

Don't Be A SCAB!

Get Them to Join Up and Pay Their Fair Share!

See Full SCAB List on page 9.

National Association of Letter Carriers
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Branch 34's CLAN

National Association of Letter Carriers

125 Years of Proud Union Participation and Accomplishments ★ 1890 - 2015



President's Corner

MADE IN U.S.A. (It's Always in Fashion)

I recently read an article that made reference to the systematic phasing out of union jobs. It talked about the many jobs shipped overseas so "Fat Cats" could get fatter while basking in the profits incurred from cheap labor.

One question posed to the reader was "Do you remember a time when you looked at the label on a product or an item of clothing and it read "Made in America"? I guess the next question should be: What Happened to that label? I'll tell you what happened? Just like the advertisement for the Christmas Tree Shop: "Don't you just love a bargain"? We can blame and we should blame those companies that moved overseas and the politicians that allowed it but what about the consumer? Did we boycott those companies? In many instances I'd say no. In fact most of those companies experienced major league profits and undercut many of their competitors operating here in the USA. Despite record profits they still managed to pass on a modest saving to the consumer which prompted more companies to do the same. The fact is it created a vicious cycle!

Now speaking of "Made in America" let's look closer to home at our beloved company (the USPS). We work for an institution of the United States government and they're guilty of purchasing items from outside the USA. Shameful behavior! Unfortunately our company has a history of taking our hard earned dollars and purchasing not only non-union goods but foreign goods (Remember our "Made in China" safety award pins).

We currently have a pilot program being rolled-out concerning letter carrier uniforms. This NALC-USPS MOU pilot program is responsible for developing alternative products to be worn by letter carriers while purchasing them from alternative sources. The premise is to explore a new centralized system of purchasing and distributing uniforms and work clothes. If developed this would take the place of the current acquiring uniform system (uniform vendor purchasing). The USPS would be procuring these items directly from the manufacturer at a reduced cost thus allowing more uniform items for the employee's allotment. A win/win for both parties... or is it?

We currently have had multiple test sites throughout the Greater Boston District and the United States in which volunteers have been solicited and supplied with a variety of new and in some instances questionable uniforms (example: hats with lights built in) items. These pilot sites are asking volunteers to provide feedback. The most troubling aspect of these issued uniform items is their place of origin. China, Vietnam, Malaysia, Nicaragua or whatever... What's wrong with the old U.S. of A.?

At the 58th Biennial NALC Convention the NALC Membership voted and passed a resolution to purchase only union made uniforms. This was, as our NALC leaders articulated many times, decreed from the bottom up. The will of the membership! My question is: Has someone overlooked our mandate? This is a NALC-USPS Memorandum of Understanding isn't it? Then I believe we need to buy union! You want feedback: **BUY UNION/BUY AMERICAN!** These are our letter carriers being supplied foreign goods.

I'd rather buy "MADE IN USA" products and skip the hat with the light or a coat with a target on the back. I'd settle for less to help keep an American (preferably union)

worker employed. The postal service's buying power with that kind of volume can realize a reduced cost and still buy "Made in USA." I'm sure the NALC is well aware that Americans are losing jobs and being AFL-CIO affiliates we should be doing all we can to keep Americans employed. If the Postal Service's objective is to eliminate American "middleman" vendors the least they can do is buy American Union Products. I've been told now that they are going to **BUY UNION MADE AMERICAN!**

Bite the hand that feeds you!

Technology has taken a bite out of our business in a big way and there's no denying it. The way people do business has changed over the past decade even within our ranks. Here we are making our living delivering mail yet some postal employees choose to pay their bills online. Isn't that pathetic they saved themselves a stamp! We have NALC and postal officials that pay their bills on-line and actually admit it (what an embarrassment) but does that make it okay! My answer is **NO!** I understand things can be done cheaper but does that mean it's acceptable? Fiscal responsibility, in this arena, clashes with what is ethically and morally right. When it comes right down to it, I believe we as a union should make the extra effort to support our livelihood, because not only is it the right thing to do, but it's the absolute supporting choice.

Some branches merely resort to websites as their chief form of communication. Websites are all well and good and allow employees access to downloading forms and information but in many cases eliminates the need for mailing altogether. As a communication organization choices have to be made as to what is fiscally responsible versus what favors sustaining our business. **Case in point:** We mail out annually Branch 34 Scholarship forms to every Branch 34 member. The printing of these forms, accompanying letter and envelopes are a costly endeavor. Never mind the associ-

ated mailing costs with return postage guaranteed. Do we merely follow suit like many other branches around us and eliminate mailing in its entirety by directing members to go to a website and download the forms/information? Perhaps we include the scholarship forms in our publication of "Branch 34's CLAN?" Do you see the dilemma (pros and cons) in making such a decision? These scholarship letters are good for business and helps puts food on the printer's table, the mailer's table and your table too, as does all mail.

On another note, the internet has absolutely catapulted our package industry through the roof. This was quite evident over this past year spiking during this recent holiday season and continuing into the new year. Many people today don't have the time to shop in stores so online shopping is more attractive and their delivery finds its way into capable hands: **OUR HANDS** for final disposition! I know my wife and daughter are doing their part to keep our package industry booming single-handedly (lol).

On a closing note: If our leaders can't find the time to buy a book of stamps and decide to pay his or her bills online instead, **HOW** or perhaps the question should be **WHERE** are they leading us? The answer: Down the primrose path.

More Snow, More Packages, More Overtime... Fewer Available Bodies

There was a Will Farrell "SNL" episode years ago where he was allegedly a rocker playing with the band "The Blue Oyster Cult" and recording for Christopher Walken. In this particular episode came the uncalled for but hilari-

(continued on page 2)



Robert A. Lind
President

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

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

April 14, 2015
at Boston Lodge of Elks #10
Spring Street, West Roxbury

May 12, 2015
at the Malden Moose Hall
582 Broadway (Rte. 99),
Malden

Check
Out These
Dates & Locations

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

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Seeking Real Answers to Foreign Made Uniform Issues

In the Joint Contract Administration Manual – July 2014, Article 26 states that there is a National Uniform Control Committee. The Committee is comprised of representatives of the Union and the Postal Service. This Committee meets quarterly, or as many times either party requests. The Chair of the Committee alternates at each meeting. This Committee discusses and recommends changes in the Uniform Program.

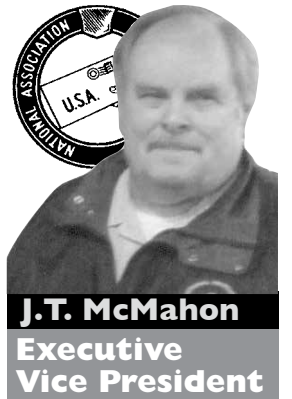
There is a Memorandum of Understanding between parties at the National Level, that allows the Postal Service to procure uniforms directly from the manufacturers, uniform items that can be acquired at a reduced cost in comparison to the current system. This memo has been in the contract for years.

However, at the 1992 58th Biennial Convention in St. Louis, a Resolution was passed by the **Membership** that Uniforms purchased be **UNION MADE**.

Recently in the Boston District, there were a number of Carriers calling into the Branch about a program offering Foreign Made Uniforms. Our National Representatives were called and we were informed that, yes indeed, there was a voluntary test program. No further details were given by National on this issue, no call back.

