

Don't Be A SCAB!

Get Them to Join Up
and Pay Their Fair Share!

See Full SCAB List on page 8.

National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
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Branch 34's CLAN

National Association of Letter Carriers

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

President's Corner

PTF Movement At Last

Here we are in the fall season again with football, hockey, soccer, fall baseball and back to school. What does this season mean to us as letter carriers? It means the return of heavy traffic and route inspections like every fall. Soon enough OPS will be back in some Branch 34 station doing what they do best; pencil pushing, running numbers, writing comments and deducting time all in the name of capturing routes. It gets old *real fast*.

Our recourse to an overburdened route is overtime, auxiliary help or a special route inspection (if requested and the criteria is met). These are our options. Knowing the aforementioned why would anyone perform their duties in any manner other than those spelled out in the M-41 USPS Handbook? In today's environment operation program support (OPS) can continually run the station's numbers and once vulnerability is detected a route inspection ensues.

They know your management team looks the other way while many carriers throw up their DPS, FSS or whatever other mail they can. OPS banks on it! They hope carriers spend additional time in the office and come back on time at the end of the day. It may be easier delivery today but rest assured OPS's will make it difficult delivery down the road when you get your healthy addition. Don't assist them by skipping breaks, forgoing your lunch or purifying the mail. Always be a "Professional Letter Carrier" and deliver the mail as they designed it to be delivered.

MOU on residual vacancies

We're finally seeing movement once again on the PTF seniority list and thank God for it's about time. It's been a long time coming for our PTF's. In the Boston District eight years seems like an eternity to those PTF's waiting to be made regular. Under the provisions of the Das Award it spells out that all PTF's will be made regular prior to the next national agreement.

That being said we still have an obligation to satisfy and adhere to the other provisions and language already in place such as Article 12 and the MOU on Transfers. The recent MOU concerning "Residual Vacancies" signed off by the national parties addresses those very issues and attempts to create a pecking order which will facilitate the conversion of PTF's to regular and in certain scenarios CCA's also. Hopefully we see these conversions taking place on a somewhat regular basis moving into the future. This memorandum was signed off on 8/30/13 and will remain in effect until 3/31/14 unless mutually extended or terminated by the parties within the guidelines spelled out in the MOU. (Read MOU on page 7.)

Everything and everybody counts

That doesn't count, this doesn't count and they don't count. How many times have you heard this nonsense repeated while referring to your daily workload over the year(s)? The person reciting that scripted answer would change his or her tune if they were carrying your workload. The fact is everything that touches your hands counts. You have to handle it, you have to carry it and you have to deliver it: **REST ASSURED IT COUNTS!** It all takes time. How much? Whatever it takes to get it delivered? You are the deciding and determining factor.

Now let's apply that very same logic to our newest

employees: the CCA's. They may be made to feel at times that they don't count but rest assured they most certainly do. These newest employees are the future of the postal service and the NALC alike. We have managers and supervisors out there that would abuse this valuable resource. I talked about them in the last issue of the CLAN: the Nitwits! These CCA's are nobody's whipping-boy (or girl) and shouldn't be treated like one.

Unfortunately we have some of those within our own ranks and they too mistreat our CCA's. We need to change our approach towards our CCA's. Years ago we brought our new employees along slowly. They never received the same workload as the regular employee. Believe it or not PTF's use to get eight hours just to carry a route (with less territory to cover than today). The route would be setup by a regular or an experienced PTF and handed off for eight hours to the new employee. They were inexperienced and unfamiliar with procedures along with the town's territory and management made allowances for it. This mentality of tolerance and nurturing changed sometime in the nineteen seventies when the postal service shifted to the "more for less" philosophy (the big squeeze) and it's been all downhill ever since. We need to once again bring these new employees along and not be too quick to condemn them. We have Nitwits out there firing as many CCA's as they can or driving them to quit. I ask you is that any way to run a business? Not in my eyes.

Give these new employees encouragement, a helping hand when possible and lookout for their well being. They deserve that if they're a branch member.



Robert A. Lind
President

Don't give these clowns ammunition

While you're out there humping up hills and stairs the Boston bean counters are sitting in the air-conditioned rear (on their rear) looking at their precious numbers: DOIS figures, percent to standard, scans, pivot plan, sick leave usage and whatever else they can concoct to look busy. These so-called valued programs are the topic for discussion during your managers/postmasters daily/weekly telecom. How come he or she didn't pivot? Why did he or she leave the office late? Their percent to standard is unacceptable. DOIS says they had no mail and they should've been out earlier. They expanded his or her office time. They expanded his or her street time. Why did they run over? What are you doing about it? Have you issued discipline?

This is what we're up against. You're manager has to get the mail delivered and be subjected to these nitwits too. Some can handle it, others can't. Those that can't handle it will look to please the nitwits by issuing discipline, warranted or not. The easiest way to ensure discipline is to take unauthorized overtime. Make sure you give your supervisor a completed USPS Form 3996 (in duplicate) before you hit the street if you know you're going to need additional time. Try to give it to them as early as possible and await your instructions. If they direct you to leave in a certain segment of mail and you're still going to run over then give them another USPS Form 3996 (in duplicate)

(continued on page 9)

Branch 34 2014 Calendar

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Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

November 12, 2013
at the Boston Lodge of Elks #10
Spring Street, West Roxbury

December 10, 2013
at the Malden Moose Hall
582 Broadway (Rte. 99), Malden

January 14, 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

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

Second Congressional District

The Honorable James P. McGovern

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

Third Congressional District

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Longworth House Office Bldg., Rm. 1607
Washington, D.C. 20515
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http://tsongas.house.gov

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The Honorable Joseph P. Kennedy III

Longworth House Office Bldg., Rm. 1218
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202-225-5931 Fax: 202-225-0182
http://kennedy.house.gov

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Vacant

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Washington, D.C. 20515

202-225-2836 Fax: 202-226-0092

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Sixth Congressional District

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Rayburn House Office Bldg., Rm. 2238
Washington, D.C. 20515

202-225-8020 Fax: 202-225-5915

http://tierney.house.gov

Seventh Congressional District

The Honorable Michael E. Capuano

Longworth House Office Bldg., Rm. 1414
Washington, D.C. 20515

202-225-5111 Fax: 202-225-9322

http://capuano.house.gov

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

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The Honorable Stephen F. Lynch

Rayburn House Office Bldg., Rm. 2133
Washington, D.C. 20515

202-225-8273 Fax: 202-225-3984

http://lynch.house.gov

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Ninth Congressional District

The Honorable William Keating

Cannon House Office Bldg., Rm. 315
Washington, D.C. 20515

202-225-3111 Fax: 202-225-5658

http://keating.house.gov

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

Healthcare & Retirement Benefits Being Reworked by the USPS

The Postmaster General intends to alter the healthcare and retirement benefits of Postal Employees.

The United States Postal Service is in the process of awarding a contract to a supplier who possesses specific subject matter expertise, in the area of retirement benefits. The purpose of this contract is to compare the Postal Service's retirement benefits program to retirement benefits programs offered by major private sector companies.

Under the Postal Reorganization Act, the Postal Service is obligated to provide wages and benefits comparable to those in the private sector.

The Postal Service is claiming that the FERS system is more "costly" and does not compare to retirement benefits provided in the private sector.

What Postal Management has intended and has proposed to Congress is that our healthcare and retirement be separated from the Federal Employee Health Benefit Plan (FEHBP).

The Postal Service claims that this change would not impact existing retirement systems for current employees.

Hogwash! If this "new health system" is enacted, it will affect everyone now and in the future. Can you imagine if the Postal Service was able to be in charge of our Health Plan? They can't even run water.

By proposing to separate our Health Benefits from FEHBP, the Postmaster General is doing the bidding of some in Congress, who don't have the intestinal fortitude to show what real hypocrites they are.

The HEHBP is the same plan that covers Congress. How would it look, that Congress kicked us out of their own Health Plan?

In another proposal to Congress, the Postmaster General stated that 77 percent of postal retirees draw some form of medicine for their health coverage according to the Government Accountability Office (GAO).

The Postmaster General stated that moving the remaining 23 percent out of FEHBP entirely and into a "separate plan" integrates with medicare, would help reduce the amount the USPS spends on healthcare.

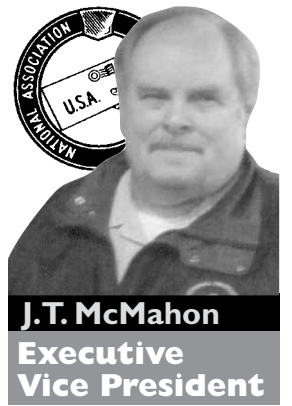
So much for the healthcare changes the Postmaster General is proposing being for future employees only.

You have to hand it to our enemies in Congress. First, they put in a poison pill in the Postal Reorganization Act of 2006, which has the Postal Service be the only Government agency to *prefund* its Retiree Health Plan for 75 years in a ten-year period.

