

Don't Be A SCAB!

Get Them to Join Up and Pay Their Fair Share!

See Full SCAB List on page 9.

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

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Branch 34's CLAN

National Association of Letter Carriers



President's Final Report

Thank You For Your Years of Support!

Congratulations to Braintree Carrier **Tom Balzano** for a job well done. Tom because of his attentiveness and caring nature helped save the life of one of his postal patrons (story on page 5) Tom earned accolades that have been bestowed upon him for doing just what he always does: putting his best foot forward. He's a credit to the carrier workforce and has created a lot of goodwill because of his selflessness and caring nature. Kudos for a job well done! We're proud of you, Tom.

By the time you receive this edition of "Branch 34's CLAN" you, in all probability, will have a new Branch 34 Board of Elected Officers. I wish them all the success in the world. You also, if history repeats itself, will have another election appeal. Why? It seems no one can lose and just walk away. People look to hang their hat on anything they can. We'll just have to wait and see.

This is my final president's report as I've decided to move on in life. I personally believe that once retired from the USPS I have no business seeking re-election to this particular office. If you *can't* vote on a proposed negotiated contract, in my mind, you have no business holding the office of branch president or national officer (excluding director of retirees). Only active members can vote on a contract. Is that mindset shared by all? No which is quite evident at the national level and a number of local branches. I believe in order to seek those particular offices you should, at minimum, be an *active* member.

We preach at the national level the need for younger involvement yet continue to employ retired national officers long after they collect a retirement from both the NALC and the USPS. Contradictory? You decide. If its voluntary work that's one thing but if you're receiving a Postal pension, a National NALC pension and being compensated on top of it: well that's not okay and falls into the realm of scabbing out work. Just for the record: Branch Officers of Branch 34 do *not* receive a NALC pension unlike many other branches.

I'd like to thank the membership of Branch 34 for electing me president for the past fifteen years. I never forgot who put me here and always looked out for Branch 34's best interest. You are what mattered in my eyes.

Thank you for providing for my family over these past fifteen years by putting a roof over our heads, food on our table and keeping us warm in the dead of winter. I'm forever indebted and grateful for your generosity. We had many struggles during that time span but you were always supportive.

I was blessed to have worked with so many good people over the years. I wanted to acknowledge all the deserving people that had an influence on me over my career but the list would be staggering. There are so many of you past and present that had a profound impact on me over my career. I'll miss you all.

Every member in this branch is special in their own way. Our union has been very, very good to me and I must say it's been a long winding road. Along the way, because of you, I was able to visit places I never would have seen and blessed to meet so many good people from not only this branch but from all over America. I wouldn't trade one minute of my career and consider myself a very fortunate person.

We've been in the trenches together and been subjected to many cretins over the years but we persevered. If I of-

fended anyone over the years I apologize. Sometimes you have to embarrass or shame certain individuals into doing what's right. Unfortunately some people have no shame (scabs for example). I didn't get elected to kiss up but to the contrary felt it was my duty to point out deficiencies where warranted. I believe it was what you elected me to do and I tried to live by it. I didn't differentiate between management, members or our NALC National. I believed if they weren't doing things in our best interest they needed to hear about it. Needless to say I probably picked up a few enemies along the way or at minimal alienated some people but as they say "it goes with the territory."

My creed was "don't bullshit letter carriers" tell them the way it is. We're quite capable of understanding and handling the truth. In this business there are too many out there

that insult our intelligence by thinking they're pulling the wool over our eyes. I find that behavior insulting and totally unacceptable.

I ask that you support your next president and get active in this branch. Does that mean you have to agree with everything presented to you or for that matter anything presented to you? No, as members you always retain the right to question and disagree but do it internally. You don't have to be spoon fed and you're quite capable of making a final determination and processing information presented to you. Externally we stand shoulder to shoulder (publicly

(continued on page 4)



Robert A. Lind
President

THE WAY WE WERE!



Branch 34 Board of Officers 2013-2016

Branch 34 Upcoming Membership Meetings

Tuesdays at 7:00 pm

April 12, 2016

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

May 10, 2016

at the Sons of Italy Hall
120 Quarry Street, Quincy

June 14, 2016

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

Enormous Challenges Await the USPS, the NALC and Our Branch

I would like at this time to thank all the Carriers, Stewards and Branch Officers I have worked with throughout the years. The Postal Service and our Union will have enormous challenges in the future. However, these challenges will be met by the Letter Carriers, who have always saved the USPS from itself.

Hopefully, the last contract's two-tier pay level system will be eliminated in the upcoming contract negotiations or through arbitration. This monetary system is not only a threat to the Union, but to the Postal Service as well. The welfare of the Letter Carriers, Solidarity and obviously, customer service suffers. The two-tier system is a workforce morale killer. Along with a fair wage and COLA increase, this issue must be addressed!

The United States Postal Service released its first quarter of 2016 fiscal report, which covers October through December of 2015. \$1.3 Billion was announced as operating profit.

The Postal Service is also going to attempt to bring on 125,000 employees this year, continuing a recent hiring binge caused by increased Package Delivery business.

This is a huge turnaround from the 21,000 workers annually cut between 2000 and 2013. This runs counter to government and news media reports predicting further USPS cutbacks.

For years, I have written several articles on Auxiliary Slips, Curtailment Slips, and Weingarten Rights. These issues repeatedly impact the Branch. We have to consistently protect our routes. There will always be some type of "joint reviews" or full route inspections. The data relied on for review needs

to be accurate and credited to the Regular's route. Auxiliary Slips are also protection for Carriers against unwarranted discipline.

Weingarten Rights, time and again, are not exercised by Carriers.

This often leads to discipline being initiated up to and including removal. If you are asked to be interviewed by Management, OIG, or the Postal Inspectors, demand to have a Steward present! I can't count the times not being represented has caused carriers to lose their jobs. Remember, Postal Inspectors and the OIG are not obligated to inform you of your Weingarten Rights, YOU must initiate your rights by requesting representation!

Nothing is more important to your worklife than your job and your route. This is what I always believed in.

