



Branch 34 Honors the Life and Work of NALC National President Emeritus Vincent R. Sombrotto

National Association of Letter Carriers

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Address Service Requested

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

Volume XLI, Number 5 • January-February 2013

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



Branch 34's CLAN

National Association of Letter Carriers

123 Years of Proud Union Participation and Accomplishments ★ 1890 - 2013

President's Corner

A New Year, a Legend is Laid to Rest and a New Contract is Rendered

We recently experienced a week that won't soon be forgotten by many NALC Activists. The passing of our iconic leader President Emeritus **Vincent R. Sombrotto** on January 10, 2013, although somewhat expected, was still a blow to our NALC family. Almost simultaneously the awarded 2011-2016 National Agreement issued by the three person arbitration board was rendered.

First I'd like to address our friend and leader's passing. He was a man that at times appeared bigger than life but was always approachable with his friendly New York demeanor. For those of you that never experienced Vince at the podium at a NALC National Convention you missed out. Vince was the master and was born for that event. Always engaging, courteous but his quick wit and disarming charm was even too much for his biggest critics to overcome.

For those that came to our convention to have a duel of wits, they were quickly undressed and left defenseless in front of thousands of brothers and sisters but they seldom walked away angry. He possessed the ability to disagree, state his case, embrace and depart friends even with the most disagreeable. It was an art form that he perfected.

He enjoyed meeting the rank and file members and for those of us fortunate to have met Vince, he truly enjoyed it too. He was a humble man with a tremendous pride for his branch, the NALC membership and his family and not in that exact order. He raised seven children from Washington although they resided in Long Island, NY. He provided us with a respectable job and took us from food stamp eligibility to a decent standard of living through collective bargaining.

When I was young my father was a Local 25 Teamster who had the greatest devotion and respect for my mother and **Jimmy Hoffa**. Vince was our Jimmy Hoffa

and they'll never be another in our lifetime.

I've truly been blessed to have the opportunity to travel to his funeral service and represent Branch 34 along with Executive Vice-President **John McMahon** and our National Business Agent **John Casciano** to pay our respects to Vince. When we finally arrived at the Funeral Home visiting hours were over. We rang the bell and were greeted by the funeral director to whom we explained our circumstance and he allowed us in to pay our respect. I felt privileged to have had that special moment alone with our great leader to say thank you for a job well done and goodbye until we meet again. It was a moment that years earlier I would have never visualized but life's long road is full of twists and turns.

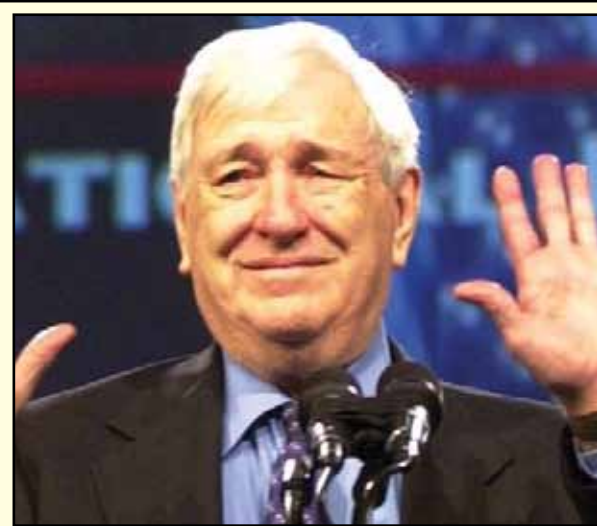
The following day we attended Vince's Funeral in a quaint little church in a bedroom community outside of New York City with certain NALC former and present Officers, staff and immediate family. Our former and present National NALC President shared some personal remarks but it was his son's eulogy that really hit home. He shared the same gift that was bestowed to his father, the gift of mesmerizing those that listened, the ability to lead.

After the service I sought him out just to tell him that he did his father proud despite the fact I'm sure he was well aware that his father was smiling down. His wife, children and his many grandchildren I'm sure felt blessed as Vincent R. Sombrotto always considered himself. He

(continued on page 2)



Robert A. Lind
President



In Memoriam

NALC President Emeritus Vincent R. Sombrotto (1923-2013)

Vincent R. Sombrotto, 89, a towering figure in the history of the National Association of Letter Carriers and one of the most significant U.S. labor leaders of recent decades, died January 10th.

As a rank-and-file letter carrier at Grand Central Station in New York City, Sombrotto assumed leadership of the pivotal 1970 wildcat postal strike that led directly to the creation of the modern United States Postal Service. The following year, he was elected president of NALC Branch 36 in New York City. Seven years later, he was elected as NALC's 16th national president, a position he would hold from 1978 to 2002.

His seven-term tenure atop the union was marked by extraordinary changes in the letter carrier craft and by remarkable progress for letter carriers, He also served as a vice president of the AFL-CIO.

"Vince's long tenure and tireless work for this union, at both the local and national levels, has left a lasting, positive impact on all the men and women who have carried the mail since the Great Postal Strike, and on those who will do so in the decades yet to come," NALC President **Fredric V. Rolando** said.

Sombrotto was born in New York City on June 15, 1923. He joined what was then the Post Office Department in 1947 as a part-time letter carrier after serving with distinction in the U.S. Navy in World War II.

In 1970, New York City letter carriers walked off their federal jobs – risking arrest in what was effectively a strike against the U.S. government – to protest dismal working conditions and poverty-level wages that entitled some to federal assistance programs. Within hours, carriers and other postal employees in one city after another across the country joined the strike.

President **Richard Nixon** called in the troops to deliver the mail, but they proved unable to carry out the task in an effective manner. The walkout eventually resulted in the Postal Reorganization Act of 1970 with full collective-bargaining rights for all postal employees.

Though he held no union office at the time, Sombrotto's personal charisma, street smarts and military background led to his taking charge and to other carriers following his lead.

(continued on page 6)

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

February 12, 2013

at the Sons of Italy Hall
120 Quarry Street, Quincy

March 12, 2013

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

April 9, 2013

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

Check
Out These
Dates & Locations

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

INSIDE

Branch 34's CLAN

Problems Cited with the NALC Advertising Program

Page 2

Arbitration Award Issued

Page 3

Branch 34 Celebrates the Holidays

Page 7

Around the Branch

Page 9



Massachusetts Congressional Delegation

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Washington, D.C. 20510
202-224-4543 Fax: 202-224-2417
www.warren.senate.gov

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Problems Cited with the USPS Advertising Program

The Postal Reporter News Blog has reported that the Office of Inspector General (OIG) is now citing problems with the U.S.P.S. advertising program.

The OIG has found that the Postal Service was not adequately monitoring its two largest advertising contracts, who were paid ten million dollars in the fiscal year 2011.

