



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

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National Association of Letter Carriers
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NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 127 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2017

Upcoming Meetings
Inside Branch 34's CLAN

Tuesdays at 7:00 PM

March 14, 2017
at the
Malden Moose Hall
582 Broadway (Rt. 99)
Malden 02148

April 11, 2017
at the
Sons of Italy Hall
120 Quarry Street
Quincy 02169

May 9, 2017
at the
Boston Lodge of Elks
#10
248 Spring Street
West Roxbury 02132

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nalcbranch34.com

President's Report

Education + Training = Better Representation

While much has been said and written about the many issues which confront NALC members on the national front, we as a local recognize that it is equally if not more important that we continue to ensure that all of our member's rights are protected on the workroom floor and on their routes.

The only way to truly ensure such rights are protected is through the substantive education and training of our membership and our representatives.

Recently, Secretary-Treasurer **Michael Murray** was sent to *Branch Officer Training* put on by NALC Headquarters, essential training which encompassed the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Last fall, Area Stewards **Laura Fahey, Bernadette Romans, Tom Rooney** and **Tony Scrivano** all successfully completed a weeks-long program in *Advanced Formal A and Beyond Training*, the focus of which was to sharpen each participant's skills in enforcing the National Agreement at Formal Step A.

In addition to the emphasis placed on grievance processing topics and effective writing and negotiating skills, our Area Stewards were provided hands-on instruction in utilizing computers for writing, arbitration research and appealing cases to Step B. We have already seen multiple instances where this advanced training has resulted in successful challenges to local management violations in many of our stations.

That said; it is high time that we provide the same commitment of education and training to our entire front line of defense, our Shop Stewards.

While we continue to periodically provide *Initial Steward Training* to the approximately two-dozen members who have stepped up to replace outgoing Stewards over the past year, it has been way too long since we have brought all of our station representatives in for comprehensive training, an oversight which we plan to correct when we present a branch-wide, on-the-clock *Enhanced Steward Training Seminar* to be held on Thursday, February

16, 2017 at the John P. McKeon Post #146 in Dorchester.

With this training, it is our intent to provide guidance to both our new and more experienced Stewards in the basics of their responsibilities at the Informal Step A level of the grievance process that will not only make them better Stewards but also hopefully reduce the stress and aggravation of being a Steward.

Although specifics of this training are still evolving as we go to press, such instruction will no doubt include a back to basics approach to initiating an investigation into potential grievances, and a renewed emphasis on ensuring strict management compliance with their Article 17 obligations and responsibility in providing relevant requested information in a timely manner. Moreover, we will provide an in-depth discussion on management's burden of proof when imposing discipline, the provisions of just cause and how to better represent members during pre-disciplinary interviews.

Finally, no Steward training would be complete without a Q & A session on workplace issues of current concern and hopefully, an opportunity to learn what works and doesn't work with their fellow Stewards in their dealings with postal management.

Stewards are our first union representatives to deal with a dispute out in the field and their actions can be the determining factor in whether we are successful or

not in that dispute. We believe that this training and our ongoing commitment to education can only lead to better representation for our members.

I'd like to close this article with two thoughts. First, let me dispel any misconceptions that may exist out there regarding the union in general, and for the purposes of this article, Stewards in particular. Stewards are not mystical creatures who can heal the sick and make all the little inconveniences and slights on the workroom floor disappear; Stewards simply enforce the National Agreement.

Our contract, in the simplest terms, is the agreement by the Postal Service on limitations of its exclusive right to manage or mismanage this organization as it sees fit.

Article 3 of the National Agreement bestows to postal management the sole and exclusive right to run the business, specifically, to *'determine the methods, means and personnel by which such operations are to be conducted, yet that right is subject to the remaining provisions of the agreement.'* Period!

It is either a contract violation or it is not. There is a distinction between a *gripe* and a legitimate *grievance*, with the former being a complaint and the latter being an actual breach of a contractual agreement.

While oftentimes it just doesn't seem

(continued on page 2)



MICHAEL YERKES
President



Branch 34 President Michael Yerkes accepts an award from the Muscular Dystrophy Association for their donation of \$26,000, the amount raised by the Branch in 2016. See chart and another photo on page 8.