Branch 34 sent out a Station Flash stating that no one is mandated to participate, and that **“NO U.S.A. – NO VOLUNTEERS!”**

There should have been a notification sent out nationally, to offer Carriers a choice of whether or not to participate. After all, we are in the communication business.



J.T. McMahon
Executive Vice President

From the Field

Data Integrity Must Be Every Carrier's Concern

When I hear the words Honesty and Trust, I immediately think of a solid foundation to a healthy relationship. Unfortunately, for some of the Letter Carriers in several offices throughout the Boston District, Management does think the same thing. The relationship between a Letter Carriers and their Management team does not need to be based in friendship and love, but should be steeped with the confidence that neither party will knowingly and willfully try to mislead or defraud the other party.

Recently, I have been assigned a couple of grievances at the formal step A level, which dealt directly with Management intentionally misrepresenting both carrier's work functions as well as their work hours. This type of grievance isn't necessarily new or unique; however, the share volume of fraudulent Time and Attendance Collection System (TACS) moves and blatant disregard for the truth was alarming and should be shared with all members of this union. All carriers must be aware that in the wake of the Joint Agreement signed at the National Level to adjust carrier routes using data derived from DIOS and TACS system reports; data integrity is paramount in protecting our daily assignments. Carriers must make all their appropriate clock moves each and every day and not leave it up to management to do the right thing. There is an overview showing how these issues were discovered and combatted.

In the first grievance file, it was apparent that management repeatedly moved each and every carrier in the office off their route assignments each morning and placed them on to a training code (782); giving the appearance that the carriers in this office were in fact “pivoting” when they were not. I believe the instruction to carry out this fraud came from higher level management in town. Additionally, multiple carriers were taken off their own carrier route assignments and placed on Parcel delivery codes which they were never actually doing. These two maneuvers were meant to give the appearance that less budget hours were being used to get the mail delivered on the carrier's routes. Management at the station level apparently was doing whatever they could to try to live up to unrealistic operational goals. Luckily for the union and the carriers of this office, a very aware Steward while investigating an unrelated issue scrutinized multiple “Employee Everything” TACS reports and discovered the discrepancies. From that point on he (the Steward) did an extremely thorough investigation which included adding to the case file: relevant contract language citing a violation, a comprehensive Steward Narrative outlining the entire situation, several past resolved grievances on the identical issue, an in depth breakdown of aforementioned TACS reports, as well as multiple carrier statements speaking to never having been on parcel assignments and never under going daily job training sessions. All I needed to do was interview the 204b Supervisor, who was responsible for inputting a portion of the erroneous TACS moves; she happened to be forth coming and honest in my interview, which helped ensure a successful outcome in this grievance. That said Steward **Rich Shelley** did an outstanding job in both his

investigation and grievance writing process, his efforts were truly the key to our success.

In the second grievance, I assisted Branch 34 Sergeant-at-Arms and shop Steward **Mike Murray** with an issue out of the Dorchester Center Office. Mike expertly identified numerous violations and initiated a thorough and complete grievance which included months of clock hit manipulation at the hands of the Manager and a couple of Supervisors. Evidently, management had repeatedly been deleting carriers work hours by using their computers to either place a carrier on an extended lunch periods equal to the amount of time said carrier would have been on overtime or penalty overtime or by deleting the carriers end time and manually inputting early times. Both maneuvers took money away from our Letter Carriers, which they had earned. This is a kin to theft money directly out of the worker's pocket, which will not be tolerated; unfortunately accountability for their actions will never be commensurate to their violations. This led to a grievance well over 400 hundred pages of contentions, interviews, previous grievance and arbitration decisions, and of course TACS reports. Mike's attention to detail led the discovery of this blatant misconduct. Once again, while processing clock hits for another grievance; he uncovered time being deleted from both CCAs and Regular Carriers. As an a side, these manipulations were very easily spotted, because Letter Carriers Lunch breaks are automatically deducted from their work day and require no clock move either on the time clock or via manual input at the computer. The sloppy manner in which management maneuvered displays the lack of concern of potential consequences. The more information that was requested the more irregularities were discovered, well over 100 in total. In true arrogant Management fashion, they would not concede to any impropriety in the informal grievance process and had begun an attempt to cover up their misdeeds. The Manager during this time began a leave of absence (unrelated to this issue), leaving the Supervisors to deal with the fallout. So they attempted to manufacture PS Form 1017's using lie and deceit, which does afford management some leeway in taking time away from employee, however this process was not followed properly and took little time to discredit through interviews with the carriers in the office. Mike also discovered during his interview with management that they were making these erroneous clock move using other Supervisor's identification numbers, which is a clear indication that they knew what they were doing was wrong. They even used a Supervisor's ID number who was on annual leave for one of the weeks covered in the investigation.

As I presented the case at the formal step A meeting of the grievance procedure, Managements most compelling argument was this is “speculation” by the union, despite hundreds of pages of documentation supporting our contentions. Obvi-

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Brian Manning
Area Steward

The Branch 34 2015 Calendar is available for download online at
www.nalcbranch34.com

Schedule Awards

Letter carriers who suffer on-the-job injury or illness are entitled to certain benefits under the Federal Employees' Compensation Act (FECA). One such benefit is a schedule award.

The schedule award is payable when an injured employee has suffered a permanent impairment to a part or function of the body that is listed in the schedule of body functions and members found in the FECA at 5 USC 8107. In this context, "impairment" is a medical concept, as opposed to "disability," which is an economic concept reflecting an inability to earn wages.

Permanent impairment is defined as the permanent loss, or loss of use of, a part of the body. The degree of impairment (and ultimately the amount of the schedule award) is determined by medical evaluation – a physician identifies the appropriate diagnosis, makes certain estimates and/or takes certain measurements such as range of motion, sensory deficit, joint interval, etc.) and then applies those measurements and/or estimates to applicable charts and tables found in the *AMA Guides to the Evaluation of Permanent Impairment, Sixth Edition*.

The Office of Workers' Compensation Programs requires medical evaluations based solely on the *AMA Guided to evaluation of Permanent Impairment, Sixth Edition* in order to qualify for a

schedule award. Not all physicians perform impairment ratings and some that do may not use the AMA Guides. If you wish to pursue a schedule award follow these procedures:

Ask your physician if he or she does evaluations of permanent impairment using the AMA Guide to the evaluation of Permanent Impairment, Sixth Edition. If the physician uses anything else, the medical report will not be sufficient to qualify for a schedule award.

If the physician does such evaluations, ask him or her to schedule an exam to do the evaluation after you have reached maximum medical improvement (MMI). If your physician does not do such evaluations, ask him or her to refer you to a physician who does.

The medical report must 1) state the date you reached maximum medical improvement, 2) describe the impairment, and 3) give a percentage evaluation of the impairment in terms of the affected member, not the body as a whole. In the report your physician must explain how he or she determined the percentage impairment by specific references to the charts and tables in the AMA Guides that

were used to make the determination.

When you receive the medical report, send it to OWCP with a cover letter requesting a schedule award. Also complete the employee portion of the CA-7, check "schedule award", and submit it to the Postal Service. Request a completed copy of the CA-7 from the Postal Service.