There were questionable bonuses of \$631,000 paid to these contractors in fiscal year 2011 and 2012.

The Postal Service did not sufficiently track or allocate certain advertising costs nor comply with internal contracts for certifying and retaining advertising costs.

Senior management expressed concern over these contracts during their audit and allowed the major advertising contract to expire. Management has taken steps to restructure the advertising contract process for consistency with correct industry practices to maximize the effectiveness of its advertising investments.

Overall nearly \$7,000,000 was identified in unsupported costs as a result of incorrectly certified and questionable contractor support staff labor costs and bonus payments.

This doesn't even address the money wasted on Lance Armstrong.

Health Plan Task Force

One thing to keep an eye on is a Health Insurance Task Force, that was delegated from the National Arbitration decision of 1/10/13.

This "Task Force" is to explore all issues pertaining to the establishment of a new Health Plan that could remove letter carriers from the Federal Employees Health Benefits Program (FEHB). The removal from FEHB would be a mistake. This

Thank You!

I wanted to dedicate my article in this issue of "Branch 34's CLAN" to offer my profound thanks to the letter carriers of Branch 34.

As you all know I recently returned to the Branch after having some medical issues last summer. My recovery has been nothing less than remarkable and improvement is made every day. I firmly believe that part of the reason for my quick recovery is you, the letter carriers of Branch 34. The many calls and get well cards I have received lifted my spirits and reminded me again that the best carriers in America are the carriers of Branch 34.

Again, a heartfelt Thank You.



Bob Simpson
Vice President

President's Corner

(continued from page 1)

often said "It was an honor to serve the NALC" and it was an honor to follow his lead. Rest in Peace my brother, and may we all give Vince a well deserved letter carrier salute.

A Contract is Rendered: The Das Award

On January 11, 2013 the three person board of arbitrators issued a final and binding award that set the terms of a four and a half year collective bargaining agreement between the NALC and the USPS. It covers the period from November 20, 2011 to May 20, 2016. This award followed months of preparation, negotiations by the NALC and its associated parties, but a negotiated contract could not be hammered out with the USPS. The NALC put its best foot forward which is quite evident in the 56 page transcript of testimony provided to the selected Arbitration Panel which was viewable at www.nalc.org. Unfortunately arbitrators are influenced by many sources which are quite evident in their 69 page decision. That too can be viewed at www.nalc.org.

Here are some of the highlights:

It provides three general wage increases between now and the end of the contract.

- 1% in November 2013
- 1.5% in November 2014
- 1% in November 2015

These wage increases provided by the new contract will raise Step O annual pay by \$1,978 for Grade 1 carriers.

It also provides for seven COLA's between now and 2016. The two COLA's calculated in 2013 shall be deferred and paid in 2014. The wage and COLA provisions follow the wage pattern established by the negotiated APWU contract and the arbitrated NRLCA contract. The COLA's for the life of this

action would separate the carriers from the same Health program Congress has. The Legislation it would take, would make it easy for Congress to justify our being separated from what it has.

The Postal Service has been soliciting Congress on this issue

for over a year. Can you imagine the Postal Service being responsible for our retiree and active health concerns? Please! Just think what happened to the Polaroid retiree's health insurance. It vaporized, retirees had to go back to work.

The last thing we need to do, is put our retiree and active members' health insurance at the mercy of the Postal Service. The Postal Service can't run water, let alone a Health Plan.

The ink wasn't even dry on the National Arbitration Award, when the Postal Service sent out a flash stating that the Service was pleased with some of the Arbitration decision, but that it would be lobbying Congress to remove the no-layoff clause, and eliminate the non-contracting out provision of the new contract. Can we expect something different, if the Service agrees to a new health provision.

Nalcrest

Nalcrest, the Letter Carrier retirement community, was dedicated in January 1964, to provide letter carrier a retirement community in Polk County, Central Florida which is about 70 miles east of Tampa, Florida. Nalcrest has 500 apartments spread over 153 acres. There is an Olympic-size swimming pool with several other recreational activities. Lake Weohyakapka forms the backdrop of Nalcrest Recreational Area.

Some retirees rent seasonally as well as annually. Branch 34 has had a permanently-owned apartment for decades. This one bedroom apartment is open for rental weekly throughout the year for all active and retired Branch 34 members. The weekly fee is \$195.00 per week and a \$55.00 cleaning fee. The availability is first come-first served. Any questions, please call Kevin Flaherty at the Branch office (781-281-1133).

Vincent Sombrotto

The National Association of Letter Carriers suffered a great loss with the passing of former National President Vincent R. Sombrotto.

President Sombrotto was a major contributor to the Postal Strike of 1970. The results of which changed the Postal Service forever. Letter Carriers went from the poverty level and being eligible for food stamps, to being part of the middle class.

President Sombrotto was responsible for one man, one vote, making the NALC one of the most democratic unions in the country.

President Sombrotto was President of the National Association of Letter Carriers from 1978-2002.

contract are projected to amount to \$1,955 for a combined total projected increase of \$3,933 between now and May of 2016 for top step regular letter carriers.

This award has lowered entry wages for new career letter carriers hired on or after January 12, 2013 with a new step progression that ends at the existing Step O in both Grades 1 & 2 of the NALC current pay charts. This new step progression (table 2 of the City Carrier Schedule) will reach top step of the existing pay chart (table 1 of the City Carrier Wage Schedule) in the same amount of weeks (644) equaling the current 12.4 years that applies to career carriers hired before January 12, 2013.

New career letter carriers will earn \$16.71 per hour at Step A initially. They will earn step increases worth 2.75 % of top step pay every 46 weeks until they reach Step O of Table 2 (\$27.17 per hour) which equals the top step pay of Grade 1 of Table 1.

New Non-Career Category with a Career Path

The Das Award creates a new category called city carrier assistants (CCA's) to replace TE's. These non-career employees will be NALC members and appointed to 360 Day terms. They will earn pre-career appointment version of seniority called "relative standing" that will give them career job opening preference in their installations. All career carrier vacancies will be filled by converting CCA's to full-time regular status by applying their relative standing in the installation.

The TE category will be eliminated within 90 days and by



J.T. McMahon
Executive Vice President

(continued on page 9)

Arbitration Award Issued

On January 11, 2013 the three-person board of arbitrators deciding our contract issued a final and binding decision. As NALC President **Fredrick Rolando** stated "we would have preferred to reach a negotiated settlement. . . . The process worked as intended to resolve all outstanding issues." I want to thank our national officers and their team for the work they did in preparing our case.

