



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

Volume XLV, Number 3
 August-September 2016

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 126 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2016

Upcoming Meetings

Tuesdays at 7:00 PM

September 13, 2016

at the
Malden Moose Hall
 582 Broadway (Rt. 99)
 Malden 02148

ATTENTION!

The October and
 November
 Membership Meeting
 dates are TBA.
 Check your Bulletin
 Board for the new
 dates and locations.

December 13, 2016

at the
Malden Moose Hall
 582 Broadway (Rt. 99)
 Malden 02148

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 nalcbranch34.com

President's Report

We're Number 1! Again!!

It is with great pride that I announce that Branch 34 was once again recognized nationally for having the best publication of a large local (more than 1,500 members) at the recent 70th NALC Biennial National Convention with a presentation of the 'General Excellence Award' for **Branch 34's CLAN** in the *Branch Publication Competition*.

While this 2014-2016 General Excellence Award was accepted at the convention by myself and our newly-elected **CLAN** Editor **Bob Damatin**, credit for this achievement falls squarely on our former Branch President **Robert Lind** and past Editor **Steve Mahoney** and the many members who contributed various articles towards its ultimate success.

Among the observations of our bi-monthly periodical received from the panel of judges included:

- Color, broadsheet format on newsprint is a unique calling card for this publication.
- Content is engaging and newspaper quality.
- Very visual with high-quality, prominent photos.
- Consistent, professional layout.

Our little newsletter has come a long way since its inception forty-five (45) years

ago and the lists of past Presidents, Editors and other various article and cartoon contributors who've worked to make **Branch 34's CLAN** the best NALC publication in the entire country is too lengthy to mention in this forum.

Suffice it to say that from the time that the then Branch President **Vern Harris**, Associate Editor **Ron Hughes** and 'Publisher' **Michael J. O'Connor** first hand-distributed the two-page *Volume 1, No. 1* issue of *The CLAN* in May of 1971, on through the leadership of subsequent past Presidents **Hughes**, **O'Connor**, **Joseph Morris**, **Edward Masiello**, **Bob Lind** and the litany of prior Editors; **Branch 34's CLAN** has provided our membership with timely and informative news, amusing cartoons and countless photos of branch events for nearly a half-century. I assure you this is a legacy that I do not take lightly.

And it is a legacy. I wonder how many members ever glance through the *CLAN* and notice the masthead on page three of every issue. Those that do would see a tradition of excellence that is extraordinarily consistent for an extended period of time. This is the fifth consecutive General Excellence Award honor for **Branch 34's CLAN** over the last five conventions, a pe-

riod of ten years (2008-2016). Our overall record of firsts, seconds, and a third place finishes date back to the early 1990's. Brother Damatin and I and the rest of your Board of Officers feel the pressure and that is a good thing.

As with any successful production, success is also rarely accomplished without the extraordinary work performed by people behind the scenes, and the product we put forth five to six times a year is no different. For as long as I can remember, our newsletter has been in the talented hands of **Steve Hamilton** of Union Printworks in Hyde Park. On a bi-monthly basis, we seem to hand Steve a collection of paper and somehow he cobbles it together into a damn impressive publication.

That said, our NALC Biennial Convention week was not without its disappointments as it was announced during the awards presentations that Branch 34 lost in a photo-finish in the *Most Organized Large Branch* category to perennial rival South Florida Branch 1071 (Miami) by one-tenth of one percent, 98.1% to 98.0%.

(continued on page 2)



MICHAEL YERKES
 President

Branch 34 Delegates Representing YOU at the 70th NALC Biennial Convention in LA!



Boston Branch 34 was well-represented at the NALC's 70th Biennial Convention in Los Angeles, California. See stories about the convention throughout this issue and see more photos on page 7.



Massachusetts Congressional Delegation

U.S. SENATE

The Honorable Elizabeth Warren
Hart Senate Office Bldg., Rm. 317
Washington, D.C. 20510
202-224-4543 Fax: 202-224-2417
www.warren.senate.gov

The Honorable Edward J. Markey
Russell Senate Office Bldg., Rm. 218
Washington, D.C. 20510
202-224-2742 Fax: 202-224-8525
www.markey.senate.gov

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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
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mcgovern.house.gov

Third Congressional District

The Honorable Niki Tsongas
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tsongas.house.gov

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Washington, D.C. 20515
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kennedy.house.gov
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katherineclark.house.gov
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moulton.house.gov

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Ninth Congressional District

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Washington, D.C. 20515
202-225-3111 Fax: 202-225-5658
keating.house.gov
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It's Time to Get to Work!

The 70th NALC National Convention was held from August 15 through 19 and once again I had the privilege of attending. The Branch 34 contingent consisted of 14 brothers and sisters eager to do more, learn more, participate more and lead more in Branch 34. I am proud to say that all the delegates attended the general sessions and many of the numerous workshops provided by NALC.

Branch 34 delegates began arriving on Saturday, August 13 and continued into Sunday. Most attended the welcome reception held outside of the Los Angeles Convention Center on Sunday night. It was a time of music, food, drink and meeting new and old friends from around the country.

NALC changed the registration process for delegates where each delegate was required to register themselves. As a result there were no Monday morning workshops. The Convention was called to order at 10:00 a.m. with President **Fred Rolando** delivering the keynote address. Rolando stated "our mission this week is to organize, strategize, and mobilize our entire membership to build a better union. I have no doubt that we will do just that."

Rolando talked briefly regarding contract negotiations. Many of the issues have been resolved with wages being the main remaining issue. He continued to talk about ongoing efforts to pass Postal Reform legislation. Rolando concluded by saying "union building is hard work and don't forget what makes us strong as a union. It's all of you and thousands more like you across the country – letter carriers who step up and serve your brothers and sisters. So it's time to get to work!"

Monday afternoon workshops began. There was a wide variety of topics for the workshops with some repeated another day to allow delegates to attend as many workshops as they desired. Tuesday morning I attended the Contract Administration Unit workshop. Vice President **Lew Drass** reviewed national level settlements and arbitration awards since the last convention. The General Session featured AFL-CIO President **Richard Trumka**. He praised letter carriers saying "you always, always get the job done!" The afternoon workshops included Negotiating Techniques, Community and Membership

Outreach, and NALC History in Video.

One again Wednesday morning classes began and I chose the City Delivery workshop. This class covered contractual issues, scanners, Sunday parcel delivery, the new Carrier Academy, uniforms, and new vehicles for the Postal Service. This session was both informative and interesting. The highlight of the General Session was an inspirational speech by **Cecil Roberts**, President of the Mine Workers of America. Roberts is one fiery speaker who had the delegates screaming "join a union" over and over. The afternoon session topics included Letter Carriers and Social Media, Recruiting Union Activists, Postal Reform and others.

Thursday morning I attended a session concerning retirement (I am not going anywhere, this was just for knowledge). The danger of making an ill informed decision was the main theme of this workshop. In the afternoon there was a TSP workshop, College Planning, OWCP and other classes. The highlight of Thursday's General Session for Branch 34 was once again receiving first place for General Excellence among large Branches for publications for "Branch 34's CLAN."

Friday was an abbreviated session as many delegates had travel plans, so there were no workshops scheduled. The General Session features a preview of the 2018 NALC Convention in Detroit. The convention was adjourned but not before Rolando called on retiring NALC Executive Vice President **Timothy O'Malley** to say a few words.

Branch 34's night out was on Wednesday when all our delegates and spouses met for food, drinks, and laughs. This was in appreciation of the delegate's participation in the convention and the sacrifice they made including five days of annual leave. It was great to see our delegates take advantage of the many workshops as well as rekindle some old friendships and make some new ones. Now as President Rolando said its time to get to work!



KEVIN FLAHERTY
Executive Vice President

President's Report: *We're Number 1! Again!!*

(continued from page 1)

The Most Organized Awards go to Branches from across the country with the highest percentage of NALC Union members per capita in various size locals from small to large. Branch 34 shared the title with Branch 1071 in 2014. While we congratulate our sister branch to the south, Chief Organizer **Kevin Flaherty**, your entire Board of Officers and all of you need to do everything we can to get all non-members into the fold and ensure our return to the **Most Organized Large Branch** in 2018.

