

Don't Be A SCAB!

Get Them to Join Up and Pay Their Fair Share!

See Full SCAB List on page 8.

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

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

Branch 34's

CLAN

National Association of Letter Carriers



President's Corner

Brady Exonerated!

More Needed Conversions

The summer of 2015 flew by and now is just a memory. Back to school and increased daily traffic is once again the criteria of the day. The fall season signifies the start of our busy season: increased volumes of advertisements, letter mail and packages are usually in order at this time. The most receptive aspect of the fall season is the weather

and I for one welcome it wholeheartedly.

Good news for CCA's: more movement/more conversions. All I can say it's about time. We've had a mass exodus over this past year with full time carriers becoming FTR's (Full Time Retirees). These retirements have led to in-house vacancies, district bid vacancies and as required in the signed off NALC-USPS Memorandum E-Reassign vacancies thus finally resulting in conversions. It's a long arduous, tedious process but a process that includes crossing every T and dotting every i. The final result is those qualifying CCA's becoming career FTR (Full-time regular) employees.

Inside this issue of "Branch 34's CLAN" (on page 4) is a posting of the current pay schedule for those newly converted FTR's. From this pay schedule they can surmise what their pay will be and how long until their next scheduled pay increase. Word of advice to those newly converted FTR's as well as all awaiting CCA's: Keep a log of every minute that you've worked on a regular basis. It's nobody's job but **yours** to keep track of your pay. Mistakes are made, some inadvertently, some intentionally. Make sure your recorded work hour(s) matchup with your paycheck every pay week. This is a practice you should adopt for the duration of your employment with the postal service. Just like when you're being trained by your assigned "on the job instructor" (OJI) it pays to develop good work habits. Always double check your pay and if there's a discrepancy inform your shop steward.

Those newly converted CCA's to FTR's just had the opportunity to bid on seventy plus vacancies on their dream sheets. For those that chose not to bid they were assigned a position where needed. Initially you're allowed to stay in your present work location but that's only temporary unless you are on a long term holdown. Most newly converted FTR's probably decided to bid closer to home or perhaps

bid to stay in your current work location.

A word of advice to CCA's in line for being converted to regular: don't limit your bidding to merely a couple of stations. The likelihood is you may not get your first few picks. Rather than be assigned a considerable distance away you need to exercise your right to bid. Don't roll the dice. Each listed *available vacancy* will be awarded by *seniority*. If you happen to be on the lower half of the spectrum, seniority wise, my advice is to bid *everything* according to preference. For those of you on holdowns you should be remaining on those holdowns for the duration.

If you didn't get the bid station you desired, don't worry, the district bids come out on a monthly basis and you can try bidding to a preferred station again (if available). Once you secure a bid to that particular station don't ever be talked out of bidding an in-station desirable vacancy. Too often letter carriers refrain from bidding because they think they don't have enough seniority to win. Despite what you think put the bid in anyways. Many times a junior carrier wins a bid because no one else put in a bid and why didn't they? Many times because they just didn't think they could win.

Lastly, now that we have a group of newly-converted career carriers it's time to get involved. This is your career and someday you'll hopefully retire from this job like the many retired letter carriers before you. It's time for you to get active protecting your job and understanding the dynamics and dangers of harmful legislation. *You are the key to your future!* Attending union meetings is a good starting point. Not only keeping abreast of pertinent issues but forming a bond with those members from inside and

(continued on page 4)



Robert A. Lind
President

Branch 34 Official Election Notice

The election of officers for Branch 34 will be held at the March 2016 branch meeting. The successful candidates for the office of president, executive vice-president, vice-president, secretary-treasurer, financial secretary, editor, sergeant-at-arms, clerk NSBA-MBA, health benefit officer, three trustees and four area stewards will serve from April 1, 2016 through March 31, 2019.

Nominations will be taken from the floor at the January 2016 branch meeting. There will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

The election will take place at the March 2016 branch meeting. All officers must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates for the NALC Biennial National Convention in Los Angeles

The election of delegates to the NALC Biennial National Convention will be held at the December Branch 34 meeting.

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

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

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

— Harry Judd,
Branch 34 Election Committee Chair

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

October 13, 2015

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

November 10, 2015

at the Sons of Italy Hall
120 Quarry Street, Quincy

December 8, 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

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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
Cannon House Office Bldg., Rm. 341
Washington, D.C. 20515
202-225-5601 Fax: 202-225-8112
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
mcgovern.house.gov

Third Congressional District

The Honorable Niki Tsongas
Longworth House Office Bldg., Rm. 1714
Washington, D.C. 20515
202-225-3411 Fax: 202-226-0771
tsongas.house.gov

Fourth Congressional District

The Honorable Joseph P. Kennedy III
Cannon House Office Bldg., Rm. 306
Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
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
Longworth House Office Bldg., Rm. 1721
Washington, D.C. 20515
202-225-2836 Fax: 202-226-0092
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

The Honorable Seth Moulton
Longworth House Office Bldg., Rm. 1408
Washington, D.C. 20515
202-225-8020 Fax: 202-225-5915
moulton.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
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. 2369
Washington, D.C. 20515
202-225-8273 Fax: 202-225-3984
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
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

Another Attack on Labor Day

“Labor unions don’t deserve to have a National holiday. They’ve done more damage to our economy than any recession ever did. Labor Day should be replaced by Patriots Day, celebrated every year on 9/11.”

That comment was made by **Scott Walker**, the king of all slugs, who is supported by the billionaire Koch brothers in Walker’s candidacy for President.

Another of the “new” candidates for President has stated that “federal workers watch porn all day and get paid for it.” This candidate’s name is **Carly Fiorina**, a real piece of work.

Business analysts will quickly recall that the former CEO of Hewlett Packard, was one of the worst CEOs of all time. Fiorina tripled her salary when she was former CEO of Hewlett Packard, while at the same time rendering 30,000 of the company’s workers jobless. Fiorina also presided over a 50% plunge in Hewlett Packard stock value.

Fiorina’s lack of respect of workers still remains ten years after she was given a \$42 million golden parachute by Hewlett Packard.

The above two “new” candidates for President are clearly not interested in our job protection.

The plant closures have not decreased overall work hours for the year to date. Mail processing work hours have increased 1.4 percent from the same period last year.

Since the Postal Service eliminated overnight delivery standards in January, there has been a 48 percent increase in the time it takes to process mail. As a result, letters that have

been delivered in three to five days have been late up to 44 percent of the time during the first five months of this year.

The slowdown in mail delivery in some parts of the country has hurt seniors living on fixed incomes and veterans who have complained that it is now taking nine to eleven days for them to receive life-saving prescriptions through the mail.

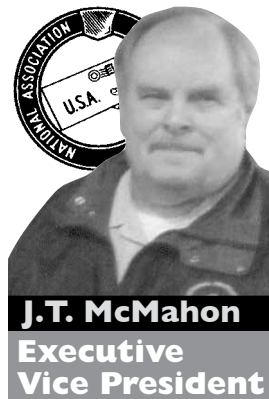
In an effort to justify its existence, the OIG did an “audit” in thirty delivery units in the Sierra Coastal District in California. The OIG claimed that carriers were conducting time-wasting office practices and that carriers were talking excessively in the office, loading their vehicles, and filling out delivery notices in full, on office time.

According to the OIG, if these office practices are eliminated, 172,000 work hours could be saved in the District.

In response to the OIG findings, it was noted that yes, loading vehicles and completing 3849’s were street functions, but that all these savings would do is transfer work hours, not eliminate them.

Only the Post Office would waste time trying to eliminate wasting time.

(Some credit to: Bloomberg Politics, Blue Nation Review and the Postal Reporter.)



J.T. McMahon
Executive Vice President

More Info About the New CDRAAP

We all should know by this point the USPS and Union have agreed to a new Alternate Route Adjustment Process (CDRAAP). The office time is developed by DOIS office volumes. The street time is taken from the carrier’s clock hits. Every City Carrier Office in the country is mandated to post workhour/workload reports daily. This is important, so we as letter carriers can detect any irregularities in our daily performance.