Letter carriers will not be subject to a wage freeze as many federal workers are. We will also continue to receive our cost of living adjustments (COLA). The new contract provides three general wage increases of 1.5 percent in 2013, 1 percent in 2014, and 1 percent in 2016. There will also be seven COLA's between now and 2016. However the entry wage for new career letter carriers appointed on or after January 12, 2013 was lowered. NALC successfully argued that reducing the top step pay of city carriers was not justified.

The award also creates a new category of non-career employees called city carrier assistants (CCAs) to replace TEs. They will be members of the NALC bargaining unit. Unlike TEs, CCAs will earn a pre-career appointment version of seniority called "relative standing" that will give them

preference for career job openings. PTF's will be converted to full-time regular status over the term of the contract.

Other benefits in the award include the continuation of the no-layoff clause in Article 6, despite management's opposition to it. NALC also retained the ban on sub-contracting achieved in the 2006 round of bargaining. This was believed to be one of the stumbling blocks in a negotiated contract. The complete text of the award can be viewed on the NALC website, www.nalc.org.

In the current economic situation this award is significant. To secure wage increases and COLAs is an enormous benefit. The arbitration panel, chaired by **Shyam Das**, accepted the NALC arguments that the job of city letter carrier is becoming more difficult over time. The closing brief submitted by President Rolando outlined this.

Undoubtedly there will be some negative views regarding the decision. Please remember that this contract was not negotiated despite enormous efforts by NALC. This contract was an arbitration award. While neither party wins when the contract goes to arbitration, the NALC prevailed in most of our concerns. So the next time some

unhappy carrier yells on the workroom floor "what is the union doing for me," you can respond with this award.

And speaking of this award, it should be noted that every letter carrier benefits from this award. Letter carriers that are not members of this great union receive the same pay raises, the same no-layoff protection, and the same protection of subcontracting as every member of NALC. Isn't it time that we once again urge all non-members to join the union and contribute in the same way we all do? Non-members do not receive *Branch 34's CLAN*, but I'm sure they still read it.

How about setting aside any of the reasons of the past for not joining NALC. Now is a great time to join the NALC Branch 34. See your local Shop Steward for the necessary forms.

Now a quick update on NRP which the Postal Service does not call NRP anymore. Several more grievances concerning management's refusal to provide eight hours of limited duty to injured letter carriers have been settled. The settlements have resulted in carriers either being paid for time sent home or them being reccredited with leave that was used. Once again, good job by our stewards and



Kevin Flaherty
Secretary-Treasurer

Area Stewards in processing these grievances. One note of caution to all injured carriers, if you are injured and have restrictions but are capable of working, the Postal Service is obligated to provide you work within those medical restrictions. If work is not offered, you should notify your shop steward immediately in order to file a grievance. Shop Stewards must process these grievances and avoid any undue delays. If you have any questions please call me at the Branch office (781-281-1133).

A Busy Time of Year

There was no doubt that 2012 was a busy year for the NALC and early indications are that 2013 will be no different. The first topic of the New Year is our contract.

Finally we have received the Arbitrators' decision. The information provided so far demonstrates that while we always could do better (we should have a base salary of \$100,000) we could have done a lot worse – think the negotiated settlement of the APWU. As with all Arbitrator's decisions the devil is in the details and as more information is forthcoming the picture should become clearer. It appears that Arbitrator **Shyam Das** has recognized the contribution made by letter carriers to the success of the Postal Service. As we all know by now the wage increase are small, but we can expect several COLAs in addition to maintaining the no layoff clause and preventing the outsourcing of our jobs. In addition, all PTFs will be converted to regular although the actual timeline of conversion is still unclear.

While the Congress that just adjourned didn't take any action to fix the problems of the Postal Service (and for that matter postponing important decisions for the country as a whole) we can almost guarantee Postal

Reform will be addressed by the current Congress. Hopefully Postal Reform will be a well-thought out piece of legislation not some hastily drafted amendment tacked onto some unrelated bill at the 11th hour. We need real solutions which start with real conversations.

Speaking of Congress, in specific, the United States Senate, times they are a changing. As this edition of "Branch 34's CLAN" is going to press, Senator **John Kerry** (D-MA) has been confirmed as the next Secretary of State, replacing **Hillary Clinton**.

Governor **Deval Patrick** has announced that **William "Mo" Cowan**, Patrick's former chief of staff and now serving as a senior advisor, will serve as interim Senator until a special election to fill the remainder of Kerry's term is held on June 25th.

As this issue of the "CLAN" hits the street there will be a contest for the Democratic nomination for the special election. There are two declared candidates so far – Congressman **Stephen Lynch** and Congressman **Ed Markey**, but I would expect other candidates will throw their hats in the ring. On the Republican side, with **Scott Brown**, **Richard Tisei** and **William Weld**

all passing on the race, we're left wondering who will the GOP run?

As you know Governor Patrick has said that this will be his last term. Will Patrick himself run for the Senate seat on a permanent basis? Will Patrick step down early to join the Obama cabinet and give Lt. Governor **Tim Murray**, who seems to be making news for all the wrong reasons lately, a few months as Acting Governor?

The Governor's race itself will be very interesting, names floated so far include Congressman **Mike Capuano** (*this is maybe why he passed on a run for the Senate*), **Martha Coakley** and **Steve Grossman**.

On a somber note, it was sad to hear of the passing of President Emeritus **Vince Sombrotto**. For those of you who don't know, Vince was the rock on which the current NALC was built. He was a leader of the Great Postal Strike of 1970 as well as being an important player in the history of the American Labor movement, He will be missed.

Finally, on a personal note, I want to share that I finally decided that this was going to be the year I was going to do the L Street Brownies Polar Plunge on New Year's Day. For several weeks prior, I would go the Lagoon at Castle Island and take a practice dip all the while watching the news to see what the Boston Harbor water temperature was dropping to. FYI on New Year's Day the water temperature was a balmy 45 degrees.

Finally, the big day arrived. It was a mob scene. The crowd was so big, close to 1,000 people, the organizers had to break the crowd into two groups to prevent people from being trampled. Upon arrival participants had to sign a waiver in case something happened. Many people showed up in costumes and several groups were there raising monies for charities.

Finally, I made the plunge! I admit, I enjoyed the whole experience but it was a once-in-a-lifetime event. Probably, For now I have the memories, video and certificate of accomplishment to remember the day.

Until next time.



Michael Kidd
Legislative Liaison



Founded May 1971

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

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

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

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

BEST CARTOON OR PHOTO
First Place, 2006

PROMOTING UNIONISM
Third Place, 1992
Judges' Commendation, 1988

BRANCH 34's CLAN is the Official Publication of Branch 34 of the National Association of Letter Carriers, AFL-CIO. The Boston Branch was Chartered by the NALC on June 18, 1890. **BRANCH 34's CLAN** is published six times each year. It presents the various issues of the day that are of concern to the membership. The views and opinions expressed in the articles and columns do not necessarily reflect the official position of the NALC Branch 34 or its officers, but rather those of the author.

