

*Have a Safe and  
Happy New Year*

from the Officers and Executive Board of  
**BRANCH 34 NALC BOSTON**

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

# Branch 34's CLAN

National Association of Letter Carriers

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



## President's Corner

# Thanks for a Job Well Done!

**A** belated Happy Holidays to each and every active and retired member of Branch 34. May the joy of this festive season be experienced by you and your many loved ones. Hopefully, once again, you're celebrating another year of good health. To those battling health-related issues we hope better days are ahead. For those unfortunate enough to experience the loss of a loved one, we can only hope time heals all wounds. The holiday season reflects on the past, but accentuates the promise of the future.

Currently the future looks bright with the package industry booming and our profits at an all time high. Carriers are delivering more parcels than ever and we say "bring them on." We're up for the challenge and looking to bury our competitors.

I'd like to take this opportunity to thank you for the outstanding job you've done getting the mail and packages delivered this past year (especially during the holiday season influx). You managed to perform beyond expectations and in many instances under the most trying circumstances. As usual you take pride in a job well done and it shows.

## Not to be Wasted

**T**his article too is devoted to those members and their families who participate in local elections. I tip my hat to those that take the time to exercise their democratic right to vote. Those that take the time to get up off their chair and attempt to make a difference in their immediate world but in reality is their choice a positive one?

Sometimes we need to ask ourselves: Do we really know the candidates beyond what literature they throw our way. Sometimes we inherit dislikes and formulate prejudices based on a friend's interpretation of whom or what that candidate is all about. I call it inherited hatred. The candidate never did anything harmful to the voter, but the voter remembers that his friend Joe doesn't like that candidate for whatever reason. Sometimes it's just for the sake of change. Society as a whole can be extremely fickle: fashion, style, etc....

Too often we find ourselves siding up with a candidate for a variety of reasons: they say the things we want to hear or perhaps because of, gender, ethnic background, race, party affiliations or "they just seem like a good person" without knowing any historical background on the involved individual (candidate).

I felt compelled to write this article due to a recent local election. In this particular race for office the hopeful candidate thankfully was beaten in the primary for the position he was running for (U.S. Congress). I say thankfully because it was only a few years back this candidate was caught red-handed stealing stamps in one of our post offices. This hopeful candidate for U.S. Congress took some sheets of stamps from our "store of the future," placed them under his coat and asked if he could use the men's room. In the men's room he went into a stall pulled the plastic wrappers off the stamps and placed the stamps in his briefcase. He was observed throwing the plastic wrapper's on the floor by one of our employees. The postal service did not press charges in this incident in all probability because he held a prominent position within his community (in other words they were too chicken shit).

In retrospect, he probably would've been a great U.S.

Congressman (lol only kidding)!

Do yourself a favor and get yourself informed as to who and what they're all about. Is your vote important? Our nemesis, Congressman **Darrell Issa** from California's 49<sup>th</sup> District who was the Chairman of the Committee of Oversight and Government Reform also had a troubled past of car theft, possession of an unregistered firearm, indicted for grand theft along with suspicion of arson and other fraudulent actions yet he still managed to manipulate the public into voting for him despite his troubled past. He lives and breathes today to dismantle the USPS.

The answer to the previous question is **YES**, your vote is important. Too important to throw away that's for sure. We all need to do a better job getting informed on who we're voting for.

## Building Acquisition Update

**T**hose who attend our monthly meetings are aware that Branch 34 was interested in a building located in Weymouth Landing. At first blush it appeared to meet our every need and perhaps more, but unfortunately like our former branch office it too experienced water problems. So for the time being we're back on the market looking for that permanent home once again.

## Day of Action

**W**e recently rallied on Friday, November 14<sup>th</sup> with the APWU & Mailhandlers Union at the General Mail Facility, Boston's Fort Point area. Thanks to those Branch 34 attendees for supporting this event. The rally's purpose was to raise public awareness that poor decisions are being made by our Postmaster General along with our Board of Governors (BOG) and would not only negatively affect our business but also the service we now provide to the general public.

Closing and consolidating more plants across this coun-

try would ultimately destroy our timely delivery thus resulting in uncontrollable delayed mail. This "shrink to survive" mentality is counterproductive to our ability to flourish as a business. We're making money hand over fist and this year profits are record breaking so why are they deliberately sabotaging this business?

These planned moves would negatively impact our ability to service our customers and no one seems to care in postal management. **WELL WE CARE!!**

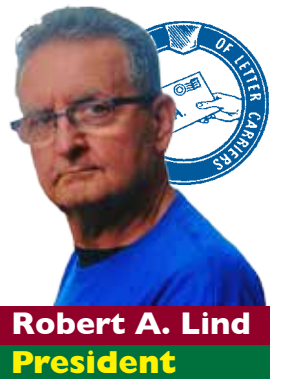
Our business is thriving and currently experiencing billion dollar profits but the message delivered from our postal leaders is continual doom and gloom.

Coincidentally (*and I don't believe it is*) that's the same message that was being delivered from former House Oversight and Government Reform Chairman **Darrell Issa** (R-CA). Issa is a nemesis whose life ambition is to dismantle and privatize this business. He's personally responsible for getting Donahoe's "mind right" after dragging him into a public Congressional inquisition after he negotiated a contract with the APWU and humiliated him in public to the point that the PMG turned into his lapdog.

Now here's a well-kept secret they won't tell the public, "*We don't cost the taxpayers a dime.*" We're fully funded by the sale of stamps and services. These people want to create the façade that we're a drain on the American taxpayer even though we're not.

Our financial problems lie with the passage of the 2006 legislation that mandated the postal service to pre-fund its future retiree health benefits *seventy-five years* into the future in a ten year span. Here it is 2015 and we're *paying* health benefits for *unborn employees*. Absurd!! Even more so is the unprecedented yearly payment of 5.4 billion

(continued on page 10)



**Robert A. Lind**  
President

## Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

**January 13, 2015**  
at the Malden Moose Hall  
582 Broadway (Rte. 99), Malden

**February 10, 2015**  
at the Sons of Italy Hall  
120 Quarry Street, Quincy

**March 10, 2015**  
at Boston Lodge of Elks #10  
Spring Street,  
West Roxbury

Check  
Out These  
Dates & Locations

Tel. / 781-281-1133  
Fax / 781-281-1127  
[www.nalcbranch34.com](http://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

### U.S. HOUSE OF REPRESENTATIVES

#### First Congressional District

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

#### 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

**The Honorable Niki Tsongas**  
Longworth House Office Bldg., Rm. 1607  
Washington, D.C. 20515  
202-225-3411 Fax: 202-226-0771  
http://tsongas.house.gov

#### Fourth Congressional District

**The Honorable Joseph P. Kennedy III**  
Longworth House Office Bldg., Rm. 1218  
Washington, D.C. 20515  
202-225-5931 Fax: 202-225-0182  
http://kennedy.house.gov

**Represented Communities:** Brookline, Newton, Needham, Wellesley, Dover, Medfield, Millis, Medway, Milford, Hopkinton, Hopedale, Bellingham, Franklin, Norfolk, Wrentham, Plainville, Foxboro, Sharon, North Attleborough, Attleboro, Mansfield, Norton, Easton, Seekonk, Rehoboth, Taunton, Raynham, Dighton, Berkley, Lakeville, Freetown, Somerset, Swansea

#### Fifth Congressional District

**The Honorable Katherine Clark**  
Rayburn House Office Bldg., Rm. 2108  
Washington, D.C. 20515  
202-225-2836 Fax: 202-226-0092  
http://katherineclark.house.gov

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

#### Sixth Congressional District

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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

#### Eighth Congressional District

**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

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

#### Ninth Congressional District

**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, Roxland, 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

# USPS Was Aware of Cyber Intrusion in Postal Network at Least Two Months Prior to Employee Notification

In November, the Postal Service announced that there was a major cyber intrusion in the postal network and that employee and customer records were compromised. In the November announcement, the Postal Service stated that it had only become aware of this breach recently. The fact is, the Postal Service was aware of this intrusion at least two months before employees were notified.