After all the data has been collected and our routes have been evaluated, Management begins preparation for Route Adjustments. Management will input all the data, including the 3999, into the computer, and abracadabra, you have a more efficient route.

Why is it Management tells us we can change our rack strips after the adjustments are implemented. Could it be that it makes it easier the next time they come in and adjust. Only time will tell.

This is the game plan for now. If you have been around long enough, you know things can change. Either party can go back to traditional six-day count and inspection at any moment. Take the time and become familiar with the workhour/workload reports.

Non-Choice Vacation Period

The Non-Choice Vacation period is upon us and so are the requirements for leave requests. Remember, it is incumbent upon the employee to fill out the 3971 Leave Request. Don’t count on Management to do this for you, and always make a duplicate.

Health Benefits

Open Season for Health Benefits arrives in November. Be sure to review all your options before you make any decisions. Discuss any changes with your health provider to ensure your needs are covered.

CCA Update

Recently, we had our first group of CCA’s converted to Full-Time Regular Employee. With that comes salary increase,

(continued on page 3)



Steve Mahoney
Editor

BIDDING

Branch 34 has been notified by the Postal Service (Local Services) that bidding by phone and computer is mandatory. Manual bids will no longer be accepted unless the system is not functioning.

The phone bidding is the same system as the sick call (Shared Services). The number for bidding is 1-877-477-3273. The computer system is through Postal Ease and requires a password and PIN.

For those that have not reset their password, it should be done ASAP as it may take up to 10 days to receive a new one.

Please make the necessary changes so you do not miss out on a bid.

GMF Memorial Day Service Held



Malden’s Danny Horton plays the bagpipes.



Arlington’s Joe Farina marches in the rear!

OWCP Health Benefit Refunds

One of the most important benefits workers have is their health benefits. As letter carriers our health benefits are negotiated as part of our collective bargaining agreement. We are allowed to choose a health plan on the Federal Employees Health Benefits Plan which includes the NALC Health Benefit Plan. As you know our premiums are deducted directly from our paycheck.

So what happens in the case of an injured carrier? An injured carrier, with an approved claim by OWCP, is paid by OWCP and not the Postal Service. Therefore the health benefits are deducted from the compensation check. The Office of Workers' Compensation Programs assumes responsibility for deducting premiums for health benefits as well as life insurance. For the first year of disability, OWCP deducts health benefits at the postal rate which is less costly than the federal rate.

This process changes at the end of the first year in the case of a long term injury. At the end of one year OWCP begins deducting health benefit premiums at the federal rate. As a result there is an overpayment to the Postal Service by the injured worker.

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:

- ★★★★★★
- Richard J. Alpers..... Medford
Kevin R. Bain.....Jamaica Plain
John J. BaldassariMedfield
Donald J. Braswell..... Belmont
Paul R. BreenBrookline
Jeff Carnes..... Fort Point
David G. CedroneChestnut Hill
John J. Connolly Fort Point
Carol A. Corcione Cambridge
Karen M. Dugan Fort Point
Edward J. Horrigan.....Quincy
James J. Kane..... Roxbury
John P. Kavanaugh..... Fort Point
Steven G. Kellerman..... Braintree
William M. Mailliet.....Lexington
John R. Marra Jr. Cambridge
Theresa M. Medina Fort Point
Franseco C. PonteWatertown
Donna M. Saia Brookline
Michael J. Salemme Revere
Gavin L. Sherman..... Cambridge
Ernest A. SimpsonMedfield
Ronald J. St. Bernard..... Newton Centre
Peter Sze.....Jamaica Plain
Gregory F. Thompson.....Jamaica Plain
Stephen J. Tracy Fort Point
Oscar R. Truitt..... Newton Centre
Dennis J. Trulli..... Stoneham
Edward H. Yee Revere
Patrick Y. WongFenway
Walter L. Zammuto Cambridge

In Memoriam

Thomas E. Baker
Active Member – Weston

Robert D. Blair
Active Member – Fenway

James M. Costello
Retired Member – Newton Centre

Joseph J. Gleason
Retired Member – IMC East Boston

John E. Lacivita
Retired Member – Quincy

Paul R. Turner
Active Member – Fenway

Rest in Peace

When this happens the Postal Service is required to refund the difference to the employee on a quarterly basis.

Postal Service regulations regarding health benefits refunds are found in the ELM Section 525.13 and Handbook EL 505 Sections 4.24 and 4.25. The regulations require the Postal Service to make quarterly reimbursements. It is not discretionary. ELM 525.132 states

This program is designed to reimburse injured employees for an over deduction of health benefit premiums by OWCP. It further states the three criteria that must be met;

1. Employees must be in an LWOP/ injured on duty status.
2. Employees must receive OWCP compensation payments with health benefits premiums deducted at the OPM rate.
3. A period of one year must have elapsed since the employee was initially placed on OWCP compensation.

ELM 525.132 further states ‘after verifying an employee’s eligibility, health and resource management personnel must process the refund.

Handbook EL 505 Section 4.24 requires the postal Service initiate Form 202 Health Benefits Refund Payment Authorization.

In the past the Postal Service calculated the refund regularly and refund checks were issued on a quarterly basis. From July

1, 2013 through October 20, 2014, Postal Service’s access to individual claim files was restricted by OWCP due to a dispute. As a result the Postal Service began denying the refunds claiming they could no longer calculate the refund. OWCP again granted the Postal Service access to the information when the dispute was resolved. Any letter carrier that did not receive their refund should make a written request for the health benefit refund.

If the Postal Service denies an injured worker their refund, the carrier should immediately initiate a grievance citing a violation of Article 19, ELM 525 and EL 505 4.24. In order to process the grievance the injured employee should request a detailed report from OWCP of the individual deduction for each compensation payment.

Once the injured carrier receives the deduction report from OWCP, they should calculate the difference between the non postal rate and the postal rate. Be sure to calculate the rates from your plan since the Postal Service has many plans.

Any injured worker that is disabled for more than one year is entitled to a refund if they are charged the higher federal rate for health insurance. The Postal Service is now stating that a request for the refund must be made by the employee and the refund is not automatic. When I inquired NALC on this issue I was given the information above and an article in the August *Postal Record* was

The Future of Our Union

The NALC membership is in a period of transition. This happens to every organization, the issue for us is how can we use this transition to the best of our advantage?

As a current NALC member, you are either a carrier who still has a long way to go before retirement (and therefore have a vested interest in making both the NALC and post office succeed) a carrier whose well deserved retirement is right around the corner (and have helped make this Union what it is today, thank you very much) or a CCA who is waiting to become regular.

If you haven’t done so already, at some point in your career I hope you ask yourself – what can I do, what have I done to leave the Union as strong as when I first joined.

Regardless of what category you may fall into, we all must answer the question, will we leave this Union as strong as it was when we joined? What can we do right now to strengthen the NALC?

The CCA is the future of the NALC. So, be an example to the CCA of what being a Union member is truly about. Support your Shop Steward when wrongdoing surfaces. We know the struggles the CCA is facing, many of which we can identify from our early years: low pay, no days off, Sunday work, long hours, terrible schedules, unrea-

sonable expectations, management’s inability to properly communicate, etc., etc., etc.

This is another opportunity to build unionism. If a CCA has an issue, let the Steward or OJI know about it. They can approach the CCA to help or if need be intervene with management. If the CCA isn’t doing the job properly let the Steward or OJI know so they can address the CCA. We want the CCA doing the job correctly so they formulate good work habits moving forward. It will make them and the Union stronger. Your involvement, direct or indirect, demonstrates what a Union is all about. We look out for each other. If we don’t encourage this type of brotherhood/sisterhood now, what will become of us? If we weren’t nurtured by our senior carriers when we were PTFs, where would we be now? A hell of a lot worse off, that’s for damn sure.