After it has collected billions from the Postal Service from our health fund, Congress now wants to kick us out of the FEHBP, keep the money the Postal Service has put in, and still charge the Postal Service \$6 Billion a year to prefund a Health Plan that will no longer exist.

Call Senator Warren's and Senator Markey's offices, 202-224-4543 and 202-224-2742 and have them lobby their colleagues to keep our Health Plan in the Federal Health Benefits Plan.

(Credit: Postal Reporter News Blog and Federal News Radio.)



J.T. McMahon
Executive Vice President

Workers Would Be Nowhere Without the Union

(This article was reprinted from the Branch 70 Reporter, San Diego, CA, June 1991.)

By Ann Moore

In this day and age, we often hear negative remarks about unions and organized labor, so I would like to share with you a couple of excerpts in the Sept. 11, 1989, issue of *Newsweek* written by Victor Kamber. It's title – "How to Write Labor's Obit."

Think of all the young people out there who don't have a clue to what the labor movement has meant to them. They take for granted such things as paid vacations and the 40-hour week, protections from injury on the job, sick leave and pensions. They probably think all [those things came voluntarily from the generosity of employers. I'm sure the obit will clear that up.

After all, unions were formed to help workers get a fair shake from their bosses, and we certainly don't have unfair bosses anymore (What's that about Frank Lorenzo? Let him write his own obit).

"Even on labor issues, the obit should point out, organized labor has done some of its best work for non-union workers. Workers who earn more than the minimum wage are almost all non-union. Yes, labor has always made a special effort on behalf of the lowest-paid workers in our society. And thank God, because somebody has to. We have a president who

would deny them, 30 cents an hour, or \$600 a year, while giving taxpayers earning over \$200,000 an average of \$30,000 a year through a capital gains tax cut. Meanwhile, the eight-year-old minimum wage of \$3.35 leaves a family of four \$4,000 below the poverty level.

"Maybe we should be thankful that organized labor refuses to roll over and die. All the gains aren't ancient history. Just this past summer, the Communications Workers negotiated a trend-setting contract with AT&T, with expanded family care benefits that will force other companies to offer similar packages.

"And there's day care and pay equity, and on and on. So much for labor to do, and so little time, before the final obit is written."

I realize that this article is addressed to the wrong people. You reading it know the benefits derived from organized labor and our great union- But, maybe the next time you hear the famous question: "What has the union done for me?" you can show them this article and remind them that the union not only works for you and me, but for everyone.

Another Branch 34 Scholarship Winner Says Thanks

Connor Burke

I'm very excited to have been chosen as a recipient of the Branch 34 Scholarship. I graduated from Wilmington High School, was inducted into the National Honors Society, played in multiple ensembles including concert band, jazz band, concert choir, a cappella ensemble, Northeast District Choir, and Massachusetts All State Choir. I have loved performing for as long as I remember. My first performance was in the fourth grade talent show when I sang "Ain't No Mountain High Enough." I will study music composition next fall and minor in vocal performance at Boston University, and someday hope to write scores for films.

Royal Mail Privatization (USPS later)

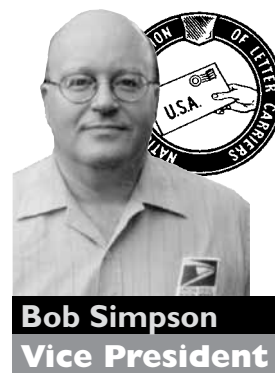
The scheme to privatize the postal service of the United Kingdom is scheduled for October 11, 2013. The public sale of the 497-year-old postal service is going to move forward regardless of the opinions of the 115,000 Royal Mail workers and despite consistent opposition from the public. It should surprise no one that bankers, lawyers, accountants and public relations firms are set to collect up to 20 million pounds in fees from advising on the sale. The chief executive of the Royal Mail is also to profit considerably from the privatization.

This is what the United States Postal Service wants. They would like to divorce us from our federal government benefits (health plans, Thrift Savings Plan, Insurance) and then privatize us later.

DO NOT BE FOOLED.

The USPS will make you an offer of stock or a dividend as a little sweetener and then later the givebacks will start and it will involve salary and benefits.

You will be negotiating against yourself.



Bob Simpson
Vice President

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.

Protect Your Future! Give to COLCPE!

Injuries and Causal Relationship

As an injury compensation specialist for Branch 34 I field many questions dealing with claims and claims management. More than any other reason, claims under the Federal Employees Compensation Act are denied because of a lack of rationalized medical evidence based on an accurate history establishing that the disability is causally related to the claimed injury or condition of employment. Often injured workers believe that by submitting Form CA-20, or Attending Physicians Report, this will suffice.

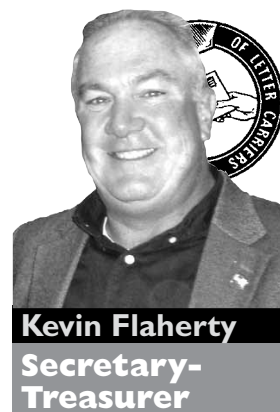
In order to establish causal relationship the physician should submit a medical narrative signed by a physician (not a physician assistant or nurse practitioner). The report should include dates of examination and treatment, description of tests given, results of X-Rays, MRI's etc. The report should outline the physician's reasoning that supports his/her medical opinion. It is the physician's explanation of how he/she arrived at the conclusion that a claimant suffered a work related illness or injury.

The physician's medical rationale must also explain the causal relationship between the diagnosis and the employment factor of activity. A note from a doctor stating John Smith was seen in my office today for a sprained ankle suffered at work would not suffice.

Medical opinions cannot be based on speculation or probabilities and cannot merely be a conclusion without an explanation. In other words how did the physician, from a medical point of view, arrive at the opinion? It is important to remember that not all physicians realize what is required in Federal Worker's Compensation cases. Far too often we rely on the physician to "take care of it". It is much easier to obtain the medical rationale at the outset of a claim than it is to wait for a reversal on appeal. Once a decision is rendered from OWCP, an appeal is the only way of overturning the decision.

On another note regarding injuries we have seen a recent increase in discipline for not immediately reporting an injury. In

one case a carrier was disciplined for not immediately reporting a bee sting that later became an allergic reaction. Thankfully we prevailed in the grievance procedure. Postal regulations require employees to report injuries to their immediate supervisor immediately. However this requirement should be read with some common sense. Letter carriers know all too well that we experience an event almost every day. A twisted ankle or knee, a twinge in the back, banging one's hand or elbow on a door are some of the injuries that carriers face each and every day. Ninety-nine percent of the time the carrier continues on his/her route and finishes. Often it is not until the next day that the ankle or knee swells up, or the back begins to hurt, or the hand or elbow throbs. While I am not advocating reporting each and every incident, this would involve nonstop filing of claims; I am urging carriers to use common sense in reporting injuries. If you feel the incident was more than the everyday knick or bump it should be reported. If it turns out to be nothing then so be it.



Kevin Flaherty
Secretary-Treasurer

This protects you in case the bump is actually something more serious and does require medical attention and will protect you from needless discipline.

As always call the branch office if you are injured. Remember we work for the members and your supervisors and injury compensation specialists do not. Remember: always work safely and do not sacrifice your well being rushing to complete your route.

Senator "Present"

The two most dysfunctional organizations in America today have to be the U.S. Post Office and Congress.

Let's take a poll, who is the biggest lunkhead in the Post Office: a) your Manager; b) your Supervisor; c) the nitwit at the Plant who runs everything, including the kitchen sink through the DPS on Mondays; d) the genius who bought the cellphones for the scanners; e) all of the above; f) fill in the blank.

I am amazed at all of the lunkheads (defined as those with no common sense, no people skills, no backbone and are responsible for generating excessive numbers of grievances) who float to the top, like dog poop in this organization.

The only organization more dysfunctional is Congress.

As this issue of "Branch 34's CLAN" goes to print, we are again reliving the debate on raising the debt limit, passing a budget, will the government have to shut

down, and on and on. Did we just have this debate a few short months ago. We did, nothing was resolved, Congress just kicked the can down the road.

That's not any way for a government to run. We need reasonable ideas from people willing to make the tough decisions on the major issues before the attempt is even made to really fix the Postal Service.

From the PMG's ill-conceived plan to go to five-day delivery – cutting instead of growing secure jobs in a still weak recovery – to **Rep. Darrell Issa's** cluster box idea, some Postal resolves are just stupid. But the stupid talk gets the press when more of the conversation when the focus should be on the positive solutions proposed by the NALC and its Congressional allies.

I would hope and expect real Postal reform could be right around the corner if the logjam on the budget and the debt is ever broken. When that time comes, we

will ask, no demand, our allies in Congress to stand up and do the right thing.

I have to ask, will we be able to count on **Senator Ed Markey** to stand with letter carriers. Ed came out and voted "present" in his first major vote as a United States Senator – the resolution supporting the President's decision to call for a military strike on Syria for its use of chemical weapons against its own people. "Present" should not be a vote of a United States Senator.

Senator Markey, it's time to step up!