The Postal Service, when testifying before Congress, stated that it was **now** instituting "additional" security measures. When questioned by the Subcommittee on the Federal Workforce as to why the two month delay in notifying employees, the Post Office said, it didn't want to tip off the hackers because it wanted to know how "sophisticated" the hackers were.

Can you believe **that** answer? Neither could Congressman **Stephen Lynch**, the ranking Democrat on the Subcommittee, who stated "the secret squirrel stuff doesn't fly. The way this should work is, as soon as you know that a file has been compromised and it contains personally identifiable information, the employee should be notified."

Four days after the breach announcement, Postmaster General **Patrick Donahoe** notified the Postal Board of Governors that he was "retiring." Within hours, the Board of Governors announced Donahoe's replacement, **Megan J. Brennan**. Eight days after the breach was announced, the Chief Information Security Officer for the Postal Service **Chuck McGann** announced his "retirement."

In the meantime, the NALC announced that our Union and the other major Postal Unions have filed a National Unfair Labor Practice against the Postal Service for its conduct in this matter.

On the local front, thirteen stations have been selected by Management to be evaluated in the upcoming year, in the new City Delivery Route Alternative Adjustment Process (CDRAAP) route evaluations. Branch 34 picked no stations.

This new evaluation and adjustment process was a result of three Memorandums of Understanding signed by the National parties last September. Please read the November issue of the *Postal Record*, pages 32-39, for details of this process.

The stations selected by Management for the Boston District are:

Allston, Auburndale, Back Bay, Brighton, Cambridge Central, Chestnut Hill, Fields Corner, Fenway, Milton, Newton Centre 02464, Newton Centre 02459, Newton Highlands, and South Boston.

This process is scheduled to be in effect until December 2015. It is important to note, that Carriers, especially in the stations named above, make sure their clockhits are in order and that any route assistance is documented with 3996s and clockhit forms.

Hoping you and your families have a joyous holiday and new year.  
(Portions of this article are attributed to the *Postal News*.)

## The Bad News and The Good News

Postmaster General **Patrick Donahoe** has announced his plan to retire in mid-February 2015. The bad news is his replacement is his assistant **Megan Brennan**. I think you know where this is going.

**Megan Brennan** is a loyal assistant to the outgoing Postmaster and to give some advice to newly-elected NALC President **Frederic Rolando** we should not be allowing her a grace period. Donahoe and Brennan plan to continue closing 82 mail processing plants and who knows what they have for plans on the Delivery end of the business.

I know one thing ... the plan to close 82 processing plants clashes with the tremendous amount of parcels that are going out the doors of the individual delivery units. The end result is same result as always. The Postal Service is going to ruin a good thing.

The good news is one week to go in the holiday season the letter carriers have had a tremendous effort moving parcels out the door and into the customer's hands.

The best news is that I want to wish you and yours a happy holiday season and a very **MERRY CHRISTMAS**.



**Bob Simpson**  
Vice President



Roxbury Carriers Samie Smith and Selena Rankin participate in a recent "Fill the Satchel" event to benefit the Muscular Dystrophy Association.



**J.T. McMahon**  
Executive Vice President



Founded May 1971

### AWARDS

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

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

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

### BEST STORY

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

### BEST CARTOON OR PHOTO

First Place, 2006

### PROMOTING UNIONISM

Third Place, 1992  
Judges' Commendation, 1988

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Steve Mahoney, Editor  
Robert A. Lind, Associate Editor  
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# A Time for Giving!

Thanksgiving has come and gone. Thanksgiving is my favorite holiday because it does not involve all the craziness associated with Christmas and the other holidays around this time. It is a time to give thanks for what we have, remember those we lost, and just reflect and enjoy. I hope all had a nice Thanksgiving.

Now with the holiday season upon us, the craziness is at full throttle. Everyone is running around shopping and preparing for the holiday festivities. We really don't have time to enjoy this time of year. We are withdrawing from our savings, adding to credit card debt, and just spending money.

I have a suggestion for one more thing to add to the spending. COLCPE! The Committee on Letter Carrier Political Education is the NALC PAC or Political Action Committee. COLCPE has and is working to elect members of Congress who

support NALC priorities. It helps pro-labor, pro-letter carrier candidates get elected to support and protect letter carrier jobs.

Unfortunately, the percentage of Branch 34 members who contribute to COLCPE is very low. You may ask why should I contribute to COLCPE? Well here are a few reasons why.

- Our PAC identifies and contributes to candidates who support issues important to letter carriers.
- Union dues are not used for political contributions.
- Provides political clout for NALC.
- We all just received a substantial COLA and contractual raises.

With the results of the recent elections, it is more important than ever to contribute. Many of our adversaries in Congress have been reelected and some of our friends have been defeated. Have you heard about five day mail delivery? Have

you heard about the elimination of door to door delivery? How about an increase to our retirement contributions and no increase in our retirement (or a pay cut)? And of course what about an increase in our health insurance premiums? And of course you must have heard of the pre-funding mandate that is draining the Postal Service of its profits.

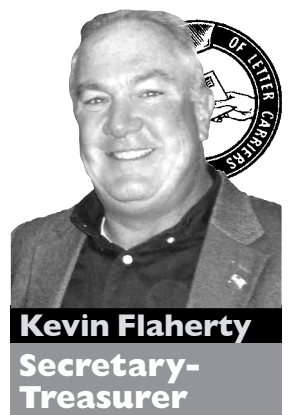
All these issues have been under attack by members of Congress. The fight now will be more difficult than ever. The NALC is not allowed to lobby congress directly, nor is it allowed to use its funds to lobby indirectly. COLCPE is the method NALC uses to lobby Congress. We cannot rely on the other guy to contribute. Each of us must take a stand and contribute.

The COLAs we received in September totaled \$1,227.00. November 15 we received a 1.5 percent wage increase. What better time to give a little of that money to

COLCPE and help protect our jobs. That is exactly what COLCPE is, **JOB INSURANCE!**

We all spend hundreds if not thousands of dollars on presents and other holiday expenses such as food and drink. Why not spend a few dollars a week to help protect our jobs. The instructions for COLCPE contributions are below this article. Please consider donating and show that Branch 34 has a voice!

I hope everyone had a Merry Christmas, Happy Chanukah, and happiness in whichever way you celebrate this holiday season. I also wish all a Happy, Healthy, and Safe New Year!



**Kevin Flaherty**  
Secretary-Treasurer



## Active letter carriers: Contribute to COLCPE using PostalEASE

by phone.....or online

Contribute on the web at  
[liteblue.usps.gov](http://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.

- 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:  
**06400017**
- 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"

YOUR 17-DIGIT ACCOUNT NUMBER:

0034952535

(First 7 digits of ID number on Postal Record label)

\*\*\*\*\*AUF0\*\* 5-DIGIT 54321  
XXXXXXXX89 LC 9876 W13 08  
JOHN CARRIER  
1234 MAIN STREET  
ANYWHERE, US 54321-9999

\* 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.

- 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](http://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: **06400017**
- 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

# Recipe for Disaster

There's an old saying; "You can fool all of the people some of the time and some of the people all of the time but you can't fool all of the people all of the time." Well, Thank God for that because we recently had former postal manager and postmistress extraordinaire throw her hat into the ring and run for a public state official's office. This candidate wanted to represent the people of two north shore communities interest or at least that's the "bill of goods" she was selling to them. If you thought Halloween was scary how scary is that? Pretty damn SCARY!!!

What's even scarier is she only lost by 2% of the total vote. Speaks volumes of how much the general public in those two particular towns educated themselves on the involved candidates.