In closing, **I was extremely proud**, and you should be also, of the way your delegates to the NALC National Convention conducted themselves during the week-long proceedings. While we had our smallest contingent in recent memory, as always, Branch 34 was a presence within the convention hall and throughout the morning

and afternoon training sessions. I ask that you take the time to read your delegate's insights into the convention process and their thoughts on the trainings they attended, education that will serve our members well in the future. While none of us are going to win any Pulitzer's for our writing skills, I believe all express a renewed sense of purpose.

Finally, I would also be remiss if I did not congratulate National President **Fred Rolando** and his executive staff as well as NALC Branch 24, Los Angeles for executing another informative and first-rate convention. As neither the photos nor any article can truly convey, the magnitude of this national gathering, even with overall attendance smaller than in recent years, is an undertaking that truly needs to be seen to be appreciated. Well done.

MSLCA State Convention Delegate Nominations to be Held in November

This is an official notice to all Members of NALC Branch 34 that nominations of delegates to the **2017 Massachusetts State Letter Carriers Association (MSLCA) Convention** will be held during the **November** monthly membership meeting. (NOTE DATE & LOCATION ARE TBA - CHECK YOUR BULLETIN BOARD FOR CORRECT DATE & LOCATION.) By virtue of their offices, the President, Executive Vice President, Vice President and Secretary-Treasurer are automatically designated as delegates to the State Convention.

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 candidate who cannot be in attendance must submit a letter of acceptance at the time of nominations. If necessary, an election for delegates will be conducted at the December 2016 monthly meeting.

In accordance with Article VII Section 4 of the Branch 34 Constitution and By-Laws; 'Delegates to either the State or National Conventions will not receive financial assistance unless they attend sixteen (16) to twenty-four (24) meetings in the prior two (2) years. Alternates will not be entitled to financial assistance unless they become delegates. Proof of attendance will be validated by the Regular Monthly Meeting signature book with the Sergeant-at Arms.'

– Philip W. Ronan, Branch 34 Election Committee Chairman

The Good Old Days!

When people reminisce about the good old days they usually refer to a time when life was simpler. When a one income family was the norm and mothers were able to raise their children without having to go back to work within weeks of giving birth. As every brother and sister reading this knows trying to make ends meet on one income today is not easy even if you're on the ODL. Companies now try to squeeze everything out of their workers while customer service (*remember that?*) is a distant memory. Why did things change for workers? When did companies stop caring about, not only their workers but their communities as well?

Back in the 40's and 50's most companies, and those who ran them, felt they were responsible for more than just profits. They were responsible for the greater good which meant providing good jobs and services at fair prices. In fact, **Robert Wood Johnson**, the founder of Johnson & Johnson, once wrote there were five groups to be served by a company:

- Customers
- Workers
- Managers
- Communities
- Shareholders

That's not a misprint. Of all the stakeholders in a company the shareholders were the last. Of course, making a profit is the goal of every company but according to Mr. Johnson more is required from CEO's than just making a profit, like being a good citizen. This form of capi-

talism was called stakeholder capitalism.

Nowadays shareholders are all that matter to CEO's. But when and how did that change? In 1976 an article was published in the *Journal of Financial Economics* that stated the new mantra for companies should be "maximizing shareholder value." This obviously took time to seep into corporate America but little by little throughout the 80's and 90's this way of thinking found its way into the boardrooms of America's corporations. It's been repeated so often you would think it's the law. There is no law that decree's it but most people now just assume companies only exist to maximize shareholder returns.

While maximizing their shareholders returns CEO's pay has skyrocketed while most everyone else's has either flat lined or declined. Not surprisingly Union membership has declined in this period where we have such income inequality. Fifty years ago a third of the country's workers belonged to unions, today it's one out of ten. Labor Unions gave this country its middle class and as its membership decreases so too will its middle class and the income inequality we see today will only grow.

When workers are hurt so too are our communities. Tax revenues fall along with workers' pay. When workers don't make a living wage they then have to seek help through local services. This is exemplified by a study done by Americans for Tax Fairness which estimated Walmart costs US taxpayers \$6.2 billion in public assistance such as food stamps,

Medicaid and subsidized housing. Two other studies found the fast food industry costs taxpayers \$7 billion.

These are incredibly profitable companies that obviously didn't take lessons from men like Robert Wood Johnson. Corporate responsibility should be the norm not the exception!

The lack of ethics can be found in other ways. When **Martin Shkreli**, the former CEO of Turing Pharmaceuticals and **Heather Bresch**, the current CEO of pharmaceutical company Mylan bought the rights to well established drugs they improved these drugs by increasing their cost by 5,000 and 400 percent respectively. Price gouging fellow Americans who are desperate for medicine is not only unethical, it's despicable.

Most of these companies then move their corporations abroad to take advantage of those countrys low corporate tax rate. But they of course remain headquartered here and enjoy all this great country has to offer without having to pay for any of it. Guess who picks up that tab brothers and sisters? We have to hold our elected officials responsible for what they've allowed to happen and continue to allow. Our Congress continues to do nothing but fight and go on extended vacations. When they come looking for your vote brothers and sisters ask them what are they going to do for us. And then hold them accountable.



MICHAEL MURRAY
Secretary-Treasurer

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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, 2016

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 EDITORIAL OR COLUMN

Honorable Mention, 2016

BEST STORY

First Place, 1996

Third Place, 1990

2 Honorable Mentions, 1992

Honorable Mention, 1990

BEST CARTOON OR PHOTO

First Place, 2006

PROMOTING UNIONISM

Third Place, 1992

Judges' Commendation, 1988

BRANCH 34's CLAN is the Official Publication of Branch 34 of the National Association of Letter Carriers, AFL-CIO. The Boston Branch was Chartered by the NALC on June 18, 1890.

BRANCH 34's CLAN is published six times each year. It presents the various issues of the day that are of concern to the membership. The views and opinions expressed in the articles and columns do not necessarily reflect the official position of the NALC Branch 34 or its officers, but rather those of the author.

Any articles submitted for publication in **BRANCH 34's CLAN** must be typewritten, double-spaced and received at the Branch office no later than the close of business on the first of the month of publication: January, March, May, July, September, and November. The Editor reserves the right to amend articles and/or delay their publication due to the limited availability of space.

Permission is hereby granted for the **REPRINTING** of any article that originates in this paper provided an appropriate credit line also appears and a copy of the reprint in its new publication is sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

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More Conversions to Full-Time Regular Status

by **Michael Yerkes**
Branch 34 President

All current, and future, City Carrier Assistants should take comfort in the realization that the recent interest-arbitration award from National Arbitrator **Stephen Goldberg** finalizing the APWU's National Contract with the USPS clearly recognized the unquestionably deficient wage scale for the Postal Service's current non-career workforce.

Specifically, APWU represented Postal Support Employees (PSE's) were awarded raises of 1% more per year than that of full-time career employees as well as an additional fifty-cent (.50) bump in salary spread across the 40-month length of the agreement. While this is in no way cause for a wild celebration, and the NALC remains committed to an all career workforce, it is clearly a step in the right direction.

CCA's should also take solace in the fact that the majority of National Agreement proposals put forth for discussion from branches throughout the country during our recently concluded NALC Biennial National Convention involved substantive improvements for wage and

work rules for CCA's.

Specifically, one resolution which was overwhelmingly passed by delegates in attendance directed that *'The National Association of Letter Carriers work toward improved working conditions and benefits for CCA's including at least one day off per week, more training time, the same Sick Leave, Annual Leave, health insurance and pension benefits as a regular carrier, no second probation, career seniority from the date of hire' and the 'establishment of peer mentors within each unit to support and guide CCA's in their struggles with management.'*

While there is no guarantee that either postal management or an independent arbitrator will adopt this or any of the other resolutions addressing CCA workplace rules, the undeniable fact is that the USPS remains in dire need for able bodied workers who are currently not applying to fill these roles, and when they do, many are choosing to not remain employed under the current wage and working conditions.