The letter carriers of Massachusetts are looking to you for meaningful Postal Reform.



Michael Kidd
Legislative Liaison

Why is the Union Important?

Ex-Union Member Tells His Story

The following letter was printed in a Machinist newspaper. It was reprinted here in 1991 and I believe the message is still timely and very serious. Please read it thoughtfully.

– Bob Lind, Branch 34 President

Dear Former Brother and Sister Union Members:

Iam writing to you to, hopefully, warn you to avoid what has happened to me and my other machinist brothers and sisters in this plant.

We were once members of the International Machinists' Union and had the usual gripes about union dues, slow grievance procedures, seniority disputes, incentives, overtime arguments, etc.

We thought of our stewards and union officers as freeloaders with jobs that command no respect, and we thought that the company would treat us just as good with or without them. We were in agreement when someone said, "The union is selling us out." We never thought that it was the company who was really selling us out.

Well, that was in 1978, and we no longer have these problems. In October 1978, we voted to break away from the international union. We are now nonunion, and we no longer have dues!

We no longer have seniority disputes because we are placed by ability, which means whoever is the boss's pet. It is the same with overtime. Our grievance system is no longer slow; it is nonexistent.

We don't have an absentee problem. If you miss one day, you must have a doctor's slip; so most people with absentee problems were fired long ago and had nobody to represent them.

Our incentive now is: Do more work or you will be disciplined for refusal to work.

All this for less money; smaller hospitalization benefits; fewer holidays; and, if it is an emergency, seven days without overtime pay... which is almost every week.

Our ex-stewards and union officers are no longer a problem. Most of them have been discharged on one technicality or another or have been set up with a discharge situation-How did this happen? Well, one night at a local tavern, a supervisor I know got drunk and was laughing and bragging to a friend about how they got rid of the union. This is what I overheard from my booth.

The supervisor said the company hired a large firm out of Chicago at several hundred dollars an hour to come and train supervisors and foremen in the skill of union busting. Supervisors were threatened that if they disclosed this information they would be fired.

He explained that there are a lot of companies in the business of union busting now. These companies think the time is right for union busting because of high inflation, frequent plant closings, conservative Republicans and Democrats being elected, and because of a general fear of a job loss in a lot of plants.

He said they held a lot of management classes and were taught how to bust the union. Some of the things they were taught were: (1) try to confuse seniority, then blame the union for the confusion; (2) delay grievances for as long as possible; (3) increase discipline for minor offenses; (4) threaten employees if they file a grievance; (5) convince employees that all the benefits are company-given, not union-negotiated; (6) get stool-pigeon, big-mouth employees to criticize union officials and union dues – every area has them, you know who they are; (7) convince employees that it is the union who is to blame for any problems that arise; and (8) convince employees that the company is the big brother, the good guy; and the union is the enemy.


When I heard this, I realized they had followed the game plan perfectly. All of these things happened to us, and they were laughing at us the whole time.

I felt I had to write this letter to warn you how easily we were lead down this road of disaster. I only hope that, in some way, this will help you avoid what happened to us. Don't go back 40 years in time like we have.

I cannot sign this letter in fear for my job and family. Hopefully, some day I will be back with you without fear. It is a terrible lesson to learn.

Respectfully,
Ex-Union Brother in Oklahoma

(Reprinted from Valley Beacon Local 1365 IAM, North Andover, MA.)



Branch 34's CLAN

Founded May 1971

AWARDS

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

National Association of Letter Carriers
GENERAL EXCELLENCE – LARGE BRANCH PUBLICATIONS – MORE THAN 1,500 MEMBERS
First Place, 2012
First Place, 2010
First Place, 2008
First Place, 2002
First Place, 1996
First Place, 1994
Second Place, 2006
Second Place, 1992
Third Place, 2004
Honorable Mention, 1982
Judges' Commendation, 1988

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

BEST CARTOON OR PHOTO
First Place, 2006

PROMOTING UNIONISM
Third Place, 1992
Judges' Commendation, 1988

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Robert A. Lind, Associate Editor
John T. McMahon, Associate Editor

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Remembering Veterans Day

This article has two stories that I want to share with the membership. The first story I actually read in the 8/29/13 issue of South Boston Today. The story was the result of a Facebook post and it goes like this:

In September of 2005, on the first day of school, **Martha Cothren**, a history teacher at Robinson High School in Little Rock, Arkansas did something not to be forgotten. On the first day of school, with the permission of the school superintendent, the principal and the building supervisor, she removed all of the desks in her classroom. When the first period kids entered the room they discovered that there were no desks. 'Ms. Cothren, where are our desks?'

She replied, 'You can't have a desk until you tell me how you earn the right to sit at a desk.' They thought, 'Well, maybe it's our grades.' 'No,' she said.

'Maybe it's our behavior.' She told them, 'No, it's not even your behavior.'

And so, they came and went, the first period, second period, third period. Still no desks in the classroom. Kids called their parents to tell them what was happening and by early afternoon television news crews had started gathering at the school to report about this crazy teacher who had taken all the desks out of her room.

The final period of the day came and as the puzzled students found seats on the floor of the desk-less classroom. Martha Cothren said, 'Throughout the day no one has been able to tell me just what he or she has done to earn the right to sit at the desks that are ordinarily found in this classroom. Now I am going to tell you.'

At this point, Martha Cothren went over to the door of her classroom and opened it. Twenty-seven (27) U.S. Veterans, all in uniform, walked into that classroom, each one carrying a school desk. The Vets began placing the school desks in rows, and then they would walk over and stand alongside the wall. By the time the last soldier had set the final desk in place those kids started to understand, perhaps for the first time in their lives, just how the right to sit at those desks had been earned. Martha said, 'You didn't earn the right to sit at these desks. These heroes did it for you. They placed the desks here for you. They went halfway around the world, giving up their education and interrupting their careers and families so you could have the freedom you have.'

Now, it's up to you to sit in them. It is your responsibility to learn, to be good students, to be good citizens. They paid the price so that you could have the freedom to get an education. Don't ever forget it.'

According to the *South Boston Today*, this is a true story (even if it wasn't true, it conveys the right message). The teacher, the



daughter of a WWII POW, was awarded Veterans of Foreign Wars' Teacher of the Year for the State of Arkansas in 2006.

On this Veterans Day, Monday, November 11, say "Thank You" to a member of the Armed Forces/Veterans and pause

to remember those who have made the ultimate sacrifice for the United States of America.

The second story I have is personal. Every Sunday, my wife and I take Rose, our three-year-old granddaughter, to breakfast at Mul's in South Boston. After breakfast, we fill the rest of the day with fun stuff like the playground at Castle Island, the beach or Chuck E. Cheese's.

On Sunday, September 8, we couldn't make any plans like that because of the MDA Fill the Satchel effort. On Fill the Satchel Day, I get up to the Southie Stop & Shop at 7:00 a.m. and start asking for donations. The first wave are the early risers or the customers who forgot milk, eggs, bacon or whatever. That group is followed by the after-Mass crowd of those coming from or going out to breakfast. Finally, the Patriots' crowd comes in for their munchies break around 11:00 a.m. – and after that I call it a day.

I have a system. I approach everyone letting them know what's going on **before** they shop. If they make a donation be-

fore going in... great. But if not, they know I will be looking for them when they come out.

99.9% of the people are great – friendly, appreciative and

generous. There are some losers who won't even say "hi!" and the idiots who pretend they are making a donation – making the motion to donate, but nothing comes out of their hands. Seriously, just say "not today" instead of making an ass of yourself.

When I got back to the house, Rose was upset and asking me why we hadn't gone to Mul's for breakfast. I tried to put in terms she would understand, so I told her I was out trying to help kids who are sick and in hospitals.

She thought about that for a minute, looked at me, hugged me and said, "OK, Granky (her nickname for me), I forgive you!" Kids?...



Michael Kidd
Area Steward

From the Field

Don't Forget, It's a Relationship

As I sit behind my computer on a cold and rainy fall Sunday evening, wishing I had tomorrow off, I ponder my workload for the days ahead; one grievance meeting after the next for a couple of days and then an arbitration hearing mid-week. I realize that all the cases before me have one obvious thing in common; they had the potential to be settled at an earlier step in the grievance procedure if both parties were working together. It seems to me that both sides, Management and Union, have grown increasingly hesitant to except one another's offers to settle grievance issues. It is understood that some offers are unacceptable for various reasons. This may be attributed to higher level Management controlling all the shots from in town or the hopes that the next union representative will get a better deal. However, a bit of advice to all grievance representatives working for the union, take a long hard look at any offer in front of you because if your grievance ends up at the step B-team that same offer made at the earlier level of the grievance process may not be there for consideration. In other words, just because an offer was made at step A informal or step A formal, it may not be on the table later.