In my opinion, Branch 34 has been and always will be "The Greatest Branch in the Country." The Letter Carriers are the best! The competition for Branch Office every election has been a strength, not a weakness of this Branch. Somereal competition at National wouldn't hurt either.

It has been an honor and a privilege to have represented you, and to have had outstanding mentors and co-reps along the way.

Thank you and God Bless.

— John T. McMahon

(Some credit to the U.S. Postal Reporter.)



J.T. McMahon
Executive Vice President

J.T. McMahon Retires



Branch 34 President Bob Lind extols the virtues of Executive Vice President John "J.T." McMahon on the occasion of his retirement. Vice President Bob Simpson and Secretary-Treasurer Kevin Flaherty look on.



Branch 34 President Bob Lind notes the many accomplishments Executive Vice President John "J.T." McMahon achieved for the benefit of Branch members and the NALC throughout his long career.



Branch 34 President Bob Lind prepares to present J.T. his retirement gifts from the Branch.



Branch 34 Executive Vice President J.T. McMahon delivers a heartfelt thank you to his many friends he has made along the way.



Outgoing Branch 34 Executive Vice President J.T. McMahon acknowledges the simultaneous retirement of Bob Lind, the longest serving president in Branch 34 history. Thanks to both J.T. and Bob for their many years of service to Branch 34.

See more retiree photos on pages 8 & 9

CCAs – Know Your Rights and Responsibilities

At press time the Boston Installation has 302 CCAs on the rolls. There have been numerous conversions to full time carriers in Boston. It is taking approximately 18 to 24 months to be converted to full time in the Boston Installation. I hope this timetable will continue in the future.

It is important to know your rights and responsibilities both as a City Carrier Assistant as well as newly converted full time career carrier. Although I have met most CCAs at the Good Start Academy in Boston, I thought it would be good time to remind you of your contractually negotiated rights.

One of your priorities should be to make sure you have your PIN number and password for *Liteblue*. Your employee ID is easy to find – just look at the top of your earnings statement. It is the 8-digit number on it. *Liteblue* is used in choosing your healthcare from FEHB and life insurance. You can also access your pay stub as well as bid on jobs in your district.

I'm sure you know that CCAs are appointed to a 360 day term and then separated for five calendar days. You are then rehired with a second ninety day probation period. The cycle will then be repeated until you are either converted to career or leave the Postal Service. It is important to remember that at some time in the future all carriers will be former CCAs. Likewise all future officers of the NALC will be former CCAs.

Relative standing is the term used as a form of seniority for CCAs. This determines the ranking of CCAs for conversions, hold downs, A/L, etc. Relative standing credit in one installation does not transfer to another installation.

The overtime provisions of Article 8 of the National Agreement apply to all employees including CCAs. Time and one half for work over 8 hours in a service day and over forty hours in a service week and double time for work over 10 hours in a service day and over 56 hours in a service week apply. Night shift differential for time worked before 6:00AM and after 6:00PM also applies to all employees.

Uniform allowances are the same for all employees. The current uniform allowance is \$420 per year. For new CCAs this becomes effective after either ninety work days or 120 calendar days after hire, whichever comes first. This uniform allowance anniversary date remains the same for your entire postal career.

Keep in mind that you have the right to an NALC Shop Steward when being questioned by management, when you believe the questions could lead to discipline. Please remember that you must ask for union representation, as it is not automatic. This is called your Weingarten *Rights*, a Federal Law and contractual right.

CCA's have the right to Health Benefits also. If you have completed 360 days you have a few options. (1) You can choose self-only or self and family coverage in the USPS Non-Career Plan and receive a \$125 contribution to the premium every

two weeks; (2) As a NALC member, you can choose to become a member and select self and family coverage (not self only) from the NALC Consumer Driven Plan or Value Option Plan and receive \$125 bi-weekly contribution from USPS; or (3) you can choose self-only or self and family coverage in any plan offered through the FEHB Program, but receive no contribution toward the premium costs.

If you have not completed a 360 day period of service you only have one option. You can choose to enroll in the USPS Non-Career Plan (with either self-only or family coverage) and receive the \$125 bi-weekly premium contribution from the Postal Service.

Once CCA's are converted to career status, they have 60 days to enroll in a Federal Employees Health Benefits (FEHB) plan. All newly converted carriers should enroll in the FEHB program as soon as possible to begin receiving health benefits or to avoid any gaps in coverage. Enrollment is not retroactive. Coverage in a FEHB plan will begin the first day of the first pay period after Human Resources receives the employee's election form. Any carrier that does not enroll during the 60 day period will have to wait until Open Season to enroll.

Opting or hold-downs outlined in Art 41

of the National Agreement apply to CCA's. Hold-downs are temporary vacancies that become available when a route will be vacant for 5 or more days, due to vacation, injuries, illness, etc. When requesting a hold-down always make the request in writing and keep a copy for your records. This allows you to work a more consistent schedule and choice over the work you perform.

The Postal Service conducts a Career Training Seminar for newly converted carriers but often it is not until after the sixty days has passed. If a newly converted carrier does not sign up for health insurance within the sixty days you must wait until Open Season which takes place every December.

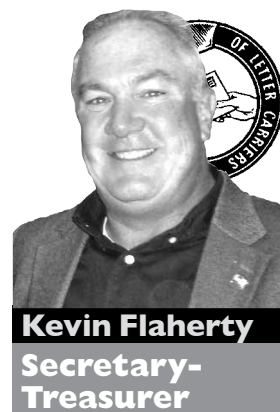
These are just a few of your negotiated rights. Please take the time to invest in the NALC. Come to a union meeting, sign up to become an E-Activist on nalc.org; contribute to the Letter Carrier Political Fund. The NALC has many battles to wage, with Congress, the public, and of course the Postal Service. Be part of the solution and don't ask "What is the Union doing for me?" Each and every carrier is the Union and we are only as strong as our weakest link!

For our veteran carriers it is impor-

tant to share information and knowledge with new carriers, CCA's and newly converted carriers. As I mentioned they are the future of the NALC and

Postal Service. A word of encouragement or advice can go a long way. Remember it was not too long ago that we were starting out and appreciated some words of wisdom from veteran carriers.