As I have stated in earlier articles, our current CCA employees have been thrust into an unending episode

of *'Survivor'* where only the strong-willed continue on the next step. With that said, it is with great pleasure that I now welcome the following members of NALC Boston Branch 34 recently converted to career Full-time Regular City Carrier status. Congratulations to these survivors.

July 23, 2016

- Rachel A. Abbruzzes
- Rick Bethelmie
- David Blake
- Jamie Corletto Jr.
- Christopher D. Dacey
- Matthew J. Gullins
- Karen McDonough
- Mathew Millette
- Stephanie Sanon
- Michelle White

August 20, 2016

- Paul A. Aube
- Brian Baldi
- Adrienne J. Barboza-Barnes
- Marquis Campbell
- Christina M. Colon
- Augusto B. Darosa
- Marie A. De Jesus-Curet
- Alejandro G. Gonzalez-Lopez
- Josue Ithier
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- Giovanna Montes
- Dale E. Morson
- Peter Nguyen
- Kevin M. O'Brien
- Nefty M. Ortiz
- Thomas J. Procito
- Elvis B. Rupiza
- Rajinder Singh
- Barry D. Smith
- Maceo Thomas-Hill
- Samuel D. Willis

★ ★ To Our Troops! ★ ★

Thank You For Your Service and Your Sacrifice!

BRANCH 34
SUPPORTS YOU!

What I Did On My Summer Vacation – The NALC 70th Biennial Convention



BOBBY DAMATIN
"Branch 34's CLAN" Editor

If you have never had the opportunity to attend our NALC convention, it can only be described as an incubator for all things NALC. From the time you arrive, until the time the convention recesses, you get to see the full force of the NALC at work. Roughly 5,400 delegates from every U.S. State, district, and territory, gathered in the Los Angeles Convention Center in mid August to discuss many important issues that affect this union. Reports from the various committees to operate the convention, and the inner workings of the union are read off by National Officers and Local Union Representatives from across the country, lending to the transparency of all the NALC business dealings. And every day during this week there are guest speakers messaging a broad range of topics that relate to our union domestically, as well as on the international front. Along with that, NALC delegates are engaged with morning, and afternoon workshops that train, inform, and even inspire the attendees to be the best union advocate for their membership. With an occasional video, and with a multitude of exchanges of jokes, wisecracks, and high-spirited teasing from the stage, and the floor alike, the 70th NALC Biennial Convention comes to life.

At the helm of this gathering is NALC President **Fred Rolando**, who steers the delegation in a seamless and orderly fashion. This guidance keeps the convention on topic, and ensures that all the business that needs to be addressed is given ample deliberation by the delegation. First, the NALC Constitution is deliberated, and amended as necessary. But the meat and potatoes of the work at hand are presented in the form of resolutions, which are submitted by members from around the country, and are broken down into general and legislative categories. The Executive Council, which is made up of our National Officers, gives a recommendation of approval, or disapproval. When approved, these resolutions are added to how the NALC will

Congratulations Retirees

On behalf of President Yerkes, 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:

Walter AthertonMattapan
Joseph E. CaezzaStoneham
Stephen F. Carr.....Malden
Eugene R. EllisMilton
Sandra L. Ellis.....Milton
Deborah A. Fairbanks.....Brookline
William R. Farrell.....Auburndale
Richard L. Floyd.....Allston
Stephen E. Gallagher.....Roxbury
Scott P. HanleyWeston
Shirley A. Husak.....Needham
Robert F. Innis.....Milton
Peter A. Keohan.....Quincy
William F. MacDonald
.....Weymouth Landing
Michael C. McGourtyFort Point
Edward F. McLeanMilton
Thomas P. MoreschiMalden
James H. WilsonBraintree

function, negotiate, support, and defend this union. But when the recommendation is one of disapproval, the convention delegates go to work. A healthy, robust debate ensues from the maker of the motion, who presented the resolution, and those that support, or oppose it. After that process takes place, anyone of the conventioners can call the resolution to an up or down vote. President Rolando then calls for the question to support the recommendation of disapproval of the Executive Council, or for it to be overturned. The majority who literally yell in support or opposition make the vote final.

This orderly, respectful, and democratic undertaking is the pulse of our union. Letter Carriers will never agree on everything, but when all is said and done, we remain united in the common goal of protecting our livelihood, and being afforded the opportunity to speak your mind on this near and dear subject matter is what makes the convention process so empowering. These undertakings could teach our elected officials a thing or two about diplomacy, and compromise in getting the business of this nation in order.

With transparency such a hot button issue in the media, the NALC's business practices, and the dealings of this convention are turned over to the delegates in written and verbal form. Financial, state of the state, and health benefit reports, amongst others are distributed in every delegate's canvas convention bag. All monies are reported on, and accounted for in this literature. Knowing how your union dues are being spent in a fiscally responsible fashion, and any donations to the Letter Carrier Political Fund, Muscular Dystrophy Association, or any monies for that matter are being tracked, and accounted for. And when it comes to the convention, countless committee reports are made on how funds are being used for the approaching, and actual week of the convention. From the NALC Auxiliary to Transportation, and everything in between, every cent is accounted for.

These dealings can seem boring, and mundane, and everyone at some point finds themselves looking for a daily session to end, but it isn't always like that. Three to four guest speakers are given the stage the first four days of the convention to inform, enlighten, and engage the delegates on their backgrounds, and perspective in relation to the NALC and the USPS. Delegates welcomed guest from different sectors of labor, business, politics, and activism, and are highlighted here.

On Monday of the convention, the Mayor of Los Angeles **Eric Garcetti** welcomed the delegates to the city. Then APWU President **Mark Diamondstein** focused on aligning with the NALC, and the other postal unions, calling it a "Grand Alliance to Save Our Public Postal Service". UNI Global Union General Secretary **Phil Jennings**, who kiddingly nicknamed Fred Rolando, "Boyo", stated his organization fights everyday to keep postal services growing everywhere. Tuesday brought Congressman **David Joyce**, a Republican, to the stage touting his support of letter carriers once he heard the financial

facts from NALC constituents. Author of, "How The Other Half Banks," **Mehrsa Baradaran** emphasized the need for reestablishing postal banking to strengthen the USPS, and so all citizen can save with an institution they trust, regardless of their socioeconomic background. California delegates escorted L.A. Congresswoman **Judy Chu** to address the delegation. She emphasized, "Our very system of democracy depends on our Postal Service, and you," and pledging to be a staunch ally of the NALC. Japan Post Union President **Toshimichi Omata** spoke in Japanese that was translated into English for delegates. His message was a strong rejection of privatization, which Japan Post partially implemented, globalization, and a strong union relationship with the NALC. Wednesday brought AFL-CIO President **Richard Trumka** to the stage. He complemented the NALC membership for shifting the national dialogue on the postal service to a positive, and messaging this country's need for a strong, everyday of the week USPS. Vice President **Maria Elena Durazo** from UNITE HERE, who represents 270,000 members in the U.S., and Canada, stated both our organizations have roots in collective bargaining, and organizing member's gives them power in the workplace. Hallmark Cards Vice President for Government Affairs **Sarah Moe Meyers**, pointed out almost eight million are employed by the mailing industry, and creates roughly \$1.4 trillion in revenue which specifically relies on the USPS being in business. On Thursday, **Cecil Roberts**, United Mine Workers of America President, delivered a powerful speech stating letter carriers deliver medicine to his member's in remote areas, and that congress needs to make it easier to join a union. We have a friend in Congresswoman **Loretta Sanchez**, a Democrat from California. She loves her letter carriers in her district, and stated, "Postal Reform cannot sacrifice employees, or the people who built the system." The first adult MDA Goodwill Ambassador, 24-year old **Joe Akmajian** inspired the delegates with his "Yes I Can" attitude towards living life. He recently went skydiving, and complimented letter carrier's MDA efforts stating, "I am living proof that the work you are doing is making an impact." United Food and Commercial Workers International Executive Assistant **Christyne Neff** spoke about her union member's partnership in our food drive, and our symbiotic service to the public. And **Rusty Hicks**, Executive Secretary-Treasurer of the L.A. County Federation of Labor spoke of NALC history in 1893, securing the eight hour day for Letter Carriers. And 123 years later, their union members are pressing their legislature to do the same for some 400,000 local farm

workers.