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

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208

Thank You!

I am writing to inform the membership that I will not be running again for "Branch 34's CLAN" Editor due to family obligations.

Over the years, I had the opportunity to meet and interview some wonderful people. They have all touched my life in a special way and inspired me.

I want to **THANK** all of them! I would like to thank all of the members for their support during my tenure, even when times were tough. I **TRULY** appreciate it.

I have always been very **PROUD** to serve Branch 34 Union members. We are a very unique group of people. I think we all know how lucky we are to belong to a union, but if you don't know, just talk to someone who's not!



Mary "Mazie" Collier

In Solidarity,
Mary "Mazie" Collier

P.S. **Steve Mahoney** will be taking over as "Branch 34's CLAN" Editor and I know he will do a great job!

Protect Your Future!

GIVE TO COLCPE!

From the Field

North Weymouth Letter Carrier Pat O'Toole Inducted into AFA Hall of Fame

I recently had the pleasure of sitting down with newly-retired letter carrier and American Football Association Hall of Fame inductee (class of 2012) **Pat O'Toole**.

Pat has been a proud member of Branch 34 and letter carrier for the past 27 years.

He was honored at an induction ceremony that took place at Pro Football Hall of Fame in Canton, Ohio early this past summer, just a couple of months prior to his retirement from the North Weymouth Post Office on October 2nd, 2012.

I first met Pat several years back in my travels to North Weymouth to handle grievances. He always greeted me with a smile and a kind word, not always the norm when visiting the workroom floor. Pat is a true gentleman in every sense of the word.

I recall late spring of this year, while I was once again conducting business in North Weymouth I ran into Pat. It was apparent the something was different about him. Pat had a smile ear to ear, even bigger than normal and was walking chest out proud as a peacock. I thought he must have spend the night on the "Girls Gone Wild" bus.

So curiously, I asked Pat what's new and he went on to informed me that he had just received notification from the American Football Association Hall of Fame induction committee and he was being inducted as part of the 32nd Annual Class.

O'Toole enjoyed a long and successful semi football career in both the Boston Park Leagues and the Eastern Football Leagues, in addition to his long and rewarding time as a letter carrier. He is now one of 671 individuals enshrined nationally for their outstanding contributions to the game of football on the semi professional level.



Pat O'Toole is inducted into the American Football Association Hall of Fame.

O'Toole had quite an accomplished football career in which he attributed his success to being the most prepared and physically fit player on the field, not the biggest or most talented.

Pat explained that he got his superior work ethic from his mother, who raised him as a single parent after being widowed when he was a child. Pat is working tirelessly to instill the same work ethic on the youth of Weymouth where he has worked at the high school as strength and conditioning and football special teams coach and mentor for years, as a volunteer in the past and now as a salaried employee, in addition to having spent time at Catholic Memorial High school in the same position.

During our interview, Pat spoke fondly of countless coaches and teammates and attributed much of his success to them. He explained that the personal accolades are



The 1978 Boston Park League Champions South Boston Chippewas receive their trophy from then City Councillor Raymond Flynn. Pat O'Toole is circled on right.

flattering but mean next to nothing compared to the relationship built while playing the game of football.

O'Toole's semi-pro career spanned over 15 years as a defensive back, where he amassed an unbelievable 83 career interceptions. He has received many personal awards which include Most Improved Player, Best Defensive Back (multiple), Unsung Hero, Sportsmanship, and MVP (multiple).



Pat O'Toole (circled) and his South Boston Chippewas in front of the High School.

Despite this personal recognition, O'Toole continued to divert the attention of our conversation back to teammates of yesteryear and away from him. This type of unselfishness is definitely a contributing factor in O'Toole's induction to the HOF, as was the longevity and talent displayed on the field.

I commented in our discussion, what a great year it must have been for him with the HOF induction and his retirement, but Pat quickly offered that the highlight of his year was the birth of newest grandchild, but the Hall of Fame induction and retirement was a close second and third respectively. That is typical of Pat. He is one of the most genuine and truly down to earth I have ever met.

Pat also shared many pictures from his illustrious career as a "titan of the gridiron," as well as from the induction ceremony. The ceremony in Canton was well-attended by O'Toole's family, friends, teammates

and coaches.

He also gave an emotional five minute speech dedicated to his hero, his Mom.

Following this great honor, O'Toole was also inducted into the South Boston Hall of Fame, for his outstanding contribution to the community. Congratulations to Pat on these numerous accomplishments and enjoy a long and healthy retirement.



Brian Manning
Area Steward



Pat O'Toole prepares to handle a kickoff at a 1978 South Boston Chippewas football game.

Also From the Field

USPS Keeps Drilling Holes Into Their Own Sinking Ship

For an agency that does nothing but complain to Congress about how much money they are losing they continue to drill holes in their own sinking ship:

1. Spending billions of dollars to install FSS machines across this whole country and then going to Congress to ask to close some of these same buildings due to not enough mail. These machines will have to be disassembled and moved elsewhere costing more millions to do. Filing a lawsuit against the builders of these machines (Grumman) because these machines do not work as promised and then renewing their contract with them for additional service.

2. Needing more plans to save the Postal Service money to survive. They have come up with plans to provide less service to the customers. Five-day delivery leads the pack, closing on the one day that most people have off makes no sense. Customers that could get accountable mail delivered

and not have to go to the postal service on Saturday will no longer have that option.

This will generate more negative results than positive ones. Public opinion will also turn against us. Someone will fill this void and offer a service on Saturday, costing more in lost revenues.

What will the mail volume now be like every Monday? This volume is bad enough on a regular Monday. This will make every Monday like the day after a holiday. The Postal Service moves quickly when they want to capture routes, how quickly will they move to restore routes if this volume warrants the creation of new routes.

3. The upper management decision to increase the number of MSP barcodes. This does nothing but create more work for everyone involved. Performing, checking and all the discipline issued due to missed scans has cost even more lost revenues. For what? Customers want their mail delivered,

as soon as possible. MSP's do nothing but slow this process and this task does nothing to improve the service we all want to provide to our customers.

4. The GPS's being installed in vehicles and then later removed. How many millions were wasted for this program? The only thing that came out of this program was more discipline to carriers over this time period. How much of this data collected was never used for anything?

Motorizing more routes as the cost of gasoline continues to climb runs hand in hand with this.

5. How much money is being lost due to the additional injuries being suffered by letter carriers across the country. The average age of a career letter carrier is over 54 years of age. Longer routes, less office time and more street time is having an effect on more Carriers suffering additional injuries and more occupational diseases such as joint

replacements.