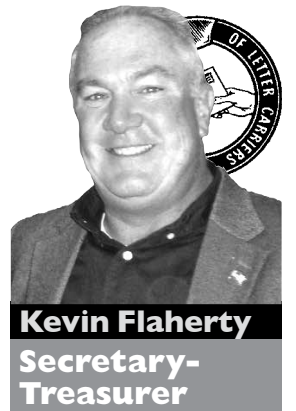
OWCP will review the report to ensure that it was done in compliance with the AMA Guides and then compute a schedule award. Schedule awards are paid for a certain number of weeks, calculated by multiplying the percentage of impairment of body part times the number of weeks set out in the FECA for that body part. Each week of the schedule award is paid at the employee's compensation rate, which is 2/3 or 3/4 depending on whether the injured employee has dependents.

Schedule awards are generally not payable concurrent with OWCP wage-loss compensation payments. Schedule awards are payable to certain body parts or organs such as the heart, brain, or back. If you have any questions feel free to contact me at the Branch 34 office.

While I'm on the topic of injuries, I hope all carriers are exercising care and caution when working in these conditions. Remember to work safely and don't risk your safety and health when delivering. As always if

you suffer an injury be sure to contact the branch office for assistance.

While I'm on the topic of injuries, please be safe in these horrible conditions. The snow, ice, and cold as you know have been historical. Always work safely. With the long hours all carriers are working, it is easy to become distracted. If however in the unfortunate event that you are injured always call the branch office for assistance.



Kevin Flaherty
Secretary-Treasurer

The 02127: Dear Megan...

Our new Postmaster General, Megan Brennan, recently penned a letter to her "Postal Colleagues." I felt this open letter deserved an open response:

Dear Megan,

I want to offer some feedback on your letter of February, 2015. After reading about your plans for our collective future, I must tell you I am sceptical.

Sceptical because you speak of opportunity, winning customers and growing our business, a complete 360 degree shift from your predecessor who wanted to shrink to survive. Sceptical because you talk to us

about the financial challenges facing the Service in a misleading terms. We as employees understand that the only reason the PO is not in the black on an ANNUAL basis is the ANNUAL, required pre-funding payment schedule. Our QUARTERLY financials show we are consistently in the black.

We also understand that we could be even more profitable if the Service would truly address our long standing and well documented internal problems. Unless your head has been buried in the sand during your entire Postal career you should acknowledge the PO is plagued by chronic

understaffing and systemic mismanagement resulting in low morale.

You can create all the opportunities and bring in all types of new customers you want, but if the job can't get done on a daily basis because of the way we conduct business, your words will ring hollow.

Sceptically,
Michael Kidd



Michael Kidd
Area Steward

President's Report...

(continued from page 1)

ous Walken request "WE NEED MORE COWBELL"! Today in jest we continually hear "We need more snow!" What about that dated bumper sticker displayed by ski fanatics: "THINK SNOW!" Right about now we could kill anyone making such a suggestion. Between packages, snow and overtime we can't do anything but think thaw.

On a safety note: this weather appears to have fostered a less friendly, less courteous and a more reckless driver on our Massachusetts' roads so "proceed with caution."

Carriers, whom are willing, are making a bundle of money in most stations not only delivering mail in snow bound areas but those willing to deliver packages are raking in the big bucks. Sundays and holidays have become a common event for those carriers willing to work in many stations. The problem in certain areas is CCA's and the OTDL isn't producing enough bodies to get the job done. In some instances management has to reach out elsewhere for volunteers to alleviate any backlog.

Like the old saying goes "No one gets out alive," those not working overtime in the station are in fact at home instead. Shoveling walkways, driveways, stairs, roofs or breaking "ice dams" awaits us all. People have been getting cabin fever and roads are getting smaller and smaller. What's the answer you ask? Springtime and it can't get here soon enough! For those who are getting edgy and whose tempers are getting shorter relief is in fact on the way and just a few weeks away. A sure sign verifying

that was the Red Sox heading for spring training.

I know everyone is tired at the end of the day and sick of wearing multiple layers of clothes while trudging in the snow. These days, everyone merely wants to get home and collapse in their warm house – period. Just try to keep in mind in the immediate future management will be canvassing for primetime vacations and that brothers and sisters is the real indication of spring being right around the corner. Think **VACATION: A WARM VACATION!**

CDRAAP

Welcome to the new and improved WRAAP (Route Alternative Adjustment Process). This CDRAAP (the CD stands for City Delivery), like its predecessors, was allegedly developed to, as Bill Young would say, to get routes to eight hours. He also said it would end pivoting: It didn't. The idea and one of the motivating factors behind these processes (IRAAP, JRAAP, MIRAAP and CDRAAP) was to alleviate the stress, cost and confrontation of route inspections.

Correct me if I'm wrong but if a crew from Operation Program Support (OPS) come into your office to take you out three times within a week on a "99" doesn't that resemble exactly what we, the letter carriers, consider the stressful aspect of a route inspections?

Wasn't the idea behind this alternative process to save the company money? Find

an alternative way of doing business so the company doesn't have to employ a large supervisory team and physically go into each station in the manner that it presently still does??

Remember **Bill Young** stating that it will reduce management's ranks by 60 thousand jobs because there won't be a need for their inflated OPS personnel. That didn't happen either. Carriers still go out three times in a week accompanied by management personnel and their "OPS Teams" still remain intact or at least in the Greater Boston District they still do. Are these local practices reflected in other states across this country? I guess it doesn't matter seeing that it's allowed in the jointly signed and agreed upon MOU.

I expressed my concern about the current process to a national representative only to be reminded that the regular route adjustment process allows for three completed 3999's forms during the week of inspection. Bingo! That's precisely my point. So what has changed to make it less stressful for you? On the station level, not a lot.

The less stressful aspects are experienced at the administrative end. The grievance activity has been minimized at the local and national level due to this joint venture. That has taken place because both parties have representatives scrutinizing the data being relied upon to evaluate the routes within the stations. Examining the data jointly can head off potential disagree-

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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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Congratulations to Career Full-Time Regulars

As we trudge through this 'historic' winter with no apparent end to the piles of snow in sight, at least fourteen former City Carrier Assistant's (CCA) have received a small degree of good news recently. Please join me in welcoming the newest Branch 34 Full-time Regular (FTR) City Carriers converted to career status effective January 24, 2015:

Aziz Bouherou Sr. Arlington
James H. Curley Lexington
Hodari Fenderson South Boston
Peter J. Grant Dorchester Center
Tammy A. Jakaus Waltham
Larelle J. Knight Chelsea Carrier Annex
Enio M. Lopez Belmont
Joshua M. Mahoney Belmont
James P. McGrath Braintree
David M. O'Connor Stoneham
Daniel Spagnuolo Chelsea Carrier Annex
David A. Telch North Weymouth
Peter F. Watson Chelsea Carrier Annex
Bailian Xie Waltham

Moreover, please also welcome the additions of Career Full-Time Regular Carriers **David A. Garcia** and **Michael F. Polsonetti Jr.** from the Revere Carrier Annex whose names were inadvertently omitted from the last issue *Branch 34's CLAN*. Congratulations to all and good luck on your journey.