Take every opportunity you have to encourage unionism, it benefits all of us.

More Info About the New CDRAAP...

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holiday pay and insurance benefits.

However, as a Union Member, a CCA has access to all the benefits/products provided by the National Sick Benefits/Mutual Benefits Association (NSBA/MBA).

These products include Mature Income Policy (Individual Retirement Account) Life Insurance (Whole, Universal and Term) and the Hospital Plus policy.

These benefits can provide you protection when you need it the most.

Veterans’ Day

Ask all of us to reflect on the sacrifices our Veterans have made – past and present. Please thank a soldier/veteran you might see or know. Remember, freedom comes with a price.


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.

written. Some of the contents of this article came from the *Postal Record*.

As always, if you suffer an on the job injury, I advise you to call the branch for guidance.

I hope that all of us had some much needed time off over the summer. Many carriers are working extreme hours in hot and humid conditions. I do hope everyone had some much needed time off to recharge their batteries. If not it is not too late to take a fall vacation!



Kevin Flaherty
Secretary-Treasurer

Branch 34's CLAN

Founded May 1971

AWARDS

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

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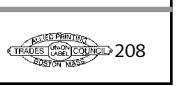

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Steve Mahoney, Editor
Robert A. Lind, Associate Editor
John T. McMahon, Associate Editor

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outside your bid office. Camaraderie and solidarity is the cornerstone of unionism.
Contributing to the Political Action Committee (PAC money) for letter carriers should be a requirement not an option. COLCPE (the Committee on Letter Carrier Political Education) recently gave way to the newly redubbed "PAC." No longer will COLCPE be verbalized in our union: PAC is now the term. We need politicians in our corner fighting for our survival and that takes re-election campaign donations, like it or not and most don't like it but it's a necessary evil. This is every member's duty and not designated to only a select few. A couple of dollars a pay-period can help secure your future so signup today! Hopefully our future will be a bright one but you're not helping your cause if you're not contributing.
I can't make you contribute to secure your future but I assure you that if things ever go belly up, "Last in are the first out"! The fact is whether you have 90 days or fifty years vested in this company you should be contributing to PAC. Do your part: signup today!

Count Your Blessings

We lost some good men and members over the past few months. Any death is a tragedy whether sudden or anticipated and unfortunately it's something we can't escape in our lifetime. Two recent losses were active letter carriers from the same station: Fenway. Bob Blair and Paul Turner both passed unexpectedly and were devastating blows. Both will be duly missed.
The third loss was Joe Gleason from the IMC who succumbed after a long courageous battle. Joe was a gentleman in every sense of the word and a fighter to the end. He too leaves a void in his office.
Lastly I would be remiss if I didn't mention one other incurred loss but from the managerial ranks: Ed McDonough. Ed was the son of Peg McDonough the longtime secretary in the Area Managers Office (a sweetheart of a person) and the apple didn't fall far from her tree.
Ed worked in Quincy for many years and never forgot where he came from. He treated people with dignity & respect and like those members listed above he also will be missed by his co-workers, family and friends. Rest in Peace my brothers.

City Delivery Route Alternative Adjustment Process (CDRAAP)

The CDRAAP returns with its fall schedule:
Auburndale.....9/12/15
Cambridge A.....9/19/15
Allston9/26/15
Newton Centre 10/3/15 (both zones)
Newton Highlands 11/14/15
These are the remaining Branch 34 scheduled stations still involved in this current (CDRAAP) process. It appears that the postal service has its eyes focused on our parcel delivery truck routes but to date have disclosed limited information pertaining to this subject matter. We will keep you informed.

MDA – An Ongoing Organizational Challenge

Over six decades ago we pledged our support to eradicating the disease known as Muscular Dystrophy as an organization: The National Association of Letter Carriers. We've kept that pledge and will continue to do so in the months and years ahead of us. This neuromuscular disease has many off shoots that benefit by MDA's Development and Research Department. Diseases like ALS, Parkinson's or any neuromuscular disease can benefit from research breakthroughs.
Many of us have pet charities that we donate to. Hospice, Dana Farber, EMARC, Boys and Girls Clubs, and the list goes on and on. That will always be the case in life and as adversity hits home the list grows. As an organization we donate to a multitude of charities during the course of the year but only one charity gets our full-time fund-raising efforts: MDA.
This fall marks the beginning of the 2015-2016 MDA fundraising year. George Adams, our MDA Branch 34 Chairman, is only one person and being so he can only do so much. He relies on a cast of supporters within Branch 34 to get things done. People like Domenic Corsetti, Fred Casey & Co., station coordinators, certain shop stewards and those members that continue to donate their help year after year.
George and Domenic continue to solicit the same businesses for their continued support. Branch MDA fundraising events such as the Bowl-A-Thon or the MDA Golf

Tournament are also supported by the same core group of members.
This year I would like to see our efforts doubled in every aspect of fundraising for OUR ADOPTED CHARITY; MDA. We can do more, we can do better and we should. Individually, station and branch wide we should double our efforts and see if the final result places Branch 34 back on the national map in the most money raised by a large branch category. Both the words "Our and Success" contain the letter u and you my friend is where it all begins. Let's make it a banner year to remember: help us hit a home run for the less fortunate.

Contract Negotiations

Well we're heading into another contract year in 2016 and one word that shouldn't enter into negotiation talks is the word concession. After the banner revenues enjoyed by this company during the life of this current contract nothing in the line of concessions better rear its ugly head. Letter carriers have worked too damn hard for too many hours carrying this postal service on their backs to be jerked around in collective bargaining.
Letter carriers are still licking wounds from the last round of contract negotiations. Spare me with the superlatives regarding the "glorious bridge to becoming a full-time regular". The elimination of our beloved "PTF category" made the gap wider and the bridge longer due to the newly created pay scale for CCA's and those FTR's hired after January 12, 2013. Unfortunately it was one step forward and two steps backwards and anyone painting a picture other than that is blowing smoke up our ass.
Now is not the time to dwell on what we lost but instead focus on securing a rewarding contract as we move forward. Life's successes in many instances are determined by being in the right place at the right time and that's precisely the position the NALC is currently in heading to the bargaining table.
We can't walk into contract negotiations with our hat in our hand begging for leftovers from the postal table.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective November 15, 2014

The following salary and rate schedule is for all NALC-represented employees.

Table 1: City Carrier Schedule																	RSC Q (NALC)
This schedule applies to all carriers with a career appointment date prior to January 12, 2013																	
Basic Annual Salaries																	
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Previous STEP	
1	46,772	50,620	52,113	54,972	55,366	55,762	56,150	56,543	56,938	57,327	57,721	58,113	58,508	58,904	59,294	394	
2	48,739	52,831	52,925	55,853	56,278	56,708	57,126	57,548	57,977	58,390	58,818	59,244	59,664	60,097	60,520	427	
Part-Time Flexible Employees – Hourly Basic Rates																	
1	23.38	25.31	26.06	25.48	27.69	27.88	28.07	28.27	28.47	28.66	28.86	29.06	29.26	29.45	29.64		
2	24.37	26.42	26.47	27.93	28.14	28.35	28.57	28.77	28.98	29.20	29.41	29.62	29.84	30.05	30.26		
Full-Time/Part-Time Regular Employees – Hourly Basic Rates																	
1	22.49	24.34	25.06	26.43	26.62	26.81	27.00	27.19	27.37	27.56	27.75	27.94	28.13	28.31	28.51		
2	23.43	25.40	25.44	26.85	27.06	27.26	27.46	27.67	27.88	28.07	28.27	28.49	28.68	28.89	29.10		
Step Increase Waiting Periods (in Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YEARS		
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		
Table 2: City Carrier Schedule																	RSC Q7 (NALC)
This schedule applies to all carriers with a career appointment date on or after January 12, 2013																	
Basic Annual Salaries																	
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Previous STEP	
1	36,466	38,096	39,727	41,357	42,989	44,618	46,249	47,879	49,511	51,140	52,771	54,402	56,033	57,663	59,294	394	
2	37,220	38,884	40,549	42,213	43,877	45,540	47,205	48,870	50,535	52,199	53,863	55,526	57,191	58,855	60,520	427	
Part-Time Flexible Employees – Hourly Basic Rates																	
1	17.53	18.31	19.10	19.88	20.67	21.45	22.24	23.02	23.80	24.59	25.37	26.15	26.94	27.73	28.51		
2	17.90	18.70	19.50	20.29	21.09	21.89	22.69	23.50	24.30	25.10	25.90	26.69	27.49	28.29	29.10		
Full-Time/Part-Time Regular Employees – Hourly Basic Rates																	
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.27%	100.00%		
Step Increase Waiting Periods (in Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YEARS		
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	
City Carrier Assistant Schedule																	Hourly Rates
CCA Grade																	RSC Q4 (NALC)
1																	
2																	
							BB		AA								
							15.68		16.99								
							16.01		17.33								

(Reprinted from the Postal Record, November, 2014.)