Never lose sight of the fact that if a carrier is guilty of what he is being charged with (especially in cut and dry attendance issues) a reduction in levels of discipline or duration of term may be the best we're going to do. Once again as I have written in

the past, it's a steward's job to try to do the best job possible for his or her members and their success is partially predicated on their relationship with management. This doesn't mean allow management to do whatever they want. We must hold them accountable for their actions. However it means work to keep lines of communication open. Refrain from upstaging or belittling your manager or supervisor on the work room floor, because inevitably we could be asking for a second or third chance on behalf of that someone who may then be in the Jackpot.

Relationships aren't always easy, trust isn't always there, and sometime it just doesn't work out but always keep in mind your steward still has to give their best effort to provide representation for his or her letter carriers. I visit offices where the steward either isn't getting along (or even speaking) with a grievant or supervisor. I often remind the steward that you don't have to like everyone but you do have a job to do and that requires you to communicate professionally with everyone. As representatives we must try to keep our personal feeling out of the representation game (if possible) and look at the big picture. We're not helping someone if we can't communicate.

PDI- Please Dispute the Information

As I prepare cases for my upcoming Arbitration hearings it's part of my job

to break down case files. I scrutinize not only the information but the entire grievance process regarding said case.

I usually start by reading the B-team authored impasse. This B-team decision starts with the union position regarding the case; it's usually well thought out, concise and lays out pertinent information and evidence in the case file. The next section I look at is management's distorted view on the case which usually is filled with personal attacks of the grievant, witnesses and union representatives alike. Additionally management usually spends several pages of opinion and baseless speculation absent any facts whatsoever.

One repetitive tactic management is spending an abundance of time on is breaking down management's PDI interview with the grievant prior to the issuance of discipline. Management loves to accentuate the fact that the union, namely the steward or grievant, never disputed key points that management relied on from there PDI to justify issuing discipline. Management then tries to portray this data as an undisputed fact. The union may have been in complete disagreement with the content of the PDI

(continued on page 6)



Brian Manning
Area Steward

Odds 'n Ends

Things to Keep in Mind:

If you have changed your name (Marriage/Divorce), an Employee Name Change Form must be completed with the USPS.

If you have changed your address, an Employee Address Form must be completed with the USPS.

The above forms may be requested through Local Management or by going to LiteBlue.USPS.gov.

If you wish to change your Health Benefits, it must be done within 31 days prior to or 60 days after the effective date of your Name Change (Marriage/Divorce).

If you wish to change your Life Insurance (Marriage/Divorce) it must be done within 60 days of the effective date of your name change.

The above changes can be made through LiteBlue.USPS.gov.

Happy Fall to you and your families!!!!



Bernadette Romans
Area Steward

Management Still Penny Wise and Pound Foolish

I want to take a minute to say how impressed I am with all of you. Each summer and choice vacation period poses challenges that only letter carriers can meet head on. Covering open routes and dealing with management's hair-brain pivots (OT) during the summer is somewhat a normal routine for us.

This year there was a new twist added. Due to Arbitrator Das's rendered award we ended up losing half our temporary work force. How is it possible that the people who are entrusted to lead this great company let this happen? It seems to me that the money we paid out this past summer for overtime and V-time was just insane, never mind the cost of grievance time. Penny wise and pound foolish, for a few dollars more

management could've staffed the northeast area and saved a fortune.

I've finally come to terms after twenty-eight years in this business with the postal double standard. We have two separate set of rules for both craft and management. If we miss a scan or have a delivery failure we get the guillotine. If management makes a million dollar blunder, it's not even talked about it's just another day of postal business. Go to nalc.org, the NALC website, scroll down and on the bottom of the page you'll see a running tally of the money carriers have generated like through Customer Connect. Crazy money and thank God for it because management tries to spend it as fast as we make it.

Without rambling on too much, I'll close

on Globe Directs. As I walk through Hyde Park everyday kicking Headliners out of my path of travel I can't help but wonder why our former revenue and our postal patrons mail is lying in the street. How could postal management let this happen and why hasn't this been addressed? Why isn't someone from the postal service approaching these stores with the "Direct Mailing" option. Maybe they're just too darn busy looking at letter carrier scans than saving our future. Whatever the case I'd like to say again great job carriers! Obviously it's up to us.



Rich Galvin
Clerk NSBA-MBA

Really... REALLY?

File this under yet another stunning example of USPS you can't make this s#!~ up! Less than a week after our Postmaster General once again testified before another US Senate committee that the USPS was "in the midst of a financial disaster" and about to run out of money to fund its operations, comes word via the Federal Times that the cash strapped Postal Service is paying a celebrity "futurist" \$1.5 million dollars to predict, among other things, the future of postage stamps. I kid you not!

The *Federal Times* reports that the Postal Service recently entered into agreement to pay the New York consulting firm "Faith Popcorn's BrainReserve" \$566,000.00 to speculate 'who will be buying stamps in 2019, 2024 and 2034 and what will they be used for?' While half of a million dollars is a tiny fraction of the Postal Services' overall finances, this deal comes at a time when the agency claims it is losing \$25 million daily.

After starting the assignment early last month, BrainReserve – whose website touts its consulting specialty as "applied futurism" – is supposed to finish up work by mid-October, the statement indicates. Faith Popcorn, the company's CEO, is

billing the Postal Service at an hourly rate of \$836. Labor fees for other BrainReserve staff involved in the project range from \$91 to \$334 per hour.

With all due respect to the talents of Ms Popcorn, who appears to have several best selling books to her credit, the way the Postal Service is spending the small amount of cash they have left, we may not be here to see her "predictions" become reality.

According to Wikipedia, Ms. Popcorn (born as Faith Plotkin) has been around for years offering predictions such as "mechanized hugging booths" that will replace pay-phones in cities as part of a cultural trend toward more physical contact. She's also said that 1950's slang will make a big comeback and that advances in genetics will allow people to custom design pets with bits of their own DNA so their dogs and cats resemble them. Other examples referenced 2006 forecasts of marketing trends that Ms. Popcorn claimed "were just around the corner" include lingerie infused with "neuro-chemicals" to enhance confidence and a demand for "retort coaches" to help people sharpen their wit. Ms. Popcorn also predicted "removable cochlear-implants, rentable

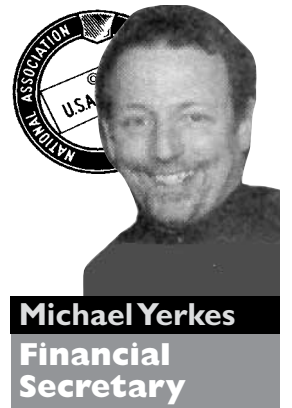
by the hour, that instantly lend you fluency in French or an understanding of how to tune a car." Almost makes Management's DOIS projections believable.

But that's not all; according to the documents obtained by the *Federal Times*, the above cited stamp project is just one of five task orders that Faith Popcorn's BrainReserve has so far received. Ms. Popcorn's company has another contract with USPS worth \$1.1 million to "explore the possibility of using letter carriers to provide paid home visitation services to the elderly and ill." Unpaid acts of kindness displayed by Letter Carriers for over two-hundred years.

This so-called **House Call Services Platform** "expands upon the current informal daily check in with customers by route carriers. It routinizes and monetizes the granularity of the 'every address' delivery to offer value-added, personal assistance." Those services could include a daily personal visit and regular checks to make sure that customers are using medical devices or taking prescribed medications, according to the company statement of work for that task order. While we should not be too quick to dismiss this concept as yet another

avenue to the sustainability of the USPS, can't you envision the daily guidance provided by some of the supervisors and managers currently running our workroom floors.

Every Carrier beyond their initial probationary period has seen rampant examples of can no doubt be described as Postal Service waste of finances. One need not look much further than that advanced surveillance flip-phone attached now attached to your belt. Even more frightening during this upcoming Halloween is the ever present potential that our Congress approves the Postmaster General's proposal to withdraw USPS from the Federal Employees Health Benefits Program. Rather than looking for ways to make our service more valuable our customers and thus attract new business, the Postal Service appears hell-bent on providing diminished service, and hiking prices for the privilege of using it. As stated above; you just can't make this s#!~ up!



Michael Yerkes
Financial Secretary

The Truly Unbelievable "Future of Stamps" Report from Faith Popcorn's BrainReserve

DELIVERING THE FUTURE OF CONNECTION 2030 – DEFINING THE FUTURE OF USPS STAMPS FOR THE UNITED STATES POSTAL SERVICE

August 2, 2013

Revised Assignment Timing Revision 2

STATEMENT OF WORK

Assess, analyze and define the innovations required to keep USPS Stamps relevant, interesting and integral to the future world of communication and delivery.

Sales and usage of postage stamps have been declining 7 to 9 percent year on year, with no indication this trend will stop. USPS Stamps generate \$8B in sales annually and remain a significant source of USPS revenues. The main reasons for this decline are the following: a) the emergence of digital correspondence; b) a constant shift toward a paperless world; and c) USPS innovations, e.g. non-stamp methods of marking the value of postage paid through print-at-home, kiosk labels. Despite the decline, USPS Stamps will continue to offer major income in the short- and medium-term. This business needs to be nurtured and protected.