BRANCH #34 STATION STEWARDS

Allston.....	Jack Gomes
Arlington.....	Gerald McCarthy Sean Mullet
Auburndale.....	Vacant
Back Bay.....	Lucy Warren Mike McCormack
Belmont.....	Salvatore Celeste David D'Agostino
Braintree DMU.....	Richard Fraser Robert O'Donnell
Brighton.....	Roshon Butts
Brookline.....	Maria Constantino Joseph DeMambro
Cambridge - Central Sq.....	William Wilkins Christopher Nollett
Cambridge - Porter Sq.....	William Criscitelli Christopher Paolera
Cohasset.....	Jason Gauquier
Chestnut Hill.....	Thomas Conville
Dorchester.....	Carrandias Moore
East Weymouth.....	Artie Matthews
Fenway.....	Tony Cinelli
Fields Corner.....	James Hudson
Fort Point.....	Benny Faetra Thor Hellestedt
Hingham/Hull.....	Michael Bertrand
Hyde Park.....	Joe DeBerardinis
IMC - Chelsea.....	William Lang
IMC - East Boston.....	Emelio Leone
IMC - Winthrop.....	John Fanning
IMC - Everett.....	Wayne Poste
IMC - Charlestown.....	Steve Mahoney
IMC - Somerville.....	John Fucile
Jamaica Plain.....	Bernadette Romans Robert Damatin
J.F.K. Station.....	Robert Amirault Millie Brooks
Kenmore.....	Dan Abellard
Lexington.....	Tony Scrivano John Lucey
Malden.....	Laura Fahey Chet Macaskil
Mattapan.....	Vacant
Medfield.....	Christopher Pacitti
Medford.....	John Holmberg Stephen White
Melrose.....	Jason Siciliano
Milton.....	Robert Leighton
Needham.....	Vacant
Newton Centre.....	David Ward
Newton Highlands.....	Rich Shelley
Newtonville.....	Clisney DeOliver
North Quincy.....	Vacant
North Weymouth.....	Vacant
Quincy.....	Paul Roche John Ainsley
Revere DMU.....	James Costello
Roslindale.....	Adam Difazio
Roxbury.....	John Galvin Keith Meredith Samie Smith
Scituate.....	Phyllis Monahan
South Boston.....	Mike Kidd
So. Weymouth.....	Lawrence Ahlstedt
Stoneham.....	Lawrence Last
Waban.....	Rich Farrell
Waltham.....	Edward Walsh Ian Benson
Watertown.....	William Huber
Wellesley.....	Tom Ryan
Wellesley Hills.....	Jack Eppenstein
Weston.....	David Demarco
West Newton.....	Salvatore Ledda
West Roxbury.....	Michael Walter Stephen Tinglof
Weymouth Landing.....	Mario Venturelli
Woburn.....	Vigo Conte Fred Casey
Wollaston.....	Thomas Rooney Jr.

Challenging Times Ahead!

Now that President Donald Trump has been sworn in as our 45th President, we can stop complaining and get down to business. While I do not want to make this article a political one, I would like to advise you of the potential harm coming our way.

In President Trump's first week in office he signed a number of Executive Orders. On January 20, his first order was to gut the Affordable Health Care Act (Obama Care). Trump also killed the Trans-Pacific Partnership which had not taken effect. He also issued an indefinite moratorium on hiring new staffers at federal agencies except those involved in national security functions. Trump is set to advance the Construction of the Keystone XL Pipeline as well as the Dakota Access Pipeline. Finally Trump has set forth to build his famous "WALL" and pledge to stop federal funds for so called "sanctuary cities."

While none of these actions come as a surprise since these were all part of his campaign pledges, the effects on us are to be determined. Specifically the federal hiring freeze is of concern to Postal Service employees. As of press time the NALC does not think the freeze will affect CCA hiring and conversions. This has been verified by the Office of Management and Budget as well as the Office of Personnel Management.

The concerning subject for me is that President Trump has a republican Senate and House to help push his agenda through. While I agree with some of Trump's views I am very concerned with the future of the Postal Service. The Postal Rate Commission and Board

of Governors have had vacancies that will be filled. Postal Reform has died in congress several times already. The Trump administration can and will fill the vacancies and push Postal Reform Legislation that may not be beneficial for letter carriers.