Article 12 Log Jam Has Been Broken, Let the Conversions to Career FTR Begin!

It was all the way back in January that I last had the opportunity the welcome any of our CCA Brothers and Sisters to the *career Full-time Regular City Carrier* workforce, and for City Carrier Assistants who have been slogging through the past winter and sweating through these dog days of summer, it probably seems longer. Yet as of Saturday, August 22nd, some fifty-six (56) former CCA's were converted to full-time and we congratulate them at this time.

The Boston Installation has 315 CCA's currently on the rolls with a Senior Relative Standing date of 11/12/2013 as this article goes to press. Rumor has it that more CCA's within the Boston Installation will be converted shortly.

CCA's in our Associate Offices of

Cambridge, Hingham, Woburn, Cohasset, Scituate, and Medfield must continue the waiting game, recognizing that conversions to career positions in their offices occur based upon retirements within their installations and the resulting residual vacancies. The senior Relative Standing dates in these offices at this time stand at Hingham (7/28/2011), Cohasset (3/25/2013), Woburn (8/19/2013), Cambridge (9/3/2016), Scituate (3/24/2014) and Medfield (9/29/2014).

Finally, as anyone working these ridiculously excessive work hours could probably attest, the entire USPS Greater Boston District remains in dire need of additional CCA Carriers. I'm told the figure in the Boston Installation alone is approximately 250-300. To that end, the Greater Boston

District has been hauling in 15-20 new CCA recruits each week.

Yet at that rate, we should have been flush with desperately needed help more than a year ago. This is only an educated guess, but given the stack of the union membership forms of CCA Carriers who moved on to other less arduous occupations, the current attrition rate of City Carrier Assistants is clearly in excess of 50%. Your fellow CCA's have been quitting for a variety of reasons, the majority being the long hours and lack of flexibility for any time off, the clearly insufficient CCA wage structure and in many instances, the simple realization that carrying the nation's mail is not as easy as it looks.

The fact that so many of our former colleagues are no longer working for the USPS is no doubt a result of a multitude of reasons, but they can always be bundled into somewhat more identifiable causes; separated during their one of the 90-day probationary periods or quit due to the anxiety cause by the supervision received, the frustration of not being able to get time off or the realization that this just isn't what I signed up for, to name a few.

Of the nearly 450 current CCA Branch Members, nearly half of you have more than a year under your belt, and hopefully, you now have an understanding of the job and your surviving, or better yet, flourishing and well on your way toward conversions to career status.

I speak now to the newer members, the Brothers and Sisters merely months into their careers struggling to learn the nuances of casing mail and the handling a thirty-five pound bag on their shoulders. The

overwhelmed CCA stuck navigating one of our antiquated two-tons through unfamiliar streets within a time frame that any clear headed person would deem unreasonable. The coworker working yet another Sunday delivering Amazon parcels while missing another family event.

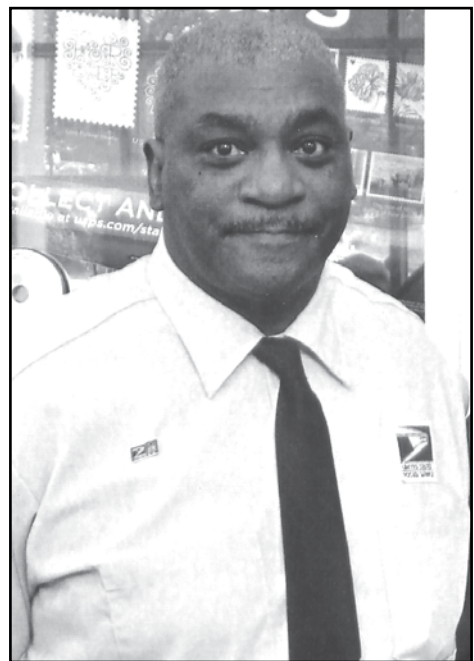
I hope you can look beyond all the nonsense; beyond the consecutive work days and sixty-hour plus work weeks, beyond the abusive supervision and beyond the clearly less than adequate pay. You need to recognize that the City Carrier Assistant position is a direct path to career status in one of the last good middle class occupations out there. As you can see by the Brothers and Sisters recognized above, career employment is within your grasp. Whether it takes a year, two years or more as it often does in our some of our associate installations; **it will be worth the aggravation in the long run.**

Take it from people who've been there before. Talk with your full-time co-workers or your station Steward. We all survived this '*lower than whale crap*' stage of our careers. While the working environments of the current City Carrier Assistant and former Casual, Transitional and even Part-time Flexible employee are clearly different, they were not without the comparable sufferings of working the long hours with little to no advanced notice; and any time

(continued on page 9)

President's Report...

(continued from page 4)



Recently retired Ron Odom of Grove Hall isn't slowing down.

in the Grove Hall Area. He was a career goodwill ambassador for this company and the letter carrier profession of which he so proudly served. More so Ron *is* a practicing humanitarian with a smile, heart and handshake equal to no other.

He made it his business to greet and mentor every new employee as they embarked on their new career in the postal service. As they wandered into their strange new surroundings there was Brother Ron reaching out to greet them, offering guidance and his personal friendship.

Ron has always been an impact player on and off the workroom floor and he'll be deeply missed by those that had the privilege to work with him and know him. I personally admired the man and in years past attempted to get him involved on a branch level recognizing his gifted personality and the tools he'd bring to the table. Unfortunately for Branch 34 Ron declined due to his full plate in life as he's deeply involved in his church and other outside commitments.

The day of his retirement at his workplace-celebration he was accompanied by his lovely wife and grandson along with many retired letter carriers and active supervisors/workmates whom had passed through the Roxbury P.O. portals but returned to give Ron their best wishes. It was a fitting goodbye to a deserving man. We wish him a long healthy, happy retirement and salute him for a job well done.

A (Belated) Labor Day Message Worth Sharing

This message was shared on Labor Day by Arlo Guthrie (Singer/Songwriter/Labor Activist) and son of life-time activist Woody Guthrie, as he reflected on America. I thought I'd share this with you.

Some Thoughts On and For Labor Day!

I remember back a few years ago, I was in Germany with my late wife, Jackie in July of 2011. We had such a great time visiting my sister and traveling around. Spent a few days and nights in Paris which was magical. Although we didn't know it at the time, it would be our last real trip together. She passed away some fifteen months later.

We had seen news reports overseas of the demonstrations going on in Wisconsin where the governor was mobilizing his constituents to back him in a bid to break the unions. We had to do something.

On July 13th we flew to Madison, WI to join the demonstrators the next day on my father's 99th birthday, July 14. We sang songs, we met people and walked with the crowds gathered. These were my folks and I was honored to be there to lend a voice.

I woke up this morning Labor Day 2015 remembering those days. It was raining on the river but there still some color in the sky.

It still amazes me that we as a nation are still being led farther and farther away from the very things that made us a nation in the first place – **Union.**

"We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America."

