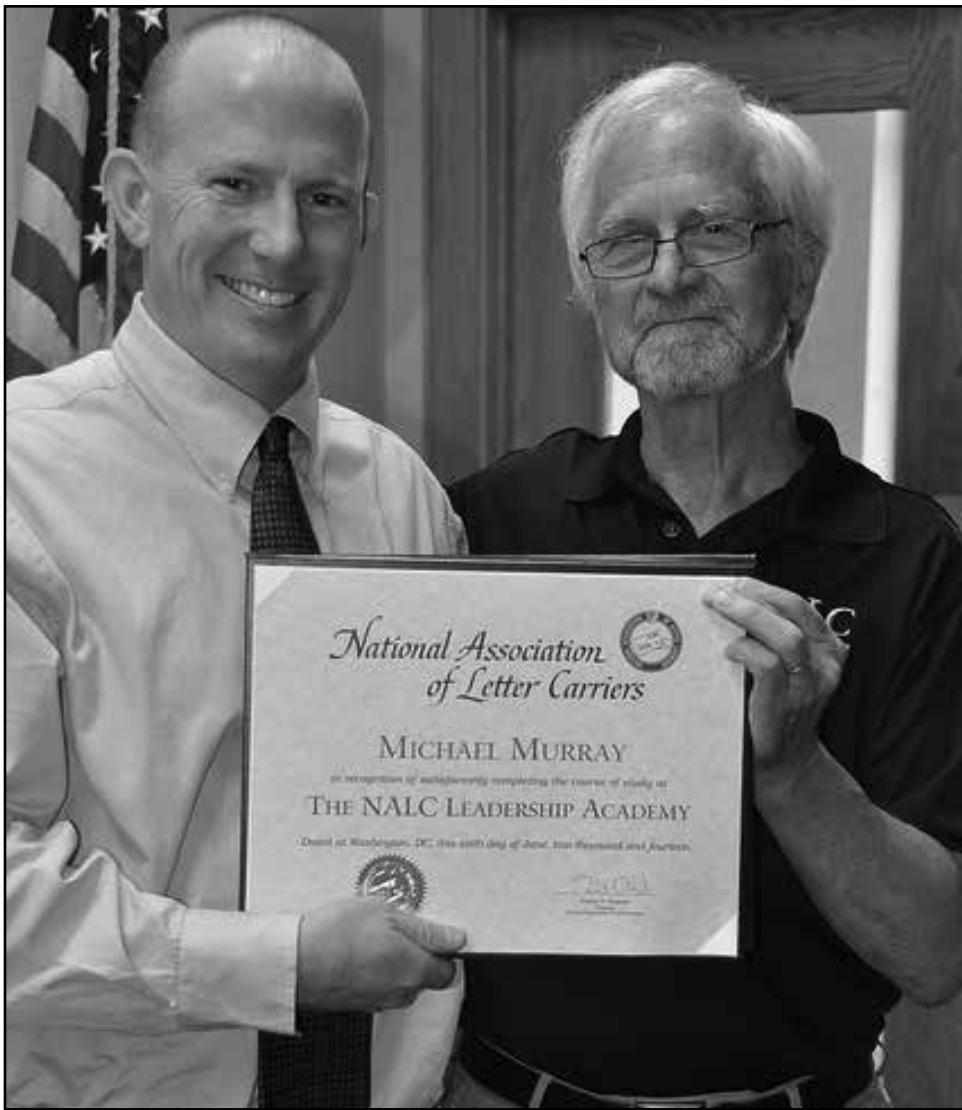
Malden's Mitchell Cole receives his retirement watch from Branch 34 President Bob Lind.



Malden's Mitchell Cole receives congratulations from one of his co-workers.



Mitchell Cole of Malden is thrilled with his new Branch 34 jacket at his retirement party.



Branch 34 Sergeant-at-Arms and MSLCA Treasurer Michael Murray graduates from the NALC Leadership Academy.