USPS seeks to understand the future needs and motivations of USPS stamp users in the next 10 to 20 years and how the traditionally popular practice of themed Stamps (events, seasons, occasions), for both casual and business customers, will evolve in the coming years.

The Future of Stamps assignment will identify the emergent opportunities through which the USPS can re-imagine and reinvent the relevance of USPS Stamps. Among the issues we will focus on are the following:

- Who will be buying Stamps in 2019, 2024 and 2034? What will they be used for?
- How can we embed innovation and new thinking into Stamps, to engage America's coming generations and the USPS existing and new customers?
- What type of innovative Stamp features can be implemented to engage and satisfy the next generation of consumer?
- In short: What steps must be taken to slow the predictable decline in Stamp usage and how can we best reinvent and re-imagine Stamp relevance to promote growth?

The resulting new position and innovations for Stamps within the culture must delight the next generation of users while improving utility of Stamps in communication and delivery. FPBR's Trend-based methodology is unique in its ability to reveal these emerging needs and a Future-correct vision for the role Stamps must play within the rapidly evolving context of messaging. This assignment is not about innovations in manufacturing, distribution and channels for stamp access.

WHY THE USPS?

Since its inception, the USPS has fulfilled its mission of "Binding the Nation" by connecting people across geographic distances. Stamps have played a significant role in fulfilling that mission. USPS has a track record of innovations in Stamps, such as peel and stick and Forever Stamps. Now USPS has another opportunity to redefine how Stamps will bind the future generations of America.

OBJECTIVES

To identify potential strategies and innovations that will accomplish the following:

1. Environmental and Research Scan, Review and Early

- Hypotheses
- Current and Future Environmental Trend Analysis
2. Ideation of Future State and Concepts
 - Hypotheses Development and Planning
 3. The Future of Stamps High Level Business Case

OUR APPROACH

1. Environmental and Research Scan, Review and Early Hypotheses Including Current and Future Environmental Trend Analysis (Phases 1 and 2, SOO)

Methodology:

- a. BrainBurst.** A team kick-off session to understand current assets, opportunities, constraints that will inform and accelerate, as well as explore potential inhibitors to the project. We will also 'level set' goals, expectations, and responsibilities for all, and define what we'd call an 'A+ Assignment'.
- b. Meta Data Analysis:** Analyze industry and USPS reports through the lens of the Trends to understand and dimensionalize the opportunities in the Future of Stamps.
- c. Stakeholder Interviews (10):** Detailed (usually one hour) one-on-one conversations that enable us to extract mission-critical information from those who will be the key contributors, and the ultimate arbiters, of the project's success and the success of the Future of the Stamps, including envisioning the emerging worlds of messaging, communication and delivery. The stakeholders include the USPS internal team as well as key customers from critical segments.
- d. TrendScans (3):** One US and Two Global market survey to identify traditional and emerging innovations in the world of stamps, messaging, communication and delivery.
- e. TalentBank Interviews (20):** One-on-one discussions with a cross-section of leading minds who are professionally steeped in technology, gamification, artistry, changing demographic and cultural needs and other applicable fields to deeply understand how to create the best Future of Stamps.
- f. BrainJams (2):** Internal session to analyze and further develop learning from research, i.e. Stakeholder and TalentBank Interviews, TrendScans, CreativeThinks.

2. Ideation of Future State and Concepts, including Hypotheses Development and Planning (Phases 3 and 4, SOO)
 - a. TalentBank CreativeThink (1):** Group exploration with a diverse cross section of TalentBank Experts to develop and test hypotheses on the Future of Stamps.
 - b. Stakeholder CreativeThink and Mid-project Work Session (1):** An engaging brainstorm session with USPS employees and external partners/customers to explore and define the Future of Stamps, messaging, communication and delivery. The CriticalThink will be followed by a work session to share and ideate insights and strategies midway into the project.
 - c. CriticalThink:** Internal ideation session to synthesize and refine insights
 - d. Final Client Work Session and Hypotheses**

- a. BrainJams (2):** Internal session to analyze and further develop learning from research, i.e. Stakeholder and TalentBank Interviews, TrendScans, CreativeThinks.

OPTIONAL (Not Priced)

3. The Future of Stamps High Level Business Case (Phase 5, SOO)
 - a. Refine and Align the Recommendation (1):** The FPBR team will refine and revise the final recommendation, working with the USPS to create the business case, based on the discussion and feedback from the final work session. This refinement includes identification and alignment on most promising concepts, as well as growth, stretch and discretionary options and implementation hypotheses (Phase 4). FPBR will work with USPS financial analysts to articulate the opportunities in terms of volumes, dollars (ROM) and strategic fit (Phase 4).
 - b. BrainJams (2):** Internal sessions to analyze and further develop learning from research, i.e. Stakeholder and TalentBank interviews, TrendScans, CreativeThinks.
 - c. FPBR works to develop the narrative and logic of the Stamps opportunity, concepts and options, aligned with USPS strategic goals (Phase 5).**
 - d. This area of engagement does not include high-level gap and feasibility analysis, nor KPI's, risk**

assessment of investing in proposed Stamps initiatives vs. no investment (Phase 4).

4. **Project Management:** The FPBR team will organize weekly check-ins with the USPS team to discuss progress and developments. We also organize on-going internal sessions to develop the deliverables.

DELIVERABLES

An analysis and recommendation on the Future of Stamps that will include strategies and innovations to accomplish the following:

1. Slow the predictable decline in USPS Stamp usage
2. Reinvent and re-imagine USPS Stamp relevance to promote growth

Based upon:

1. Environmental and Research Scan, Review and Early Hypotheses
 - Current and Future Environmental Trend Analysis
2. Ideation of Future State and Concepts
 - Hypotheses Development and Planning
3. The Future of Stamps High Level Business Case (Optional)

TIMING

- Begin immediately. NLT August 5, 2013.
- Accelerated work stream through September 30, 2013 with an additional two weeks for administrative tasks and invoicing.

This is a complex, multi-dimensional issue. The methodology requires in-depth investigation, analysis and ideation in order to Trend-correct the current decline in USPS Stamp volume and begin to structure powerful mechanisms for growth.

PRICING 1 and 2

FUTURE OF STAMPS REPORT			
Labor Category	Hourly Rate	Hours	Total
CEO / Creative Director	\$ 836.26	62.5	\$ 52,266.25
Principal	\$ 334.45	117	\$ 39,130.68
TalentBank Director	\$ 234.12	264	\$ 61,806.40
Trend Analyst	\$ 111.48	269	\$ 29,989.04
Senior Consultant	\$ 270.35	405	\$ 109,490.64
Senior Strategist	\$ 270.35	640	\$ 173,022.24
Project Manager	\$ 114.27	180	\$ 20,568.69
Project Coordinator	\$ 91.30	104	\$ 9,495.25
Total BrainReserve Labor Fees			\$ 495,769.19

FEES AND OUT OF POCKETS		
	Hourly Fees	Total
BrainReserve Labor Fees		\$ 495,769.19
TalentBank Expert Honorariums for Interviews (10 total)	Honorarium (estimated \$750 each)	\$ 15,000.00
TalentBank Expert Honorariums for CreativeThink Participants (6 Experts per Session; 1 Session)	Honorarium (estimated \$750 each)	\$ 4,500.00
Global TrendScan (2 markets)	Estimate (\$5,500 per market)	\$ 11,000.00
Artwork / Visualization	Estimate	\$ 20,000.00
Travel Estimate**		
BrainBurst (DC)	Estimate for 5 people	\$ 6,500.00
Client Worksession-1 (DC)	Estimate for 5 people	\$ 6,500.00
Client Worksession-2 (DC)	Estimate for 5 people	\$ 6,500.00
Total USPS Investment*		\$ 565,769.19

* Transcriptions, graphics, photo sourcing and any additional travel costs not estimated above will be mutually agreed upon in advance and charged separately. Out-of-pocket costs are billed at cost without markup.

** Travel Estimate calculation for 5 people to DC

DC Travel for 5 people:	
Airfare (\$750.00 each)	\$ 3,750.00
NYC Ground Transportation (\$150.00 each)	\$ 750.00
DC Ground Transportation (\$150.00 each)	\$ 750.00
Hotel (\$150.00 each)	\$ 1,250.00
Total	\$ 6,500.00

...AND THIS IS ONLY ONE OF MS. POPCORN'S FIVE STUDIES CONTRACTED BY THE USPS... UNBELIEVABLE!

From the Field

(continued from page 4)

but if not disputed in the case file it does give life to management's argument. Also the grievant's statement must be in the case file refuting specific points raised or referenced at a PDI.

Management is always citing in written discipline that the grievant offered no credible explanation at the PDI as to why they acted as charged. We must refute this statement during the grievance process. It is extremely important to dispute the relevance of management's line of questioning in a PDI as well as any alleged answers management may have manufactured or misrepresented during or after the PDI. This is why the steward should be an active participant in the PDI taking notes which includes the questions and answers as well as asking questions of the grievant and management alike. No detail is too small to dispute in the case file. Please do not think it is a waste of time to write a lengthy and specific rebuttal to management's slanted view of the PDI. It's not.