These examples hardly scratch the surface of how mismanaged the Postal Service really is. Accountability is something that only effects craft employees. If these decisions were made by executives in the private sector they would wake up the next day in the unemployment line. The Postal Service will move, hide, promote or offer retirement incentives to these individuals. It really is time that Congress held Postal Service management accountable for these horrible business decisions and vindictive actions, the same way the postal service holds craft employees accountable for their errors.



Jerry McCarthy
Area Steward

Vincent R. Sombrotto

As all Letter Carriers are by now aware, the NALC and the labor movement at large, lost a true leader with the passing of National President Emeritus **Vincent R. Sombrotto** on January 10, 2013.

As a rank and file Letter Carrier at Grand Central Station in New York City, Vince assumed leadership of the pivotal March 17, 1970 wildcat postal strike that led directly to the present day United States Postal Service. Decades of sub-standard pay and poor working conditions had created the conditions for the rebellion. It must be noted that in 1970, a craft employee of the Post Office with 21 years of service earned a top-of-scale average of \$8,440, practically poverty level in numerous urban centers.

The striking members were shortly joined by Letter Carriers throughout the Northeast Region, including Branch 34 in Boston. In all, about 200,000 workers in over 30 major cities from Boston to Los Angeles took part in the job action which directly led to the Postal Reorganization Act of 1970 and the right for the NALC and other postal Unions to collectively bargain for all terms and conditions of employment,

including wages and fringe benefits.

The Postal Reorganization Act also included the present day process of binding interest arbitration to avoid similar such actions. In an ironic twist, the final and binding arbitration award for our 2011-2016 National Agreement was announced coincident with the passing of President Emeritus Sombrotto.

Following the strike, Vince and the "rank-and-file movement" that coalesced around him pushed to maintain the momentum. Taking over the leadership of the New York City Branch 36, they rallied support with a pledge to give individual Letter Carriers a political voice in their own union. Similar rank and file movements were taking place in other locals around the country including here in Branch 34 led by the late National Secretary-Treasurer **Ron Hughes**, former Branch 34 President and National Officer **Michael O'Connor** and others.

Installed as Branch 36 President in 1971, Vince worked to fulfill the promises of the rank and file platform – moving their focus to the national NALC arena and introducing a number of national convention resolutions

to make the union leadership more responsive to the members, including replacing the old proxy system with one man, one vote democracy. By 1978, those reforms had been adopted, and that fall Vince was overwhelmingly elected NALC's 16th National President.

President Sombrotto's accomplishments for Letter Carriers and for the union include seven highly productive rounds of collective bargaining that provided basic wage increases in every contract, preserved uncapped cost-of-living adjustments, and improved working conditions. Furthermore, in 1993 the NALC played a critical role in winning reform of the Hatch Act, and Vince's bargaining exploits were highlighted by the historic 1999 Grade 6 upgrade.

A sense of civic responsibility prompted President Sombrotto to promote the Letter Carrier tradition of assisting those in need. From raising money for charities, volunteering time and resources to community projects, and offering a helping hand to the less fortunate, the union's active support has raised millions of dollars for the Muscular Dystrophy Association, and the annual NALC Food Drive has become the world's largest one-day food collection.

In closing, every Letter Carrier who has not already done so would be well served to take the time to view the video 'The 40th Anniversary of the 1970 Postal Strike' easily accessible on youtube. For those of us who weren't there, it provides a clear perspective of the divergence between circumstances of today's Letter Carriers and those which existed prior to the walkout. As bad as working conditions seem now, they pale in comparison to the circumstances of pre-1970 and we continue to owe a debt of gratitude to the members, many still around, who chose to make a stand March 17, 1970.

When reminiscing about the strike some

thirty years later, Vince stated "One of the things that I more fully understand now is how revolutions are conceived, how governments can be overthrown, and how our nation was founded because a few good men would not stand by when they experienced conditions so intolerable that they were ready to risk everything."

(Source: Walter P. Reuther Library, Wayne State University, Detroit, MI)



Michael Yerkes
Financial Secretary

Address Changes

President **Bob Lind** and your Board of Officers strive to keep the membership informed of pending legislative issues, local news, upcoming events, etc. To facilitate the dispersal of such information, the Branch utilizes a variety of mediums including station visits, the new Branch website nalcbranch34.com and the all-important direct mailings to active members, retired members and/or the membership as a whole dependent on the subject matter.

To assist us in this process, we remind all members to keep the Branch informed of any changes in their mailing address. Members can utilize the change of address form found on page 10 of this issue of *Branch 34's CLAN*, call the office at 781-281-1133 or email me directly at myerkes@nalcbranch34.com

Leave Your Grudges Behind – Let's Move Forward Together

In a time where management acts like our enemy, I would like to ask all carriers to leave what grudges you may have with other carriers aside and let's be more cohesive than ever. The word "solidarity" refers to the ties in society that bind people to one another. I ask all carriers to bind to one another, to back each other up on all levels. This is a union, and we at Branch 34 should and can be the definition of solidarity and union. Letters of warning are given to carriers every day, backing each other up is important and staying a cohesive force is necessary to defeat any enemy.

A union is an organization of workers who have banded together to achieve common goals such as protecting the integrity of its trade, achieving higher pay, and better working conditions. I am not writing a very long article, but a very sincere and important one, with what we know about the postal service and how it wants to affect its carrier work force, it is primary that all carriers stick together band together and back up your stewards and branch officers no matter who they may be or how you feel about that particular person.

"My attitude is that if you push me towards something that you think is a weakness, then I will turn that perceived weakness into a strength." – Michael Jordan.

The Postal Service believes that turning us against one another will divide us... Let's not let that happen! We are UNION... We are **Branch 34 NALC!**



Marty Foley
Trustee

Choices We Make...

Everyday we meet many new obstacles either at work, with all of the changes management places on our shoulders (change of start times, pivoting, forced overtime in the dark) or at home (who picks up the kids, what's for supper, when am I going to clean out the gutters). We all face tough challenges which lead to the choices we make. We meet these challenges head on and make the best possible decision based on situation and demand.

If you haven't taken notice, the MBA/NSBA affords products to all our members in addition to what is provided by the USPS.

The MBA offers Whole Life, Term Life, as well as Universal Life Insurance Products.

Also, the MBA offers Hospital Plus to our members who may be confined to a hospital or a 24 hour nursing facility and the Mature Income Plan which can provide a lifetime of supplemental income.

It's never too late to take advantage of all the benefits we receive as Union members, but it's up to you to make the choice.

Anyone interested in obtaining a policy with the MBA, or information on filing a claim, please call me, **Steve Mahoney** at 781-281-1133.