Lastly, for anyone CCA's interested, the current senior relative standing date within the Boston District is **October 2, 2012** while the current senior relative standing dates for the installations of Woburn and Cambridge are August 19th and September 3, 2013 respectively. The Hingham Post Office appears ripe for some overdue conversions to FTR with two CCAs tracing their roots back to 2009.

I would like to close this article with several passages from an online rant I found by an amusing Letter Carrier from San Diego area named **Mel Carriere** offering his

insights and unsolicited advice for all new hires into the Postal Service. I particularly liked the writer's cautionary words to the new employees who 'may have worked for other companies that have shown appreciation for your hard work and dedication'. I don't know about you, but I found it very funny, and not too far from the truth and I just thought I'd share.

"... If you are a CCA reading this who has been employed by the Postal Service for over a month and you still have your enthusiasm intact then you are probably doing something wrong. If your supervisors have not beaten you to death yet with impossible expectations and an unforgiving workload than maybe you are just not cutting the mustard. With this in mind, it is my hope in this hub to impart unto you a few time accumulated insights to help you survive the rocky road to Postal nirvana. The list is not exhaustive by any means, but I have tried to hit the major topics. I can't promise that this advice will make the job much easier but you might be able to get through the tough job of carrying a different route every day without killing yourself and who knows; you might even be able to keep your sense of self worth intact."

Wear a Belt

This is not meant to be a commentary about your sense of fashion. I know that the style today is to let one's pants hang down to the knees so that every dark, disturbing inch of sweaty butt crack will be exposed, but I've given up trying to worry about that. I'm advising you to wear a belt for purely practical reasons. You will need something to attach your arrow key to, because if you lose that arrow key your postal career is over.

Believe it or not, nobody gets this. I advised all four CCAs I trained to come back on day two with a belt, because none

of them was wearing one the first day. On day two all four of them were still beltless, which says something about my ability to inspire obedience in others, I suppose. I guess it takes a calamity like having an arrow key fall out of a pants pocket and then disappear into the inaccessible depths of some dingy, yellowing postal toilet for this warning to be taken seriously. But because I know you will try to blame me later for not telling you I am going to set it down here for the record. Wear a belt, and slip the arrow key's hoop between the first and second belt loops. Don't attach it before the first loop because it will still slide off and you're going to be the one braving the hungry sewer rats to go fetch it, not me!

Feed the Animals

Postal employees are an irascible, cantankerous, surly bunch for the most part, but their attitude is mellowed considerably by food. I have never seen such a shamelessly hungry bunch of people. The quickest way for an emergency responder to clear out a letter carrier's convention hall is not to yell "fire!" but to yell out "doughnuts!" A Letter Carrier would sell his/her soul for a doughnut, or maybe even just a doughnut hole. Letter Carriers will stampe like buffalo over a cliff at the slightest whiff of baked goods. I have no doubt that a group of postal employees stranded on a desert island would resort to cannibalism within minutes.

Therefore, as a CCA your path to postal success will be eased considerably if you feed these animals, and bringing doughnuts your first day would be a good start. You might be thinking that kissing your supervisor's butt is a better idea, but it is much more important to kiss your co-worker's butts at this stage in your postal career. While supervisors are often expert butt kissers and boot-lickers themselves, it is only a one way elevator going up. In other words, you could

park an entire bakery truck at your supervisor's desk and it won't do any good if you are not fulfilling the impossible work performance expectations they have for you.

On the other hand, if the Letter Carrier animals in the Postal Zoo are fond of you because you feed them on a regular basis it will make your life as a CCA easier. Grouchy old Roy on Route 11 might give you 45 minutes instead of an hour if his stomach isn't rumbling, but if it is that hour has now turned into 1:15. That thirty minute time swing might be what saves you from getting called into the manager's office to explain why you clocked in off the street after 6 PM, so don't take this advice lightly! Feed the animals!

Check the "Why Me?" Mentality

Remember that your postal supervisors are not singling you out for punishment, because you are not as much of a special case as you think. Postal management has a very short collective memory and even if you shined all last month if you suck today then you are going to hear about it. Furthermore, your CCA comrades in arms are all getting a beat down too, and are probably clocking out pouting and feeling abandoned and dejected, just like you are.

Go home and lay your woes down upon your family, that's what they are there for, but keep the whining out of the office. Store up your sniveling for when you make regular a couple centuries from now. In the meantime, save the crying for the professionals and just do your job as inconspicuously as possible. Your supervisors have heard every sob story in the book and they don't care. Your co-workers have all gone through what you are going through now, and they will just tell you to suck it up. Instead, have a smile and a kind word for everyone and the abuse won't seem so bad.

Avoid "Piling On"

There is a time-tested supervisor practice in the United States Postal Service that is known as "Piling it on." In the past you may have worked for other companies that have shown appreciation for your hard work and dedication in rational, sensible ways, such as giving you an award or a gift card. Keep in mind that the Postal Service is neither rational or sensible. In the Post Office your hard work will be rewarded with more work. If you get back too early from the street they will just spin your slick, spiffy little butt around and have you go help out somewhere else. Furthermore, understanding that you are they type that loves to exceed expectations, tomorrow they will give you a half hour extra. If you succeed in getting back early again after that, the next day it will be an additional hour. Then, if you cannot make the nearly impossible extra hour, even though you skipped your lunch and breaks, you will be tagged as a problem carrier, which you don't want to be. This is how Postal Supervisors are conditioned to show their love and appreciation for your hard work.

Don't get me wrong; I am not saying to slack off and be lazy. What I am advising you is to complete your work in the time that is expected of you, but no earlier. You don't want to be the one being piled on to, because it can be awfully painful at the bottom of the pile. ..."

(Source: *CCA Survival: How to Make it Through Your Postal Trial by Fire* By Mel Carriere.)



Michael Yerkes
Financial Secretary

From the Boston Globe

After Millions of Steps, the Last Can Be the Toughest

By Megan Woolhouse

For six and a half hours most days, Lynette Dion has walked, beginning on South Street near the state crime lab, making her way from Saint Rose Street into the neighborhoods north of the Forest Hills rail station.

There are 37 postal routes in Jamaica Plain. This one has belonged to Dion for the last 26 years.

"Sometimes, you're put somewhere for a reason," Dion said recently.

On Friday, she walked the route for the last time, delivering mail and saying good-byes to a most unusual workplace.

A park ranger who was recently stabbed in Boston Common stopped to chat about his surgery, and when Dion broke the news, he said the neighborhood "wouldn't be the same" without her. A Hampstead Lane family described her as their "second mother." Countless dogs greeted her breathlessly, and she gave them treats, as she had for years.

Navigating mounds of snow nearly as tall as her 5-foot frame, Dion recalled the day she was walking along South Street and saw her own car, a Honda sedan, being stolen. The thief drove it right by her.

On Hampstead Road, a lonely woman in her 80s had long greeted her every day with a small Ziploc bag of Cheez-Its. One day the woman didn't come out and Dion alerted neighbors who had a key to her home. She was found dead.

Dion even adopted a family of stray cats living in a parking lot, naming them Archie, Bailey, Kitty Carlisle, and Timothy and after feeding them for months, brought them to her Stoughton home.



Lynette Dion, who delivered mail on her Jamaica Plain route for 26 years, recently retired.