The Preamble to the Constitution explains "why" the nation was established, and the very first reason was to form a union (a more perfect one at that)! My old high school English teacher was always happy to point out, that if something is perfect, it cannot be made more perfect. Therefore the writers of the Preamble would not have done well in her class. It suggests to me that the creators of the phrase acknowledged that things evolve – even perfection. The evolving perfection of the United States, our national union, will continue despite my English teachers assessment of the grammar used to create it.

Take note, in the Preamble, Union comes before justice. It comes before being tranquil, before defence, general welfare, or even liberty because it means we're all in it together. And without it none of the other reasons for having a nation can be sustained.

Governors and others seeking to become the leader of this nation would do well to understand why the nation was formed in the first place, and not be strutting their accomplishments to undermine the very core of our nations reason to exist.

America **IS** a union. You cannot be anti-union and pro-America at the same time. Happy Labor Day!

From the Field

There is a Storm on the Horizon

We have all heard of the new war room management has put together on the 4th floor. They have taken over a huge office on the 4th floor, moved all the Area Managers into this office. They have installed multiple big flat screen televisions all for the sole purpose of tracking Letter Carriers with this new scanner. You didn't think they pulled all the GPS's out of the vehicles because they were nice guys, did you?

This new scanner is GPS-enabled with a similar device that is used in most cell phones to track location. All GPS devices need a clear view of the sky to operate correctly, so signals could be lost in buildings, tunnels or even in bad weather conditions. GPS tracking has improved in leaps and bounds over the last decades. Ten years ago, military use of GPS was more precise than commercial use but that gap has been narrowed and all GPS devices are on the money now. These devices have to receive signals from multiple satellites, usually at least three to pinpoint a location using latitude and longitude and when combined with mapping software such as Google maps, your location can be shown on a street map.

Management's version of this software changes colors as you progress through the day. Your last 3999 is programmed into this system and that is what they are using for their base data. You would be one color on the screen when you are on time or ahead of schedule. If you start to fall behind or are stationary at one location, you change to another color, and if you are behind schedule you will change again on their screens. (This is all to help you as the scanners will never be used against you!) Management claims this is to provide the customer with

better service and pinpoint-delivery times for the mail and packages.

Another surprise is that Management has changed their minds on ceasing the MSP program, as this is a valuable tool to inform the customer where you are and when you will deliver their package. There are already some Managers out there chomping at the bit to use this info in different ways and you can be sure discipline will result from GPS eventually

If this device loses its signal for any reason it will show the last location where a signal was received on their screens. This device is not only accessible on the 4th floor. Your supervisor can bring you up on the screen in your office in case they are worried about you and they want to bring you a bottle of water on that next 90 degree day.

The future of this system involves management getting iPad's that will show your location so they can perform street supervision to the next level.

I know you have all heard the phrase: be where you should be and be doing what you should be doing. That phrase takes on even more meaning now. Do not try and disconnect, take out the battery or monkey with this device in any way shape or form, that too will result in discipline.

So what can you do? The first thing is there is no reason to rush or run through the route for any reason. Take your time, more mail and packages = \$\$ more money, "period." When your route is overboard, fill out that 3996 for the extra 20 packages or the extra circular.



Michael Yerkes
Financial Secretary



Jerry McCarthy
Area Steward

Branch 34 Salute Its Recent Retirees



The Fort Point braintrust congratulate John Connolly on his retirement day.

Fort Point's John Connolly and Jeff Carnes



Branch 34 Financial Secretary Mike Yerkes presents a gift certificate to Jeff Carnes.



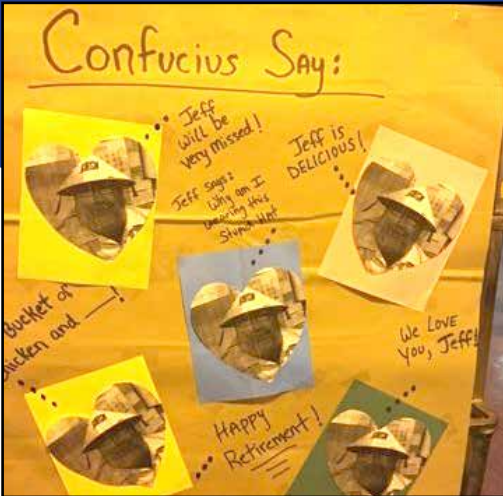
Fort Point Shop Steward Benny Faletra, Branch 34 Financial Secretary Mike Yerkes, Jeff Carnes, and Shop Stewards Thor Hallested and Lenny Tescione.



The Fort Point's John Connolly cuts his retirement cake.



Fort Point co-workers wish a happy retirement to John Connolly and Jeff Carnes.



Recognizing & Understanding Depression

Depression & Suicide

Sadness is something we all experience. It is a normal, human emotion. We feel it when we experience something unpleasant in life, a disappointment, or a loss. But when feelings of sadness linger or start to interfere with daily activities, then it may be more than sadness. It may be depression. How do you know if you or a family member may be experiencing depression?

When sadness leads to depression, it affects every aspect of life. Those who have depression see and feel the bad side of everything. Chronic depression is usually an all-encompassing illness that affects the way people eat, sleep, and live their lives. It is not a sign of personal weakness or a condition that can be willed or wished away. People suffering from depression cannot simply “snap out of it” and get better. It is a medical condition. Without treatment, symptoms can last for weeks, months, or years.

When someone is feeling depressed, the best thing to do is to seek help. An appropriate diagnosis is necessary for any effective treatment. In more cases, depression can be easily treated and managed. While seeking help is the most important step in dealing with depression, the following guidelines can also help you or someone you know feel better:

- Be easy on yourself or your family member. Expecting too much will only intensify feelings of depression; set achievable goals.
- Keep busy. Spending time with other people or participating in recreational activities provides a healthy break from feelings of depression.
- Be patient. Don’t expect to snap out of depression; feeling better can take time.
- Remember, depression can be treated. In fact, it is one of the most treatable conditions. About 80% of people who suffer from it recover successfully. Usually with the right help, people feel better in just a few weeks.

Getting help is one of the best ways to take a positive step in the right direction and start feeling better.

Depression & Suicide

There is a strong link between depression and suicide. While most people who are depressed do not attempt or complete suicide, untreated depression can increase the risk.

If you are concerned that someone you know may be contemplating suicide, take them seriously. If the person expresses desperate thoughts or a threat of suicide, call 911. Also, remember QPR:



- Question: Ask the person if they are having thoughts about suicide. Open up a conversation that may lead to you ...
- Persuade and support the person to seek professional help so you can ...
- Refer the person to resources for prevention and an evaluation.

800-327-4968
(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

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.

- 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
- January 11 – January 24, 2016
- January 25 – February 7, 2016
- February 8 – February 21, 2016
- February 22 – March 6, 2016
- March 7 – March 20, 2016
- March 21 – April 3, 2016
- April 4 – April 17, 2016
- April 18 – May 1, 2016
- May 2 – May 15, 2016
- May 16 – May 29, 2016
- May 30 – June 12, 2016
- June 13 – June 26, 2016
- June 27 – July 10, 2016
- July 11 – July 24, 2016
- July 25 – August 7, 2016
- August 8 – August 21, 2016
- August 22 – September 4, 2016
- September 5 – September 18, 2016
- September 19 – October 2, 2016
- October 3 – October 16, 2016
- October 17 – October 30, 2016
- October 31 – November 13, 2016
- November 14 – November 27, 2016
- November 28 – December 11, 2016
- December 12 – December 25, 2016
- December 26, 2016 – January 8, 2017

– Kevin Flaherty,
Branch 34 Secretary-Treasurer

Medford's Rich Alpers



Medford's Rich Alpers cuts his cake!



Medford's Rich Alpers says "thank you" at retirement party.

Braintree's Steve Kellerman



Branch 34 President Bob Lind, Braintree's Steve Kellerman and Shop Steward Rick Fraser pose for a photo during Steve's retirement celebration.