Steve Mahoney
Clerk
NSBA-MBA

Give Blood!

The American Red Cross and local blood banks need your help! As a postal employee, you are entitled to give blood and are allowed administrative leave to do so (See *ELM519.51-519.522*). You are also allowed time to donate bone marrow, stem cells, blood platelets and organ donations.

The maximum administrative leave is the following:

Full-Time Career Employee	Part-Time Career Employee	
For Bone Marrow	3 Days	1-1/2 Days
For Stem Cell	3 Days	1-1/2 Days
For Blood Platelets.....	3 Days	1-1/2 Days
For Organ Donations	14 Days	7 Days

– Dan O'Connor, Branch 34 Trustee

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:

- John M. Moran..... Wollaston
- Linda H. Noddin..... Malden
- Leonard J. Snow Waltham
- Harry Themistocles.....Braintree

In Memoriam

Vincent R. Sombrotto
NALC National President Emeritus

Gerald M. Dalelio
Retired Member – Cambridge

Michael P. Forrestall
Retired Member – Belmont

Walter A. Glendye
Retired Member – Mattapan

William P. Hickey
Retired Member – Braintree

Joseph P. O'Donnell
Retired Member – Braintree

Donald A. Richardson
Retired Member – Wollaston

Rest in Peace

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

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Founded May 18, 1889

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Telephone (617) 269-9111

Assets: \$5,000,000

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Lifetime Sick Benefit: \$480 • Annual Dues: \$14
NO PHYSICAL EXAM

Applicants must be under forty years of age and less than three years a full-time Letter Carrier. Premiums have never been increased. Managed by Boston Letter Carriers. Supervised and audited by the Massachusetts Department of Insurance. See your Station Mutual Benefit Association representatives for further details, or call 617-269-9111.

* After first seven days with no leave to your credit.

President: Thomas Sheehan • Recording Secretary: Arthur Dinsmoor

In Memoriam: Vincent R. Sombrotto (1923-2013)

(continued from page 1)

As national president and chief contract negotiator, Sombrotto led the NALC in seven highly productive rounds of collective bargaining that provided basic wage increases in every contract, preserved uncapped cost-of-living adjustments and improved letter carrier working conditions. His efforts made the carrier's job a more

A firm believer in civic responsibility, Sombrotto tirelessly promoted the letter carrier tradition of assisting those in need. His active support of the Muscular Dystrophy Association helped raise tens of millions of dollars to fight the ravages of neuromuscular diseases. In 1992, he began the NALC Food Drive, which has developed into the country's largest one-day food drive. Held the second Saturday every May, it has to date provided more than 1.2 billion pounds of food for food banks in communities throughout the nation, with letter carriers collecting non-perishable food postal patrons leave near their mailboxes.

many of these letter carriers perform heroic and humanitarian deeds on their routes, saving lives, putting out fires, finding missing children and stopping crimes, something that Sombrotto and every NALC President since have recognized annually with the NALC Heroes of the Year awards.

Sombrotto retired from national office in 2002. Since then, he had remained engaged in the service of his beloved union,

taking part in many national conventions as well as in a special video commemorating the 40th anniversary of the Great Postal Strike. His last appearance at a national NALC gathering was at the National Rap Session in Las Vegas in October of 2011.

Sombrotto is survived by his wife **Rae**, by seven grown children and by 14 grandchildren.

Rest in peace. Vince.

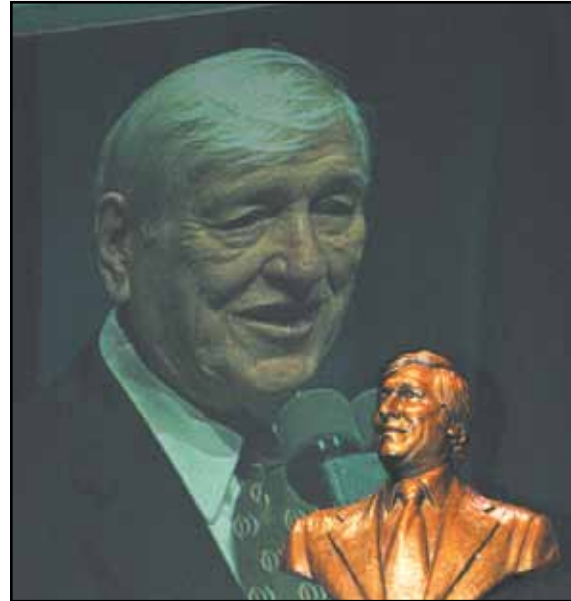


Vincent Sombrotto speaks to picketers at the 1970 Postal Strike Rally in Boston.

rewarding and satisfying one. and they made the NALC a stronger, more united union, well-equipped to meet the challenges it faced.

Sombrotto's many achievements as NALC president included turning the union's political action fund, the Committee On Letter Carrier Political Education (COLCPE), into one of the largest and most effective political action committees in the labor movement while dramatically improving the union's political and legislative operations. Under his leadership in 1993, the NALC played a critical role in winning reform of the Hatch Act, breaking the political shackles that made letter carriers and other federal employees second-class citizens for more than 50 years.

Knowing that carriers are both familiar with and dedicated to the communities they serve, Sombrotto and the NALC joined forces with the U.S. Postal Service, local United Ways and emergency services organizations to establish Carrier Alert, a nationwide program where carriers can watch over elderly or housebound postal customers. A great



NALC National President Emeritus Vincent R. Sombrotto (shown on the big screen at the 66th Biennial Convention held in Boston) expresses his appreciation for the dedication of the Vincent R. Sombrotto NALC Building in Washington, D.C.

President Emeritus Vince Sombrotto poses with his wife, Rae, and other family members around bust of him which is located at the Vincent R. Sombrotto NALC Building in Washington, D.C. - Photo by Mike Shea, NALC



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{Pri·or·i·tize}

verb: list or rate projects or goals in order of importance

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✓ Change your scenery

✓ Spend more time doing what YOU want

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Monday – Wednesday 7:00 a.m. – 5:00 p.m.
Thursday – Friday 7:00 a.m. – 6:00 p.m.
Saturday 9:00 a.m. – 12:30 p.m.

BRANCH LOCATIONS

Main Office General Mail Facility | 25 Dorchester Avenue, Boston, MA 02205
Hours: Monday – Friday 7:00 a.m. – 4:00 p.m. | Thursday 7:00 a.m. – 6:00 p.m.

East Boston Branch 100 Swift Street | East Boston, MA 02128 (Now Full-Service)
Hours: Monday – Wednesday 8:00 a.m. – 4:00 p.m. | Thursday – Friday 8:00 a.m. – 5:00 p.m. | Saturday 9:00 a.m. – 12:30 p.m.