— Boston Globe photo by Justin Baglio

Falling snow melted on her gray hair as Dion, 61, steered her three-wheeled cart through the streets Friday. The mail always gets delivered. Well, almost always, unless a driving ban or a blizzard takes hold.

Though she did not wear a pedometer and would not venture a guess, Dion has

probably taken millions of steps in this corner of the city. She said she will return for visits, and possibly part-time work as a dog walker.

"This is my second home," she said.

(Reprinted from the *Boston Globe*, Wednesday, February 4, 2015.)

**Protect Your Future!
Give to COLCPE!**

COLCPE Challenge

By Michael Yerkes,
Branch 34 Financial Secretary

As this issue of *Branch 34's CLAN* hits the newsstands, the annual February issue of *The Postal Record*, complete with names of every individual contributor to the NALC's Political Action Committee COLCPE will also hit the homes of all members. COLCPE, which stands for *Committee on Letter Carrier Political Education*, is **our political action committee** representing Letter Carrier issues in on Capitol Hill in Washington.

A review of the Branch 34 automatic contributors identified in this month's *Postal Record* reveals that a miniscule **166 members cared enough about the future of their jobs to invest in protecting those jobs**. While normally these contributors would and should be celebrated for stepping up, it is those members who appear to be whistling past the graveyard who I'd like to address at this time.

To put that number 166 into perspective, Branch 34 currently has 2,528 active City Carriers and 1,134 Retirees. Of those 3,662 total members, the number 166 represents a paltry 4.5% of our members. 95% of our members are sitting on the sidelines during a critical time in one of the more important aspects of our lives, our careers.

I and every other Union Official should take this failure to convince those members not investing in their future and the future of the Postal Service itself as a personal failure. We haven't done enough to inform our members of the significance that congressional legislation plays in the security of our livelihoods and that the way things work in Washington is expensive, plain and simple. Nobody seems to like the system but it's the system nonetheless. That said, I don't know what I could possibly say or do to that has not already been written and asserted in countless National and Branch articles and during station visits.

If someone told you that you could help

save your job and the jobs of your fellow letter carriers for only \$5.00 per pay period, what would you do? Now nobody can guarantee that contributing to NALC's PAC is going to ensure you a long-term middle class job with a pension any more than one can guarantee that an exhausted plow driver isn't going to misjudge clearance coming around one of those ten-foot high snow banks and clip your brand new pick-up. But I'd rather be safe than sorry. Think of COLCPE as a really cheap limited insurance policy. Hell, many of us dumped more money on absolutely no chance at the recent half-million dollar Powerball drawing.

We are all aware, or should be, of the USPS's plans for the future, diminished service standards to the public, shutter distribution centers and post offices, and contract out to cheaper labor wherever possible. The closing and sale of Somerville's Union Square Post Office is just the latest local casualty and if we were to view that action as just an inconvenience to the Somerville Carriers and the customers they serve, we are being incredibly short sighted. If anyone believes that the Postal Service's secretive deal to outsource window clerk work to the minimum wage employees of Staples is strictly an APWU issue, then you are just not paying attention. Downsizing, contracting and lower wages and benefits appears to be the only plan the USPS has currently. Left to their control, the bean counters at L'Enfant Plaza will not stop until they dismantle and completely run

this two-century old American Institution rooted in the Constitution into the proverbial ground.

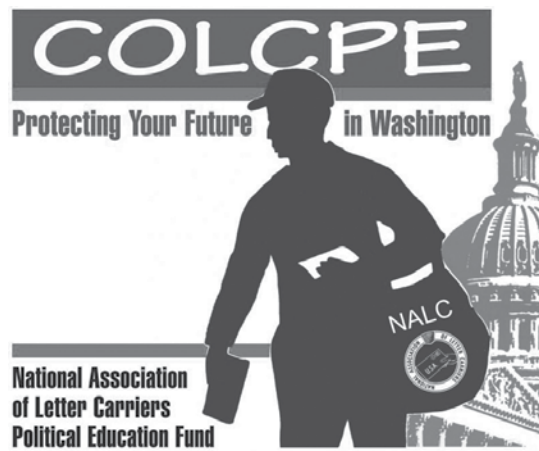
Yet it is the people we elect to Congress who are going to be the ones making the decisions that shape our future. We need to have Congressional representatives that are familiar with our goals, and who will stand up for postal employees. Congressmen and women who will support the issues the NALC presents on behalf of not only of the membership but the Postal Service as well as it is clear that those in charge do not have a clue.

Although rumors of the Postal Service's demise appear to have been greatly exaggerated and premature, this business remains on shaky footing. There is little doubt that this 114th Congress must address some sort of postal reform including our five-billion dollar annual default on pre-funding for future retirees.

With 247 seats in the **House of Representatives** and 54 seats in the **Senate**, this Congress has the largest **Republican** majority since the **71st Congress** of 1929-1931. While COLCPE contributions are utilized to support representatives who support our interests regardless of party affiliation, one need only to recall the last Congress where many bills were initiated calling for not only the elimination of Saturday delivery, but also for giving postal management the authority to cut as many days as it would like. While that seems like ancient history given the current circumstances of forced overtime and delivering seven-days a week, these threats always remain.

As stated by NALC National President **Frederic Rolando**, "*Of course, our jobs, our pay and our benefits are always at risk, no matter who's in charge on the Hill or in the White House, NALC members should well understand by now that it's for all these reasons that we as a union get so deeply engaged in political campaigns and in legislative battles. We know that everything we've worked for over the years could easily be wiped away with the stroke of a pen, because we've seen it happen.*"

It is for that reason that I feel compelled to ask those 166 Branch members who already recognize the seriousness of our current path to accept this challenge of convincing those who just haven't recognized the obvious. Help us enlighten those who appear to take the security of postal employment for granted. Talk to your coworkers



Planning to Retire?

While the Office of Personnel Management (OPM) makes all decisions regarding retirement entitlement, current employees are required to apply for retirement through the USPS Human Resources Shared Services (HRSSC). HRSSC can be reached by calling 877-477-3273, option 5. When calling HRSSC, be prepared to provide your Employee ID and USPS Pin Numbers.

Upon Request, HRSSC will:

1. Mail an individualized annuity estimate based on a projected retirement date provided by the employee;
2. Schedule and provide telephone individual pre-retirement counseling;
3. Mail a packet of information (usually called the 'blue book') of forms and guidance. HRSSC retirement services can alternately be accessed by employee close to retirement eligibility on-line using the LiteBlue eRetire application.

Employees must know their Employee ID and USPS Pin numbers to access eRetire. The LiteBlue eRetire application allows the following:

1. View and print individualized annuity estimates;
2. Request and obtain a retirement application packet in one of two ways;
3. Download and print a retirement application packet;
4. Order a retirement application packet and receive it in the mail;
5. Schedule a retirement counseling session.

Retirement Counseling

Letter Carriers approaching retirement eligibility have a contractual right to individual pre-retirement counseling from the Postal Service, upon request. The purpose of the counseling is to promote fully informed retirement decisions by employees.

The Postal Service individual counseling is provided telephonically by a retirement specialist at the USPS Human Resources Shared Services Center (HRRSC). Letter Carriers initiate and schedule the counseling session by calling HRSSC at 877-477-3273 option 5, or online at the LiteBlue eRetire application.