Braintree's Steve Kellerman gets in the last word to his co-workers at this retirement party.

Grove Hall/Roxbury's Ron Odom



The old "Grove Hall" gang!



Roxbury's Ron Odom and his lovely wife Kim pose for a picture on his last day in front of a plaque dedicated in memory of their son, Steven, which is displayed in the Roxbury lobby.

Wollaston's Steve "Kochie" Koch



Branch 34 President Bob Lind shares a laugh with Wollaston's "Kochie."



Branch 34 President Bob Lind and Wollaston Shop Steward Tom Rooney congratulate Steve "Kochie" Koch (center).

Hull's Glen Myers



The Hull gang!



Glen Myers retires from the Hull Unit surrounded by Shop Steward Mike Bertrand and Branch 34 President Bob Lind.

Belmont's Donald Braswell



Belmont co-workers wish Don well on his retirement.



Belmont Shop Steward Sal Celeste poses with Donald Braswell.

Cambridge A's Marty Foley & John Lane



Cambridge A's John Lane and Marty Foley say goodbye and good luck to each other.



Branch 34 President Bob Lind says farewell to Former Trustee Marty Foley of Cambridge A on his last day.



Don Braswell enjoys his last day at the Belmont Post Office.



Branch 34 President Bob Lind presents Cambridge A's John Lane his retirement jacket...

...which he tries on... and it fits!



Cambridge A's Gavin Sherman & John Marta



Cambridge A's Gavin Sherman and John Marta strut their stuff on their last day.



Cambridge A Shop Steward Bill Wilkens, Gavin Sherman, Branch 34 President Bob Lind and John Marta pose in front of the retirement cake.

Cambridge/Mooney Street's Wally Zammuto



Mooney Street Shop Steward Bill Crescatelli wishes Wally Zammuto well on his retirement day.



Branch 34 President Bob Lind prepares to present Cambridge/Mooney Street's Wally Zammuto his retirement gift from the Branch.

Pings, Prompts and Breadcrumbs: A Cautionary Tale

By Michael Yerkes
Branch 34 Financial Secretary
I have seen the future and the future is here! Unfortunately, the future that I speak of contains the increased observation and more scrutiny of Letter Carriers if that’s possible. In the September 2014 issue of “*Branch 34’s CLAN*,” I talked about the USPS’s development and pilot testing of a new *Delivery Management System* designed to allegedly improve carrier street efficiency. Well, it’s here and it appears to be as advertised.

A person would have to be in a coma not to recognize the recent explosion of high tech gizmo’s that monitor, track and/or record the comings and goings of the general public. Nightly news reports routinely feature surveillance video of individuals or vehicles used in the commission of crimes; images taken from store security or traffic cameras and the like. Everyone including the youngest of children appears to have cellphone these days and all cellphones contain the ability to capture photo and video. Dashboard and body camera’s on police are now under discussion nationwide while GoPro and the advent of camera equipped drones have made any sense of personal privacy tenuous at best.

While the Postal Service does not have access to the local ATM’s security video’s and we’ve not heard of any subsequent reports of the United State Postal Service logo adorning any aerial devices since that gyrocopter landed on White House lawn, their resources for observing where you are at any particular time during your workday is becoming more advanced and more accessible by the day. What was once thought to too costly no longer

I would be willing to bet that nearly every active Letter Carrier working today would be stunned if they knew the extent of management’s current capabilities when it comes to monitoring where you are at any given time once you hit the street.

The *Delivery Management System* combines GPS and other data from various systems to allow supervisors to see “at a glance” the location of each carrier and whether they are ahead of or behind their scheduled delivery time. These scheduled delivery times are based on each routes’ base evaluation and the associated Managed Service Point scan times on each route.

Pings, prompts and breadcrumbs are just some of the catchphrases tossed around the *Local Operations Center* (LOC) on the fourth floor of the GMF these days. A ping tracks the location of a cell phone by tracking the last signal and providing a longitude and latitude . If, while interfacing with all other DOIS information (leave times, MSP scan points,), your ping indicates that you are currently running behind by more than fifteen-minutes or have deviated from your line of travel, such will generate a prompt by email or text to your supervisor or manager requesting that they investigate and respond. Breadcrumbs are simply the trail of data you leave behind during your workday.

Monitors now are constantly updating where each and every carrier are once they leave the office and throughout the day, whether you are running behind or ahead of schedule, and whether you are proceeding along your prescribed line of travel.

Your supervisor or manager, at the stroke of a couple keys, can now review and/or receive notice of:

- the driving and even walking speed of individual Carriers.
- target specific Carriers known to associate with each other to trigger notification whenever these identified

- parties intersect during their workday for any period of time.
- focus on a specific location and be notified when a Carrier stops there.
 - receive notice when a vehicle or Carrier remains stationary for more than fifteen (15) minutes at a time.
 - obtain an image of the location and surroundings, albeit dated, through Google Maps.
 - compare today’s MSP records with yesterday’s MSP records and highlight any discrepancies.
 - receive updates throughout the day as to how many, and more importantly which Carriers throughout the installation are projected to be out on the street after 5, 6, and 7:00pm.

Management’s new toy will surely have its growing pains. For the DMS to work as intended, which is ostensibly to provide package recipients notification of an anticipated delivery time within a one-hour window, it will require accurate and up-to-date line of travel and AMS data (carrier edit books).

While ensuring this information is accurate may cause many supervisors some sleepless nights, it clearly has the potential to cause literal nightmares for our members.

At this time, upper postal management appears to have no problem sharing this information with the Union and the Carriers, in fact they encourage it. And for the most part, when prompted by the system, supervisors *drilling down* (another catchphrase) to determine a root cause are finding legitimate reasons for the delays and deviations identified. Nonetheless, occasionally some Letter Carriers have been found to be where they shouldn’t be and they have received discussions. Of course, one would be naïve to believe that such kid glove treatment will last for very long.

So take this information for what it’s worth. In my later years in life, I’ve tried to aspire to the adage that ‘*Foresight is better than hindsight*’; i.e. that it is better to anticipate and prevent future problems than to realize how they could have been avoided after the fact.

Suffice it to say that someone is always watching. George Orwell’s classic *Nineteen Eighty Four*, which bemoaned the tyranny epitomized by Big Brother is not only the reality of today’s current society, but also an undeniable fact of life for City Letter Carriers in 2015 and beyond. Don’t put yourself in harm’s way, be where you are supposed to be at all times during your workday.

★★★★★★★★★★

Retirees Take Note

In each issue of “*Branch 34’s CLAN*,” we recognize and congratulate those Branch Members who have concluded their service to the general public, at least in terms of their tenure with the USPS, and have moved on to their well-deserved retirement. At the risk of wishing our lives away, a lengthy retirement with a decent pension is what many of us aspire to. As a reminder, any Retiree wishing to retain their membership in the NALC must complete and sign a Form 1189 upon their retirement.

Branch 34 Retirees continue to receive timely and informative reports from National Officers via the monthly *Postal Record*, toll free access to the NALC Retirement Department in Washington in addition to the numerous items of local interest in our award-winning newspaper “*Branch 34’s CLAN*.” Moreover, retirees of Branch 34 continue to enjoy other benefits such as our Annual Retiree Luncheon and retention of full voting privileges in all election of officers and other issues of importance.

When one considers the expense for continued membership is the nominal fee of \$18.00 per year; the decision to remain within our organization appears easy.

★★★★★★★★★★

Retirees Are Also Reminded

That in accordance with the NALC Constitution (Article 2, Sec.5(a)); Members who have attained fifty (50) years of membership ‘*shall be given a Life Membership Card of Gold which shall entitle him/her to all the privileges in the National Association of Letter Carriers without payment of dues ...*’. With branch records from those nascent days of the sixties being what they are, we rely on the members themselves to inform us when a retired Branch Members reaches such historic milestones. As such, any Retiree (or if you know of a retiree) who began their career in **1965 or earlier**, please notify me at the Branch in order that I can initiate the process of obtaining your Gold Card. Boston Branch 34 currently has 197 Gold Card carrying Retirees and we look forward to recognizing you as well!