As always if you need more information on any of these topics or others don't hesitate to call the Branch office.



Kevin Flaherty
Secretary-Treasurer

A Year of Elections

It's that time again - Election Season. Candidates are out everywhere, shaking hands and kissing babies. While this issue of "Branch 34's CLAN" won't be out until after Massachusetts has voted in the Super Tuesday primary, I hope every registered voter took the opportunity to exercise one of the most important right we have as citizens – the right to vote. If for some reason you are not registered to vote, you have plenty of time to sign up before the November election. I encourage you to do so. If you aren't registered, don't complain to me about the state of affairs!

While no candidate is perfect, voters must decide who has the qualities, who has the views, that most closely match what the voter is looking for in a candidate. In all the clutter of issues out there keep in mind to vote your wallet. What I mean by that is to remember to vote for candidates that are pro union, and in our case pro keeping the

USPS alive. Remember, without our jobs we can't afford our homes, cars, provide for our kids' education, even put food on the table.

Who will the NALC support? Who knows, the process has to play itself out. Hillary has to be considered the odds on favorite but you never know.

A surprise twist in the Presidential campaign was the sudden passing of Supreme Court Justice Antonin Scalia. Now everybody is fighting over who should select Scalia's replacement – Obama or the next President. The Republicans want the next President to make the selection. The Republicans, hoping the next President is Republican, are hoping for a nominee who more closely follows their principles, Obama has already come out and said he will follow his Constitutional responsibilities and select a nominee over the next several weeks. That's how it should be. It can only hurt the Republicans when, as Senate Majority Leader Mitch McConnell (R) says, no nominee from Obama will be considered. How will that play out with the American people? It could backfire for Republican feeding into the common belief of gridlock on Capitol Hill. Hold the hearings and have a vote, let the process play itself out.

In the meantime, remember that with only eight Justices hearing cases, ties or deadlocks are inevitable. In those cases the decisions of the lower court stands. How quickly will the Republicans push for a nominee if they start losing cases before the Court? Watch what happens with several high profile cases pending decisions soon including the case with labor unions/fees.

And finally, as we enter into contract negotiation, let's all hope National does a better job than last contract's bag job!



Michael Kidd
Legislative Liaison



Branch 34 would like to thank Election Chairman Harry Judd for the great job he's done running this year's election. It's a tough job, especially this year, and Harry's done it well.

ATTENTION RETIREES
Branch 34 Retiree Luncheon
Sunday, May 22nd • 12:00 noon
at Florian Hall, 55 Hallet Street, Dorchester, MA 02124
(near Neponset Circle)

In Memoriam

William T. Frizzell*
Retired Member – Waban

Charles J. McLean
Retired Member – G.M.F.

David R. Purcell
Retired Member – Auburndale

Timothy J. Shea
ACTIVE MEMBER – Woburn

Biagio J. Vasapoli
Retired Member – Woburn

* 50-Year Member

Rest in Peace



Founded May 1971

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

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

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

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

BEST CARTOON OR PHOTO
First Place, 2006

PROMOTING UNIONISM
Third Place, 1992
Judges' Commendation, 1988

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

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From the Field

Grand Theft Postal!

You have probably noticed over the past few months that your residual mail has been slowly increasing in volume. This is due to the fact that the FSS machines cannot be run more than once for the stations they have to handle. So after they run your mail once the rest of the mail that comes

in after now becomes residual mail. When FSS was implemented residual mail was to be at a minimum. This is why your office time was reduced, your route got longer and numerous routes stolen in all stations. Management in their ultimate wisdom was so sure that mail volumes would never return.

Why We Need A Union

The Union has had such a positive impact on all of our lives that we take for granted what we have. What would happen if we didn't have a Union? Obviously, our pay would be significantly reduced. And some of our benefits would be reduced and some would be eliminated altogether. If you think the benevolent Postal Service just "gives" us our pay and benefits you need to do some research on our history.

We didn't win the right to bargain over our wages, hours and fringe benefits until after the great Postal strike of 1970. Prior to that we had to lobby congress for everything. Instead of collective bargaining we had collective begging. Imagine trying to lobby congress for a pay raise today? We've been trying to lobby Congress since 2008 to lift the onerous pre-funding mandate Congress saddled us with back in 2006 as part of the Postal Accountability and Enhancement Act. Needless to say I couldn't see the "do nothing" Congress agreeing to give us a pay raise. They're just as likely to pass legislation to take away our FERS annuity and supplemental annuity, which some within the Congress are actively trying to do. But thanks to the NALC's lobbying efforts we've been able to stop those assaults.

Which brings me to the reason for my article. Many of you have probably never heard the name Don Blankenship but he was once the CEO of Massey Energy and was known as the King of Coal. On December 3rd 2015, the King of Coal was convicted of conspiring to violate mine-safety rules, which sadly is just a misdemeanor. He was acquitted of the more serious felony charges of lying about it.

The misdemeanor of violating mine-safety rules stemmed from an explosion in April of 2010 in which 29 coal workers died. The king of coal was notorious for his pursuit of profits at the expense of safety. He would demand production reports every half hour. At the same time workers were informally trained to skirt safety rules and inspections. When a mine inspector would show up for a surprise inspection the security guard would alert a dispatcher who would in turn tip off the miners that a mine inspector was there with code phrases like "it's a cloudy day" or that there was a "load of cinder blocks." At the trial Chris Blanchard, who was president of a Massey subsidiary called Performance Coal testified "it was cheaper to pay the fines than the cost of preventing violations." That's what happens when the rich and powerful buy politicians and judges to water down regulations.

Bill Ross, a former employee whose job it was to improve safety, was told by a foreman that "we are told to run, run, run until we get caught; when we get caught, then we will fix it." This was in a memo from 2009 and when the King of Coal was told of the memo, rather than fix the system he created, he ordered it stay "privileged and confidential" because as he so eloquently put it would be "a terrible document to have in discovery."