She listed her qualifications and alleged credentials:

- Member of a town's finance and advisory board
- Professional and award-winning manager with over 25 years of experience

- Recipient of numerous performance awards
- Community Volunteer in youth settings and high school
- Devoted mother, wife and daughter

On the back of her campaign literature was her recipe for reforming Beacon Hill: Blah, Blah, Blah! She was going to save the world. Award-winning manager and numerous performance awards? The only award she should've been presented with was for acting like she gave a s--t! What a performance! PLEASE!! We know the other side all too well. She couldn't run a fever but there she was with her recipe for success. All I can say is thank God for not allowing her the ability to wreak havoc on those town's people and this state like she did in this business. I was embarrassed for those households that posted her signs on their front lawns. It was like singing out "Here I am, I'm a dope"!

The Massachusetts elections are all over and hopefully we can all return to some sort of normalcy. I must admit elections

are certainly an eye opener. Discouragingly my view of the everyday voting public is continually diminished. The educated voting public sometimes appears to be non-existent and that particular election almost reinforced that belief. My only hope is that the majority of our voters do not get persuaded by political nonsense and empty

promises and actually dig in to find out; what the actual candidate's qualifications really are, who they are and what they're really about. Fortunately for the voting public in that particular contested seat the best person did win.

— Bob Lind, Branch 34 President

## Protect Your Future! Give to COLCPE!

**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.



# *Branch 34 Participates in a Day of Action on Friday, November 14<sup>th</sup> at Fort Point*





# The 02127: Since We Last Talked...

Since the last 02127 article much has changed, but yet much has stayed the same in South Boston. After a surprise early evening visit from **Mike Powers**, Operations Program Support had a team in the office to try and address Southies' issues. The OPS team asked my opinion of what was wrong and what needed to be fixed. I identified three main concerns: 1) chronic understaffing that has plagued the unit for over a year 2) CCA training and misuse and 3) morale – the carriers are both unhappy with the way they are being treated and frustrated that all these issues, so obvious to us on the workroom floor, are not being addressed by any level of Management in the Post Office.

While OPS was in the station they did provide some relief by building up our aux into an assignment and thus also providing

a complete u-set that could be bid.

In addition, two dream sheets have also gone out with a total 7 SB jobs. The first dream sheet had four jobs, of those we filled routes 2, 23 and a u-set (one carrier is still covering a hold at another station). The second dream sheet had three SB jobs with one of the carriers showing up in the last few days. As a footnote, one of the new arrivals bid out on the first available District cycle, if anyone is interested that u-set s/b on the next round of District bids! LOL!

At the end of November SB was finally credited with a long overdue (about a year) 1,100+ new deliveries. This delay in getting proper credit for all the new deliveries has been the major factor in causing the problems we face. Example: mgmt. would tell us on a daily basis that "your route is under", we would then prove them wrong

on a daily basis. Mgmts. response - the "they suck" mentality adding to the aforementioned morale issue leading to carriers bidding out adding to the aforementioned staffing issue. A truly vicious cycle.

And now, after we get properly credited with these deliveries, SB has been selected by Management for inclusion in the next round of the route adjustment process! Hopefully they will do the right thing and just create a route and aux instead of tinkering with every route in the station.

Speaking of vacancies, SB has recently had another - Manager!

**Karen Goldblatt** is now on a detail

as a supervisor in Siberia. The latest Acting Mgr. is **Matt Fobert** recently of Dot. Ctr and JFK. Matt was already out "checking on carriers" when he did street supervision on the day before Thanksgiving when the weather was crappy. Nice.

Hopefully 2015 will be a better year at 444 East Third Street.



**Michael Kidd**  
Area  
Steward

## City Carrier Assistants Converted to Career Full-Time Regular Status

I was remiss in the last issue of "Branch 34's CLAN" when I failed to properly recognize the below cited Branch 34 members as our newest career Full-time Regular City Letter Carriers in the Boston Installation. Congratulations were clearly in order to these thirty-one Brothers and Sisters who were converted during the month of May, all of who joined the ranks of Branch 34 as the now defunct *Transitional Employee* with no clear shot at the career employment they now enjoy.

Another twenty-seven members who also began their service as TE's in 2008 and 2009 were also recently converted to career Full-time Regular status effective November 29<sup>th</sup>.

These members are noteworthy not only because their date of NALC membership pre-dates their new USPS seniority date of

conversion by several years.

These members also stayed the course when the 2013 Das Interest Arbitration Award forever altered the USPS playing field by abolishing the former Part-time Flexible category and creating the City Carrier Assistant (CCA) position. Although as newly minted CCA's, these members obtained a definitive path to full-time career employment, with seniority through relative standing and other advantages including a uniform allowance and limited leave benefits; such came at the not so insignificant cost of more than five dollars an hour pay cut.

The decisions subsequent to the Das Award could not have been easy yet these men and woman stuck it out. For varying

(continued on page 10)

## Happy Holidays to All!

Dear Brothers and Sisters,

May this Holiday Season bring lots of happiness to your life and make all your wishes come true.

Wishing a very Happy Holiday and a Healthy New Year to you and your family.

In Solidarity,  
Bernadette Romans



**Bernadette Romans**  
Area Steward

5 / 50  
**Thank You!!!**

The Branch 34 Executive Board would like to thank the following offices that participated in Station Collections for our monthly 50/50 Raffle to benefit the Branch 34 Scholarship Fund.

### NOVEMBER:

Allston, Back Bay, Brookline, Cambridge, Fort Point, IMC-Charlestown, Jamaica Plain, Newton Center, North Weymouth, South Boston, Watertown, Weston, Weymouth Landing, Woburn and Wollaston.

**Winner of November's Drawing: James Dirrane – Watertown – \$331.**

### DECEMBER:

Auburndale, Back Bay, Braintree, Dorchester Center, East Weymouth, Fort Point, Hyde Park, IMC-Charlestown, Jamaica Plain, Mattapan, Newton Highlands, North Weymouth, Quincy, Wellesley Hills, West Roxbury, Weymouth Landing, Woburn and Wollaston.

**Winner of December's Drawing: Ray Cipoletti – IMC-Charlestown – \$397.**

In Unity,  
Brian D. Manning  
Coordinator, Branch 34 Scholarship Fundraising

## Start the New Year With the NALC MBA Maturity Income Plan

December is here and Christmas is on everyone's mind. Most of us will overdo things this holiday season mentally, physically, and financially, all of which we do to please others.

For us as Letter Carriers this means 10, 11 and even 12-hour days, with no chance of seeing a day off until sometime in mid-January, and even that depends on your seniority. Then there is shopping for our own loved ones. We will be killing ourselves all day delivering presents for all of our customers even before we do our own shopping. So after that 12-hour day there may be another 5-hour battle at the mall. At this point anyone would be mentally, physically, and financially spent.

So, let me give you ten cents worth of free advice. We can all only do so much. Take time to plan out your days; eliminating the stress of the holiday is the only way to enjoy them. Spend cautiously; your loved ones love you already. Gift giving shouldn't involve obtaining debt. Relaxing with our families and sharing big meals on different tables pushed together with every mismatched chair in the house is the only way to celebrate the holidays.

Now that you all know the secret to successfully maneuvering through the holiday, and you have exhausted yourself on everyone else, it may be time to start thinking about yourself.

Start the New Year planning your future with a NALC Mutual Benefit Association Maturity Income Plan. The MBA offers three different plans exclusively to our members and families, each with different

tax advantages. Plans have a guaranteed interest of not lower than 3.5% and are currently returning a 4.5% interest rate. All plans can be directly withdrawn from your USPS payroll and the amount invested

is up to you with a \$15 minimum per pay period. The MBA will handle the deductions automatically or bill you monthly or annually. You also have flexibility in how you receive your payments. There is no risk; you can join a plan with a 30-day review period without penalty.

If you need emergency cash, you can remain in a plan while you withdraw. There are limitations and minimums. You may also cancel your plan at your choice with a penalty fee.