My point is that now more than ever we need to get involved. Whether it is becoming an E-Activist or contributing to the Letter Carrier Political Fund, you can help make a difference. Becoming an E-Activist is simple and does not cost a cent. Just go the NALC Website at nalc.org and hit the link. By doing so you join the tens of thousands of letter carriers who have signed up. The NALC will send you messages when it's time to act on issues affecting active and retired letter carriers and the future of the US Postal Service.

When you contribute the Letter Carrier Political Fund you will help protect your job and secure the future of the USPS. 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. Since NALC cannot use any dues money for this purpose LCPF is essential.

The Letter Carrier Political Fund is a non-partisan political action com-

mittee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to a strong and innovative US Postal Service. NALC fights continually to fend off attacks in Congress that threaten letter carriers' collective bargaining rights, retirement benefits and livelihood. These very benefits are being scrutinized by the current administration and are in danger. There has been talk of increasing our retirement contributions while decreasing our benefits which amount in a decrease in wages. There has even been mention of reducing many other collective bargaining rights and even eliminating unions.

Now is the time to contribute to the Letter Carrier Political Fund. Even a contribution of one dollar per week can make a difference. I challenge every Branch 34 member to contribute to the LCPF former known as COLCPE.

We can no longer sit idly waiting to react. We must be prepared to protect our livelihood.

Please contribute to the Letter Carrier Political Fund!



KEVIN FLAHERTY
Executive Vice President

RETIREES SAVE THE DATE!
Branch 34 Retiree Luncheon
Sunday, April 23, 2017
12:00 noon - Florian Hall
55 Hallet Street, Dorchester, MA

President's Report...

(continued from page 1)

right, members must realize that if there is not specific contract language which prohibits management from acting in a particular manner, more than likely, 'they can do that'. No Letter Carrier ever likes to hear that, but facts are facts.

Finally, I applaud each and every one of our Stewards and you should commend them as well. When done for the right reasons, there is no greater calling and no greater responsibility in our Union than that of NALC Station Steward. The job of representing Letter

Carrier interests in offices large or small is rarely easy and is oftentimes thankless beyond the satisfaction and pleasure of righting an injustice or holding management accountable to comply with their agreements. *Thank You for the job you all do!*



Branch 34 Executive Vice President Kevin Flaherty makes a point a recent New Stewards Training Seminar held at the Branch offices in Woburn with Dan Abellard (Kenmore), William Huber (Watertown), Clisney Olivera (Newtonville), Joe DeBerardinis (Hyde Park) and Joe Mangano (Stoneham). The Branch has scheduled a Branch-wide, on-the-dock Enhanced Steward Training Seminar on Thursday, February 16, 2017 from 8:00 a.m. to 3:30 p.m. at the John P. McKeon Post #146, 4 Hilltop Street, Dorchester, MA (across from Florian Hall). All Stewards should plan to attend!

Branch Officer Training

I attended Branch Officer Training in Phoenix, AZ from January 10th to the 13th. The training was geared towards Presidents, Treasurers, Trustees, Financial Secretaries and Recording Secretaries. Some of these classes were an expansion of the training delegates receive at the biannual conventions.

I wanted to attend to learn how to fill out our LM-2 and to ensure it was being filled out correctly, as well as, our 990. The LM form is a form that all labor organizations have to fill out annually and submit to the Department of Labor (DOL). As the treasurer of the Mass State Letter Carriers Association I fill out the LM-3 which is for Labor Organizations with less than \$250,000 in total annual receipts. The LM-2 is for Labor Organizations with more than \$250,000 in total annual receipts. Needless to say the LM-2 is considerably more difficult to fill out, which is why we and most other branches have an accountant fill it out. I'll be meeting with our accountant to go over the form and our books to ensure we are compliant with all of the DOL regulations.

The 990 is for tax-exempt organizations that is also filled out annually, but this form goes to the IRS not the DOL. Just like the LM-2 it's an enormous document to fill out but one that must be to ensure we keep our tax exempt status.

There were several other classes that I found informative and will help to keep the branch compliant with all of our obligations, such as:

1. Constitution and By-Laws
2. Auditing Branch Records
(which I shared with our Trustees)
3. Fiduciary Issues and Practices
4. Dues & Membership
5. Record keeping
6. Fraud Prevention and Detection
7. Branch Elections
8. Payroll and Lost Time/
Assignment Time

New Congress, Same Attacks

Congressman Todd Rokita (R-IN) has laid out plans to reintroduce his "Promote Accountability and Government Efficiency Act" into this Congress. This legislation was introduced in the 114th Congress but thankfully it died there and hopefully, this reintroduction will die in this Congress.