At the trial jurors were told how miners were instructed to wear their dust pumps inside their coveralls, so the results would be skewed. They would also hang monitors in the fresh air tunnel far away from where

the workers worked. They also heard a recorded phone conversation where the King of Coal said "black lung is not an issue in this industry that is worth the effort they put into it." He should tell that to the estimated 1,500 former coal miners who die an agonizing death each year. At least 17 of the 29 miners who were killed in the explosion were found to have suffered from this preventable disease. No doubt the atmosphere of profits over safety was to blame for this.

The penalty for conspiring to violate mine safety has a maximum penalty of one year in jail and a \$250,000 fine. Had Blankenship been convicted of lying to investors and regulators he could have been sentenced up to 30 years in prison. To our lawmakers willfully violating mine safety rules that kill 29 mine workers is far less serious than lying to investors and regulators. Unfortunately too many of our lawmakers are made up of the privileged few who've never had to work with their hands. They don't fight our countries wars, deliver its mail or work in its coal mines. While the King of Coal was CEO of Massey 52 people died on the company's property.

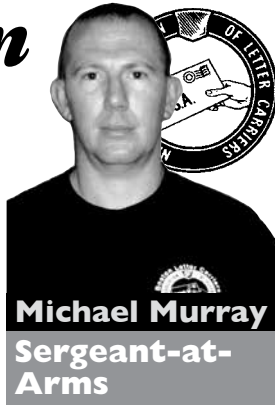
I know what you're thinking, where was the union? Well the King of Coal was able to crush the Union. Without a Union to fight this company and its despicable CEO he was free to ruin countless lives. Google his name and find out how his company rained coal dust down on schools and polluted its drinking water. Don't take your Union for granted. It's as much mine as yours and as the King of Coal proved without a Union the company can do whatever it wants.

Dorchester Center Satchel Drive

This fall we had another successful Satchel Drive in Dorchester where we raised \$428.38 for MDA. This worthwhile charity collects money to help find a cure for Muscular Dystrophy, to help families with the financial burden they face when their child has been diagnosed with this terrible disease and it also helps pay for these kids to go to camp. For a child stricken with muscle disease going to one of the MDA camps is the best part of the year. At the NALC'S National Convention the delegates get to see footage of their camp experience and it's truly inspiring that we help raise money to make that a reality.

I'd like to take this time to thank Alex Pinto, John Corrigan and Rene Amador (from Medford) for donating their time to this worthy cause.

In closing a Satchel Drive is easy to do and only takes a few hours on a Sunday morning to raise hundreds of dollars for MDA. If you're reading this and would like to coordinate a Satchel Drive in your office just get one or more Carriers to volunteer their time. Pick a high traffic intersection or a store to collect at in uniform and with your satchel. Call the Union Hall at 781-281-1133 to get signs to use.



Michael Murray
Sergeant-at-Arms

Guess what, now just a few short years later the mail volume has returned along with more parcels per route than ever before.

When FSS was implemented management was quick to adjust all routes under this process. Office times were slashed and deliveries added to basically all routes. We all lived through that horror show that resulted in a numerous carriers being excessed to other stations for long periods of time until they received their retreat rights. Management was swift in their slashing during this implementation. Now a few short years later management is dragging their feet to put back routes and stations that forced overtime has become a daily occurrence. The obvious point here is that routes are now not adjusted to eight hours. It is now our responsibility to show management that this is now the case. The use of 3996's and your clock hits are the best way to prove this. Management is not going to come in your station and add routes prior to spending millions of dollars on overtime. It will probably take them years to realize that there is a point where paying millions of dollars on overtime becomes more expensive than hiring (and converting) CCA's. Since the DAS award of 2013 I have seen numerous CCA's come in the in-door and head out the out-door in just a few days.

During these negotiations management pushed hard for this two-tier wage system.

President's Final Report...

(continued from page 1)

or on the workroom floor). Solidarity is more than just a catch phrase.

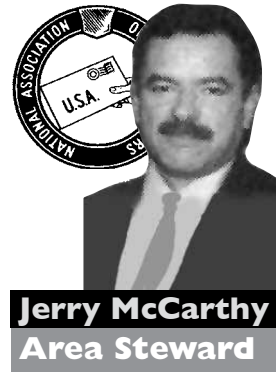
Can this branch be improved upon? Of course it can! There's always room for improvement and I expect the new president will institute some new policies and belt tightening where deemed fit.

Thank you to my Board of Officers for their support and hard work over the years. They are without a doubt the best crew I've ever had the pleasure of working with.

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:

Anthony J. Alibrandi Milton
Andrew M. Barese Back Bay
Allen R. Butterworth Quincy
Frank K. Chan Roxbury
Sandra A. DeChristoforo Kenmore
Kenneth R. DeLuca Wollaston
Gary A. Dolan Brookline
Jorge Espada Roxbury
Stephen A. Eustis Allston
Robert J. Gray Waltham
John T. Heffernan Jr. Weymouth Landing
Carol A. Jacobs Belmont
Stephen T. Johnson Porter Square
Paul J. Keeley Back Bay
Paul F. Kelly Kenmore
Albert C. Lam Brighton
William P. Laverseur Revere
Lynda D. Maider Waltham
Richard J. Mudge Quincy
Michael E. Mullen Braintree
Roseanne T. Micciulla Malden
Frederick C. Putnam Jamaica Plain
William M. Ryan Jr. Fields Corner
Barbara J. Sartori Arlington
Kevin A. Scherer Milton
Raymond J. Todd Watertown
Maryann Tompkins Brookline
John R. Vaulting Milton
David R. Walsh Wellesley Hills
John G. Walsh Charlestown



Jerry McCarthy
Area Steward

When this two-tier wage system was implemented TE's that were making over \$22 an hour. They were

soon reduced to \$15 and change. Numerous TE's resigned or for better choice words chose to no longer work for the Postal Service. Those that stayed were again slapped in the face when Amazon parcels came to the Postal Service, and they lost Sunday's off. Now we are having a major problem hiring and retaining employees. This puts a burden on the veteran Carriers who already have taken a major workload increase. Everyday is a tough day. A normal Monday is heavy enough, now a Tuesday after a Monday holiday is unbearable.