Letter Carriers have a right to this individual counseling **ON THE CLOCK**, if desired. When a Letter Carrier wishes to receive the counseling on the clock, local management must arrange reasonably private space. The Letter Carrier has the right to have his or her spouse and/or advisor present during the counseling. The counseling will include (but not limited to) assistance with completing forms (e.g., Stand SF2801 and any forms related to FEGLI, FEHB, and TSP) and military and civilian service deposit issues.

If a Letter Carrier is unable to begin or complete a scheduled individual retirement counseling session, that issue will be addressed at the local level jointly by the Union and Management.

Any questions or concerns, please see your Steward or call me at the Union Hall.



Bernadette Romans
Area Steward

Data Integrity Must Be Every Carrier's Concern...

(continued from page 2)

ously, no resolution was reached and the grievance was forwarded to the Dispute Resolution B-team. I anticipate an Impasse and subsequently a future arbitration date on this matter.

So why should you care about these cases? Because these little known 'liberties' that management takes today may have long lasting effects to our futures as letter carriers and the numbers of routes we will be working. By cheating to make today's operational goals, the data integrity is compromised forever; unless a well trained and assertive union representative is lucky enough to gain access to it.

In both cases referenced above, it was only by chance that we became aware of these issues. Management is doing this in many other places, I surmise. I have recently been made aware of a couple of

and explain the urgency of protecting what we have. Emphasize to those veteran and newcomers alike how easy and pain free it is was to enroll in the automatic payroll deduction and that, once completed, you forget all about it.

The NALC cannot use dues money to lobby Congress; that money must come from voluntarily contributions by members of the Union. In order for the NALC to stay competitive in the legislative arena, we must be able to keep up with the likes of **FedEx** and **UPS**. FedEx and UPS alone contribute millions of dollars to the campaigns of Senators and Congressmen/women who are supportive of their cause. It was recently reported that FedEx and UPS lobbying contributions totaled **\$2,031,240** and **\$3,109,776** respectively in 2014. In order to maintain a level playing field, and not get left behind, the NALC must be able to make considerable donations to the campaigns of representatives who support our goals. Those contributions are needed now more than ever before. Our futures could depend on it.

Active members may contribute to contribute to COLCPE through automatic payroll deduction via the *PostalEASE* system on-line or by phone as well as monthly withdrawal from your bank account via *Electronic Fund Transfer*. Members should have a recent issue of the *Postal Record* handy so they can enter the first seven digits of the identification number that appears on the mailing label.

Retired members can also make voluntary donations to COLCPE by having the Office of Personnel Management (OPM) make the deduction from their monthly annuity check. 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). You will need your CSA retirement claim number before you begin. Retired NALC members may also contribute directly to COLCPE by writing a check or sending a money order to NALC headquarters at 100 Indiana Avenue, N.W., Washington, D. C., 20001-2144. Retirees should be sure their Social Security number and current address are on the check/money order.

Boston Branch 34 has historically and continues to lead the NALC nationally in multiple categories including total percentage of organized members, money raised for our adopted charity Muscular Dystrophy and our award-winning newspaper, *Branch 34's CLAN*. With the help of you, the 166 COLCPE current contributors, hopefully we can turn this completely uncharacteristic 4.5% total around and put our automatic COLCPE contributions more in line with the lofty ranking(s) we in Boston are normally accustomed to.

Branch 34 Says Farewell to Its Newest Retirees!

Dorchester Center's Frank Brown



Dorchester Center Station wishes farewell to Frank Brown.



Branch 34's President Bob Lind presents Dorchester Center Station Frank Brown his retirement watch.



Dorchester Center Station Frank Brown shares a laugh with Branch 34's President Bob Lind.



Branch 34 Sergeant-at-Arms Mike Murray (center) and Branch 34 President Bob Lind congratulate Dorchester Center Station Frank Brown on his well-deserved retirement.

Medford's John "Jocko" Yandle and Jim Hickey



Medford's John "Jocko" Yandle and Jim Hickey show off their retirement jackets.

Branch 34 President Bob Lind present retirement gifts to two of Medford's finest John "Jocko" Yandle and Jim Hickey.



Lexington's Joe Zambutto



Branch 34 President Bob Lind presents retirement watch to former Lexington Shop Steward Joe Zambutto.

Quincy's Brian Sullivan and Bob Hennessey

Branch 34 President Bob Lind congratulates Quincy's Brian Sullivan and Bob Hennessey on their recent retirement.



Quincy Shop Steward John Ainsley, Jr., Brian Sullivan, Shop Steward & Branch 34 Trustee Paul Roche and Bob Hennessey.



Branch 34 President Bob Lind prepares to present retirement gifts to Quincy's Brian Sullivan and Bob Hennessey.



Lexington's Joe Zambutto enjoys his retirement party.



Branch 34 President Bob Lind tells the Quincy co-workers that Bob Hennessey's dad, also Bob, was a career letter carrier and Branch member as well.



Dominic Corsetti recognizes Lexington's Joe Zambutto's accomplishments.



Branch 34 President Bob Lind speaks glowingly about Lexington's Joe Zambutto at the retirement party.

Waltham's Christine Spont



Waltham's Christine Spont's last day.



Waltham's Christine Spont's shows off a retirement basketball from her co-workers. Swish!



Waltham's Brian Trombley sings, "Christine, Christine, you kept your route so clean."



Waltham's Christine Spont's receives her retirement gifts.

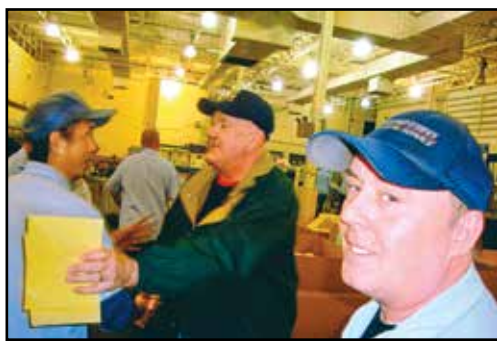
Roxbury's John McCormack



Some of Roxbury's Finest pose for a picture with John McCormack. Shop Steward Keith Meredith, Ron Odom, McCormack, Bernard Washington, and "Godfather" John Anastos.



Roxbury's John McCormack receives a hug from one of his co-workers.



Roxbury's John McCormack hangs it up.



Roxbury's John McCormack receives congratulations from Branch 34 President Bob Lind.



Roxbury well-wishers line up to say goodbye!

Jamaica Plain's Lynette Dion



Jamaica Plain honors Lynette Dion on her recent, well-deserved retirement.



Jamaica Plain's newest retiree Lynette Dion shows off her retirement jacket.



Jamaica Plain honors Lynette Dion thanks Branch 34 President Bob Lind for his kind words.



JP's finest pose for a moment with Lynette Dion. (L-R) Big Jack Harrington, Lynette Dion, Bob Damatin, Branch 34 President Bob Lind and Area Steward Bernadette Romans.

Cambridge-Mooney Street's Robert "Doc" Gillespie



Mooney Street Carriers gather to say goodbye to "Doc" Gillespie.