Better Late Than Never Isn't Always the Case

I try to write my "Clan" articles about grievances I commonly see throughout the entire district. One type of discipline being issued involves carriers "Failing to be Regular" in Attendance". This is nothing new however the caveat to this is that management is ramping up their efforts to deal with carriers who are tardy. It is clearly understandable to be late from time to time because of lives nuisances' like traffic or your alarm didn't go off however this is still considered an unscheduled absence. Arbitrators don't differentiate between 8 hours sick leave and being 5 minutes late.

Lately, management seems to cite all unscheduled absences together in an effort to portray the carrier as unreliable (relating to reporting to work as scheduled). I have yet to read an Arbitrators decision where it's cited as improper to incorporate any and all unscheduled absences together EAL, SL, LWOP and AWOL as improper. I do however get the feeling the many carriers feel that tardies are in some way less significant than an eight hour sick call. I will caution all carriers that this isn't the case.

Management does have the contract on their side regarding carriers not meeting their obligation of being "regular in attendance" and adhering to their schedules. Carriers have been fired for continuously being tardy and not responding to or learning from progressive corrective action. My advice is: if you are someone that falls into the above category, please take note.

Branch 34's Salutes a Recent Retiree!

Watertown's Mike McBride



Watertown's Mike McBride's last punch.



Mike McBride poses with Branch 34 President Bob Lind, Watertown Shop Steward Eric Manning and Branch 34 Trustee Dan O'Connor.



Branch 34 President Bob Lind presents retirement gifts to Watertown's Mike McBride.



Many happy recollections were expressed at Mike McBride's retirement party. Good luck in your retirement, Mike!



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COPING WITH LOSS

Take Your Time with Grief

Suffering a major loss can have a big impact on your life. When a loved one has passed away accepting and coping with the loss is one of the hardest journeys we can take.



Grief is not a disorder, a disease or a sign of weakness. It is an emotional, physical and spiritual necessity, the price you pay for love. The only cure for grief is to grieve.

- Earl Grollman

Types of Loss

Suffering after the death of a loved one is the most obvious form of mourning. But actually, people can mourn the loss of many things beyond a loved one's passing:

- The end of a long-term relationship
• The loss of a job or planned career path
• Deterioration in our health or the onset of a threatening medical diagnosis
• The loss of something valued, such as a home via natural disaster or financial problems
• Unexpected changes in our families or lives
• The prolonged absence of a loved one

The experience of mourning can follow different timelines and take different forms.

- Mourning can begin in anticipation of a loss that's about to happen.
• Grief can appear during or soon after a loss.
• Grief can sometimes get delayed, and not be fully experienced until years later.
• There is no right or wrong way to react to a great loss.
• Everyone copes differently—according to their own personalities and coping styles.
• Some grieve for a few weeks, some for a month or many months, and some don't fully work through their grief for several years.

Early on, grief can bring on physical effects such as body aches, sleep disturbances, loss of appetite and more. Then there are the "stages" of grief that most people go through as they process their loss. No two people work through grief in the same way. Many factors influence how we grieve, for how long, and how intensely.

In this edition of Your Source we look at a challenge that, unfortunately, everyone will go through at some point in life. We'll examine:

- Different types of grief, and how long a period of mourning might last.
• How most people travel the long road of grief including the stages of grieving.
• Ways to respond when grief affects the workplace.

Although the path through grief can feel painful and confusing, you don't have to walk it alone. Sharing your feelings with friends and family, and reaching out for expert guidance when needed, will help you heal in time.

Go online today! Log on to access Coping with Loss under the Library/In the Spotlight section. Resources are available to help you through one of the greatest challenges in life.

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

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Blanca I. Teebagy

COHASSET

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

FIELDS CORNER

Richard McLain C.C.A.

FORT POINT

Wayne J. Chin

HINGHAM

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

IMC-CHELSEA

Clarisse F. Abromowich.. C.C.A.
P. Dhungana..... C.C.A.
A. Raji C.C.A.

IMC-EAST BOSTON

Sandra Giordano

IMC

Gena Hart..... C.C.A.

J.F.K.

Emma G. Hemphill

LEXINGTON

Robert J. Warnock

MALDEN

G.M. Altavilla..... C.C.A.
Eileen M. Finn
E. Kamili..... C.C.A.
J.R. Silva..... C.C.A.

MEDFIELD

Elizabeth I. Ray
Sa Lemme..... C.C.A.

MEDFORD

Gerald M. Lytes..... C.C.A.

MILTON

Katie Nickerson
Charles S. Rosen

NEEDHAM

Tina M. Doherty
Tami L. Johnson

NEWTON CENTRE

Thomas A. Caryl

NEWTONVILLE

Michael J. Zirpolo

ROXBURY

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

REVERE

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

ROSLINDALE

L.T. Osborne, Jr.

SOMERVILLE

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

SOUTH WEYMOUTH

Christine Tropeano

STONEHAM

M.E. Carmody C.C.A.

WALTHAM

David Bahm
Kelly M. Green-Gallo
Tammy A. Jakaus C.C.A.
Yi Lee C.C.A.

WATERTOWN

Leonard Cano..... C.C.A.

WELLESLEY HILLS

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

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

President's Corner

(continued from page 1)

before you hit the street informing them of your expected inability to complete your assignment in the allotted time.

Make this practice part of your daily routine if you're going to need time. Curb your wheels, combine hits where safe to do so, carry your bag and dog spray, scan as instructed, and always be in uniform. These are the areas they'll key on and always expect street supervision. Don't be intimidated, don't skip breaks and lunch, just do your job professionally and don't give these clowns any ammunition to fire at you.

If they do issue you discipline request time from your immediate supervisor to see your shop steward and have him or her file the appropriate grievance.

Cc: (Carper/Colburn) a destructive message

I know it's easy to get worn down by the continual legislative attacks levied against our livelihoods, the postal service but we can't drop our guard and give up because that's precisely what they want. Despite our many successful efforts to battle harmful legislation over the recent past there's always another bill on the horizon. Our opponents, once knocked down merely get back up and come right back at us. It's like the old movie scene, "Don't look now but here they come again". Currently *they are* Senators **Tom Carper** (D-DE), **Tom Colburn** (R-OK) and our illustrious alleged leader Postmaster General **Patrick Donahue**. Senate bill S-1486, portrayed by these individuals as the postal service's saving grace, is by no means the answer. Don't get me wrong there are many others out there trying to destroy us like Congressman **Darrell Issa** (R-CA) and his cronies but today the focus is on S-1486.

This piece of legislation promotes: cutting Saturday delivery, eliminating door to door service, the continuation of our crippling pre-funding mandate, a two tier workforce (attacking new postal employees retirement benefits) and the mistreatment of injured Federal Workers. It also fails to protect Collective Bargaining, to address the postal surplus in the CSRS Fund or contain any reform included in the Sanders bill (S-316).

Ironically enough during one of the hearing on S-1486 Senator Colburn himself made the remark, "We *can* make the USPS viable but we *can't* do it on the backs of the people who work for the USPS". He further stated, "The postal service can't *shrink* to survive". It makes me wonder if he's read the contents of his own bill. The battles continue. Don't be apathetic or throw in the towel. Wars aren't won overnight but we *can* prevail. Remember it's *our* fight and no one else's.

Looking for Permanent Residency

We have been actively searching for a new home for our Branch 34 office. Despite the cost effective lease we are currently tied into we have been actively seeking a new permanent location for Branch 34. We've looked at buildings in industrial parks, business condos, even in residential areas and for one reason or another we've had to pass. It was either a remote location, the asking price was unreasonably high or the condo fees were staggering.

We'll continue to scout the Greater Boston Real Estate market and when and if we find that special location that meets our needs and within our budget we'll let you know. We'll at that point look for your support in making that transition a reality. Until such time if you know of any property that might meet our needs please let us know. Try to find out the asking price, square footage and a contact telephone number. Thanks for your anticipated help.