I mention all of these guest speakers, and what they say because it's important to understand their unique relationship with the NALC, and their appearance at our convention. In their eyes we are a formidable force to be reckoned with. Not just because of our sheer numbers, or the people we reach, but because we are a respected friend, a loyal neighbor, and a trusted member of American society.

Another facet to the convention is the morning and afternoon workshops that are offered to the delegates, and they show up in droves. They were so well-attended, some people had to be turned away by the Fire Marshal. The classes take you in depth into a host of important letter carrier subject matter. Some of the subjects include Member Mobilization, Suicide Prevention, and City Delivery covering scanners, new technology, and expansion of services. Others include Negotiating Techniques for stewards, Retirement Know – How, CCA Rights and Benefits, and Workers' Compensation information. From the President of a Branch, to the newest CCA, there was something for everyone.

And there are vivid images captured in videos that show members of this union at their very best. These videos report on letter carriers who performed heroic deeds, brothers and sisters who make a difference in their towns for MDA and the Food Drive. Presidential candidate **Hillary Clinton** was unable to attend the convention, but sent along a video to address the attendees, and assure the members that she has the NALC best interests at heart, like six-day delivery, and NALC supported legislation. And to lighten it up some there were some Hollywood movie dance numbers spliced together, and timed to inserted music. Again, these touches help to convey the strength, the reach, and the importance of what the members of the NALC bring to America's doorstep everyday.

With all this going on during the week, nothing is more important than the convention delegates coming together in one huge room, debating and discussing the issues of this organization, and working in unison for the betterment of every letter carrier. It is one thing to read about attending a convention, but to really experience the inner working of this storied union, attending is a must. Meeting other delegates from around the country, listening to their experiences, and sharing your own, all of this contributes to the true meaning of NALC union solidarity. The 71st Biennial Convention is in the summer of 2018 in Detroit, Michigan. Hope to see you there!

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.

Do the Best You Can – In the Time Allotted!

CCAs please remember that most of us started where you are now!!! We were Casuals and TEs and PTFs. I started 19 years ago as a Casual in dreaded Somerville, and I survived what was one of the worst stations in the district. By **LISTENING** and **LEARNING** from those who did the job the right way before me. We had a lot of fun back then but we also “did the best we could in the time allotted.”

I had one of the worst, and heaviest routes over near Tufts University (damn college students), but through the years I began to understand what “do the best I

can in the time allotted” meant. It means the same as “eight hours work for eight hours pay.”

You will hear us old-timers say this time and again. We don’t say it to be mean!!! We don’t say it to be pains in the asses!!!! We don’t say it for our benefit!!!! We say it for your benefit!!!! We have all been where you are now!!!!

Eventually **YOU WILL BE** where we are now, and **YOU WILL BE** grooming a new crop of CCA’s, and ithe one’s imparting your words of wisdom. Before you write us fossils off, remember we’ve been doing this job a long

time, we actually know what we’re talking about (most of us anyways). If you’ve never heard of “doing the best I can in the time allotted” or “eight hours work for eight hours pay,” ask a fossil. We would be glad to tell you the meaning.

Thanks to the Somerville fossils, a few of you are still carrying today because you know what it means to **“DO THE BEST YOU CAN IN THE TIME ALLOTTED!”**



LAURA WOOD-FAHEY
Area Steward

Continuing to Serve Branch Members

I would like to begin by expressing my sincere thanks and gratitude to the brothers and sisters of Branch 34 for entrusting me the opportunity to serve as your NSBA/MBA (National Sick Benefits Association/Mutual Benefits Association) officer for the next three years. I am extremely excited about the opportunity to expand on a passion I have for assisting carriers and their families with retirement and financial concerns. The NSBA/MBA Clerk position is the one position within the Branch that I feel best suited for, as well as, having the passion and enthusiasm to serve our members.

Twelve years ago, I approached **Bob Lind** with an idea on providing Letter Carriers with additional retirement information in the form of an editorial column in “Branch 34’s CLAN.” I was not a Branch officer at the time, merely a concerned Letter Carrier that wanted to offer some information and help generate some much needed thought on retirement related questions and concerns. Over the course of my Postal career, I had watched so many of our brothers and sister Letter Carriers agonize as they approached retirement.

What started as an editorial column twelve years ago has turned into a labor of love. During that time I have had the opportunity to sit and talk with countless Carriers and their families in an effort to

assist in the retirement process. I am not a “certified financial advisor,” nor have I ever sought or received compensation for my services to our Branch. I am merely a concerned Letter Carrier that would sincerely like to help our Branch and its members. After nearly 40 years in the USPS, as a proud member of Branch 34, I am extremely grateful for this opportunity to expand my passion of assisting Letter Carriers and their families.

I want to take this opportunity to personally thank our retired past President **Bob Lind** for supporting my retirement initiative and always encouraging my involvement within our Branch. I also want to thank **J.T. McMahon** for his years of sacrifice and support to our members. They both served this Branch and its members with passion and dignity. I will always be indebted for their support and encouragement over the years.

But, at the same time I am extremely optimistic and excited about the future of our Branch. The number of “good people” that have stepped up to run for elected positions within our Branch is something that we should all be grateful for. Our newly-elected full-time officers, President **Michael Yerkes**, Executive Vice President **Kevin Flaherty**, Vice President **Bob Simpson** and Secretary-Treasurer **Mike Murray** will serve you

all with a renewed passion and energy that will make you proud. Our part-time officers: Area Stewards **Bernadette Romans, Tom Rooney, Laura Wood-Fahey** and **Tony Scrivano**; Trustees **Vigo Conte, Paul Roche** and **Wanda Hamm**; Sergeant-at-Arms **Benny Falettra**; “Branch 34’s CLAN” Editor **Bobby Damatin**; Health Benefits Officer **Joe DeMambro**; and Financial Secretary **Mike Gorham** will “carry” this Branch on its back and make you proud.

I also want to speak about those that stepped up in this past election and weren’t successful at this time. All are those “good people” I referred to earlier in this article. We are very fortunate to know that so many are ready to support this Branch and serve its members when needed.

In closing, I want to thank **Mike Yerkes** for supporting my efforts to continue reaching out and serving our Letter Carriers and their families with retirement and consults and MBA insurance products.
Semper Fi.



LAWRENCE LAST
Clerk, NBA/NSBA

A morning vehicle safety check is like a unicorn.....
Everybody’s heard of em but no one’s ever seen one



Don’t Be A **SCAB!**

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

Auburndale

ROBIN I. DEVITTO

Back Bay

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

Brookline

CHRISTINE M. BAILEY
SHOOPY DUTERVILLE.....CCA

Cambridge – Central Square

THOMAS K. DELEHANTY.....CCA

Cambridge – Porter Square

BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

SANDRA GIORDANO
MICHAEL F. KING.....CCA
CLAUDIA P. TABARES.....CCA

Dorchester Center

JAMES B. KERR

Fenway

BEVERLY A. SCANLON

Fields Corner

JOSEPH DILLON.....CCA
MOLLY LONG.....CCA

Fort Point

WAYNE J. CHIN

Hingham-Hull

MARK J. DION

Kenmore

KHEIM DIEUJUSTE

Malden

EILEEN M. FINN

J.F.K.