To get more information, log on to the NALC website. The page has changed a lot and looks great. On the right side of the page you will see Member's Benefits, from there you can read information on the Roth IRA, the Traditional IRA, and Non-qualified Annuity. Then you should speak with a tax consultant or advisor to see what is best for you.

With all that said, I would like to wish each and every Carrier and their families the happiest of holidays and Merry Christmas.



**Rich Galvin**  
Clerk  
NSBA-MBA

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

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

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

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

The apartment is available for two-week intervals only.

January 12 – January 25, 2015  
January 26 – February 8, 2015  
February 9 – February 22, 2015  
February 23 – March 8, 2015  
March 9 – March 22, 2015

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

To get the Nalcrest dates you're looking for, contact Kevin and sign up ASAP!!!



# *Branch 34 Celebrates the Holidays!*





**From the Field**

**New Year's Resolutions**

First of all, I would like to wish all Branch 34 Members and their families a Merry Christmas, Happy Holidays and a Healthy and Happy New Year!

The one thing I would like to see change for the New Year, a Carrier New Year's Resolution would be that all of the Carriers in Branch 34 start to watch out a little more

**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:

- Michael T. Bresnahan.....South Weymouth
- Frank Brown .....Dorchester
- Mitchell A. Cole.....Malden
- Nancy A. Collins.....Arlington
- Kevin Cosby.....B.B.A.
- Edward P. Costantino, Sr. ....J.F.K.
- Mark A. Cowell .....Needham
- Mary K. Delorey.....North Weymouth
- Richard F. Donovan.....Chestnut Hill
- George E. Dunn .....Belmont
- Robert D. Gillespie, Jr. ....Cambridge/Porter Sq.
- Robert W. Hennessy .....Quincy
- James W. Hickey, Jr. ....Medford
- Robert P. Kent .....Belmont
- James J. Kilday .....J.F.K.
- Joseph W. Kulas.....Fenway
- Robert J. Lanza .....Revere
- James J. Manning .....Dorchester
- Maura C. McDonough .....East Weymouth
- Joseph G. Montague, Jr. ....Quincy
- Edward M. Nazzaro, Jr. ....Revere
- Kevin D. Powers.....Dorchester
- William P. Samuels.....Roxbury
- Charles P. Shawles.....Hingham
- Michael E. Sheehan.....Belmont
- Ellsworth F. Spear.....Scituate
- Christine E. Spont.....Waltham
- Marie T. Stone.....Quincy
- Brian M. Sullivan.....Quincy
- Robert M. Thomas.....Hingham
- Gustin J. Vellante .....Fort Point
- Edward E. Wharton .....Braintree
- John H. Yandle .....Medford

**In Memoriam**

Donald W. Bailey  
Retired Member – Fort Point

Daniel J. Brady  
Retired Member –  
South Weymouth

James G. Graziano  
Active Member – Needham

James M. Ivester  
Retired Member –  
J.W. McCormack

Ernest E. Jankowski \*  
Retired Member – IMC Everett

Steven J. Mullen  
Retired Member – Quincy

Bruno Scali \*  
Retired Member – Back Bay

Louis C. Story \*  
Retired Member – Arlington

David F. Tigges  
Retired Member – Wellesley Hills

\* Denotes 50-Year Life Member

*Rest in Peace*

for each other. I'm not saying that Carriers don't watch out for each other in many ways but there has been a growing apathy over the past years where Carriers tend not to want to become involved when they witness an incident at work concerning a carrier being threatened, harassed or badgered by Management. Most Supervisors and Managers do not utilize these tactics, but some do and Carriers in these stations tend to not want to become involved as they fear being the next victim. The only problem with this train of thought is that in a "New York minute" they can be the next in line. Numerous times I have interviewed Carriers for Zero Tolerance or Joint Statement Violations and I get the responses – "I gotta work here too!", "I didn't see anything!", or "I don't want to get involved!", or "Don't use my name!" What these Carriers don't understand is that tomorrow it could be them on the receiving end of this harassment.

The main ingredient in a successful grievance on Zero Tolerance, the Joint Statement or harassment are witness statements. Carriers or other witness's to these unjust actions who step up and make a statement to these actions they have witnessed all feel that they will face some sort of reprisal from Management. In some

**Where We Stand**

Now that some time has passed since the midterm elections let's take a moment to see where we stand on the political stage. From where I sit the direction of our Congress over the next year or two can go in a couple of different directions with each impact affecting both the NALC and the USPS.

Without a doubt the Republicans made major gains in Congress. But their victory wasn't nearly as complete as they would have wanted. Why? Because they don't have a veto proof majority. When Obama vetoes legislation he finds distasteful, which he surely will, the Republicans don't have the numbers (two-thirds) to override any veto. The only way for Republicans to override a veto or to pass their agenda without chance of reversal is to get Democrats to cross the aisle and vote with them.

But the Democrats are in an even more precarious position. As the minority they are not going to get any legislation through either chamber and up to Obama's desk without help from Republicans. Unless they come up with a workable plan they become irrelevant until they vote to sustain

cases this maybe true but in the long run (what we are all in this job for) it will only make the situation better for all involved. I'm also not saying that all of Management violates these principals, but there are a few who cross the line under the guise of making the numbers or trying to motivate an employee to improve. I can tell you that this technique does not work in the long run.

All Letter Carriers are working harder than ever before and upper Management still wants more. There are those in management who do not know how to properly motivate employees or how to resolve issues in a proper fashion. This takes work and sometimes thinking outside the box, I've never seen a major problem when management was willing to compromise. I would like to see a New Year's resolution where these incidents became a problem of the past.

Congratulations to all the CCA's who just made "Regular" on the 29<sup>th</sup> of November enjoy the (now) paid holidays you are about to receive. Once again, Happy Holidays to you and yours!



**Jerry McCarthy**  
Area Steward



**Michael Kidd**  
Legislative Liaison

a veto. Unless the parties work together there is a potential this Congress could actually get less done than this last Congress.

The wildcard in all of this is the jockeying for position that has already begun for the next Presidential election. For those in and out of Congress positions are being staked out and alliances formed. For those in Congress who decide to negotiate and compromise their true goal may be to be viewed as moderates. As a moderate they hope to appeal to a broader segment of the populace ie voters. For those who take unyielding positions on issues they may not care that they will be seen as extremists knowing that a future Presidential candidate may have to deal with them in some way heading into an election to attract a particular constituency.

*(continued on page 11)*

**Another Branch 34 Scholarship Winner Says Thanks**

**Daniel Rull**

After completing four years of high school, I am able to say I have accomplished a diverse selection of personal, as well as musical, athletic, and academic goals.

After four years of hard work on the cross country team, I received a varsity letter for my final season after countless hours of training and numerous races.

In the last two years of my high school career, I challenged myself with higher level classes such as AP Government and AWS, an advanced writing class in which a select few students are able to take.

In fifth grade, I began playing trumpet with the school band and taking private lessons. Since then, I have received the Medfield Music Association scholarship three consecutive years in a row, and played many paid gigs at local churches and other private events.

In my junior year, I traveled to China with the nationally recognized Medfield High School Jazz Band to tour cities such as Beijing and Shanghai, as well as stay with a Chinese host family in the small city of Bangbu.

In years past, being a leader in the jazz band has been an amazing experience, as I played a role in helping to bring the band to a national stage at both the Charles Mingus and Essentially Ellington competitions in New York City.

About halfway through my senior year, I had the privilege of joining a town committee to help study, as well as mitigate the usage of plastic bags in the Town of Medfield in order to improve the quality of the environment, and preserve wildlife that is negatively affected by the frequent littering of plastic shopping bags. My work on the committee has inspired me to pursue a career in the environmental field with the ultimate goal of making a positive difference in the world for current, as well as future generations.