MOU on residual vacancies

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Re: Residual Vacancies – City Letter Carrier Craft

The parties agree to use the following procedures during the term of this agreement to facilitate filling residual full-time regular city letter carrier duty assignments (referenced in Article 7.3.A of the 2011 collective bargaining agreement):

Residual city letter carrier assignments covered by this agreement (which are not subject to a proper withholding order pursuant to Article 12 of the collective bargaining agreement) will be filled in the following order:

1. Within 28 days of an assignment becoming residual (or for current residual vacancies no later than the first day of the third full pay period after the effective date of this agreement) the assignment will be filled by: a) assignment of an unassigned full-time regular or full-time flexible city letter carrier in the same installation and then, b) conversion to full-time status of a part-time flexible city letter carrier in the same installation as the residual vacancy, pursuant to Article 41.2.B.6(b) of the National Agreement.
2. Residual vacancies that cannot be filled through step 1 will be posted in eReassign for a 21 day period during the next available posting cycle (in installations with no available part-time flexible or unassigned/full-time flexible employees the residual vacancies will be posted in eReassign for a 21 day period during the first available posting cycle after the effective date of this agreement). Application for these vacancies will be accepted only from career city letter carriers. Consideration will be given based on the order the applications are received and will include reassignment requests already pending in eReassign as of the date of this agreement. Requests from part-time flexible city letter carriers will be acted upon without regard to normal transfer considerations.
3. Residual vacancies that remain after step 2 will be filled by acceptance and placement of voluntary reassignment (transfer) requests from other crafts from within the installation or through eReassign, and conversion of city carrier assistants to full-time career status in the same installation as the residual vacancies. Reassignments from other crafts will be made consistent with the terms of the Memorandum of Understanding, *Re: Transfers*. The number of reassignments granted to employees from other crafts is limited to the one in four or one in six rule as defined in the Memorandum of Understanding, *Re: Transfers*, as applicable. Conversion of city carrier assistants to full-time career status will take place no later than the first day of the third full pay period after either the close of the posting cycle or, when an employee is being considered for transfer, the date the employee or employer rejects the offer/request.

Part-time flexible city letter carriers who elect reassignment to another installation through this agreement will receive retreat rights back to their original installation. Retreat rights will be offered to the first residual vacancy in the original installation that occurs when there are no part-time flexible city letter carriers on the rolls of the original installation. City letter carriers who exercise retreat rights will have their craft seniority restored, augmented by time worked in the other facility, upon return to the original installation. Failure to accept retreat rights ends the opportunity to retreat back to the original installation.

During the term of this agreement no reassignments in the city letter carrier craft will be made within or between installations or from other crafts, unless the reassignment is made based on a mutual exchange, through the Article 12 involuntary reassignment process, or pursuant to this agreement.

City letter carriers accepting a voluntary reassignment under this agreement will begin a new period of craft seniority in the gaining installation.

Employees moving between installations pursuant to the terms of this agreement are solely responsible for any and all costs related to relocation.

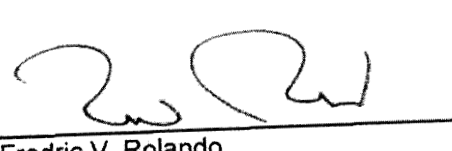
The union will be provided a list of all residual vacancies posted in eReassign each posting cycle.

This agreement is effective from the date of signature until March 31, 2014, unless extended by mutual agreement of the parties. However, either party may terminate this agreement earlier by providing 30 days written notice to the other party.

This agreement is reached without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms.



Alan S. Moore
Manager
Labor Relations Policy and Programs
U.S. Postal Service



Fredric V. Rolando
President
National Association of Letter Carriers,
AFL-CIO

Date: 8-30-13

Circling the Drain

Letter Carriers Furious at Congress Bunglings

Do you fondly remember RCA, Lionel Trains, TWA, American Motors Corp. and Woolworths? How about Eastern Airlines which began as the Postal Services mail carrier. What about General Foods Corp. maker of Sanka and the astronauts favorite drink Tang, and Kool-Aid. Can you recall the day when E.F. Hutton talked, and everybody listened. How about those Compaq computers everyone owned in the 1980s & 1990s.

These are just a few examples of fond memories and good company's that crashed and burned because of bungling by their CEO's, and COO's, and assistants to the assistants. They now sleep peacefully in that great American cubicle cemetery. Mismanaged into oblivion. All that remains is *the* Golden Parachutes of the Ivy League dumbbells from Harvard, Yale and other "prestigious" institutions that ruined them.

All the accounting tricks and cooking of the books and **playing the numbers game** (*sound familiar?*) couldn't save MCI, WorldCom or Enron from the scrap heap... one time darlings of Wall Street, now forgotten icons in a corporate dust bin.

Build it and They Will Come

Destroy it, and they will leave. One of the greatest of all American institutions, the United States Postal Service, the repository of all of our jobs, is grossly mismanaged and under attack by some members of Congress. This is the very same Congress that cannot agree on an issue, or do anything quickly except run to the airport to go home for another extended recess.

Congress Fiddles and Diddles

Many of the now defunct companies mentioned above were mismanaged into oblivion and slowly bled of their assets until they were left lifeless. This is the exact scenario that the likes of Darrell Issa, Dennis Ross, Tom Coburn (smart doctor, stupid politician) and Tom Carper are attempting as we speak. USPS has only one asset and it's a huge one. It consumes no American taxpayer dollars and provides a **SERVICE** six days a week to every American household. To tamper with this successful, proven business model can only be described as some form of insanity. Ending six day delivery, cutting 100,000 jobs and closing thousands of post offices is a recipe for extinction. We won't even discuss moving all of our customers mailboxes from their homes to a cluster box at the end of their street.

A Congressional mandate to pre-fund future retirees health benefits 75 years into the future more closely resembles a B movie script from the Black Lagoon.

Brother and sisters, these members of Congress have taken leave of their senses. (*Of course, this assumes they once had any.*)

Currently, only 10% of New England letter carriers contribute to COLCPE.

Congress Fiddles & Management Diddles Again

If the goal is to bring ruin to an American institution, the tag team duo of Congress and postal management are doing a fine job. As CEOs and tycoons in other communication businesses bring new innovation and

initiatives to remain profitable, let's take a quick look at the Postmaster General's Business strategy to date.

First off, let's treat our letter carriers, the company's signature goodwill ambassador's and the public face of the Postal Service, as enemies to our bottom line.

Fed Ex and UPS introduce new technology's, maintain a modern fleet of vehicles, and confront the age of the Internet as an opportunity to be profited from. The Postal Service puts bar codes on telephone poles and has letter carrier begin their day at 8:00 a.m., 8:30 a.m. & 9:00 a.m. Beautiful, just beautiful.

Our competitors are working overtime 24/7 to attract a new customer base. Our "General's" plan is to take the boots on the ground off the street on Saturday, and who knows, maybe other days also.

The Postal Service has thrived for centuries delivering 1st class service to the American public. Nothing is more pleasing to Americans than seeing *their* letter carrier coming up their walk making their rounds. Now the "General" has devised, no doubt with the assistance of his ever ballooning "Vice Presidents" in Washington, the notion that it's a good idea to take away our customers mail receptacles from their homes and move them to the end of the street. Now it will be our paying customers who will be making their daily rounds through rain, sleet & snow. Attaboy, Mr. PMG, keep that innovation coming.

The CEOs of Fed Ex and UPS look to companies like Apple and Google for inspiration. Apparently our fearless leader wants to imitate the Einstein's of Howard Johnson's and Mister Donut.

I wonder how many other CEOs out there would give their right arm to have a workforce that goes to every American household and business everyday. Would one not fathom to think of the huge opportunity an innovative CEO could spin out of that hand wrapped gift

Letter Carriers are forced to reduce workhours, deliver longer routes, with stagnated wages. USPS headquarters, command central for bloated staff and overpaid non-performers, has left no cubicle unoccupied. If L'Enfant Plaza cleansed itself of non-performers, the place would resemble an Eastern airlines terminal.

If we left it up to the PMG and his merry band of cronies, Lance Armstrong would be the public face of the Postal Service. Combine that with our "Generals" business plan of a futuristic Postal Service with more managers with computers, and fewer letter carriers. I'm sure if our "General" was in charge of the nations firefighters, they would still be holding onto the back of a fire truck from the outside. Fewer steps to get out of the truck quicker. Efficiency!

Our Grand Exalted Ruler has apparently

hit rock bottom and has decided to keep digging. Lucky us.



John J. Casciano
National Business Agent

Budweiser

Now that I have your attention. For those out there who remain convinced there's nothing to get in a tizzy about, next time you take a long, cool sip of that frosty Budweiser, think of poor Ed McMahon rolling over in his grave. The "King of Beers" is not even an American company anymore.

Now if you'll pardon me, I have to call in a take-out order to White Castle on my WorldCom phone. I have a flight to catch on Pan-Am and want to get to the airport early to get a good spot to park my Gremlin.

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:

- Thomas R. Beaudry Porter Square
- Edward R. Bevilacqua..... Arlington
- Jeremiah J. Coleman Milton
- Kevin B. Conroy Fort Point
- Brian J. Daly Brookline
- Sefton D. Earl..... Malden
- Janice E. Goodfellow West Roxbury
- Michael McBride..... Watertown
- Kevin J. McCusker Weymouth
- Robert E. Miller Roxbury
- Stephen J. Molloy Jr. Watertown
- David B. Murray Back Bay
- Michael P. O'Neil West Roxbury
- Steven A. Pagliaro..... Stoneham
- Robert T. Parow Jr..... Cambridge
- Jane M. Smith Quincy
- William J. Smith North Quincy
- Michael L. Soto Braintree
- David E. Walden North Weymouth
- Richard J. Zabroski..... IMC - Everett

In Memoriam

- Peter Duffy
Active Member – Mattapan
- John J. Hourihan
Retired Member – Back Bay
- Robert F. Short
Retired Member – Jamaica Plain
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* After first seven days with no leave to your credit.
President: Thomas Sheehan • Recording Secretary: Arthur Dinsmoor

Tell Your Congressman What You Think!