Some of the lowlights of this legislation are that all new employees will be hired as an at-will employee beginning one year from passage of this legislation. This takes away their right to grieve a suspension or a removal. The Postal Service wouldn't have to establish "Just Cause" in the discipline procedure as they do now. They could remove them with good cause, bad cause or no cause at all.

It also allows the Postal Service to immediately suspend current employees with or without pay for misconduct or poor performance. The length of that suspension will be determined by the head of the agency. After your suspension you'd be entitled to:

- A written notice, not later than ten days after the first day of such suspension, stating the specific reasons for the suspension
- A reasonable time, but not less than 10 days, to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer.
- Be represented by an attorney or other representative
- A review of the case by the agency head and a written final decision at the earliest practicable date

Office of Personnel Management (OPM) would be tasked with coming up with a rating system to gauge performance and if you don't score at least 4 out of 5 you wouldn't be eligible for a raise. Could you imagine such farce taking place on the workroom floor?

If you wanted a raise you'd be mandated to do ten hours of work in eight hours or whatever your boss decided you had to do to get a good rating. Such an arbitrary system would be ripe for abuse. The bill does allow for a grievance to be filed on your performance rating, if you're covered by a collective bargaining agreement, but if such a grievance results in an increased performance rating it cannot result in an increase in pay. Why would you bother grieving it if the grievance wouldn't make you whole? That's the real point.

This bill is nothing more than an attempt to bust federal unions, including the NALC. If there was any doubt the last provision in this bill, which limits official union time, proves it. The ability to have access to your steward on the clock and their ability to investigate and address work place issues on the clock is essential in policing our contract. If that provision wasn't bad enough it also doesn't allow any employee on union business to use any Government property including office space. We couldn't even meet with management to discuss grievances in the PO. Representative Rokita and his anti-union backers know this, that's why it's in the bill.

This bill only had one co-signer in the 114th Congress and hopefully it doesn't even get that one if it's introduced in this Congress. We need to be unified in our efforts to fight off these attacks by these anti-union zealots. They dress up their bills in nice sounding names like "Promote Accountability and Government Efficiency Act" but their goal isn't accountability and efficiency it's to destroy us. Stay informed brothers and sisters, because they can't win unless we let them!



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

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Kevin Flaherty, Associate Editor

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A Fair Share for the NALC!

Three out of four unions have reached agreements with the USPS, and whether it was settled by arbitration, or ratified by the union's membership, these contracts all mirror each other. But with all of these negotiations settled, will the City Letter Carriers be offered a contract that compensates our hard work, and the never ending expansion of our skill set? As I think we all agree, and no disrespect to the other unions, **WE DESERVE MORE!**

Full-time regular Rural Letter Carriers (upon ratification), Clerks (arbitration), and Mail Handlers (ratified) are all receiving a 3.8% wage increases over a three year contract. The COLAs, (Cost of Living Allowances), which are based on the Consumer Price Index published by the Bureau of Labor Statistics will be received by all eligible employees, (Regulars, not Assistant/PSE employees), in 6 month intervals over the life of their contracts, which could raise their base salaries, or it may not change, which they would receive nothing.

The Assistant/PSE employees will be receiving similar increases as follows: Mail Handler Associates, (MHAs), will receive 1% more per year than Mail Handlers, at 2.2%, 2.3%, and 2.3%. In addition, they will receive another 9 cents per hour, 20 cents per hour, and

21 cents per hour respectively over the life of their 3 year contract. PSE's, Rural Carrier Associates, and Assistant Rural Carriers receive similar wage increases more than their regular counterparts, and the same as the MHA's.

Each union member will be paying more for Health Insurance, at a roughly 1% increase a year over the life of their 3 year contracts, ultimately reducing the rate closer to the 72%, which is what the federal government pays for non postal worker's health insurance. And to spell out how these changes will impact these postal workers, each year the 1% will cost these union members on average \$70/ year, (\$210 in three years) for self coverage, and \$130/year, (\$390 in three years) for family coverage. (This essentially is lost wages!)