We are in a contract year and in a few short months our contract will expire.

I feel that two major items need to be addressed: 1.) the CCA position needs relief and a pay raise, and 2.) routes should be adjusted for eight hours which will take a huge burden off our veteran Carriers.

I want to see all Carriers walk out the door when they decide to retire the same way they walked in the door when they were hired (just a little slower). Management has to give back what they were quick to take and the time is overdue.

I'd like to also say a special thank you and happy retirement to Executive Vice-President John (J.T.) McMahan for his many years of service. I'd be remiss if I didn't mention the many shop stewards that fight the fight on a daily basis on most workroom floors. They are the eyes and ears of this union and without their support we'd be lost.

Lastly, I guess this is where I recognize the force behind the scenes and most importantly my best friend. She's put up with me throughout my career and is a terrific judge of character whose opinion I've always valued. Throughout my career she's held it all together (family & work) but managed to stay out of the limelight: my wife Kathleen.

By the time this "CLAN" goes to press you will probably, as mentioned earlier, have a new Branch 34 Board of Officers for 2016-2019. Hopefully you didn't treat this election as a popularity contest and you voted for those whom are capable of working for our best interests. You should demand just that and settle for nothing less but you have to get active in order to do that.

In closing, it has been an honor to represent your interests for almost thirty years. I literally grew up in this business and I'll always be indebted to you and this union. You supported me as shop steward, area steward and again as president. It's now time to turn the page on the "Thirty-Fourth President" of Branch 34 and start a new chapter. Thank you for the honor, the opportunity of serving in the best branch in the NALC and God Bless the NALC and every member of Branch 34: Active, Retired and Deceased.

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.

Braintree Mailman Delivers Heroic Effort

Humble Carrier Called Cops to Help Stranded 67-Year Old Man

by Brian Dowling

A quick-thinking Braintree postal worker is being credited for alerting authorities when he noticed an ailing 67-year-old retiree on his route didn't meet him at the door to collect his Social Security check like he usually does.

"I said, 'Something is not right here,'" U.S. Postal Service carrier **Tom Balzano** of South Weymouth told the *Herald*, adding that he noticed the man "didn't look good the last time I saw him."

"For some reason it clicked ... that I should do something," said Balzano, who has spent 19 years working as a mail carrier and has delivered in Braintree for the past 18 months. "And thank God I did."

Worried that something was wrong at the Baker Avenue home yesterday, Balzano, 42, called Braintree police, who were initially unable to get into the house. When firefighters managed to break in through a basement door, officials say emergency responders searching the house found the man barely responsive in a room upstairs – too weak to say a word.

The man, who police did not identify yesterday, was rushed to South Shore Hospital in critical condition.

Braintree Fire Chief **James O'Brien** credited Balzano's attention to detail with saving the stranded man's life.

"If it weren't for the action of that mailman, he definitely wouldn't have been alive too much longer," O'Brien told the *Herald*. "I don't know what the outcome would have been – but it wouldn't have been good."

The important role that mail carriers play in checking on the elderly, O'Brien said, often goes unnoticed.

"People criticize the mail, but it really is another means of security for someone (who is) elderly or by themselves or disabled," O'Brien said. "Many of these mailmen or women are proactive about keeping an eye on their customers."

Despite being hailed as a hero for his willingness to call for help when he got a hunch that something wasn't right, Balzano remained humble, saying that for mail carriers, it's all just part of the job.

"I think anybody would have done it," Balzano said. "You notice things about people's lives. It's not being nosy. You're just out here every day."

(Reprinted from the *Boston Herald*, Saturday, February 13, 2016.)



Postman Tom Balzano is being hailed as a hero after he called Braintree police when an elderly man needed medical attention. Photo by Jim Michaud, Boston Herald

All Union Officers Learn From the Membership

The 2016 elections for Branch 34 Officers are currently upon us, and by the time this issue "Branch 34's CLAN" reaches the membership we will all have new assignments. Whether being elected to new positions or returning to our old ones, there will be many changes in the Branch over the next few years, just like there were many changes in the past years as well.

I would like to take this opportunity as your Mutual Benefits Officer to say these few words. First, thank you to all the members who have supported me in the past. It has been an honor and a pleasure to represent you all.

From grievances, to route inspections or advice on the benefits that the NALC has to offer I truly hope that I have helped all of you in some way. No matter what the future has in store for me I can assure you all that I will continue to assist the members of this great Branch in any way that I can and in any facet the Branch asks of me.

One of the greatest part of being a Branch Officer is the ability to travel to other stations and meet other carriers that I may never have had the opportunity to meet. While my home and family of carriers are in Hyde Park I can truly say that I now have friends from Lexington to Hull and Boston out to Weston.

In my last three years I have been to almost every single station in our branch and I have learned something from all of you. For this I owe you my gratitude.

You see officers don't just teach carriers we also learn from them as well. This is what being **UNION** is all about. You see, as union officials it is far more important to us that we all succeed not just the individual. That's what makes us different from them.

So I'll close with these bullet points starting with the CCAs. As the newest members of the branch it is currently taking approximately two years for the Postal Service to convert these employees to the regular carrier status. This is the time period in which most of you CCAs are not investing in your future.

I strongly suggest that all of you look into investing into the CCA Annuity. You

can have funds directly transferred into an annuity through your USPS payroll. These annuities are currently yielding approximately 4% interest. That's two years worth of investments and interest that can be transferred into your Thrift Savings Plan once you make regular at no cost or penalty to you.

As for us senior carriers, 55 is the magic number when we speak of life insurance. While the USPS has a great life insurance policy for its employees it becomes grossly expensive at age 55. That's when I like to refer Letter Carriers to the NALC Life Policy. The NALC policy is far less than the Postal Policy for similar coverage.

For regular annuities, the NALC offers a few policies that are currently paying 4% as well. There are some differences that need to be explored and while all employees situation are different I suggest sitting with your spouse and an expert to see what's best for you. These policies are all payroll deducted as well.