BECOME AN e-ACTIVIST TODAY!



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 54321
XXXXX 08 9 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 54321-9999

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

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

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

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

Confirmation Number: _____

Your allotment will become effective on: _____

Your allotment will be reflected in paycheck dated: _____

Keep this information for your records and future reference.

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

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

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

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



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

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

Please fill out and mail this coupon with a voided check to:

NALC-COLCPE
100 Indiana Ave. NW
Washington, DC 20001-2144

I hereby authorize my bank to deduct from my checking account monthly the sum of:

\$25 \$20 \$15 \$10 \$5 Other: \$ _____

and forward that amount to NALC's Committee on Letter Carrier Political Education (COLCPE).

I make this authorization voluntarily and may revoke it at any time by notifying the NALC COLCPE Committee in writing.

Signature: _____ Date: _____

Name (please print): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

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

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

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

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MOVED?

Change of Address

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

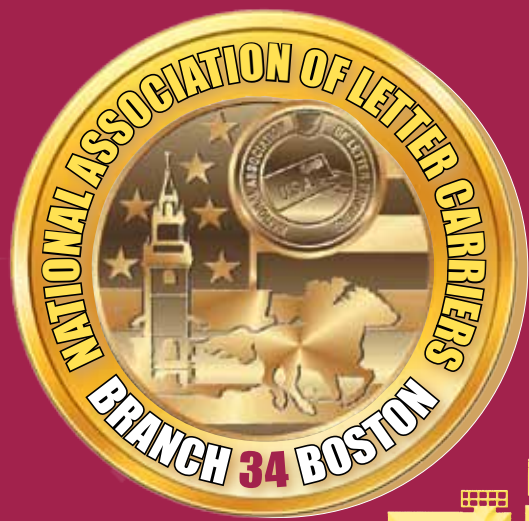
Name _____

Address _____

City/State _____

Zip _____

Send change of address to:
Branch 34 NALC
400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396



CALENDAR YEAR 2014 ROTATING NON-SCHEDULED DAYS

Robert A. Lind, President
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 Kevin Flaherty, Secretary-Treasurer
 Michael Yerkes, Financial Secretary
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 Michael Murray, Sergeant-at-Arms

Rich Galvin, Clerk, NSBA
 Paul Roche, Chairman, Trustee
 Daniel O'Connor, Trustee
 Marty Foley, Trustee
 Jerry McCarthy, Area Steward
 Brian Manning, Area Steward
 Michael Kidd, Area Steward
 Bernadette Romans, Area Steward

1 - LEGAL NATIONAL HOLIDAYS

BRANCH MEETINGS at 7:00 P.M. **W** WEST ROXBURY **Q** QUINCY **M** MALDEN

10% - PAYDAYS **10%** - Boston/Cambridge Leave Information

JANUARY 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
			10% D	E	F	F
			1	2	3	4
10%	A	B	C	D	E	E
5	6	7	8	9	10	11
10%	F	Q A	B	C	D	D
12	13	14	15	16	17	18
10%	E	F	A	B	C	C
19	20	21	22	23	24	25
10%	D	F	G	A	B	
26	27	28	29	30	31	

JANUARY 1: NEW YEAR'S DAY
 JANUARY 20: MARTIN LUTHER KING DAY

FEBRUARY 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						B
						1
10%	C	D	E	F	A	A
2	3	4	5	6	7	8
10%	B	W C	D	E	F	F
9	10	11	12	13	14	15
12%	A	B	C	D	E	E
16	17	18	19	20	21	22
10%	F	A	B	C	D	
23	24	25	26	27	28	

FEBRUARY 14: VALENTINE'S DAY
 FEBRUARY 17: PRESIDENT'S DAY

MARCH 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						D
						1
10%	E	F	A	B	C	C
2	3	4	5	6	7	8
10%	D	M E	F	A	B	B
9	10	11	12	13	14	15
10%	C	D	E	F	A	A
16	17	18	19	20	21	22
10%	B	C	D	E	F	F
23	24	25	26	27	28	29
10%	A					
30	31					

CANVAS CARRIERS FOR PRIME TIME VACATIONS

MARCH 5: ASH WEDNESDAY
 MARCH 17: ST. PATRICK'S DAY

APRIL 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
		10% B	C	D	E	E
		1	2	3	4	5
10%	F	Q A	B	C	D	D
6	7	8	9	10	11	12
10%	E	F	A	B	C	C
13	14	15	16	17	18	19
12%	D	E	F	A	B	B
20	21	22	23	24	25	26
10%	C	D	E			
27	28	29	30			

APRIL 15: PASSOVER BEGINS
 APRIL 18: GOOD FRIDAY
 APRIL 20: EASTER SUNDAY
 APRIL 21: PATRIOTS' DAY

MAY 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
				10% F	A	A
				1	2	3
10%	B	C	D	E	F	14% F
4	5	6	7	8	9	10
14%	A	W B	C	D	E	E
11	12	13	14	15	16	17
14%	F	A	B	C	D	D
18	19	20	21	22	23	24
16%	E	F	A	B	C	C
25	26	27	28	29	30	31

MAY 11: MOTHER'S DAY
 MAY 26: MEMORIAL DAY

MAY 10: NALC FOOD DRIVE

JUNE 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						B
16%	D	E	F	A	B	B
1	2	3	4	5	6	7
16%	C	M D	E	F	A	A
8	9	10	11	12	13	14
16%	B	C	D	E	F	F
15	16	17	18	19	20	21
16%	A	B	C	D	E	E
22	23	24	25	26	27	28
16%	F					
29	30					

JUNE 14: FLAG DAY
 JUNE 15: FATHER'S DAY

JULY 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
		16% A	B	C	D	D
		1	2	3	4	5
16%	E	F	A	B	C	C
6	7	8	9	10	11	12
16%	D	E	F	A	B	B
13	14	15	16	17	18	19
16%	C	D	E	F	A	A
20	21	22	23	24	25	26
16%	B	C	D	E		
27	28	29	30	31		

JULY 4: INDEPENDENCE DAY
 JULY 21-25: NALC NATIONAL CONVENTION IN PHILADELPHIA, PA

AUGUST 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
					16% F	F
					1	2
16%	A	B	C	D	E	E
3	4	5	6	7	8	9
16%	F	A	B	C	D	D
10	11	12	13	14	15	16
16%	E	F	A	B	C	C
17	18	19	20	21	22	23
16%	D	E	F	A	B	B
24	25	26	27	28	29	30
16%						
31						

SEPTEMBER 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
		16% C	D	E	F	A
		1	2	3	4	5
16%	B	Q C	D	E	F	F
7	8	9	10	11	12	13
16%	A	B	C	D	E	E
14	15	16	17	18	19	20
16%	F	A	B	C	D	D
21	22	23	24	25	26	27
14%	E	F				
28	29	30				

SEPTEMBER 1: MDA LABOR DAY SHOW OF STRENGTH
 SEPTEMBER 1: LABOR DAY
 SEPTEMBER 25: ROSH HASHANAH BEGINS

SEPTEMBER 13: LAST DAY FOR FALL 2014 NON-CHOICE VACATION

NO BRANCH MEETINGS IN JULY & AUGUST

OCTOBER 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
			A	B	C	C
			1	2	3	4
14%	D	W E	F	A	B	B
5	6	7	8	9	10	11
14%	C	D	E	F	A	A
12	13	14	15	16	17	18
10%	B	C	D	E	F	F
19	20	21	22	23	24	25
10%	A	B	C	D	E	
26	27	28	29	30	31	

OCTOBER 4: YOM KIPPUR BEGINS
 OCTOBER 13: COLUMBUS DAY
 OCTOBER 31: HALLOWEEN

NOVEMBER 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
						10% E
						1
10%	F	A	B	C	D	D
2	3	4	5	6	7	8
10%	E	M F	A	B	C	C
9	10	11	12	13	14	15
10%	D	E	F	A	B	10%+1 B
16	17	18	19	20	21	22
10%+1	C	D	E	F	A	A
23	24	25	26	27	28	29
10%						
30						

NOVEMBER 4: ELECTION DAY
 NOVEMBER 11: VETERANS' DAY
 NOVEMBER 27: THANKSGIVING DAY

DECEMBER 2014

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.
	10% B	C	D	E	F	F
	1	2	3	4	5	6
10%	A	Q B	C	D	E	E
7	8	9	10	11	12	13
0%	F	A	B	C	D	D
14	15	16	17	18	19	20
0%	E	F	A	B	5% C	C
21	22	23	24	25	26	27
5%	D	E	F			
28	29	30	31			

DECEMBER 17: HANUKKAH BEGINS
 DECEMBER 24: CHRISTMAS EVE
 DECEMBER 25: CHRISTMAS DAY
 DECEMBER 26: KWANZAA BEGINS
 DECEMBER 31: NEW YEAR'S EVE