Seeing these stark similarities across the board is, alarming, aggravating, but certainly not a surprise to anyone. This is the United States Postal Service, and somehow the Titanic of government agencies can adapt to new delivery needs for customers, but can't see the need to reward the people who fueled the agency's recovery. We adapted to the new delivery environment, learning new skills, taking on new processes, customer connecting additional revenues, and taking package delivery into record

setting territory. We proudly can be labeled, "The Hardest Working Employees in the USPS", if not in the entire federal government! And on top of that, we are the most beloved workers in the country. This government agency acts like a corporation, (we are a Service!), reaping the lion share of the rewards, and the workers getting little or nothing! Case in point, the other three agreements!

WE DESERVE MORE, and not that phrase that leaves the compensation to a disinterested third party, "...the result of a legally mandated binding arbitration process that is required when the parties reach impasse." It's time for the USPS to do the right thing!



BOBBY DAMATIN
"Branch 34's CLAN" Editor

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.



2018

S.T.F.U.

This article is about a Pre-Disciplinary Interview (PDI), or Investigative Interview (II). What's a PDI? That's Management's way to find out what happened during some alleged inci-

Don't Be A **SCAB!**

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

Auburndale

ROBIN I. DEVITTO

Back Bay

MICHELLE R. CARTER.....CCA
RALPH E. DONOVAN
CHRISTOPHER A. DOUGLAS
ROBERT A. ROMIKITIS
DAVID P. WIDROW

Braintree

TYRON H. WOOTEN.....CCA

Brookline

CHRISTINE M. BAILEY
JOHN P. NEWCOMB.....CCA

Cambridge - Porter Square

BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

SANDRA GIORDANO

Dorchester Center

JAMES B. KERR

Fenway

IAN CURRY.....CCA
BEVERLY A. SCANLON

Fields Corner

MOLLY LONG.....CCA
VERONICA MITCHELL.....CCA

Fort Point

WAYNE J. CHIN

Hingham-Hull

MARK J. DION

Kenmore

KHEIM DIEUJUSTE

Malden

EILEEN M. FINN

Medfield

ELIZABETH I. RAY

Medford

GERALD M. LYLES

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Scituate

KAREN M. LYNCH

Stoneham

TINA M. DOHERTY

Waltham

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

Weymouth Landing

SAMUEL J. MEJIA.....CCA

Woburn

ROMEIO DISTASIO

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!**

dent, maybe involving you, or one of your co-workers. PDI's are supposed to be fact findings in accordance with the ELM, section 115, and Article 16 of the National Agreement. Management has the obligation to find out the whole story and then, and only then, decide if discipline is warranted in a corrective and not punitive manner.

KNOW YOUR RIGHTS! You don't need a steward to be present when you are asked into the office, but once that first question is asked, you should stop the interview, and **ASK FOR YOUR STEWARD.** You won't get one unless you ask for one. Invoke your Weingarten Rights, please. Now once you're in there, **STFU!**

Stop talking. Don't be defensive. Be smart, and stay calm. Listen to what's being said, and read what is handed to you. Read what they give you or listen to what they say, carefully. I recently had a PDI question that read, "Are you familiar with ELM section 665.16?" During the PDI the carrier said yes, so I asked him to explain it to me. He had no idea what it meant, but that was the

answer he thought he should reply with, so he didn't look foolish. It's foolish to say yes, if you don't know. A perfectly acceptable answer is **IDON'TKNOW.** Can you explain that to me, please?

Think about what they are saying to you. Do you understand what they are saying? If you don't, ask for clarification. Why are they asking you these questions? Understand that these questions are leading to some information that Management thinks is important. Be truthful, but **DON'T GUESS.** I'm not sure. I don't recall. I don't know. These are acceptable answers if they are truthful. Answer what they ask you. If you are asked, "Do you know what time it is?," the answer is **NOT 11:30.** The answer is "Yes, I do know the time" or "No, I do not know." So many times I see carriers answering questions that are not even asked of them. Answer what they ask you in a factual manner. Don't give your opinion.

Formulate your ideas. Don't just blurt out the first thing that pops in your head. Take a minute and think about your answer. There is no time limit. No

need to rush. Make sure you have the correct answer. If you don't know what ELM 665.16 is, then get clarification, and think about how it applies to you. Then give your answer.