**Don't Be A SCAB!**

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

**AUBURNDALE**  
Robin I. Devitto

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

**BELMONT**  
Joshua M. Mahoney..... C.C.A.

**BRAINTREE**  
James B. Kerr  
Christine Tropeano

**BROOKLINE**  
Christine M. Bailey  
Linda M. Hazell

**CAMBRIDGE-CENTRAL SQUARE**  
Michael G. Kostaras..... C.C.A.

**CAMBRIDGE-MOONEY ST.**  
Alicia Jackson..... C.C.A.  
Blanca I. Teebagy

**COHASSET**  
Jessica L. Pasteris..... P.T.F.

**FORT POINT**  
Wayne J. Chin

**HINGHAM-HULL**  
Mark J. Dion

**CHELSEA CARRIER ANNEX**  
Sandra Giordano  
Daniel A. Robertson  
Joseph R. Sygnatur..... C.C.A.

**J.F.K.**  
Emma G. Hemphill

**LEXINGTON**  
Robert J. Warnock

**MALDEN**  
Eileen M. Finn

**MEDFIELD**  
Elizabeth I. Ray

**MEDFORD**  
Gerald M. Lytes..... C.C.A.

**MILTON**  
Kathleen V. Nickerson  
Charles S. Rosen

**NEEDHAM**  
Tina M. Doherty  
Tami L. Johnson

**NEWTON CENTRE**  
Thomas A. Caryl

**NEWTONVILLE**  
Zineh Bennani..... C.C.A.  
Michael P. Zirpolo

**ROXBURY**  
Keillen F. Smith Jr. .... C.C.A.  
William Trautman..... C.C.A.

**SCITUATE**  
Karen M. Lynch

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

**WABAN**  
Julia Hayes..... C.C.A.

**WALTHAM**  
David Bahm  
William A. Bourque..... C.C.A.  
Kelly M. Green-Gallo  
Tammy A. Jakaus ..... C.C.A.

**WELLESLEY**  
James J. Sullivan ..... C.C.A.

**WOBURN**  
Jesse D. Belding..... C.C.A.  
Kathleen T. Hall  
Craig Rexford..... C.C.A.

**WOLLASTON**  
Mingkun Luo..... C.C.A.

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***Branch 34's Officers and Executive Board  
Wish Everyone a Merry Christmas, Happy Hanukkah,  
Happy Kwanzaa and Happy New Year!***



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# Don't Be That Guy!

I preface this article by stating that it is my belief that nearly every Member of this Branch performs his or her duties as professional City Letter Carriers. That said, picture the following scenario, which while infrequent, happens more than any Union representative wants.

You arrive at your station, clock on and are immediately approached by Supervisor

Skippy who informs you that you are wanted in the manager's office. Barely ready for the workday, you proceed to the manager's office where you are confronted by a couple of suits who identify themselves as Inspectors from the Office of Inspector General (OIG) and inform you that they have some questions for you. What do you do?

Well if you have any brains at all you

immediately request the presence of your Steward; but that would be the subject of another article.

These OIG agents will introduce themselves (good cop and bad cop) and no doubt immediately hand you and request that you read either a Kalkines or Garrity Warning which essentially means that you are being subjected to an administrative action in which you are required to cooperate or you are the subject of a criminal investigation in which you have the right to remain silent. Either way, I can only imagine the panic that starts to overwhelm you.

The interview continues with a bunch of questions regarding the manner in which you performed your deliveries on a specific day or days. Perhaps it centers on a particular address or piece of mail. Yes, the OIG does utilize tracking and other electronic devices planted in dummy pieces of mail. Eventually, some photographs or a video of you doing something that you shouldn't be doing may be brought into the conversation. 'Oh oh' you think; although I don't really believe that Oh oh is the actual phrase that pops into your head. You are being accused of theft of mail of mail!

The interrogation will continue, the questions will probably be repetitive and your mind will be racing as you pray this is just a bad dream. Prior to the conclusion of the questioning, you will no doubt be asked to sign a written confession, the equivalent of sticking your fingers into a wall socket.

Mercifully, the meeting will end, but that's just the beginning. As you leave the office, Supervisor Skippy will no doubt be there to hand you your Emergency Off-duty (without pay) placement notice. Now what?? I can only imagine how difficult it would be to go home and tell your spouse and family members that you placed off-duty pending removal for such an indefensible act.

As the recent cable TV commercial warned; **Don't Be That Guy (or Gal).**

Let's be perfectly frank. There is little that we as an organization can do to protect someone who steals from the mail. Nor should we be expected to. For all the reasons and excuses I've heard over the years

of addressing such circumstances, there is no legitimate justification for taking something from the mail!

Yet scenarios like the above don't always involve the theft of mail. We've handled multiple cases in which members have left mail in their vehicles or took it home with the full intention of delivering it when *they have more time*. Over the years, other members have taken it upon themselves to discard circulars or other bulk rate items that they know their customer does not want, not fully recognizing the each piece of mail has two postal customers, the sender and the addressee. It could be as seemingly trivial as taken a catalog or a pen from an undeliverable piece of bulk mail.

Recently, we filed grievances for a member who held mail that wasn't being picked up from patrons at an apartment complex at the complex itself. Although such actions were clearly in conflict with postal regulations, there was absolutely no indication or even assertions that his actions were illicit or for any other reason than to provide service to his postal customers. Tragically, this twenty-seven year employee with a wife and family lost his job in arbitration.

While I may regard these actions as simply 'mishandling' of the mail, Postal Management and the OIG take a starkly different view of such action which almost always results in significant time off the clock in even the best case scenario.

The Sanctity of the Mail promise is one thing I always believed set us apart from other delivery carriers. All Postal employees signed a PS Form 8139 prior to their employment with the USPS. For some of us, that was a very long time ago but the form is simply your signed written acknowledgment of your obligation to "preserve and protect the security of all mail in your custody from unauthorized opening,

(continued on page 11)



## City Carrier Assistants Converted to Career Full-Time Regular Status...

(continued from page 5)

reasons, many others did not. As we all know, carrying mail for a living is not for everyone!

There remain a number of other CCA members dating back to the Transitional Employee days yet to be converted in Boston and our Cambridge, Hingham and Woburn offices. Let's hope that District Management rewards their perseverance sooner rather than later and that the welcoming of Branch members into the fold of career full-time employee becomes a regular occurrence.

Again, congratulations and good luck to the following career Full-time Regular City Carriers:

### May 17, 2014

Clarisse F. Ambromowich, *IMC Chelsea*  
Sadou Ba, *South Boston*  
Sandino Blaise, *West Roxbury*  
Stephen E. Burke, *West Roxbury*  
Jason Dowley, *Quincy*  
Junyi Guan, *Roxbury*  
Colive M. Heavens-Coke, *Waltham*  
Jesse T. Herrera, *Wollaston*  
Yun I. Lee, *Waltham*  
Ping Lam Lok, *Jamaica Plain*  
Alice J. Mackin, *Malden*  
Christine A. Margotta, *North Weymouth*  
James M. McCarthy, *Roslindale*  
Colin P. McDonough, *Roslindale*  
Daniel J. Pacheco, *Malden*  
Carrie S. Patrick, *Dorchester*  
Joseph L. Reilly, *IMC Chelsea*  
Ramon Rodriguez IV, *Malden*  
Gerardo E. San Jose, *South Boston*  
Michael C. Seifart, *West Roxbury*  
Dean R. Tobin, *Allston*  
Robert W. Towle, *Brookline*

Jonathan M. Watts, *Back Bay*  
Lai Pang Yee-Hill, *Roxbury*

### May 31, 2014

Eric M. Anoli, *Fort Point*  
Marc E. Bosari, *East Weymouth*  
Jefferson A. Castro, *IMC Chelsea*  
Peter J. Dingle, *Malden*  
Harold J. Forosisky, *IMC Chelsea*  
Terrence S. Graham Jr., *Fenway*  
John R. Horgan, *Roslindale*  
Brad R. Huber, *Weymouth Landing*  
Yassir M. Nunez, *Roslindale*