Retirees can also benefit from an NALC Annuity. We currently offer two Annuities that retirees can make a one time investment in without worrying about making bi-weekly payments. One of these Non-Qualifying annuities actually has instant returns. All of this information can be easily found on the NALC website. Simply scroll over to the right side of the page and click Members Benefits. The Members Benefits page has a ton of information, far too much to write about here. Myra Warren and her staff do a fantastic job offering the best quality product at the lowest cost to Letter Carriers. Their overhead is low and the savings are passed on to all of us.

Thank you all for allowing me the opportunity to serve you over the years and I look for to doing so in the future.



Rich Galvin
Clerk
NSBA-MBA

Union Rights are Human Rights

Dear Brothers and Sisters, hope that all is well. Thank God for the good weather we've had this winter. Now, summer will be upon us very soon.

A Strong, Active Union in the workplace – where workers pull together to make a real difference is the only way we can improve the lives of letter carriers.

The Job As Steward is to make sure the Union is strong, and that's why it's the most challenging, most rewarding and most important job in our Union.

The Steward, more than any other Union leader or activist, has the opportunity to energize and mobilize the source of our Union's strength.

The Membership – Every day, the Steward is the one Union person members see when they are at work. In the eyes of most members, you are the Union!

So if they have faith in you, members will have faith in the Union. The Steward takes on a number of roles in the Union. You provide leadership in the workplace. You organize co-workers to take collective action. You communicate with workers, Union leaders and Management. You may educate members about the contract. And you represent members.

And if you do all these tasks to the best of your ability, you will earn the confidence and respect of your co-workers.

Once you have their confidence, you will be able to reach out to our customers and encourage them to become involved participants in our Union.

Never has it been a more challenging or more crucial time to be an active, involved letter carrier member.

Politicians are attacking our collective bargaining rights. Now, more than ever, letter carriers must stand up for workers' rights. We must demand our share of the American Dream.

The fundamental truth about our Union is that member involvement in Union activities and Union actions create Union power in the workplace and in our communities. A strong Union is better able to protect workers' rights and fight for improvements in wages, hours, working conditions and quality of life on the job – for letter carriers and all working people. **Union Rights are Human Rights!**

Stewards Doing What It Takes to Be a Leader

Be honest with members, co-workers and managers. A Steward who bluffs, misleads or skirts the truth won't remain credible for very long.

Be reliable. If you are asked a question and you don't know the answer, say I don't know, then get the information and get back to the person as soon as possible. When you say you are going to do something, follow through.

Be available. Being an effective Steward often means talking with members after regular working hours.

Be knowledgeable about the contract, the work rules and policies.

Be supportive when co-workers approach you with their concerns and complaints. Offer understanding, encouragement and help or guidance in addressing their problems.

Be committed to the labor movement and the goals of the letter carrier gaining respect, dignity and fair treatment on the job and providing a voice in determining working conditions.

Pay attention to what the member or manager is saying.

Ask questions if you are unclear or confused or don't understand something the person is saying.

Remember: good communication skills require 70 percent listening and 30 percent talking.



Roshon Butts
Area Steward

Branch 34 Celebrates the Holidays!



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Branch 34 Salutes Its Recent Retirees

Allston's Steve Eustis



Allston's Steve Eustis shows off his retirement gifts.



Branch 34 Executive Vice President J.T. McMahon with Allston's Steve Eustis and Allston Shop Steward John Gomes and Frank Russell.

Fields Corner's Kathy Lucas



Fields Corner's Kathy Lucas retires and poses with the gang!



Steve Eustis cuts the cake.

IMC Everett's John Walsh



Brothers Louie Jr. (right) and Everett Shop Steward Wayne Poste (left) pose for a photo with new retiree John Walsh.



IMC Everett's John Walsh receives recognition from Branch Editor and IMC Shop Steward Steve Mahoney.



Fields Corner's Kathy Lucas (center) with Shop Steward Jim Hudson and Branch 34 President Bob Lind.



IMC Everett celebrates John Walsh with a great party.

Kenmore's Paul Kelly and Sandy DeChristoforo



Kenmore Station bids farewell to Sandy and Paul.



Sandy DeChristoforo and Paul Kelly share a laugh on their last day in Kenmore.

Arlington's Barbara Sartori



Branch 34 Executive Vice President J.T. McMahon, Area and Arlington Shop Steward Jerry McCarthy and Branch 34 President Bob Lind congratulate Barbara Sartori on her recent retirement.



Branch 34 President Bob Lind presents Arlington's Barbara Sartori her retirement watch from the Branch.

Arlington's Barbara Sartori receives congratulations on her retirement.



Kenmore's Sandy DeChristoforo and Paul Kelly show off their new retirement jackets from the Branch.



Milton's Tony Alabrandi

Milton's Tony Alabrandi cuts his farewell cake.



Milton's Tony Alabrandi gets a heartfelt hug.



Milton Shop Steward Mike Larkin, Branch 34 President Bob Lind, newly-retired Tony Alabrandi and Milton Shop Steward Tim Schramm wish farewell to Tony on his well-deserved retirement.



*Woburn Letter Carriers Give a Send-Off to
Arlington's John "J.T." McMahon and Medford's Robert Lind*



Woburn Shop Stewards Fred Casey (left) and Vigo Conte (second from right) thank Branch 34 President Bob Lind and Executive Vice President J.T. McMahon for their years of service to the Branch and to the NALC.



Branch 34 Executive Vice President J.T. McMahon reminisces about his many years in the Union.



Branch 34 President Bob Lind says farewell and thank you to Woburn Letter Carriers.



Branch 34 President Bob Lind shows off gifts presented by the Woburn Letter to him and Executive Vice President J.T. McMahon.

Wollaston's Ken DeLuca



The Wollaston Gang poses with colleague Ken DeLuca at his retirement party.

Wollaston's Ken DeLuca shows off his retirement watch as Branch 34 President Bob Lind and his coworkers look on.