YMAHRI BROWN.....CCA

Medfield

ELIZABETH I. RAY

Medford

GERALD M. LYLES

Milton

KEVIN FERNANDEZ.....CCA
JOHN P. MACAULEY.....CCA
CHARLES S. ROSEN

Needham

TAMI L. JOHNSON

Roxbury

DANIEL NAW.....CCA
KEVIN TANG.....CCA

Scituate

KAREN M. LYNCH

Stoneham

TINA M. DOHERTY

Waltham

DAVID BAHM
KELLY M. GREEN-GALLO
JOSEPH REGNA.....CCA

Wellesley Hills

JOSE LOPEZ.....CCA

West Roxbury

MATTHEW J. DONOVAN
LOUIS L. GUERRIER.....CCA

Woburn

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!

Branch 34 Salutes Its Recent Retirees

Braintree's James Wilson



Braintree's James Wilson receives his retirement jacket from Branch 34 President Mike Yerkes.



James Wilson cuts his retirement party cake under the direct supervision on some of his Braintree co-workers.

Weston's Scott Hanley

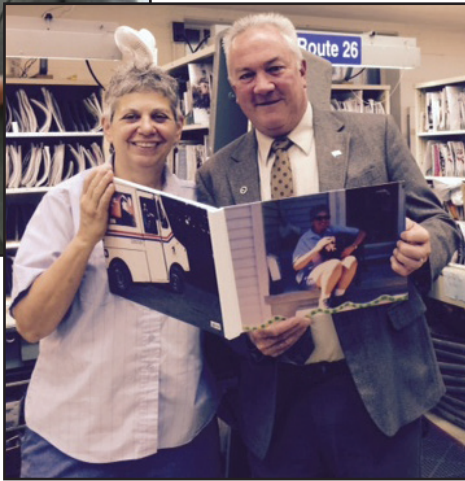
Weston's Scott Hanley shows off his new retirement jacket, presented to him by Branch 34 President Mike Yerkes.



Wellesley's Connie Romanelli



Wellesley's Connie Romanelli receives her retirement gifts from Shop Steward Tom Ryan (left) and Branch 34 Executive Vice President Kevin Flaherty.



Wellesley's Connie Romanelli was presented a Book of Memories from her customers. Branch 34 Executive Vice President Kevin Flaherty congratulates Connie on her retirement day.



The Weston Station showed up to congratulate Scott Hanley on his well-deserved retirement.

Revere's Barry Simon



Revere's Barry Simon receives congratulations on his last day of service for the USPS. Looking on are Shop Steward Jim Costello and Branch 34 EVP Kevin Flaherty.

Brookline's Deborah Fairbanks



Brookline's Deborah Fairbanks displays a book of memories from her many customers she received commemorating her recent retirement. Shop Stewards Maria Constantino (left) and Joe DeMambro participate.

Revere's Barry Simon cuts his retirement cake as his Revere co-workers look on.



Roxbury's Stephen Gallagher



Roxbury's Stephen Gallagher reminisces with his co-workers on his last day.

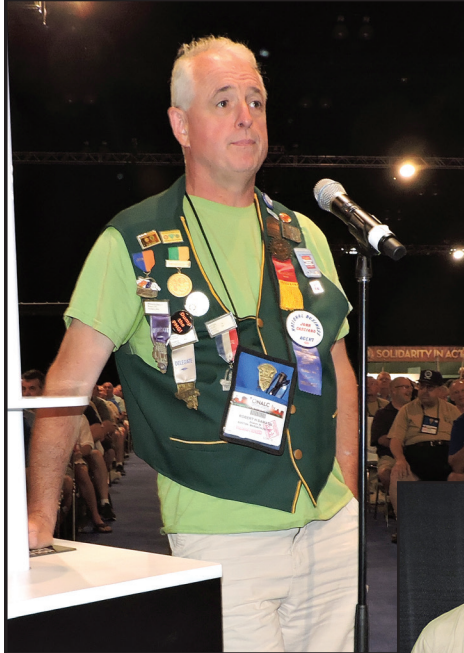
Branch 34 at the NALC Los Angeles Convention



Branch 34 Executive Vice President Kevin Flaherty and Branch 34 President Mike Yerkes discuss the proceedings at the NALC Convention. Delegate Roshon Butts looks over the schedule.



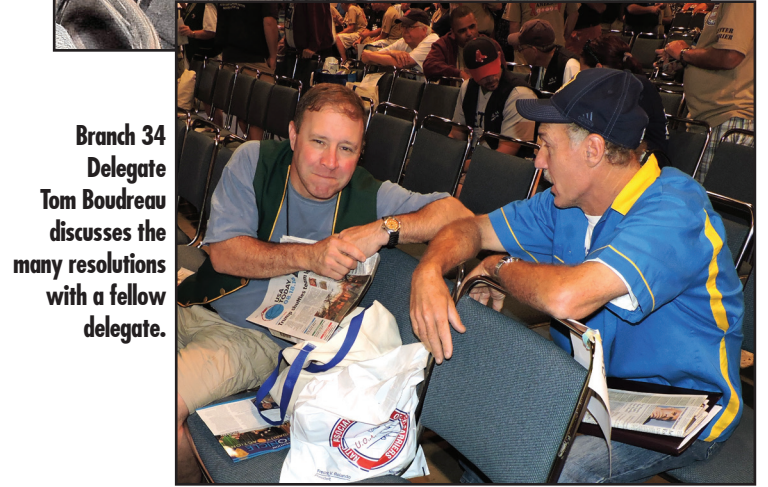
Brighton Shop Steward & Branch 34 Delegate Roshon Butts enjoys the discussion on the convention floor.



Branch 34 Delegate and "Branch 34's CLAN" Editor Bob Damatin prepares to ask a question of the Chairman during the 70th NALC Biennial Convention in Los Angeles.



Branch 34 Delegate Maureen Marinelli participated during the convention.



Branch 34 Delegate Tom Boudreau discusses the many resolutions with a fellow delegate.



Recognizing Veterans Joe DeMambro, Mike Murray and Tony Scrivano.



Branch 34 Delegates Brian Manning and Bob Simpson listen to one of the many speakers at the NALC Convention in Los Angeles.



Branch 34 Delegates Wanda Hamm, Samie Smith, Joe DeMambro, Mike Murray, Bob Simpson and Brian Manning listen intently during the 70th NALC Biennial Convention in Los Angeles.



Non-Members Nonsense: Where Would We Be Today?



JOHN J. CASCIANO
National Business Agent

Have you ever taken a moment to think about where the labor movement and the middle class would be situated today if to save a couple of bucks there were no unions? Now that is not to say that the labor movement isn't without any shortcomings.

Some of our illustrious non-members, who freely accept the fruits of unionized letter carriers gains, would like folks to believe that the union simply steals union dues out of their deep pockets.

Oh sure. A couple will regale you with a grievance lost, an inept union official or a health care claim unpaid. After all, you gotta have a reason to be a cheapskate.

Non-members, you are the beneficiaries of the fights and struggles of union letter carriers. While union letter carriers may stand beside you at the workplace, they do not stand with you. For in the never ending battle of Labor against Management, you stand with Management.

Today's labor movement is facing daunting challenges as evidenced in continuing declines in union membership. Unions are under attack by fat-cat CEOs, Wall Street bankers and the elected politicians in their back-pocket and even black-robed Supreme Court justices who opened the flood gates for the privileged moneyed class with their outrageous Citizens United decision.

Some unions rank and file are disappointed that their elected national officers are too close to big-wig politicians and out of touch with the toils of the punch clock crowd. Witness the significant number of union households who voted for Ronald Reagan. Most of whom later regretted that when he fired the Air Traffic Controllers, relaxed workplace Safety Standards and lowered working class wages.

Many non-members, or "scabs" mistakenly believe they can go it alone. Left to their own devices, they would have grossly less wages, no health care, work schedules of their bosses choosing, no paid vacations, no paid work breaks, no overtime pay, no seniority, and eventu-

ally as they age, no job.

The statistics are irrefutable. Unionized workers get better pay and benefits across the board.

It costs a lot of money for a union to function and protect its members. Collective bargaining, Arbitration, shop steward trainings, to name just a few, costs in the hundreds of thousands of dollars, if not millions.

At this crucial point in our efforts to get a fair contract, we need every letter carrier helping to pull the train in the same direction. We don't need the chosen few freeloaders who want a free ride on the train of solidarity.