NALCREST Apartment Bids - Two-Week Intervals – SIGN UP NOW!!

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

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

The weeks start on Monday and runs through Sunday. A random lottery will determine the selection if more than one request is submitted for the same weeks. You can submit multiple weeks.

The apartment is available for two-week intervals only.

- September 22 – October 5, 2014
- October 6 – October 19, 2014
- October 20 – November 2, 2014
- November 3 – November 16, 2014
- November 17 – November 30, 2014
- December 1 – December 14, 2014
- December 15 – December 28, 2014
- December 29, 2014 – January 11, 2015

- January 12 – January 25, 2015
- January 26 – February 8, 2015
- February 9 – February 22, 2015
- February 23 – March 8, 2015
- March 9 – March 22, 2015
- March 23 – April 5, 2015
- April 6 – April 19, 2015
- April 20 – May 3, 2015
- May 4 – May 17, 2015
- May 18 – May 31, 2015
- June 1 – June 14, 2015
- June 15 – June 28, 2015
- June 29 – July 14, 2015
- July 13 – July 26, 2015
- July 27 – August 9, 2015
- August 10 – August 23, 2015
- August 24 – September 6, 2015
- September 7 – September 20, 2015
- September 21 – October 4, 2015
- October 5 – October 18, 2015
- October 19 – November 1, 2015
- November 2 – November 15, 2015
- November 16 – November 29, 2015
- November 30 – December 13, 2015
- December 14 – December 27, 2015
- December 28, 2015 – January 10, 2016

There is No Certain Speed for Carriers to Walk or Drive

Management would like to have all perfect speed demons in perfect physical shape delivering as fast as possible, unfortunately for them...there is no perfect carrier, just like there is no perfect manager.

NALC stewards know that under the national contract, carriers are protected as individuals that are allowed to work their routes at **THEIR INDIVIDUAL BEST EFFORT.**

Management would like to impose a certain standard for casing mail that is close to lighting speed, 18 and 8 is a guideline, the speed at which a carrier cases mail is set by the carrier, which is casing the mail at a speed that the carrier is most efficient.

As carriers you must know that as long as you are gainfully employed and casing at your individual best effort, you are doing what you are paid to do!

There is no certain speed at which the carrier is supposed to walk or drive, carriers work at their own speed to their individual best ability. A carrier weighing 250 lbs. who is 50 years old is probably not going to walk or climb stairs as quickly as a 22 year old who weighs 160 lbs., this is called demonstrated ability. As much as management would like to force you to go as quickly as the 22 year old...at 50, it's probably not going to happen. **THERE IS NO STREET**

STANDARD TO BE MET BY ALL CARRIERS.

If your manager or supervisor tries to compare your office or street time with another carrier who delivers in less time than you, then the supervisor is setting a standard that he/she is not authorized to set. Arbitrator **Thomas F. Levak (C-5952)** stated that comparisons of performance between individual carriers cannot be used as a basis for discipline, but that each carrier must be individually evaluated and office time and street time has to be set according to the individual carrier on a specific route.

Carriers are not required to carry mail as fast as the fastest carrier and as long as you are carrying mail the way you were trained to do and carrying at your individual best effort...then you are doing the job that you are paid to do. If your supervisor is not satisfied with your honest best effort, then please see your steward ASAP.

Thank you.



Marty Foley
Trustee

Get Out and Support the MDA Satchel Drive

The 69th National Convention has come and gone. I enjoyed my time in Philadelphia. The classes offered by National prior to and after the general session were informative and hopefully everyone who attended learned something.

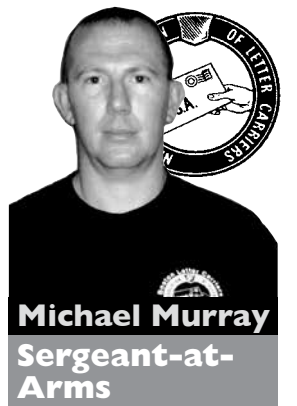
At every convention the MDA Goodwill Ambassador is introduced to the convention delegates. The MDA Goodwill Ambassador is a child who has been stricken with Muscular Dystrophy.