★★★★★★★★★★

And in the “You Can’t Make This Up Department”

Many of our active members are walking (and driving) through personal record-breaking pay years, whether they like it or not. With this past winter and the one-hundred plus inches of snow that we received to the Postal Service’s continued inability to hire enough supplemental CCA Carriers’ to cover vacations and such, six-figure salaries are clearly within reach of some members, especially if you deliver packages.

While Letter Carrier wages are *earned* through performing the core function of the USPS, i.e. the delivery of mail; a recent on-line article in *Postalnews.com* summed up in a nutshell many of the things wrong with the USPS and the United States economy in general; the inequitable distribution of wealth and the obscene rewarding of corporate executives for mediocre or piss-poor performance. The article is titled “*Jack Potter made more (from the USPS) than you did last year*”:

“*It has been almost five years now since Jack Potter retired as Postmaster General, so you might be surprised to learn that he’s still on the payroll- and he probably made more than you did last year. According to a recent OIG report, Potter was paid \$110,625 in “deferred compensation” last year. Deferred compensation is a way of getting around federal executive salary caps – pay in excess of the cap in a given year goes in to a deferred compensation fund, to be doled out after the executive has left the USPS. Potter had over a million dollars accumulated in his fund when he retired. After receiving his payment last year, he has over a half million left. Potter is currently the President and CEO of the Metropolitan Washington Airports Authority, where he is paid a reported \$350 thousand a year, with up to a 20% annual bonus.*

Potter isn’t the highest paid former USPS exec – that honor goes to Ross Philo. If the name doesn’t ring a bell, it’s understandable – Ross was CIO for just three years, from 2008 to 2011. Despite his brief tenure, he managed to pile up a deferred compensation fund of \$642,999 before he left, on top of his regular salary, capped at \$230,000. He was paid \$150,111 last year, and still has over \$450K of USPS customers’ money to look forward to in the coming years.”

Don’t Be A SCAB!

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

Allston
FENICHESKA TOUSSAINTCCA

Auburndale
ROBIN I. DEVITTO

Back Bay
RALPH E. DONOVAN
CHRISTOPHER A. DOUGLAS
ROBERT A. ROMIKITIS
DAVID P. WIDROW

Braintree
CHRISTINE TROPEANO

Brookline
CHRISTINE M. BAILEY

Cambridge – Central Square
HERBERT BELL.....CCA
THOMAS K. DELEHANTYCCA

Cambridge – Mooney Street
CESAR BARBOSACCA
BIANCA I. TEEBAGY

Chelsea Carrier Annex
VERONICA COLONCCA
SANDRA GIORDANO
GEOVANY J. JOHNSONCCA
DAVID M. O’CONNOR

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JESSICA L. PASTERIS

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JOSEPH REGNA.....CCA

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West Roxbury
LOUIS L. GUERRIERCCA

Woburn
KEVIN C. GANGI
CRAIG T. REXFORD

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!

2015 Branch 34 Scholarship Recipients Say Thanks

Joseph Brav

Throughout my education I have been consistently successful and have earned several accomplishments. For example, in my primary school years, I won the geography bee two years in a row, which were also the only two years the bee was held. Also in primary school, I earned multiple awards from my teachers for being the best reader, writer, and mathematician in my class throughout those years.

In both elementary and middle school, I was given the opportunity to participate in special learning environments for the advanced children, which mostly explored the science and math-related fields, such as aviation and basic physics. Also, in middle school, I was placed in the most selective of classes in order to prepare me and my classmates for our rigorous schedules that were to come in high school; getting into these classes was considered an achievement because they were highly selective.

In high school, I continued to be in such selective classes; I strictly took honors and Advanced Placement classes. In these classes, I succeeded in maintaining good grades, obtaining a 4.3 GPA. Also, learned a 5 on my Advanced Placement United States History Test, which is the highest possible grade to get on the test, and only 10% of the test takers across the nation earned a 5.

Another accomplishment I made in high school was the high score I received on my SAT test, which was a 2080, which is in the 97th percentile of test takers. Also, for my high GPA throughout high school, I was inducted into my school’s chapter of the National Honors Society at the end of Junior year, and I managed to stay in the chapter for the rest of high school by maintaining strong grades. In addition to my academic achievements, I also was on the varsity teams for Cross Country, Indoor Track and Field, and Outdoor Track and Field.

For college, I plan to attend New York University and study neuroscience. I intend to maintain a Grade Point Average that will get me into an impressive graduate or medical school. I also want to participate in intramural sports such as basketball and perform standup comedy at open mics and other venues in the city. I also want to join a sketch comedy group and try my hand at improvisational comedy.

Meaghan Creedon

I thank you very much for awarding me the Branch 34 Scholarship. I will be attending Assumption College in the fall, where I look forward to furthering my education and continuing to help others by volunteering in the Worcester Community.

During my time at Marshfield High School, I was an active member of Student Council, grades 9-11 and National Honor Society, grades 11-12. I was also amember of our school’s auditioned chorus class, grades 10-12, where we performed concerts at Dana Farber and Beth Israel Hospitals as well as other concerts for our community. I was a member of the Girls Lacrosse team, grades 9-11, being on varsity in 11th grade. I was a member of the Field Hockey team, grades 9-12. I was on varsity, grades 10-12, I was a junior captain as well as a senior captain, and I received the league All-Star award in 2013 and 2014. I was also on the *Patriot Ledger* All-Scholastic team this past fall.

Thank you again for the scholarship, your generosity is greatly appreciated as I begin my career at Assumption College.

Virginia Fitzgerald

I am honored and very grateful to receive the NALC Branch 34 Scholarship. I am a recent graduate of Duxbury High School where I was a member of their National Honor Society and a member of the Key Club. I also was on the Varsity field hockey team, in the fall. I managed the Varsity softball team this spring. This summer I will be working for my fourth year at the Pembroke Town Landing as a lifeguard and swim teacher. The previous summer I went on an amazing mission trip to Haiti and volunteered at the Kay Marie Orphanage. This was such a wonderful experience that I will be going back again this summer.

In the fall I will be attending the College of the Holy Cross in Worcester, MA. There I plan to major in Biology, and I hope to then continue my education and pursue a career in medicine. Thank you so much NALC for helping me to achieve this goal.

Sean Nguyen

Thank you to those in charge of gifting me this award. It means a lot and every dollar counts for college tuition. For the next four years, I will be attending Massachusetts Institute of Technology in my hometown of Cambridge, where I will plan on studying computer science. There are possibilities in minoring in either chemical or software engineering, but I’m not certain on those. My goal in college is to attain the necessary work experience needed through co-ops to get a lucrative job later on in life.

Other than that, my other goal is to construct a nano-ship capable of traveling through the human body. Ideally, it would be used for furthering disease research, because who likes getting sick?

In high school, the major activities I did were the Robotics team, the Science team, and I was also part of Troop 322 of the Boy Scouts of America. During my time in these clubs, I was appointed co-captain of the software team in Robotics in my sophomore year, captain of the Science team in my senior year, and assistant senior patrol leader in my troop during my junior year. At the 2015 Science Olympiad, I placed 2nd in the Protein Modeling Event and 6th in the Circuits Lab event.

Again, thank you so much for the scholarship.

Frank Roche

Thank you very much for choosing me as one of those selected for the Branch 34 Scholarship Award. It’s an honor to be chosen in such a competitive field. The scholarship money will be a great help for college.

I graduated from Arlington High School, where I was Student Council President, a member of the National Honor Society and a three-sport captain. I will be attending Tufts University this fall.

Once again, I appreciate you choosing me for this great scholarship program.