Mooney Street's Robert "Doc" Gillespie receives congratulations from one of his co-workers.



Mooney Street's Robert "Doc" Gillespie says "thank you" to his friends and co-workers.

Branch 34 Says Farewell to Its Newest Retirees!

Wellesley's Malcolm Hornsby



Wellesley's Malcolm Hornsby admires his retirement cake during the party held to honor his work.



Branch 34 President Bob Lind presents Wellesley's Malcolm Hornsby his retirement jacket.



Wellesley's Malcolm Hornsby gets ready to cut his cake with Shop Steward Brendan Baird.



Branch 34 President Bob Lind congratulates Wellesley's Malcolm Hornsby on a job well done and 43 years of service and Unionism.



Acquaintances from the old neighborhood.



Wellesley's Malcolm Hornsby has a laugh on his last day at the station.



"Worm in the Garden" - Wellesley Manager Sal Perrone (2nd from right) with Shop Steward Brandan Baird, Branch 34 President Bob Lind and Wellesley's newest retiree Malcolm Hornsby.



Branch 34 President Bob Lind presents Wellesley's Malcolm Hornsby his retirement gifts.



President's Report...

(continued from page 3)

ments and avoid grievance activity *and that equates to money.*

I think it's time for the NALC-USPS to move beyond the grievance activity aspect and formulate a *less intrusive system* for the workroom floor carrier. There *should not* be a need for a team to swoop down on a station and disrupt the normal work atmosphere. There *should not* be a need for a team **PERIOD!** That function (conducting 3999's), if needed, should be done internally within the station by the local station representatives during the course of the upcoming year prior to any RAAP. Isn't that a station responsibility anyways? That could be accomplished on a local station level without any disruption.

I believe a NALC-USPS MOU could be **developed** designating the local (station level) parties to reach agreement as to when, where and by whom the 99's will be conducted. This joint agreement could eliminate the former practice of overwhelmingly

selecting Tuesdays and Wednesdays to conduct 3999's exclusively and give a better snap shot of what the station routes actually consist of while performing this function (in a less stressful atmosphere).

The RAAP's have their good points especially by reducing grievances but sometimes they fall short at the station level and for all practical purposes what's more important to the average member? I think I've made my point.

Retirements and Passings

We've had many retirements over the past few months and I wish every retiree a long, healthy and prosperous retirement. One such recent retirement I would like to selectively recognize is that of Roxbury Shop Steward **John McCormack**. John was never afraid or too shy to stick his nose and fingers into any situation that he felt infringed on someone's rights.

John stepped up in a time of need and did

the job of which he ran for. He represented his co-workers to the best of his ability and enforced the contract when needed. No one could ever question whose side he was on or ask for anything more and for that I personally thank him and wish him good fortune moving forward.

On a sad note, we recently lost a group of branch members, some unexpectedly and some only after a long courageous fight. One such member was retiree **Al Siciliano** from the IMC. For those that knew Al he was an easy-going, good-natured guy that for years was a fixture within that building. He always greeted you with a smile and it only seems like yesterday he received his retiree rocking chair from his friends and workmates at his IMC sendoff.

His passing was unexpected and a loss to those that knew him. I had the pleasure of seeing and conversing with Al and his lovely wife at his brother, Leo's wake last year. His brother too was taken too soon

and is dearly missed by friends and family. It's consoling to know they are together but they will be duly missed by those that knew them. Rest in Peace.

Attention: Hockey Players

We still need more hockey players to help sustain a team to raise money for MDA. We currently have a half filled roster but need more players (10) in order to organize this Minnesota/Massachusetts hockey rivalry. I know we have enough players within our ranks and would encourage your participation in this worthy event.

Where else can you take a shot (check) at someone who spoke openly against the adoption of an Area Wage proposal? This might be your only chance (*lol*). This event will prove to be a great time and a memorable event. Call the branch office today.

From the Field

Hey Management, Time to Step Up!

We have all seen the Geico commercials on TV where they poke fun at different subjects. The one that comes to mind is the one where Pinocchio is the motivational speaker. Well, Pinocchio may make a poor motivational speaker in the real world, but he could have a real future with the Postal Service. Here are some of the subjects he could have spoken on:

1. Living without overtime.
2. Scans will never be used against you.
3. The Mail volume really has dropped off.
4. One day you will just come in and pick up your mail and go.
5. More mail does not mean more time needed.
6. Safety is our number one goal.

Well, you get that picture, but it doesn't stop there. These lies or half-baked plans are being fired out quicker and quicker every year. We have all recently seen how load-leveling works and how earlier start times have panned out.

Some carriers are bending over backwards to make these early start times work and the lackluster effort coming out of the plant will only come back to bite these carriers in the ass. Standing around waiting for mail is not built into our routes, doing so will

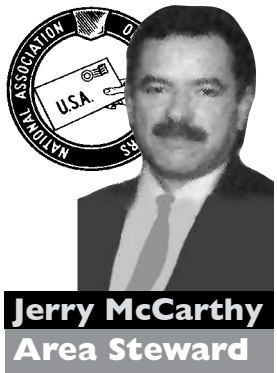
only send up a red flag for the new Route Inspection Program. If you can spend extra time in the office, still finish in time, there must be more fat to cut on these routes.

The Postal Service in their ultimate wisdom and using OPS support's magic wand have cut all the fat and adjusted most of the routes in the Boston District while the age of the average career Carrier has climbed to over 50 years of age. Well guess what? The mail that was gone has now returned in the form of packages and bulk mail and now we have routes that cannot be finished in an eight hour day. Routes in offices in the Boston District have not seen delivery in three or four days in a row because there is not anyone to deliver that mail and the record snowfall doesn't help. CCA carriers are quitting due to the fact management is working them ten hour days, seven days a week for \$16.00 an hour. Management does little to retain these CCAs in the way of incentives, pay or benefits. Management could also slow down on the issuance of remove, emergency off duties and other discipline for infractions that used to be handled in-house instead of out of the Labor Relations office. Many Managers are afraid to make these decisions fearing the fallout from above. After 20, 25 or 30 years on the job there are other ways of dealing with issues involving attendance, and offenses that do not involve theft or violence other than issuing removals.

More and more Carriers are getting injured and there is no solution on the horizon. Everyone is burning out in the stations. Management is scurrying, hoping the ship doesn't sink before they hit the lifeboats. The only reason the ship has not sunk yet is because Letter Carriers are fighting to keep it afloat. All these plans that would foil miserably, do not because Letter Carriers rise to the occasion and do the right thing. Casing residual mail that the plant could not get automated, delivering record amounts of parcels during the last Christmas Season and basically picking up the pieces

of these failed plans and procedures without missing a beat, The Postal Service is also a organization that preaches safety when it is convenient to do so. There are many days that Carriers should not have been sent out to deliver in record blizzards or even expected to report to work, Maybe that needs to be addressed at the next district safety meeting. If the MBTA has shut down and the Governor has urged all drivers to stay off the roads who allows the Postal service to ignore these requests? A snow emergency was called for reasons of public safety, and the last time I checked Letter Carriers were still part of the public.