Lowell Branch 155 Father Morrisette Blvd. | Lowell, MA 01853
Hours: Monday – Friday 8:30 a.m. – 4:30 p.m.

Waltham Branch Northwest Processing Facility | 200 Smith Street, Waltham, MA 02454
Hours: Thursday 7:00 a.m. – 4:00 p.m.



Branch 34 Celebrates the Holidays!



Branch 34 Says Farewell to its Newest Retirees!

Brookline's Tom Jones



Brookline's Joe DeMambro, Dennis Fitzpatrick and Branch 34 President Bob Lind congratulate Retiree Tom Jones.



Brookline's finest Tom Jones receives retirement gifts as all of his co-workers come out to say goodbye.

Wollaston's Jack Moran and Linda Bogiages-Cobban

New Retirees Jack Moran (left) and Linda Bogiages-Cobban (second from right) pose with Branch 34 President Bob Lind and Wollaston Shop Steward Tom Rooney.



Linda Bogiages-Cobban with Jimmy Burke.



Jack Moran (of Wollaston, formerly of Hyde Park) says goodbye as Branch 34 President Bob Lind thanks him for his contribution to the Branch.

Roxbury's Roger Goudreau



Roxbury Letter Carriers say farewell to their co-worker Roger Goudreau.



Roxbury's Roger Goudreau says goodbye.



Roger Goudreau gets recognized by Branch 34 President Bob Lind.

Cambridge - Mooney Street's Charlie Kelly

Cambridge - Mooney Street's Shop Steward Billy Crescitelli says goodbye to Charlie Kelly.



Charlie Kelly's last punch.

IMC Everett's Bob Topham



IMC Everett's Bob Topham shows off his new retirement pin and watch.



IMC Everett's Bob Topham is recognized by Branch 34 President Bob Lind.



Cambridge - Mooney Street's Charlie Kelly gets congratulated on his last punch.

Needham's Charles Murray



Needham's Charles Murray retires and is congratulated by his co-workers.



Needham's newest Retiree Charles Murray with Shop Steward Mark Cowell.

Weymouth Landing's Steve Jerrier



Weymouth Landing's Steve Jerrier with Kevin McCusker.

Weymouth Landing's Steve Jerrier with his real boss. :)



"The Chief" Weymouth Landing's John Hicks and Branch 34 President Bob Lind congratulate Steve Jerrier on a job well done.



Steve Jerrier shows off his cake which was presented at his retirement party. A larger view of the cake is below.



Roxbury's John Anastas



John Anastas gets a "letter carrier salute" from Branch 34 President Bob Lind and his Roxbury co-workers.



Roxbury's John Anastas cuts his retirement cake.

Roxbury's John Anastas listens to accolades from his co-workers.



One last hug.



Roxbury's Ron Odum says goodbye to John Anastas after singing our National Anthem... and boy, can he sing!

Roxbury's "godfather" John Anastas and his three "sons" - Left to right, Ed Chinetti, Mike Gorham and Joe Frechette.



AROUND THE BRANCH

Branch 34 Members Participate in Veterans Day Observances



Malden's Dan Norton played the bagpipes.

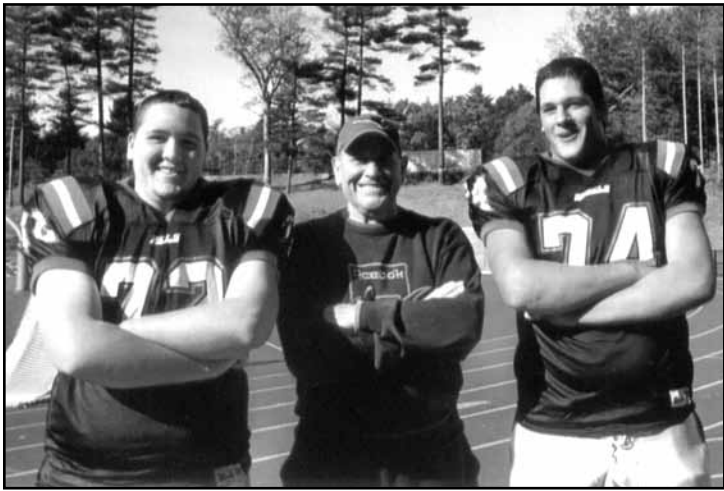


The Color Guard heads into the GMF Cafeteria for the Veterans Day Observances.

DAV Commander William Hoey once again served as master of ceremonies of the Veterans Day Observances at the GMF Cafeteria in Boston.



The Veterans Day Color Guard was led by Medford's Greg Serra.



Proud Grandpa

Retired GMF Letter Carrier Bill Lombardi stands between his two grandsons who played football for Walpole High School. On the left is Jim Lombardi, 6'2", 225 lbs. and on the right is Mike Lombardi, 6.4", 265 lbs. Both boys are 16 years old. Grandfather Bill was a longtime contributor to "Branch 34's CLAN."

President's Corner

(continued from page 2)

this writing all TE's have been given the opportunity to take the CCA entrance test and may accept an appointment as a CCA. All their TE time served will be applied to relative standing if they choose to accept.

CCA's will be limited to 15% of the total number of the full-time regular carrier workforce in each district and will allow the USPS to hire an additional 8,000 CCA's for the development of new products and services (Sunday and evening e-commerce delivery). New CCA's will receive \$15 per hour (Step BB) and TE's becoming CCA's will receive \$16.25 per hour (Step AA). CCA's in lieu of COLA's prior to their career appointment will receive general wage increases of 1% in November of 2013, 1% in November of 2014 and 1.5% in November of 2015 in addition to the already provided increases to all bargaining unit employees referred to above.

In addition, CCA's will be eligible to for health insurance after one year and the USPS will contribute towards their premium.

Other provisions include:

- Regular carrier uniform allowance
- Opting provisions under Article 41
- Establishment of a 401K Plan with the ability to transfer to the Thrift Savings Plan once becoming a career employee

All PTF's will all be converted to full-time status over the term of the contract and the category will be eliminated in its entirety.

The savings provided to the USPS by the changes experienced within the workforce pay restructure allowed the arbitration board to retain the contractual ban on subcontracting and continue the existing no-layoff provision that is currently in place which applies to all letter carriers with less than six years of service. It also secured through a MOU the delivery of new competitive products by city letter carriers.

We'll see an additional shift in costs from the Postal Service to City Carriers concerning health care premiums. Over the life of the contract carrier contributions

will increase by 4% resulting in the postal service contributing 76% in 2016. Also a labor-management task force will be created due to a new MOU which will develop alternative Article 21 health care provisions aimed at eliminating the premium cost shift by a mutual agreement. In other words, the parties will work jointly to explore the possibility of one health plan run internally that reduces premium cost and increases coverage.