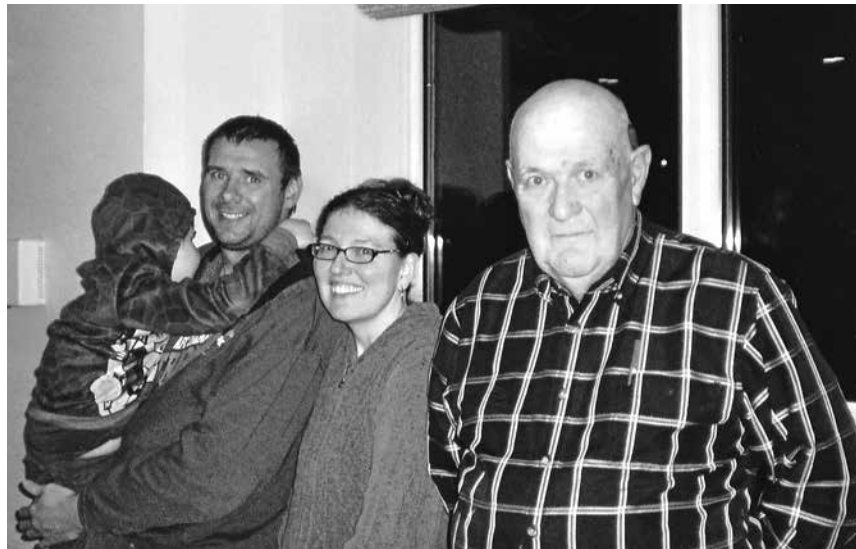


Wollaston's Ken DeLuca (center) poses with Branch 34 President Bob Lind and Wollaston Shop Steward Tom Rooney.

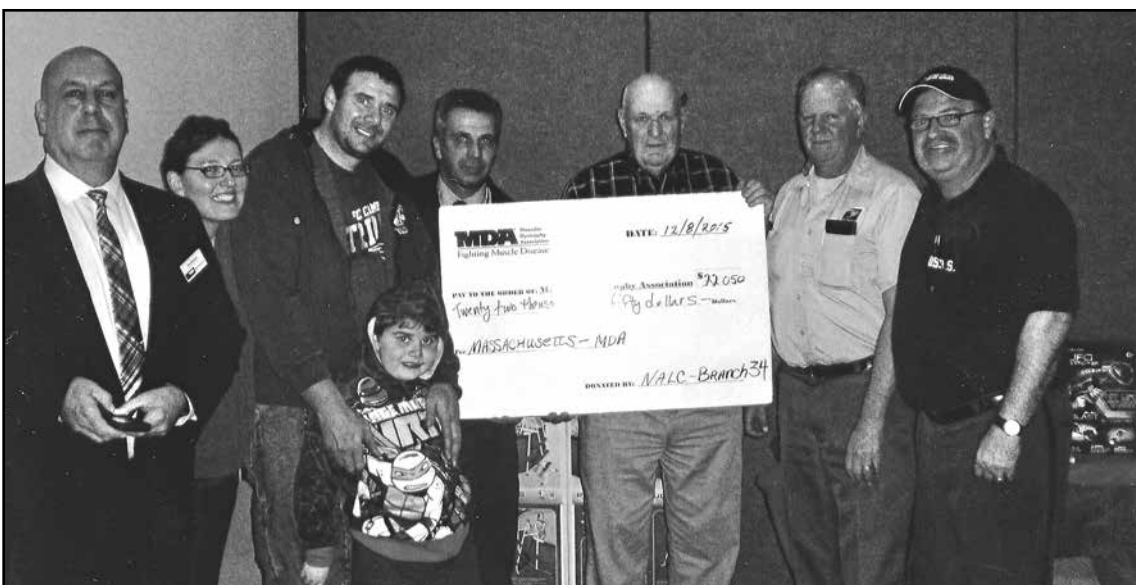
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Branch 34 MDA Coordinator George Adams with our MDA adopted family.



Branch 34 MDA Coordinator George Adams presents the MDA with a check of \$22,050 on behalf of the Branch.

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
CHANTAE WHITE.....CCA
DAVID P. WIDROW
- Braintree**
MARCUS W. BROWN, SR.CCA
- Brookline**
CHRISTINE M. BAILEY
BOBBY A. COWAN, SR.CCA
SHOOPY DUTERVILLECCA
DEMLASH D. MELAKUCCA
- Cambridge - Central Square**
ABDINOOR A. ABDULLAHICCA
THOMAS K. DELEHANTYCCA
SARA H. MULLIGANCCA
HICHAM ZOUMMADCCA
- Cambridge - Mooney Street**
BIANCA I. TEEBAGY
- Chelsea Carrier Annex (IMC)**
JOSEPH P. COSTACCA
SANDRA GIORDANO
- Cohasset**
JAMES DARCYCCA
JESSICA L. PASTERIS
- Dorchester Center**
JAMES B. KERR
GREGORY C. RAYE, JR.CCA
- Fenway**
BEVERLY A. SCANLON
- Fields Corner**
MOLLY LONG.....CCA
- Fort Point**
WAYNE J. CHIN
CHRISTINA M. COLONCCA
- Hingham-Hull**
MARK J. DION
- Jamaica Plain**
KHEIM DIEUJUSTE
- JFK**
EMMA G. HEMPHILL
CHRISTOPHER LIPORTOCCA
- Malden**
EILEEN M. FINN
- Medfield**
ELIZABETH I. RAY
- Medford**
JESSICA DeCICCO.....CCA
VICTOR WONG WAJARACHOT.....CCA
- Milton**
ILLIAS KALAITZIDIS.....CCA
CHARLES S. ROSEN
OLAOLU E. YAYOCCA
- Needham**
MARK BENKAVITCHCCA
TINA M. DOHERTY
TAMI L. JOHNSON
DEANNE M. LANCELOTTI.....CCA
- Newton Centre**
THOMAS A. CARYL
- Newtonville**
MICHAEL P. ZIRPOLO
- Revere Carrier Annex**
JOSE CAVEROCCA
KIMBERLY JOLIBOISCCA
GERALD M. LYLES
DAVID M. O'CONNOR
- Scituate**
KAREN M. LYNCH
- South Boston**
ANDY LIANGCCA
- Waban**
SPENCER D. WRIGHTCCA
- Waltham**
DAVID BAHM
KELLY M. GREEN-GALLO
JOSEPH REGNA.....CCA
- Watertown**
JOHN J. CROOKES.....CCA
- West Roxbury**
MATTHEW J. DONOVAN
LOUIS L. GUERRIERCCA
- Weston**
NOUR E. BASRICCA
MATTHEW J. GENDRONCCA

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!