Being a proud union member instills dignity and solidarity in the workplace.

So when you see your local non-member, say Thanks.

Thanks for nothing... and watch your wallet.

"A working class hero is something to be."

— John Lennon

It's Your Local Agreement

What does your local Memorandums of Understanding have to do with the everyday letter carrier? **EVERYTHING!**

Most active letter carriers have never seen or read their local agreement, even though it contains language on over 22 items listed under Article 30 of the National Agreement.

After a new National Contract has been ratified there is only a 30-day window in which to negotiate any changes that the membership would like.

This limited time frame gives local branches and its members a chance to

address its specific needs that may not be the same as other branches across the country.

If you think something needs to be changed or is unfair to the membership, then this is the only chance we get to engage in negotiations with our local management.

The Boston Branch 34 Memorandum of Understanding only has 13 pages but contains powerful language that affects every letter carrier working in the Boston district. Some examples are:

First (Article 8) – Your local agreement establishes our basic work schedule. It sets the standards on whether a letter carrier has rotating days off or fixed days off.

Second (Article 10 - Annual Leave) – The local agreement sets the percentage number of letter carriers allowed off during both prime-time choice period and non-choice period. Hopefully this formula allows every letter carrier time off to enjoy a much needed vacation.

Third (Article 11 - Holiday Scheduling) – One of the most important part of our local agreement is the selecting method for which carriers will be required to work on each of our ten holidays that we receive per the National Contract. Somehow or another the pecking order seems to get screwed up on every holiday. Maybe the language is too complicated for certain people to read!!

These three articles I feel, are the most important ones that affect every letter carrier during the course of the year. The rest of the articles pertain to handling of certain issues or labor disputes.

In closing, while I was attending the Biennial National Convention in Los Angeles, I had the opportunity to attend a workshop hosted by our National Vice President **Law Drass** on local negotiation preparation and documents. I found this workshop to be very informative on how to handle local negotiations. One of the things Vice President Drass provided us with was a local negotiations survey. Hopefully during the 30-day window of local negotiations every letter carrier has the opportunity to fill one of these survey out. This way all of us union brothers and sisters have a say in what in our local agreement! I want to thank the membership of Branch 34 for electing me to be a National Delegate at the Los Angeles Convention. This was the third National Convention that I have attended and it was the best one yet. Also, thanks to all the brothers and sisters who went to Los Angeles to represent Branch 34. I had a great time! See you in Detroit!



TOM ROONEY
Area Steward

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 Michael Murray. (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.

- 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
- January 9 – January 22, 2017
- January 23 – February 5, 2017
- February 6 – February 19, 2017
- February 20 – March 5, 2017
- March 6 – March 19, 2017
- March 20 – April 2, 2017
- April 3 – April 16, 2017
- April 17 – April 30, 2017
- May 1 – May 14, 2017
- May 15 – May 28, 2017
- May 29 – June 11, 2017
- June 12 – June 25, 2017
- June 26 – July 9, 2017
- July 10 – July 23, 2017
- July 24 – August 6, 2017
- August 7 – August 20, 2017
- August 21 – September 3, 2017
- September 4 – September 17, 2017

— Michael Murray,
Branch 34 Secretary-Treasurer

Managers Can Get Disciplined Too!

by **Roshon Butts**, Shop Steward,
Brighton 02135

Just got back from the 70th Biennial Convention of the National Association of Letter Carriers in Los Angeles, California.

What an experience being in a room with 8,000 fired-up brother and sister letter carriers that are all united for the same cause. You could feel the excitement in the air.

On Sunday, there was a welcoming reception and you got to talk to NALC members from around the country.

On Monday morning, the convention business kicked-off with NALC President **Fredric Rolando**, at one point during his keynote address, asking the nearly 8,000 delegates gathered in the Convention Center to look around the hall. "Every Union is like a family," he said, "families often have disagreements. We may disagree with each other from time to time, but we are one! We are family! We are a Union! We are the NALC!"

The President also spoke on our expired contract and stated that letter mail volume is stabilizing and package deliveries are rising sharply. The city letter carrier craft has grown for the first time in ten years, he said. Since the Das Arbitration Award took effect in January 2013, more than 38,000 former transitional employees and new City Carrier Assistants have secured career appointments. He also spoke on several other topics.

Throughout the week there were several guest speakers like Los Angeles Mayor **Eric Garcetti**, APWU President **Mark Dimondstein**, UNI Global Union General Secretary **Philip Jennings**, Japan Post Group Union President **Toshimichi Omata** and Democratic Candidate for U.S. President **Hillary Clinton**. A few other people spoke as well.

There were some proposed resolutions passed like, CCAs are not to be worked more than 13 day straight with-

out a day off, raising the starting pay rate for CCA employees to \$22.00 per hour and eliminate the two-tier workforce. Leave our cost of living and no layoff clause alone, and there were some proposed resolutions that were rejected.

There were a lot of workshops, but one in particular caught my attention – **Dignity and Respect**. I feel like everyone should be treated with dignity and respect from the newly-hired CCA to the 30-year veteran, but Management doesn't see it like that and treat our newly-hired CCAs like they're not human and work them like robots.

That's why the USPS cannot keep them and they end up leaving the Postal Service.

In the Dignity and Respect workshop, there was a case (C#29414-May-9-2011 Kokomo, IN. Arbitrator Karen Jacobs). What I thought was interesting in this case was that the Postmaster created a stressful environment and because of that he could not even engage in any on-the-street supervision/interaction with the letter carriers.

The Postmaster can be disciplined and removed from the USPS. ELM Section 665.24 – Violent and/or Threatening Behavior states, "The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service."

Also, "Branch 34's CLAN" once again won the award for General Excellence in Larger Branches.

See you in Detroit, Michigan, brothers and sisters for the next NALC Biennial Convention.

God Bless you all!

29 Years, 11 Months and 17 Days

I just flew back from the National Convention in Los Angeles, and boy, are my arms tired. But seriously folks, the 70th Biennial Convention was great! Not only did I get to connect with letter carriers all over the country, but I got a chance to get recharged and get excited about how active letter carriers are across the USA. Senior carriers, newly converted carriers, Friends of Letter Carriers like Reps. **Judy Chu** (D-CA) and **David Joyce** (R-OH), AFL-CIO President **Richard Trumka**, **Sarah Moe Meyers** from Hallmark Cards, APWU President **Mark Dimondstein** and United Mine Workers President **Cecil Roberts** gave great speeches and inspiration to the delegation. You can check out these speeches on the nalc.org website (especially Cecil, **WOW** that guy moves mountains).

I always enjoy the workshops. One particularly interesting workshop that I attended was titled 29 Years 11 Months and 17 Days, a retirement class that explained a huge mistake that should never happen to **YOU**.

Under CSRS you had two choices for retirement, 20 years and age 60 or 30 years and a minimum retirement age. Under FERS another option was added

and that was a smaller, less money, 10 year retirement with MRA. There was never and has never been a rule of 80 years. It's an urban myth. So if you're thinking you can get out with 30 years at age 50, sorry Charlie. It's 30 years with MRA.

So, what was the class about? Well it seems there was more than one carrier who made this huge mistake. Super huge. Enormous. You get the picture. And what was that mistake you ask?

With the addition of this new 10 year retirement, carriers were thinking they were getting something they were not...full retirement. A carrier, we'll call him Joe, looked at his retirement sheet that we all get from USPS and on the bottom saw 30 years 1 month. Joe had MRA. Joe retired. A few months later Joe realized he wasn't receiving what he thought he should be getting. In fact, it was quite a bit less. Joe had looked at his retirement statement and saw 30 years 1 month. In actuality, he only had, you guessed it: 29 years, 11 months and 17 days. He hadn't accounted for two months of sick leave USPS added to his time giving him the total on the bottom of 30 years 1 month. Joe thought he was retiring with 30 years. He retired with

the smaller 10 years/MRA package. A tremendous mistake.