### November 29, 2014

Pierre W. Blanc, *IMC Chelsea*  
Taras I. Bugryn, *Jamaica Plain*  
Sylvan C. Cedeno, *South Boston*  
Robert R. Corkum, *Needham*  
Robert M. Donovan, *Brighton*  
Robert C. Foster Jr., *Lexington*  
Louis Giangregorio Jr., *Malden*  
Nathaniel T. Jeffery, *IMC Chelsea*  
Xuesong Jin, *Lexington*  
Michael Kobrin, *Newtonville*  
Brian J. Lucas, *Waban*  
Jay T. MacDonald, *Stoneham*  
Michael F. McNamara, *South Boston*  
Sean P. Mullett, *Arlington*  
Sang M. Nguyen, *Roxbury*  
Richard N. O'Reilly, *IMC Chelsea*  
Jacqueline L. Peruzzi, *East Weymouth*  
Marco A. Pinto, *Watertown*  
Michael F. Polsonetti Jr., *Revere*  
Enrico D. Reyes, *Newtonville*  
Mark N. Rosolko, *Wellesley Hills*  
Edgar E. Ulloa, *Newton Centre*  
Kent D. Williams, *Roxbury*

— Michael Yerkes,  
Branch 34 Financial Secretary

## President's Report...

(continued from page 1)

dollars before we even open our doors and sell a stamp. No government agency or anyone for that matter is saddled with such an onerous payment schedule *and no business could survive under those restraints!* **So one has to ask: why us?** I don't have that answer other than it appears we're an easy target and a desirable one when it comes to unfair legislation passage because of our size and numbers. The answer to our financial woes is to pass legislation to end this unfair burden once and for all: **NOT SHRINK TO SURVIVE!** We should be expanding services not eliminating and reducing.

Also I don't interpret the business partnership formed between the USPS and Staples as expanding services. This ploy is nothing more than the postal service embracing that "shrink to survive" mentality. It's another attempt to hire cheap labor at the expense of our craft employees. Staples can guarantee the consumer *nothing* other than they *will* pay their employees less. They can't guarantee they'll be around in five years nor can they guarantee the sanctity of the mail will be honored.

If the BOG and the PMG continue down this path they will systematically put us out of business and destroy the postal service. That's precisely why all postal unions called for the "Day of Action" to raise public awareness and deliver the message "Stop Delaying America's Mail!"

The PMG and the BOG need to change

their planned course of action and stop the unwarranted closings, consolidations and outsourcing of our work. They need to make *good, sound business decisions* for our postal patron's sake and the sake of our postal service in general. **Help us to prosper, not fade away!**

### COLCPE

Next month's issue of the "Postal Record" (February 2015) will contain the names of every NALC member contributing to COLCPE. I hope to see every Branch 34 member's name in there! Sign up today!

### CDRAAP

The NALC and the USPS at the national level have recently agreed to conduct a cooperative route review and adjustment process. Stoneham's Shop Steward **Larry Last** was named as the Greater Boston District NALC Team Leader. His counterpart for the USPS will be **Rob Carrillo** from OPS. This newest version is called the City Delivery Route Alternative Adjustment Process or CDRAAP. Both parties had the option of submitting names of carrier units to be included in this process. The deadline for the submission of unit names was Friday, November 21<sup>st</sup>, 2014. No unit can be added to this selected group unless both parties are in mutual agreement.

The following Branch 34 units have been selected by the Postal Service's

CDRAAP Representative **Rob Carrillo:**

Allston  
Auburndale  
Back Bay Annex  
Brighton  
Cambridge A  
Chestnut Hill  
Fields Corner  
Fenway  
Milton  
Newton Center (02464 & 02459)  
Newton Highlands  
South Boston

The above selected units are to be included in a group of around fifty units to be addressed over the upcoming weeks and months. The above units' compiled data will be reviewed prior to any adjustments being made. **Note:** Every clock-hit you make *every day* has the potential for being utilized as data in a future route adjustment. Treat each day as a route inspection.

### Cyber Intrusion

Cyber Intrusion, we read or hear about it every day. It seems that the number of incidents involving a security breach is as high as the number of neighborhood Dunkin' Donuts. The recent sensationalized movie/Sony intrusion has the media world in an uproar.

So why has *our episode* of an intrusion and the postal service's reassurances and remedies not been received well by our

postal unions? It's plain and simple: this company knew about certain information being compromised and chose not to share that knowledge nor include the union in developing any remedy. The right thing to do would've been to conduct a meeting with our national representatives and not only place them on notice but take input also. They could've been straightforward but unfortunately that's not the postal way. They don't share and communicate until the eleventh hour if they share at all. They insult us by dictating what the remedy will be: one year with Equifax Credit Watch services (if you desire and sign up) and after that you pick-up the cost if you want to continue with the service.

Is that sufficient remedy? Our national parties have mixed opinions on that. This is another example of the postal service attempting to roll over us with "their take it or leave it" autocratic approach to business which is the postal way. Of course this remedy was developed by the postal service and their law department behind closed doors and I'm sure the focus wasn't on their liability but more on *your* best interest (lol). I can't think of any constructive reason for not supplying the unions with that information and opportunity for input beforehand. This is another example of unacceptable disgraceful postal behavior from the top.



# Branch 34 Donates \$22,584.84 to MDA in 2014

	Shamrocks	St. Pat's Carnations	Office Raffles	Satchel Drive	Tonic Cans	Office Collections	Walk A Thon	New Year's Day Swim	Special Collections	Golf Tournament	St. Valentine Roses	Carnations	Total
Allston	35.00												35.00
Arlington	200.00												200.00
Auburndale	20.00												20.00
Back Bay	317.00												217.00
Belmont													.00
Braintree						20.00							20.00
Brighton	130.00												130.00
Brookline													.00
Cambridge Central													.00
Cambridge - Mooney St.	137.00												137.00
Charlestown IMC	32.00												32.00
Chelsea													.00
Chestnut Hill						150.00							150.00
Cohasset						11.00							11.00
Dorchester Center	65.00			480.83									545.23
East Boston													.00
East Weymouth													.00
Everett													.00
Fenway													.00
Fields Corner													.00
Fort Point	111.00												111.00
Hingham / Hull													.00
Hyde Park													.00
Jamaica Plain	197.00					125.00							322.00
JFK	77.00												77.00
Kenmore	150.00												150.00
Lexington	325.00					20.00							345.00
Malden / Melrose													.00
Mattapan													.00
Medfield													.00
Medford	140.00					277.00							417.00
Milton	60.00												60.00
Needham													.00
Newton Centre						88.00							.00
Newton Highlands													88.00
Newton Upper Falls													.00
Newtonville													.00
North Quincy													.00
North Weymouth													.00
IMC North													.00
Quincy													.00
Revere	9.00												9.00
Roslindale													.00
Roxbury	83.00			172.61									255.61
Scituate					147.00								147.00
South Boston	45.00												45.00
South Weymouth													.00
Somerville													.00
Stoneham													.00
Waban													.00
Waltham	248.00												248.00
Watertown						56.00							56.00
Wellesley Square	46.00		84.00	50.00									180.00
Wellesley Hills						111.00							111.00
West Newton													.00
West Roxbury	125.00												125.00
Weston	25.00												25.00
Weymouth Landing	130.00												130.00
Winthrop													.00
Woburn	3,288.00				90.00	42.00				10,900.00			14,230.00
Wollaston	21.00					25.00							46.00
													15,607.61
											3,810.00		3,810.00
													<b>22,584.84</b>

## Branch 34/MDA 2014 Top Ten

- |                                 |                                 |                                 |
|---------------------------------|---------------------------------|---------------------------------|
| 1. Woburn.....\$14,230.00       | 3. Medford .....\$ 417.00       | 7. Roxbury.....\$ 255.61        |
| 2. Dorchester Ctr.....\$ 545.23 | 4. Lexington .....\$ 345.00     | 8. Waltham .....\$ 248.00       |
|                                 | 5. Jamaica Plain .....\$ 322.00 | 9. Arlington .....\$ 200.00     |
|                                 | 6. Back Bay .....\$ 317.00      | 10. Wellesley Square..\$ 180.00 |

### Don't Be That Guy!...

(continued from page 10)

inspection, tampering, delay, reading of the contents or covers, or other unauthorized acts. ... Any postal employee committing or allowing any of these unauthorized acts is subject to administrative discipline and/or criminal prosecution."