Jessica White

I was very happy to learn that I was a recipient of an NALC Branch 34 Scholarship. I am writing to thank you for your generosity in your financial support of my education. I am deeply appreciative of your support.

I am a Biochemistry major and plan to pursue a career in pharmaceutical research and later teach high school chemistry. I also hope to be able to start a non-profit organization to get young girls interested in science and math. I am about to start my freshman year and plan to graduate in the spring of 2019.

After four years in high school, many accomplishments have defined my high school experience. I have always challenged myself academically by choosing to take the most challenging courses offered, beginning with AP US History sophomore year. This year, I continued with a rigorous academic schedule that included five AP courses.

In addition to AP courses, I participated in the zoology elective, where I helped raise endangered turtle hatchlings in place of two of my studies.

I have been a four year member of the Friendship Club, a club designed to bring special education and regular education students together over snacks, board games, and other activities. I have participated in SADD since sophomore year. As a member, I’ve chaperoned the middle school dances and volunteered at other community events held by the Civic Center.

This year, I had the opportunity to participate in the Global Citizenship Certificate Program, a new program my school offered to promote global knowledge. I completed the program’s first global research project in March when I hosted an international travelling art exhibit at my school in order to promote peace through art as a universal language. I also hosted a bake sale benefiting Syrian refugee children as a global service project.

I want to thank you again for your generosity and support. By awarding me an NALC Branch 34 Scholarship, I am able to focus on what is most important to me, my education. I hope one day to be able to give something back to others and help other students achieve their goals just as you have helped me.

Article 12 Log Jam Has Been Broken, Let the Conversions to Career FTR Begin!...

(continued from page 5)

off was, as now, based solely upon *the needs of the Service*. Of course neither of those former categories of employees had to do so every Sunday.

But You can do this! I know you can, because we all did it. Continue to come to work, one day at a time. Continue to perform your duties to best of your ability, no more, no less. Continue to recognize that any supervisor who is abusive or insulting does so because he or she is too ignorant to know any other way to manage human beings. While not every supervisor is like this, the Postal Service has way too many of these morons. Continue, or start, to educate yourself on the favorable workplace rules negotiated by your Union, such as your ability to opt on temporarily vacant routes within your station.

Time is fleeting. Ask any of us old timers and they will readily admit that no one knows where the time went. *You* are the future of the United States Postal Service. There are no other options or plans on the table at this time. Your stretch as a City Carrier Assistant will come and go. Your eventual conversion to career Full-time Regular will return you to a somewhat normal lifestyle, albeit a USPS normal. Hang in there! The USPS is counting on you, even if more often than not they fail to show it.

Sole O. Adekoya
Pamela M. Ancillo
Mohamed Balla II
Louis R. Barys
Rasheed T. Bostic
Bryan D. Casano
Tawanna Cheatum
Keira Cronin
Brian R. Culver
Tracy Diaz
Thomas Drisdell
Scott A. Donahue

Jessica L. Gottschalk
Danielle A. Grundhoff
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Louella Holcolmbe
Lorenzo Jorden
Russell B. Kierstead
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Hung K. Li
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Leslie Osborne
Kings Otubu
Benjamin Patrick
Joshua D. Paul
Ashley N. Peterson
David A. Pinnock Jr.
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Douglas G. Scott
Brian D. Shaw
Daniel M. Sheehan Jr.
Barinder P. Singh
Omar Sosa
Viphaphone Sounakeo
Alan Tat
Carolyn E. Teehan
Nadia N. Tennyson
Shaine R. Williams
Heng L. Wong

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



Branch 34 Still Goes All Out for the MDA!

2015 Bowl-A-Thon Raises \$3,867 for MDA!

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Michael Yerkes, Braintree	\$100.00
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Kathleen & Ron Gordon,	
West Roxbury.....	\$ 50.00

Special Thanks to the 91 Bowlers and Lane & Gift Sponsors and All of Our Friends for Supporting MDA!

2014 MDA RESULTS

1. Branch 38, New Jersey Merged\$ 66,300.00
 2. Branch 157, Philadelphia ..\$ 58,566.00
 3. Branch 6000, Long Island Merged\$ 46,589.00
 4. Branch 343, St. Louis\$ 34,953.00
 5. Branch 11, Chicago\$ 24,118.00
 6. Branch 82, Portland, Oregon\$ 22,966.00
 7. **Branch 34, Boston.....** \$ 21,917.00
- If we all try a little harder, we can take over number "5"!

If you want to run a Satchel Drive, get a cover letter from the Branch and okay it with the Store Manager. You may run a Supermarket Satchel Drive anytime now through mid-November. Let's go retirees! You have the time to spend three hours at a supermarket to help a child with Muscular Dystrophy!

— George Adams,
Branch 34 MDA Chairman

SHAMROCKS 200 CLUB

Cousin's Restaurant, Woburn.....	\$ 856.00
The Snug, Hingham.....	\$ 405.00
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Shamrock School, Woburn	\$ 275.00
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St. Charles School, Woburn	\$ 248.00
Jaclyn Corsetti, McCall Middle School,	
Winchester.....	\$ 241.00

Broken Dreams... Broken Promises... Broken Records Thoughts on Labor Day 2015

Americans across this great land take pause to celebrate the only holiday trumpeting the contributions workers have made to the good 'ole USA. Factory floors (the few left) go silent, letter carriers hang up their satchels, DOIS numbers grind to a halt, and post offices pull the shades.

But what is Labor Day? What are we really celebrating?

Labor Day is the celebration of the contributions this nation's workers have made to the prosperity of America. American workers have made America strong, free, and the most decent place on the planet to live.

But there are some Americans who have tarnished this great nation's cloth. They are running amuck and need to be wrangled up and held accountable.

I speak of our politicians.

While I enjoy this summer's entertainment from the current crop of Presidential wannabes, it might not be such a bad idea

to pack them into a clown car and drive it off a cliff. They've dug us into a hole in this country, and aren't bright enough to know to stop digging.

Let's face it. America today is not a "shining city on a hill." Millions of Americans cannot find a decent paying job. Our only growth industry seems to be misery and heartache. Violence on our streets. Gee, I wonder why. Our education system is broke. A high school education is worthless. We produce thousands and thousands of lawyers, CEOs and Wall Street wizards that are useless to society. We heap tens of millions of dollars on dimwitted sports players who contribute zero to the social fabric of America, while chemists and medical researchers trying to cure sickness and disease are paid peanuts.

Is our dysfunctional Congress, feckless White House, and illustrious Supreme Court looking out for our interests, their own interests, or special interests?

We need to start looking out for our own interests and holding our elected representatives accountable. Start tossing out many who have long overstayed their welcome on our dime, and be very, very careful who we choose to elect.

I especially encourage our newer and younger letter carriers to pay close attention to politics. Many of the current crop of pancake-



John J. Casciano
National Business Agent

We need to start looking out for our own interests and holding our elected representatives accountable. Start tossing out many who have long overstayed their welcome on our dime, and be very, very careful who we choose to elect.

faced smiling phonies are trying to plunder your future and keep you out of the political process. Don't be deceived.

Good luck to the Yankees, forget the Red Sox, and pay no attention to how much air is in the multimillionaire Tom Brady's footballs. None of it amounts to a hill of beans. They're trying to keep you out of the voting booth.

If any of the current crop of suits and pantsuits tell you they're fighting for the middle class, tell them they're losing.

Is now not the time to stop electing and re-electing the same old inept, gerrymandering, no talent broken records that have gotten us to this lousy location?

It is long overdue for this country to realign the interests of Capital, Labor and Government.

Together, let's make this a Labor Day to remember.

"This Labor Day, let's salute American Corporations for keeping the Chinese gainfully employed."

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William P. Carroll (Of Counsel)

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Active letter carriers: Contribute to **COLCPE** using PostalEASE

by phone.....or online

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

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

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

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)
*****AUTO** S-DIGIT 54321
XXXXXX89 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.

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."

- 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.
- 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: **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

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

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.

Corporate Clubs Private

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