The MDA Goodwill Ambassador for 2014 is **Reagan Imhoff**. Despite her disability, she is a happy child who had all the delegates laughing as she traded barbs with NALC President **Fredric Rolando**.

I can't imagine that there were any delegates who weren't inspired to help raise money for MDA so we can finally find a cure for this disease and children like Reagan can walk and do everything children should do. The money we raise also helps

kids with Muscular Dystrophy go to summer camp. MDA supports nearly 80 summer camps across the country and the money we raise helps them go to camp at no cost to their families.

Our annual fill the satchel drive is any Sunday you have time to spare this fall. This is an easy way to raise money for MDA. In the past two years fellow Dot Center carrier, **Alex Pinto** and I have raised about \$700.00. Obviously, the more people who volunteer the more money we can raise. Thank you to all the Brother and Sister carriers who volunteer their time for this worthy cause.



Michael Murray
Sergeant-at-Arms

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

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**

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

Please print legibly. *Required Fields

Name*: _____

Pay Location*: _____

Post Office Location*: _____

Telephone: _____

Email Address*: _____

Please complete the information above and mail to:
SOCIAL & RECREATION OFFICE
P.O. Box 51582, Boston, MA 02205-1562



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:

Branch 34 NALC

400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396

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WORK-LIFE BALANCE

Compass

Finding balance: a daily challenge

Getting all the moving parts of your life to work together smoothly is tough. Just when it feels like you've got your work, family and social life in synch, something can change and suddenly you're out of balance.

When there's a big change at work or in your family, you may struggle to make the needed adjustments. Stress can accumulate and start to take a physical toll on you. If you feel this happening, it's important to take a step back and seek new ways to balance your life.

Finding balance is a challenge that virtually everyone faces in modern life—every day. Balance isn't a magical achievement that, once attained, is permanent. Instead, balance requires that you take a flexible approach to life and constantly re-examine how you're spending your time. Then you can make small changes along the way that better support your goals.

In this edition of *Compass*, we examine ways in which you can:

- Develop a new plan for identifying your priorities and jettisoning non-essentials.
- Get the help you need to cope with big changes in life when they occur.
- Build a foundation of health and wellness that helps you stay strong.

Log on and learn! You can access *Work-Life Balance* on the EAP4YOU.com website under the Library/In the Spotlight section. Although it's a daily effort, finding better balance is possible!

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Develop a plan for balance

Perhaps the one-two punch of work and home life stress is getting you down. Signs that you're getting out of balance can include difficulty concentrating, or feeling emotions such as anger, sadness, guilt, or frustration. Developing a strategy for better balance can help.

- Keep your goals realistic. Focus on doing things you know you can accomplish. If it's not yet in your skill set, learn how to respectfully say "no" so you're not over-scheduled.
- Drop activities that sap time and energy. Take a close look at how you spend your time. Identify and exclude things that don't help your career or personal life.
- Schedule some rejuvenating downtime—some "me" time—into your schedule. Be sure to make time for family, friends and activities that help you recharge.
- Take brief breaks throughout your day to stand, stretch, breathe deeply and shake off tension. This helps you handle stress and refresh your thinking.

Log on to www.EAP4YOU.com today!

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Lafferty & Lafferty

Attorneys at Law



William J. Lafferty

Sean P. Lafferty

William P. Carroll (Of Counsel)

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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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- Goals: Where you want to place your focus
- Plans: How you want to get there
- Coaching: How often you want to involve your coach

You can connect with your personal coach face-to-face, by phone, or even through email. Your coach is with you every step, asking questions to provoke your thinking, and to move you closer to your goal.

Make the Call!

Goal + Plan + EAP Coaching = SUCCESS

Contact the EAP to get started!

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4. Have had knee surgery for **ANY** reason; then

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