I know when the news of this contact initially broke there were in all probability many TE's that said **WTF! A FIVE PLUS DOLLAR AN HOUR REDUCTION!** I would feel the same way, but one must understand the involved dynamics. This arbitration panel, despite the efforts, arguments and resources put forth by the NALC, is heavily influenced by recent arbitrations and negotiated settlements of other postal unions. Also, right or wrong, they were sympathetic to the financial restraints placed on the Postal Service whether it was the declining first-class letter or the congressional pre-funding mandate. The fact is they look at every aspect and take it into account when formulating their decision.

The arbitrator did make an effort to build a career path for these TE's unfortunately not all TE's are looking for a career path within the postal service. Some are older or quite content making what they were making an hour and perhaps had a spouse providing necessary medical family coverage.

Those that elect to become CCA's are hopeful that the prospect of "relative standing" will blossom into a full-time career path opportunity somewhere down the road for them. I understand completely the disappointment of an immediate reduction in pay for those electing to become CCA's and even more so the separation of all TE's not opting for the CCA positions. This is the risk taken when parties can't come to terms during the negotiation process. Unfortunately you can't negotiate with an unwilling party especially when contracting out and the layoff provisions are at stake and that's

the bottom line. At that point arbitration is all we have left.

Again a valiant effort was put forth by the NALC, but unfortunately arbitrators are heavily influenced by recent decisions and agreements. Nobody walks away untouched especially in the economic landscape we're faced with today. I do believe this panel worked under great restraints to maintain basically what we've been accustomed to without stripping us of our past negotiated entitlements (health benefits, pay raises, COLA's, etc...). Disappointedly something had to give and it appears that the recently-arbitrated COLA's deferred payment schedule freeze with no retroactive pay provision language combined with the new CCA entry pay structure gave this board of arbitrators the leverage it needed to appease both parties. In doing so they continued with pay increases, COLA's and provisions such as the moratorium on contracting out as well as maintaining our no-layoff protections. In today's economy, one has to see that we could've done much worse.

My hope is that the PTF's are converted sooner rather than later, the CCA's do get the opportunity to join the regular work force and that the MOU's concerning the many aspects of carrier life are fruitful and alleviate much of the day to day disharmony.

One last note on CCA's: There is a

Memorandum of Understanding (MOU) regarding the hiring of CCA's and the pay level they receive. It basically says that if the current pay scale does not provide sufficient numbers of CCA's then the parties (USPS and NALC) can get together and readdress the current pay scale associated with CCA's. Their mission would be to basically make the entry pay level for CCA's more attractive.

More to follow...

Local Negotiations

The new contract does spell out that local negotiations will commence on the first of April and will continue for thirty days. The Branch will be assigning representative Branch Officers to each installation to examine each MOU and conduct these negotiations.

Thank You "Mazie"

Thank you to Mary "Mazie" Collier for her dedication and hard work over the years with our award-winning "Branch 34's CLAN" publication. "Mazie" has elected not to seek the Branch 34 Editor's job in the upcoming Branch election due to personal reasons. She will be missed dearly on the Branch 34 Board of Officers of which she has served over the past number of years. We wish her great success in every future endeavor and thank her for a job well done. Best wishes and good health.

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

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EAP Corner

“The Power of Connection”

“The Power of Connection” will explore the many ways we relate to others and how improving the quality of those connections can enhance our lives. We will also offer some tools, tips, and techniques to assist you.

An EAP ePromotion allows the EAP to send you periodic emails sharing brief information to help you actively engage in the topic of the ePromotion. The EAP needs you to “sign up” and agree that you would like to participate. By sending me an email, we will be able to add you to the confidential distribution list.

In “The Power of Connection” ePromotion, you will receive emails beginning Tuesday, February 5 and on Tuesdays and Thursdays over the next 7 weeks.

Your participation is strictly confidential.

You can use your postal or home email address. Please feel free to share “The Power of Connection” with your co-workers and family members and encourage them to sign up as well. This ePromotion is designed to bring some reflection, challenge, and encouragement into your day.

If you would like more information or to sign up, please contact me at rrbelisle@magellanhealth.com

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JOIN THE NEWLY-FORMED NATIONAL LETTER CARRIERS MOTORCYCLE CLUB!

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!

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APPLICATION

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

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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**



MOVING?

**Give Branch 34
Your New Address!**

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Change of Address

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

Name _____

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Zip _____

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Please print legibly. *Required Fields

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Post Office Location*: _____

Telephone: _____

Email Address*: _____

Please complete the information above and mail to:
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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

Contribute on the web at
liteblue.usps.gov

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

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

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

YOUR 17-DIGIT ACCOUNT NUMBER:

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

*****AUTO** 8-DIGIT 84321
XXXXX 08 9 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 84321-9999

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

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

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

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

Confirmation Number: _____
Your allotment will become effective on: _____
Your allotment will be reflected in paycheck dated: _____
Keep this information for your records and future reference.

By making a COLCPE allotment through PostalEASE, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. You may refuse to contribute without any reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled through the PostalEASE system. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

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

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

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



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

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

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

I hereby authorize my bank to deduct from my checking account monthly the sum of:
 \$25 \$20 \$15 \$10 \$5 Other: \$ _____
and forward that amount to NALC's Committee on Letter Carrier Political Education (COLCPE). I make this authorization voluntarily and may revoke it at any time by notifying the NALC COLCPE Committee in writing.

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

By making a COLCPE Electronic Fund Transfer authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. The guideline amounts listed above are merely suggestions, and you may contribute more, less or nothing at all without adverse, 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

Tell Your Congressman
What You Think!

**BECOME AN
e-ACTIVIST TODAY!**

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).

Internet:

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

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.

For Retired Members

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

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

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

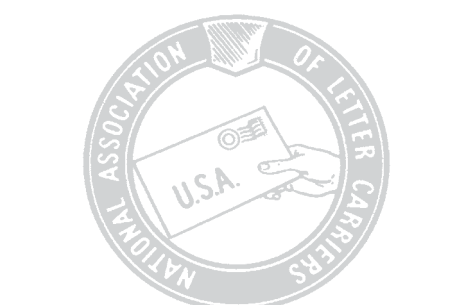
I wish to contribute monthly:
 \$25 \$20 \$15 \$10 \$5 Other: \$ _____

By making a contribution to the Committee on Letter Carrier Political Education, you are doing so voluntarily with the understanding that it is not a condition of membership in the National Association of Letter Carriers nor a part of union dues. You may refuse to contribute without reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled through the Office of Personnel Management. Contributions to COLCPE are not deductible for federal income tax purposes.

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