This is intended as a quick cautionary note to all the new employees walking through the door and the grizzled veterans alike. As was communicated to me early on in my postal career, don't take anything home that you didn't bring in with you. If you become overwhelmed by the excessive volumes, pivoting or just lack of sufficient time to complete your assignment, the only proper course of action is to bring all mail back and report it to your supervisor. Management will kick and whine and they may attempt to impose progressive discipline, but you will not be on the outside looking in. I can't say it any clearer, the above title says it all, **don't be that guy.**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

On a more festive note, I want to wish you and yours the happiest of holiday seasons and a prosperous and healthy new year.

### Where We Stand...

(continued from page 7)

Since the new Congress hasn't even been called to order yet, predicting what is in store for the USPS and NALC simply can't be done right now. But some of the issues we need to remain vigilant on remain the same; preserving six day delivery, getting rid of the pre-funding requirement, halting the closing of mail processing plants and the relaxation of delivery standards - just to name a few.

Hopefully we can make true progress on the legislative front in 2015. Remember, we as individuals need to be involved in the political world to protect our jobs, benefits and retirement. Others will not do this for us, we need to fight to protect what we have earned through years of struggle.

## Hockey Players Wanted

I've received a challenge from our Minnesota Brother Letter Carriers to play our Massachusetts Letter Carriers in the greatest sport there is: Hockey. Actually I've had several challenges from them over the past year with the most recent challenge taking place at our December 13, 2014 "Installation of National Officers" in Washington, DC. Evidently they have a need to play "real hockey players" from Massachusetts in order to establish some hockey credibility in the outside "hockey world" (lol).

So I'm reaching out to our Branch 34 Hockey Players to put on their hockey equipment and lace up their skate one more time for MDA. Over the upcoming weeks I'd like to formulate a roster of those branch carriers interested in beating this Minnesota Team and sending them home on a long quiet bus ride. This would be a charity event and has the potential to raise a considerable amount of money for MDA. They'll pay for the bus and travel here and we'll pay for the ice time involved while we play this Minnesota/Massachusetts Series.

So to all our hockey players within our ranks, we need your involvement in order to pull this off. Now it's time to let us know who you are. This exchange will be a fun filled event and a memorable one. So get involved and call the branch office. If we can't formulate a team within Branch 34 alone then we'll open it up to other branches in Massachusetts/New England.

Once we secure a team we'll start the wheels in motion securing dates and ice times. We'll need ample time to advertise these events while making the necessary arrangements and preparations. Call today @ 781-281-1133.

- Bob Lind



## Special Thanks to All Who Participated in the Henry Shaughnessy Memorial Golf Tournament for MDA

On September 14, 2014 The Woburn Letter Carriers held the 5<sup>th</sup> annual Henry Shaughnessy Memorial Golf Tournament at Woburn Country Club. The beneficiary of the tournament was the Muscular Dystrophy Association which is the charity of the National Association of Letter Carriers Union. Through the hard work of all the volunteers, Hole Sponsors, Cart Sponsors and the hundreds of donations we received we were able to raise \$10,900.00. A thank you to all who were part of this great event.

— Fred Casey,  
Branch 34 Golf Chairman

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P.A.C. Flooring, Inc.



Branch 34 MDA Chairman George Adams presents a check to the MDA representative.



Branch 34 MDA Chairman George Adams received a lifetime achievement award for his many contributions to the MDA.



The Cuschera family of Quincy thanked Branch 34 for helping to "Find The Cure." Their son Spencer also thanked the membership.



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These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (\*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (\*\*) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.



# Branch 34 Says Farewell to Its Newest Retirees!

## Belmont's George Dunn & Bob Kent

Branch 34's President Bob Lind presents Belmont's George Dunn and Bob Kent with their retirement watches.

Belmont's George Dunn and Bob Kent show off their new coats.



Belmont Shop Steward Sal Celeste (center) congratulates George Dunn and Bob Kent on their well-deserved retirements.



## Back Bay Annex's Kevin Cosby



Branch 34 Secretary-Treasurer Kevin Flaherty wishes Back Bay Annex's Kevin Cosby a long retirement.



The last punch for Back Bay Annex's Kevin Cosby.

## East Weymouth's Maura McDonough



East Weymouth's Maura McDonough flashes a smile on her last day.



Branch 34 President Bob Lind presents East Weymouth's Maura McDonough her retirement gifts.



The East Weymouth Station wishes co-worker Maura McDonough well at her retirement party.

## Roxbury's Bill Samuels



Branch 34 President Bob Lind (left) and East Weymouth Shop Steward Rich Karacius say farewell to Maura McDonough on her retirement.



Branch 34 President Bob Lind prepares to present a retirement jacket to newly-retired Bill Samuels from the Roxbury Station.



Roxbury's Bill Samuels receives a hug from one of his co-workers.

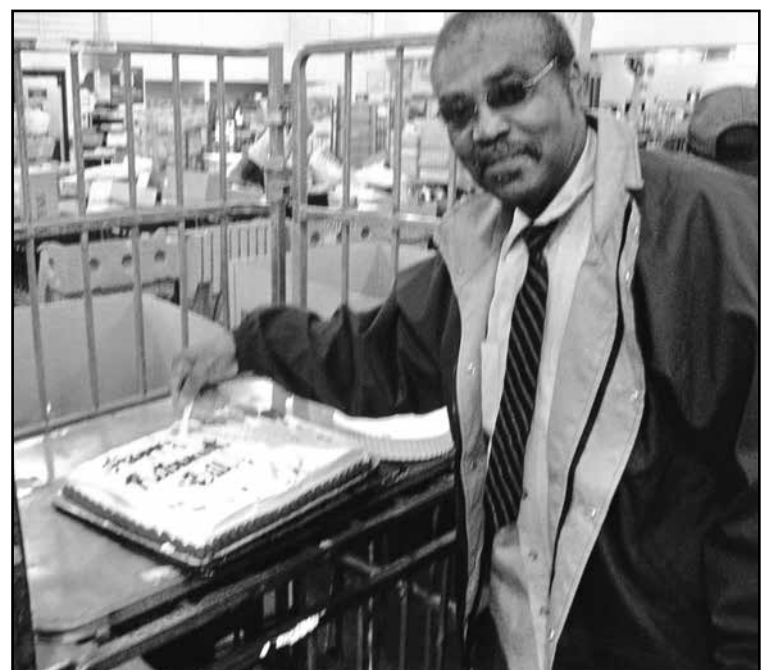
## Revere's Ed Nazzaro

Branch 34 President Bob Lind and Area Manager Gerry O'Connell recognize Revere's Ed Nazzaro on the occasion of his retirement.

Branch 34 President Bob Lind recalls some events of Revere's Ed Nazzaro's time at the Post Office.



Revere's Ed Nazzaro enjoys his last day at the Revere Post Office.



Roxbury's Bill Samuels cuts the first slice from his retirement cake.





## MOVING?

**Give  
Branch 34 Your  
New Address!**

### MOVED?

#### Change of Address

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

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State \_\_\_\_\_

Zip \_\_\_\_\_

Send change of address to:  
Branch 34 NALC

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Woburn, MA 01801-6396

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### HOLIDAY SURVIVAL

# Compass

Stay balanced this holiday season

Have your recent holiday seasons been more about stress than about comfort and joy? Perhaps you've gotten pulled in too many directions, ate and drank too much, attended too many events, and have generally gotten worn out. Can there be a better way this year?

If you approach this year's holidays by making a commitment to balance, you might be able to better enjoy the celebrations, gatherings and gift exchanges of the season. Taking care of your physical and mental health through the holiday period is a vital part of navigating numerous holiday happenings.