That retirement package does **NOT** come with the special supplemental package. He does **NOT** get credited for 30 years and does not get \$200 and pass **GO**. Unfortunately, Joe is not alone. Don't let this happen to **YOU**. It's such a costly mistake that **CANNOT** be corrected. Check your retirement statement carefully. Your credited service is in the top section. Don't be Joe. Stay safe brothers and sisters.

Mercedes-Benz S600

I want one, but who has \$137k to spare? Well, maybe you're giving yours to the Postal Service. As an Area Steward, I've been doing some station visits. I've been out meeting hard-working letter carriers like yourself and getting a feel for our stations. Asking you questions about your boss and your hours. Does Management provide water or ice? How are the working conditions in your office? What can be done to make work a little better in the coming months? Well, I've gotten lots of answers. Some within reason, some a little far-fetched. You know who you are. But the one thing that resonates in almost every office when

I ask the question, "Do you take your lunch and breaks?" is this.

NOT ALWAYS! Why not? I have too much work. I have a pivot. I have no time to take a break, so forget lunch. That's completely out of the question. I have to be back by six. I took a full set today. Marriage mail. **HORSEPUCKEY!** Take your breaks and here's why. You're working for free if you don't. Give me the money if you don't want it. Here's how much it costs you.

Your Break	\$4.67
Two Breaks.....	\$9.34
Your Lunch.....	\$14.01
Two Breaks and Lunch.....	\$23.35
Lunch and Two Breaks (weekly).....	\$116.75
Lunch and Two Breaks (annually).....	\$5,487.25
Lunch and Two Breaks (25 year career)one Mercedes-Benz S600	

I'll take mine in red. Thank You. Stay safe Brothers and Sisters.



TONY SCRIVANO
Area Steward

Monitoring Your Paycheck

Too often today we are hearing about Letter Carriers, in particular CCA's, having problems with their pay. Keep in mind that Employees are to be paid for all hours worked, **PERIOD!**

Management is under the mistaken impression that it is their money coming out of their pockets. **WRONG!** You've worked it, you've earned it.

Please, each day you work, write down your work hours. At the end of each Pay Period make sure all hours are accounted for.

When using Leave (Sick or Annual), make sure the Correct Leave is used.

Management has a tendency to use your Annual Leave when Sick Leave was previously requested.

There has also been many issues with newly-hired CCA's Good Start work-hours.

An email is sent to the assigned office of each CCA and the hours worked for that week. In many cases the email is overlooked, whether intentionally or not, it ultimately results in a newly-hired CCA not receiving pay for all hours worked on their very first USPS paycheck. You can only imagine how well that goes over.

In order to avoid any inconvenience to the employee and delaying their pay, Shop Stewards please, make sure Management has entered the CCAs Good Start hours. If not, request that Pay Advance /Draw be made.

All CCAs while you are using a PS Form 1260 (Non-Transactor Card) and until you receive your actual Time Badge, please remember to photocopy the 1260 each day, so if there is any discrepancies at less there is documentation to track and support those hours in question.

Here is an example of why photocopying the 1260 is a good idea: Just recently a CCA approached her Steward and informed them that she believed she was not paid for all hours worked. Knowing she was using a PS Form 1260, the Steward asked if she had copies of the

days in question and in fact, she did. After requesting "Employees Everything Report" for the dates in Question, it was concluded Management failed to properly pay her for all time worked. On two days in question the CCA ended her tour at 1800 (per PS Form 1260) but Management Arbitrarily entered her End Time as 1600.

On the another day, no hours were recorded, therefore illegally not pay-

ing an Employee for actual hours worked. Pay Adjustments were ultimately made but it's the bitterness of not being properly paid in the first place is what still lingers along with the inconvenience of having to wait one, two or even three Pay Periods for your money.

As I enjoy saying, If ever an opportunity arises when I could do Management's Payroll for just one Pay Period, I

would jump on it. I would like to see how they would feel to be missing one hour, let alone 8, 10, 20 or even 40 hours on their paycheck.

We all must be our own **ACCOUNTANTS**. Monitor your paychecks!



BERNADETTE ROMANS
Area Steward

CCAs – Know Your Rights

Hello Branch 34 members! First I would like to introduce myself. My name is **Wanda Hamm** and I am a letter carrier from Wollaston branch and some of you may know me from the Carrier Academy in Boston as an instructor. I would like to thank everyone who supported my campaign for Branch 34 Trustee.

This article is for the CCAs who have been toiling out on the streets this summer. Are you staying hydrated while you are out delivering the mail? Are you making sure that you are taking your breaks in the shade or in a cool place? Be sure to take the water that is in your office before leaving out on the street. Also, please use your sunblock for your skin.

I am just returning from the National Convention in Los Angeles. There were many workshops that were offered during the convention, from Trustee Training to City Delivery and CCAs Rights and Benefits. I attended quite a few workshops at the convention but one I was interested in was the CCA workshop so I could relay the information back to the membership. **Brian Renfro**, the Director of City Delivery ran the workshop. Brian discussed some of the benefits that CCA's are entitled to such as health plan after 360 days for non-career employees after which the USPS would pay \$125 per pay period. There is an NALC option that is a Consumer

Driven Plan which is under arbitration at this moment. Brian also discussed the changes of how conversion will be done nationally which started in July 2016. CCAs please remember once you are converted to a Career Employee, there are some decisions that you will have to make such as a health benefit plan and your retirement and insurance plans that you would like to enroll in. There are time limits to some of these benefits for enrollment. So please read your **CCA Resource Guide** that was given to you when you went through your orientation so that you will know everything that you need to know.

Lastly, a new Carrier Academy will be up and running by October. This training of new CCAs will not be rushed through just to get them on the street to carry mail. There will be more hands

on practice in the academy and shadowing a carrier for a day. I will try to keep you all updated of the academy.

So as the summer winds down and the children are going back to school, please be safe out there, and as Labor Day approaches remember this from **John F. Kennedy** in a speech from August 30, 1960: "Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor."

Until next time.



WANDA HAMM
Trustee

In Memoriam

Lawrence N. Burnett*
Retired Member – Cambridge

Robert L. Griffin
Retired Member – Needham

William A. Luiso*
Retired Member – Back Bay

Anthony D. Monti*
Retired Member – Cambridge

Anthony D. Cruciani
Retired Member – Needham

William F. Griffin Jr.*
Retired Member – Malden

James E. McSweeney
Retired Member – Woburn

Norman M. Morey*
Retired Member – Auburndale

*Denotes Gold Card Member

Rest in Peace

Congratulations to the 2016-17 Branch 34 Scholarship Winners

On behalf of the Scholarship Selection Committee, it is our pleasure to announce the following winners of the 2016-2017 Joseph P. Considine Branch 34 National Association of Letter Carriers scholarship recipients:

Luke Frankel; son of *Mitchell Frankel*, Central Square (Cambridge) Post Office.
Camille Walter; daughter of *Michael Walter*, West Roxbury Post Office.
Emily Creedon; daughter of *James Creedon*, East Weymouth Post Office.
Declan Harrington; son of *Carol Harrington*, Fields Corner Post Office.
Evan Hermanson; son of *Eric Hermanson*, Brighton Post Office.
Madison Tebbetts; daughter of *Robert Tebbetts*, Waltham Post Office.



Emily Creedon

I am writing to thank you for awarding me with the Joseph P. Considine Branch No. 34 \$1,000 Scholarship for the 2016-2017 academic school year.

I am the second of four children in my family and will be the second to attend college, as my two younger siblings are still in high school. For the past six summers, my family has done volunteering to help local families in need by organizing several fundraisers to purchase things like clothes and back to school supplies. It gives me great pride to do my part to help out others in my community.

Throughout my high school career, I was a member of National Honor Society and student council; both clubs allowed me to give back to my community. I also played field hockey and lacrosse all four years and was captain of the field hockey team my senior year. All of these activities taught me how to be responsible and independent as well as helpful and caring.

I will be attending Saint Anselm College in Manchester, New Hampshire this fall. I will be majoring in elementary education, a career that I have dreamed of since I was a little girl. With a teaching job, I will be able to help and make a difference in the lives of young children every day.