All the newly-hired CCAs that are facing their first winter on the job have had a baptism of fire this winter and just about any job out there is looking better than what they have to look toward to with the Postal Service. This is not a \$16.00 per hour job, period. We need more Carriers to deliver the mail. We need fair route adjustments that include making new routes to deal with the influx of parcels and other types of mail. Safety has to be taken seriously and decisions have to be made on equipment and when is it safe to deliver the mail and when is the risk too great. CCAs also need more steps in their pay grades. How about paying them an additional \$1.00 per hour raise every time they are renewed for another year? Management on all levels needs to step it up as the carrier craft has done. Station Managers who make good decisions protecting their workers, getting the mail delivered safely should never be second guessed by the fourth floor. Station Managers need to manage their own stations and not wait for a decision to be made from the fourth floor. The clock is ticking, the ship is taking on water. Hey Management, time to step up!



Jerry McCarthy
Area Steward

Congratulations Retirees

On behalf of President Lind, the Board of Officers and 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. Baird.....Roxbury
- William A. Boggie.....Wellesley
- John J. Considine, Jr.Watertown
- James F. Gallagher.....Belmont
- Paul C. Geary.....Chestnut Hill
- Richard D. Gillespie, Jr.Cambridge
- Donald F. Laffey.....Allston
- Kenneth R. Maloney.....Needham
- William J. McGinnis.....Fort Point
- Gerald F. McGrath.....Arlington
- Gerard Robinson.....Roxbury
- Thomas W. Smith.....Hingham
- Teresa M. Tierney.....Malden
- Joseph A. Zambutto.....Lexington

— Michael C. Yerkes
Branch 34 Financial Secretary

In Memoriam

Thomas C. Richards *
Retired Member – Malden

Theresa J. O'Rourke
Active Member – Fort Point

Alfred V. Siciliano, Jr.
Retired Member –
IMC East Boston

* Denotes 50-Year Life Member

Rest in Peace

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

Don't Take Unauthorized O.T.!

Many times in the course of the week, a carrier needs overtime to finish his/her route, whether that was from having to pivot or strictly from heavy mail volume. The use of the 3996 is the form a carrier would use to request overtime and many times with that request comes a dirty look from a supervisor or some push back from said supervisor.

Don't lose your cool, the whole process can be very insulting to the carrier with the supervisor implying that the carrier is somehow dishonest.

After you put in the 3996, get a signed copy back from the supervisor **BEFORE** you leave the building, that's your proof that you requested the time and it was disapproved by management. Hang on to that 3996 like your life depended on it.

You should ask your supervisor, calmly and respectfully, what they want you to do in the event that the mail is not delivered in the time they want you back, the answer will most likely be "deliver all the mail and be back in eight hours."

Management has just put the ball in your court once more...now what? Without saying a word...walk away and again, **BEFORE** you leave the building, get a copy of the 3996-request for OT or AUX. assistance, then go out and deliver as best you can, taking your breaks and lunch as you are required to do by law.

If you are sure you will not make it back by the supervisors required time, call the supervisor from the street about 1-1/2 hours from the time you are scheduled to be back and ask what the supervisor would like you

to do as you are sure you will not make the time given to you. Whatever you do, **DO NOT TAKE IT UPON YOURSELF TO TAKE THE UNAUTHORIZED O.T.** when you call the supervisor from the street, you put the ball back in management's court.

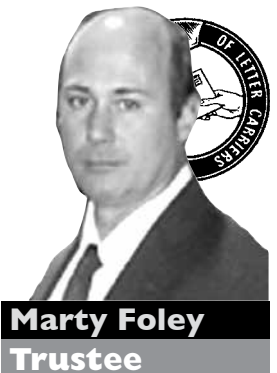
If you take the OT without permission, you are setting yourself up for whatever management wants to do to you at that point.

If nobody answers the phone, as we know that happens many times, you are required to bring back the mail and find your supervisor ASAP for instructions.

As a carrier, your job is to carry the mail, not make overtime decisions, management gets paid to make those decisions, so do not set yourself up.

If there are any questions by management why you could not finish, you carried to the best of your demonstrated ability and pull out the copy of the 3996 as proof that you requested from the supervisor, OT or AUX. help as you know your route and what it takes to deliver that route every day. Anything more than that, please ask for your steward.

Thank you... and remember Brothers and Sisters, let's stick together.



Marty Foley
Trustee

Don't Be A SCAB!

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

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DAVID P. WIDROW

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CHRISTINE M. BAILEY
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We apologize in advance if your name appears on this scab list in error. This information is forwarded to us from our National Headquarters and we do our best to ensure its accuracy. If you are still not in the Union, it's time to step up and pay your fair share. No excuses. Contact your Station Steward to join NOW!



MOVING?

Give Branch 34 Your New Address!

MOVED?

Change of Address

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

Name _____

Address _____

City/State _____

Zip _____

Send change of address to:
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Woburn, MA 01801-6396

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Building strong emotional habits

If you'd like to be able to better handle life's ups and downs, it may help to develop a set of healthier emotional habits. Strategies such as staying balanced, managing stress and overcoming unhealthy habits can help keep you on track.

Seek balance

Staying on an even keel can help you navigate better through life. Both the big victories and the painful defeats in life can be valuable if you choose to learn from them rather than just responding emotionally. Also, it's important to always seek a balance between your daily responsibilities and other activities you enjoy. If you stay balanced, you'll be able to handle challenges better.

Follow your own path

Don't compare your life to others or try to be someone you think others expect you to be. Instead, take time to identify what's truly important to you in life. Then take small daily steps toward reaching goals that are uniquely yours.

Manage stress

Stress can harm mental and emotional health. Keep it controlled with stress management techniques such as meditation, deep breathing, progressive muscle relaxation and/or massage.

Shed destructive habits

Perhaps you've picked up an unhealthy habit or two. This could include overeating, smoking, drinking, drug use, gambling or unhealthy relationships. If this is the case, work at phasing the activity out of your life. If you've developed an addiction, seek help to overcome it.

Establish a healthy routine

Make sure you're eating a well-balanced diet with foods from each of the major food groups, and drink plenty of water daily. Also, try to get seven to eight hours of sleep per night, liven up your routine with a new type of exercise, and get as much winter sunlight as possible.

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Exercise boosts emotional wellness

Workouts work wonders. Regular physical activity improves your mood, helps relieve stress and depression, and increases feelings of well-being.

Find winter fun. Even though it's colder now, you can still find fun exercise options. Check out your community's indoor recreation programs. Exercise types include swimming or water exercise (aquacise), martial arts, cardio and strength training, Zumba and yoga classes, indoor walking and cycling tracks, and much more.

Take vigorous outdoor walks. An outdoor winter walk can be very refreshing. Just be sure to bundle up in layers so you stay warm, and wear reflective gear for safety if it's not very light out.

Set exercise targets. Improve your health by shooting for measurable, attainable exercise goals. Celebrate your successes!



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Active letter carriers: Contribute to COLCPE using PostalEASE

by phone.....or online

Contribute on the web at
liteblue.usps.gov

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

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

1 Be sure you know your 8-digit Employee ID Number (on your paystub) and 4-digit USPS Personal Identification Number (PIN). If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your 8-digit employee ID number, and select "2" to have your PIN mailed to you.

2 Create your own Account Number by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your Postal Record.

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"

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** 5-DIGIT 54321
XXXXX 9 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.

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

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