One good way to start is to think about the things that have caused you stress during past holidays, and devise a new plan for handling them this year.

In this winter holiday-themed edition of *Compass*, we explore:

- Strategies you can use to avoid the stress that family gatherings sometimes create.
- Ways to stay more balanced and cope with the effects of depression if it is darkening your holiday season.
- Tips on how to unplug from the more stressful aspects of the holidays.

**Log on and learn!** Look for *Holiday Survival* on [www.EAP4YOU.com](http://www.EAP4YOU.com) under the Library/In the Spotlight section. You can access practical ideas and information that can help you enjoy a healthier, happier holiday season this year.

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### Ideas for handling family stress

Here are a few tips on how to avoid some of the stressors that can accompany family holiday celebrations.

- Hot topics like politics and religion can derail the fun of family gatherings. If a discussion gets heavy, defuse it with humor or just change the subject.
- Don't use holiday celebrations to confront others.
- Be sensitive to people's need for private space. Give everyone (including yourself) the opportunity to step aside for some private time.
- When planning holiday get-togethers, try to ensure that no one feels forced to continue a tradition they no longer enjoy. Discuss specific activities in advance; if you can't agree on making changes, maybe it's best to make other plans for this year.
- Establish your boundaries. You can say no to certain requests, and you can exit a gathering if someone in your family needs a break.

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# Honey... I Shrunk My Job!

## PMG Appears to Have Shrunk Himself Out of His Job

In what appears to have been taken right out of a Grimm's fairy tale, the PMG's "Shrink to Survive" business strategy may have consumed himself. Against the NALCs strenuous objections, the PMG chose to move forward with a business model of shrinking postal delivery to five days and destroying tens of thousands

of letter carrier jobs. Futuristic plans of a USPS health plan and the closure of hundreds of mail processing plants only added to the dementia.

Let's be honest. The PMG never wanted the NALCs input. The only chair the NALC had at his table was plugged into an electrical socket. He made the choice to align

himself with Congressman **Darrell Issa** (R-CA) and Senator **Tom Carper** (D-DE). Their plans were to keep chipping away at customer service and the unionized workforce, until all that would remain would be a Walmart replica.

So it looks like the Postal Board of Governors punched his ticket and will afford him a heartfelt handshake and a golden parachute. A lot more than the PMG would have extended to letter carriers.

Never ask for whom the bell tolls.

### Postal Service Future is Bright

Make no mistake about it. The outlook for the Postal Service is a bright one. Our package delivery market is booming and shows no signs of slowing. Letter carriers are delivering groceries in California and bottled water soon in New York. Amazon is spreading rapidly across New England. Many delivery units are now delivering seven days a week, not five. So while some letter carriers are still receiving gloom and doom reports from supervisors hoping those letter carriers will become hamsters on the pinwheel, don't fall for it.

### Let's Not Forget

How many can remember the lament from postal management that everytime the price of a gallon of gas rises one cent, it costs the Postal Service millions. Well, that's probably true. But have

you seen any of those pied pipers since the cost of a gallon of gas has gone down by 30 or 40 cents? Do the math on the savings.



**John J. Casciano**  
National Business Agent

### The Puzzle

As I see it, there are two pieces of the postal puzzle that remain to be fixed. Obviously the outrageous law that mandates the Postal Service pre-fund future retiree health care costs. This is the 800 lb. gorilla on the Postal Service's back. It's just wrong, and it needs to go away.

Second, is more localized and can easily be fixed by our District Managers. I am referring to letter carrier start times. Absent some locations due to geographical concerns, the absolute vast majority of letter carriers should begin their day early. I'm talking 6:00 - 7:00 a.m. If there's a legitimate business reason why this can't be accomplished, I'd like to hear the specifics. We simply cannot compete with UPS and FedEx, if we're starting our workday at 8 o'clock or later.

★★★★★★★★

*"Keep your friends close, your enemies closer, and receipts for all major purchases."*  
— Bridger Winegar

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

Please print legibly. \*Required Fields

Name\*: \_\_\_\_\_

Pay Location\*: \_\_\_\_\_

Post Office Location\*: \_\_\_\_\_

Telephone: \_\_\_\_\_

Email Address\*: \_\_\_\_\_

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

## Protect Your Future! Give to COLCPE!

### 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 FEERS 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](http://www.servicesonline.opm.gov)
- Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A2222222
- Enter your PIN (Personal Identification Number). If you don't know it, click *Using Services Online* for help in getting one.
- Once you've entered your CSA number and PIN, click *Log In*.
- On the next page, click *Allotments to Organizations*.
- Click *START*.
- Select *Natl Assn of Letter Carriers - COLCPE*.
- Enter the amount of your monthly contribution
- Click *SAVE*.
- On the next page click *YES* (if correct), then print the next page for your records.

#### For Retired Members

I wish to contribute to COLCPE, the political action fund of the National Association of Letter Carriers.

I understand the Office of Personnel Management will withhold the amount below from my monthly annuity payments.

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

Name (please print): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security number: \_\_\_\_\_ Phone: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

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

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# CALENDAR YEAR 2015

## ROTATING NON-SCHEDULED DAYS

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 Robert Simpson, Vice President  
 Kevin Flaherty, Secretary-Treasurer  
 Michael Yerkes, Financial Secretary  
 Steve Mahoney, Editor, Branch 34's CLAN  
 Michael Gorham, Health Benefit Officer  
 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 **W** WEST ROXBURY at 7:00 P.M. **Q** QUINCY **M** MALDEN

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

**JANUARY 2015**

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

**JANUARY 1:** NEW YEAR'S DAY  
**JANUARY 19:** MARTIN LUTHER KING DAY

**FEBRUARY 2015**

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

**FEBRUARY 14:** VALENTINE'S DAY  
**FEBRUARY 16:** PRESIDENT'S DAY  
**FEBRUARY 18:** ASH WEDNESDAY

**MARCH 2015**

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

**MARCH 17:** ST. PATRICK'S DAY

CANVAS CARRIERS FOR PRIME TIME VACATIONS

**APRIL 2015**

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

**APRIL 3:** PASSOVER BEGINS  
**APRIL 3:** GOOD FRIDAY  
**APRIL 5:** EASTER SUNDAY  
**APRIL 20:** PATRIOTS' DAY

**MAY 2015**

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

**MAY 9:** NALC FOOD DRIVE  
**MAY 10:** MOTHER'S DAY  
**MAY 25:** MEMORIAL DAY

**JUNE 2015**

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

**JUNE 14:** FLAG DAY  
**JUNE 21:** FATHER'S DAY

**JULY 2015**

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

**JULY 4:** INDEPENDENCE DAY

**AUGUST 2015**

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

**SEPTEMBER 2015**

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

**SEPTEMBER 7:** LABOR DAY  
**SEPTEMBER 14:** ROSH HASHANAH BEGINS  
**SEPTEMBER 23:** YOM KIPPUR

SEPTEMBER 7: MDA LABOR DAY SHOW OF STRENGTH

NO BRANCH MEETINGS IN JULY & AUGUST

SEPTEMBER 12: LAST DAY FOR FALL 2015 NON-CHOICE VACATION

**OCTOBER 2015**

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

**OCTOBER 12:** COLUMBUS DAY  
**OCTOBER 31:** HALLOWEEN

**NOVEMBER 2015**

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

**NOVEMBER 3:** ELECTION DAY  
**NOVEMBER 11:** VETERANS' DAY  
**NOVEMBER 26:** THANKSGIVING DAY

**DECEMBER 2015**

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

**DECEMBER 6:** HANUKKAH BEGINS  
**DECEMBER 24:** CHRISTMAS EVE  
**DECEMBER 25:** CHRISTMAS DAY

**DECEMBER 26:** KWANZAA BEGINS  
**DECEMBER 31:** NEW YEAR'S EVE