They're At The Post... It's Post Time!

National Negotiations Open

Of the many functions this union undertakes on behalf of its rank and file, perhaps none is more important than negotiating the wages and working conditions of its members. Sadly, even for our freeloading non-members. I would place organizing a close second. In about two month's time, our current collective bargaining agreement will expire.

I, for one, will not be sending flowers or condolences with the closing of this National Agreement. One cannot really refer to it as an agreement, because it was the result of national level arbitration, due to the parties failing to reach a negotiated pact.

Times change, and so does the financial stability of companies and corporations. And my-oh-my, how times are different

this go around. Regardless of what set of books the Postal Service trucks out with long faces, the Postal Service is on an amazing comeback from the graveyard. Written off by some a few years ago as an aging dinosaur, this great American institution has roared back to life. And we no longer have a funeral director for a Postmaster General, and a cadre of pallbearers in the halls of Congress, and the White House.

Make no mistake – these negotiations will take hard work on both sides of the table. After all, negotiations are not one side gives and the other takes, but a mutually beneficial exercise of attempting to align the interests of the parties.

NALC is aware that the Postal Service is engaged in both negotiations and national arbitration with other postal unions. This

union wishes the parties success in those endeavors. However, the Postal Service must come to grips with the fact that the job of a city letter carrier in the 21st Century is a difficult, strenuous and physically demanding endeavor on a daily basis. And it is only right and honorable that city letter carriers, the backbone and public face of the Postal Service, are justly rewarded for their contributions.

Let us all wish that a negotiated agreement, ratified by our rank and file can be achieved.

It's Your Day

Block the dates! April 16-17, 2016, the National Business Agent's office will be conducting our annual RAP and Training Session. Topics this year will include City Delivery, Retirement Planning, FMLA, Formal A Steward Training and an opportunity to ask questions on any job-related issues. We will also have our Regional OWCP Assistant in attendance to check into any OWCP issues or claims pending.

For those arriving on Saturday afternoon or evening, we have reserved Group Rate Rooms for \$138.00 single/double occupancy. The location is the Providence Biltmore Hotel. They can be reached at 401-421-0700 or 800-294-7709. **Deadline for room reservations is Saturday, March 26,**

2016. Mention you are with the NALC to get the \$138.00 discounted room rate.

For those who will be coming in for the General Session, plan on arriving on Sunday, April 17, 2016. Registration is at 7:30 am, with the General Session beginning at 8:30 am. But wait, there is more!

I am pleased that our National President **Fred Rolando** will be in attendance to address the attendees, and bring us up-to-date on contract negotiations as the deadline approaches, and a host of other issues of concern to every letter carrier.

So come on by and say hello to your brother and sister letter carriers as we welcome Spring 2016 in New England.

Join us for a cup of delicious free coffee. You'll be glad you did.

★★★★★★★★

"It is important for the [Postal] Service to understand that what goes on in your other negotiations, or interest, arbitrations with other unions has very little relevance for the NALC and its membership."

– NALC National President
Fred Rolando,

(at the outset of collective bargaining)



John J. Casciano
National Business Agent

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The Branch 34 2016 Calendar is available for download online at

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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)

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.

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

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.serviceline.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.

Save Your Job! Use Your Voice!

Contribute to the Letter Carrier Political Fund!

UPDATED CALENDAR



CALENDAR YEAR 2016

ROTATING NON-SCHEDULED DAYS

Robert A. Lind, President
 John T. McMahon, Executive Vice President
 Robert Simpson, Vice President
 Kevin Flaherty, Secretary-Treasurer
 Michael Yerkes, Financial Secretary
 Steve Mahoney, Editor, Branch 34's CLAN
 Michael Gorham, Health Benefit Officer
 Michael Murray, Sergeant-at-Arms

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

1 - LEGAL NATIONAL HOLIDAYS

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

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

JANUARY 2016

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

JANUARY 1: NEW YEAR'S DAY
JANUARY 18: MARTIN LUTHER KING DAY

FEBRUARY 2016

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

FEBRUARY 10: ASH WEDNESDAY
FEBRUARY 14: VALENTINE'S DAY
FEBRUARY 15: PRESIDENT'S DAY

MARCH 2016

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

MARCH 17: ST. PATRICK'S DAY
MARCH 25: GOOD FRIDAY
MARCH 27: EASTER SUNDAY

CANVAS CARRIERS FOR PRIME TIME VACATIONS

APRIL 2016

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

APRIL 18: PATRIOTS' DAY
APRIL 23: PASSOVER BEGINS

MAY 2016

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

MAY 8: MOTHER'S DAY
MAY 30: MEMORIAL DAY

MAY 14: NALC FOOD DRIVE

JUNE 2016

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

JUNE 14: FLAG DAY
JUNE 19: FATHER'S DAY

JULY 2016

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

JULY 4: INDEPENDENCE DAY

AUGUST 2016

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

AUGUST 15-19: NALC 70th BIENNIAL CONVENTION IN LOS ANGELES, CALIFORNIA

SEPTEMBER 2016

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

SEPTEMBER 7: LABOR DAY

SEPTEMBER 10: LAST DAY FOR FALL 2016 NON-CHOICE VACATION

NO BRANCH MEETINGS IN JULY & AUGUST

OCTOBER 2016

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

OCTOBER 3: ROSH HASHANAH BEGINS
OCTOBER 10: COLUMBUS DAY
OCTOBER 12: YOM KIPPUR
OCTOBER 31: HALLOWEEN

NOVEMBER 2016

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

NOVEMBER 8: ELECTION DAY
NOVEMBER 11: VETERANS' DAY
NOVEMBER 24: THANKSGIVING DAY

DECEMBER 2016

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

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

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