Understand that this is the first step in a long process that could lead to disciplinary action against you. Make sure you've listened to the question that was asked. Clarify any doubts about what is being asked, (I don't know or I don't recall are perfectly acceptable). And remember, don't guess. "I think I did," that's a guess. "I may have, but I'm not sure" or "I don't recall" is a better answer. Don't give Management the answer you think they want to hear if you aren't sure. It doesn't help them in deciding your fate if you give them guesses.

So, next time you're in the office and the boss asks you, "Do you understand ELM Section 665.16?" **STFU!**



TONY SCRIVANO
Area Steward

Communication is the Key

"Communication is the Key" is a phrase we've all heard before. Management is banking on you not communicating with each other, or your Steward. The more you communicate with each other, the better!!!!

Through communication you gain knowledge, and knowledge is power, so know your rights!!! If you believe your interaction with management could lead to discipline, **REQUEST A STEWARD!!!** If you see a carrier speaking with a supervisor and it seems

contentious, the carrier looks uncomfortable, or the conversation is starting to get loud, let a Steward know. If the OIG, (Office of Inspector General), wants to ask you a few questions, **REQUEST A STEWARD IMMEDIATELY!!!**

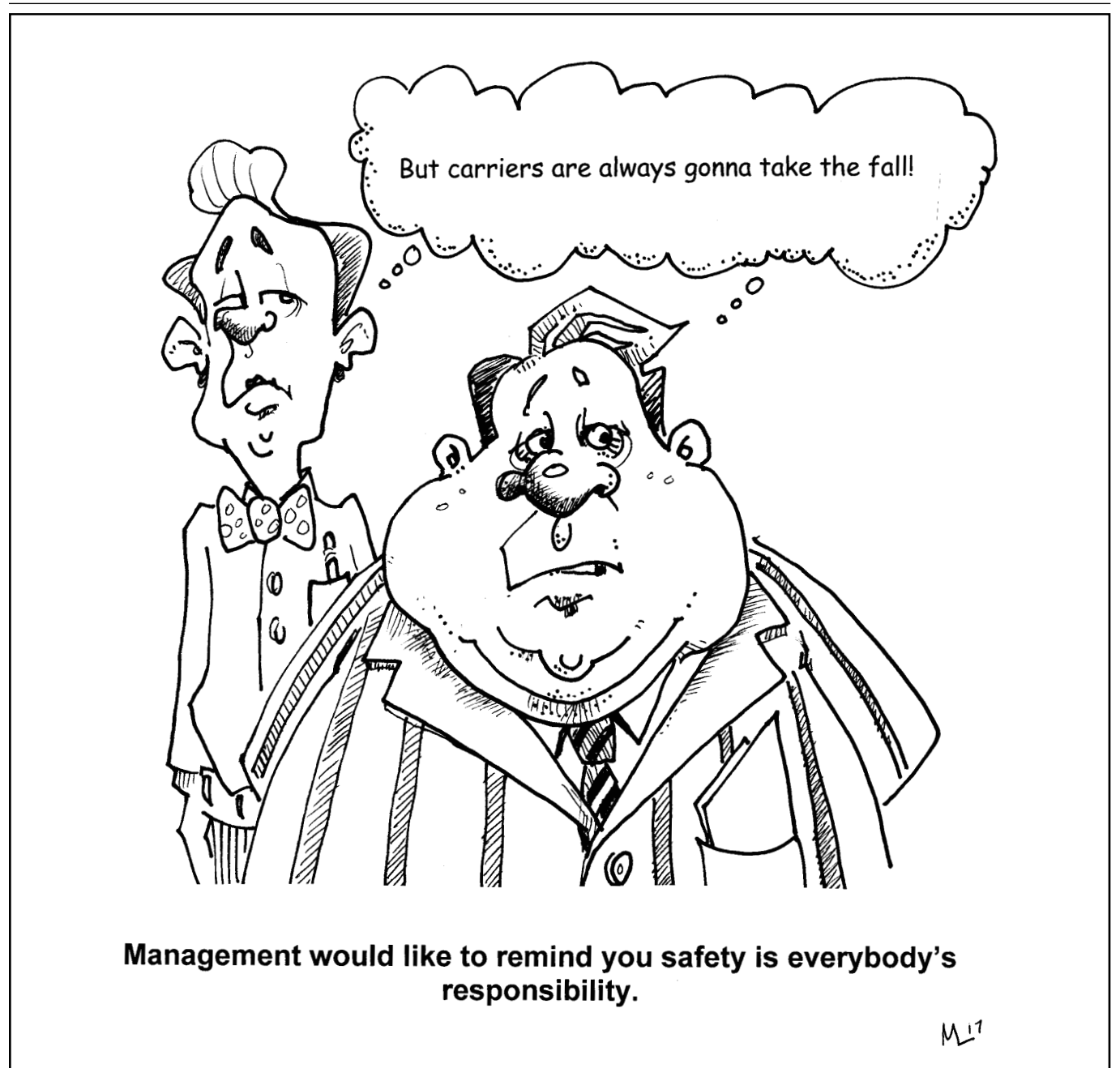
Do not let them tell you a Steward has been called, and is on the way. If you feel you need a Steward and have requested one: **DO NOT ANSWER ANY QUESTIONS, OR SIGN ANYTHING UNTIL THE STEWARD IS PRESENT!!!** Call the Hall if a Steward is