Again, thank you again for awarding me the Joseph P. Considine scholarship. I will be using it to help pay for my college tuition.

Declan Harrington

My name is Declan Harrington and I am from Dorchester, MA. My mom has been a letter carrier for 29 years and is a proud Union Member of Branch No. 34, AFL-CIO. Growing up in the Irish American community of Adams Corner in Dorchester I grew up playing baseball, lacrosse, and basketball in my neighborhood as well as Gaelic football and hurling – two native games to Ireland.

I attended Boston Collegiate Charter School during high school and ran cross country all four years, being the captain for my last two years, where our varsity team won three consecutive charter school championships.

Outside of school, I tutored local kids at Project DEEP in the Murphy School and started a landscaping business to save money for college. I will be attending UMass Amherst's Stockbridge School of Agriculture in the fall and am looking forward to meeting new people while remaining friends with my friends in Dorchester. At the same time, I am striving to have above a 3.0 GPA in college and want to find a job in my field of study – landscape contracting and design – after college.

Evan Hermanson

Thank you for choosing me as a recipient of the Joseph P. Considine Branch No. 34 Scholarship Program.

I am a recent high school graduate, who plans on attending Springfield College. I will be majoring in a dual program of physical education and health education with a minor in coaching. I plan on becoming a physical education teacher and a coach at the high school level. I will be attending Springfield College for the next four to six years to achieve my goal of becoming a high school teacher. I also want to become a coach for baseball and football at the high school level.

My passions are playing and watching sports. I love football, baseball, and basketball, but I will watch or play any sport that is on the television or that is being played. I will be playing football in college, which will allow me to continue my passion.

I also enjoy helping others, which is an essential part of Springfield College's community. I have done numerous community service activities, such as serving soup kitchens, making brown bagged lunches for the homeless, and I volunteer as a baseball and a basketball coach for the youth of Framingham.

Thank you again.

Madison Tebbetts

I wanted to thank you for giving me the opportunity of being a recipient of the Joseph P. Considine Branch No. 34 Scholarship Program. With the help of this award I will be able to follow my passion and lead myself to a fulfilling future.

This fall, I will no longer be a Methuen Ranger, but a Wentworth Institute of Technology Leopard. I plan to major in Architecture at WIT, and if possible I would like to minor in Mathematics Education. WIT is part of Colleges of the Fenway which includes several different colleges from the Fenway area. Being able to attend WIT will give me the opportunity to propel myself into my future after college because of the co-op program that requires students to complete two or more co-ops (internships that relate to the desired student's major). I am excited to be able to follow my passion to Boston where I will have continued architectural inspiration and the spirit of the city.

Throughout my four years at Methuen High School I have been able to build my confidence which has helped me become a better leader inside and outside of school. While at Methuen High I was the Co-President of the Green Club and although I will miss spending Tuesday afternoons after school outside continuously planting and watering the community garden we established this year, I know that future will bring new challenges and friends. This year I had the opportunity to work with the Relay For Life Event Leadership Team in hopes of creating a memorable event which took place in May. I also had the opportunity to be part of the Methuen Ranger Band Color Guard and Winter Guard. With this experience I created many friends and great memories. I have truly been able to become part of a family and say that I will always have friends by my side.

I am typically very shy and quiet, but I always seem to find a way to cheer up my friends and encourage them to do great things. I will miss my friends very much as we head in different directions, but I know that my future at WIT and other Colleges of The Fenway will bring me more friends and opportunities. I will always have my past to look back on and come back to, but my future will lead me to obstacles and uncertainty that I will need to succeed in life. I look forward to beginning my studies this fall in Boston and the places my future will take me.

Thank you again.

Rare FEGLI Open Season Starts Sept. 1

In September, career letter carriers will have a rare chance to increase their federal group life insurance, without undergoing a major life event, through an open season for Federal Employees Group Life Insurance (FEGLI) that begins on Sept. 1 and runs through Sept. 30.

During open season, the first in 12 years, career carriers and most other federal employees may enroll in FEGLI for the first time, or increase their coverage, without taking a physical exam or waiting for a "qualifying life event," such as marriage, divorce, death of a spouse or the joining of the family by an eligible child.

Career letter carriers automatically are enrolled, when hired, in the basic FEGLI coverage and pay the premiums through payroll deduction, unless they decline the coverage. Carriers who are happy with their existing FEGU coverage don't need to do anything during open season to continue their coverage. Carriers can reduce or cancel their FEGLI coverage at any time without waiting for an open season.

For a postal employee, the cost of basic insurance is covered completely by the Postal Service. The basic insurance amount is equal to the greater of a) the employee's annual rate of pay (rounded up to the next \$1,000) plus \$2,000, or b) \$10,000, plus an extra benefit for certain employees based on their age.

There are three optional forms of coverage available for those who already have basic coverage, and employees must take action to elect any of these options—they are not automatic. They are Option A, with a straight \$10,000 benefit; Option B, with a benefit of up to five times basic salary; and Option C, coverage for a spouse and eligible children.

With the three optional insurance choices, including options for spouse and family coverage, employees pay the full cost, which depends on their age. Enrollment during open season requires submitting a completed Form SF-2817. For complete information about FEGLI and the choices available during open season, go to opm.gov/life.

For retirees weighing their options, see Director of Retired Members Ron Watson's column in the April 2016 issue of *The Postal Record*.

Outside of open season, eligible employees can enroll or increase their coverage by taking a physical exam or having a qualifying life event and by filling out Form SF-2822. Once approved for basic coverage, an employee can enroll in Option B and/or Option C within 60 days.

Visit opm.gov/FEGLIopenseason for more information.

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SIGN ME UP!

How to Contribute to the Letter Carrier Political Fund (NALC's PAC)

Using Postal EASE – ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>. You may also get to the Postal Ease website through the USPS LiteBlue website. See the instructions below.
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit". If you have not yet set up a password click the link provided on the page or go to: <https://ssp.usps.gov/ssp-web/welcome.xhtml>. If you forgot your password click the link provided on the page or go to: <https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 06400017
8. Enter your 17-digit Account Number: 0034952535. See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____. The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below: _____ 0034952535

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter your employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

Using Postal EASE – Enroll by PHONE

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

ENROLLMENT BY PHONE

Call PostalEASE toll-free at 1.877.4PS.EASE (1.877.477.3273)

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS PIN
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number).

Your Postal Record Number is on the cover of NALC's monthly magazine:



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below: _____ 0034952535

1. When prompted, select "1" for PostalEASE
2. Enter your 8-digit Employee ID Number and your USPS 4-digit PIN
3. Select "2" for payroll options
4. Select "1" for allotments. Disregard instruction to complete Allotment Worksheet and select "2" to continue.
5. Select "3" to ADD a new allotment
6. Enter the following Financial Institution Routing Number: 06400017
7. Select "1" to continue processing allotment
8. Select "1" to "enter the allotment now"
9. Enter your 17-digit Account Number (See step D at left)
10. Enter "1" for Checking
11. Enter amount of allotment: \$ _____ / pay period. Maximum yearly amount is \$5,000
12. If amount is correct, select "1"

NOTE: If you already have three allotments, you must cancel one to contribute to the Political Fund through PostalEASE. To do so, follow the instructions above but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, stay on the phone for the following information:

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.

Using ELECTRONIC FUND TRANSFER

Through a monthly **Electronic Fund Transfer**, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Electronic Fund Transfer Authorization

Fill out and return this form with a voided check to the address below

I, _____ (your name) hereby authorize my bank to deduct from my checking account the monthly the sum of:

\$25 \$20 \$15 \$10 \$5 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

The Letter Carrier Political Fund
100 Indiana Ave NW,
Washington, DC 20001-2144



Using Your Retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.servicesonline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:
NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my monthly annuity payments: \$25 \$20 \$15 \$10 \$5 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch: _____

CSA or Social Security Number: _____ Phone: _____

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund 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. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

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