not available, and communicate what is going on. And remember, **YOU MUST REQUEST A STEWARD!!!**

A Steward will not just be provided by Management out of the goodness of their hearts; you **MUST** request one!!! **ONCE REQUESTED, A STEWARD MUST BE PROVIDED!!!!**



LAURA WOOD-FAHEY
Area Steward



Woburn Letter Carriers: Caring for Others

I have been the Woburn Shop Steward for over 25 years. We have seen many changes during that time: DPS, FSS, etc. The most consistent thing about the Woburn Letter Carriers has been the caring that they have shown for the Woburn community.

We currently conduct two food drives that are run in May and October because the Woburn Food Pantry requested additional help. **Debra Salmon** runs both and does a great job.

We also run a local MDA Golf Tournament that raises over ten-thousand dollars every year for the past ten-years. This tournament is run by my co-steward **Fred Casey**, his family, and way too many Letter Carriers to mention here.

Then we have **George Adams**, our mentor, and friend, who as a Retired Letter Carrier still runs all of our MDA efforts for Branch 34. We currently have a trailer load of toys donated to the Woburn MDA that we raffle off throughout the year at our monthly branch meetings that raise thousands of dollars for the Muscular Dystrophy Association. This effort is greatly helped by Letter Carrier **Rich Bucci**, who transports the toys.

Lastly, the Woburn Letter Carriers are great proponents of Customer Connect where we have not only generated millions of dollars for the USPS, but also created multiple overtime opportunities for pickups. This effort is run by Customer Connect Coordinator **Billy Shea**,

and Superstar Lead Getter **Paul Bruno**, who himself has generated \$400,000 dollars in leads to the program.

The Woburn Letter Carriers make me proud and I am honored to be their Shop Steward.



VIGO CONTE
Trustee



Medford Letter Carriers pay their respect outside of the Post Office as the funeral procession for Anthony Teta passes by.

2017 Branch 34 National Association of Letter Carriers Scholarship Program

The National Association of Letter Carriers has always sought in every way possible to foster the well-being of its Members. To that end, your Joseph P. Considine Branch 34 has established a scholarship program to help qualified students among the children of our Members – active, retired or deceased.

Each year, six (6) one-year college scholarships carrying stipends of \$1000 each will be awarded by a committee of Boston area educators to the highest ranking candidates. Academic and personal promise will be their only criteria. No Member of the National Association of Letter Carriers will be involved in the decisions in any manner.

Winners of a Branch 34 Letter Carriers scholarship must attend an accredited two- or four-year college or university offering a course of instruction leading to bachelor's degree. The scholarship award will be sent in the student's name, payable to the college at which he/she is enrolled. The stipend will be credited to the recipient's account and used in accordance with the scholarship policy of the college.

Qualifications

The student must be a legal dependant of a Member of the NALC, Branch 34. He or she must be a high school graduate who in 2017 will enter the freshman class of an accredited college or university.

How to Apply

1) Cut-out, complete and return the attached application, **no later than March 31, 2017**, to the address printed below. Be careful to answer every question completely, accurately and legibly.

2) Register for and take the College Board SAT 1. Scores should be reported on the attached application. If taken more than once, report your best scores. Consult your high school guidance counselor for advice and information on registration and the site of the test. The test fee is your responsibility.

3) At an appropriate time, the selection committee will send the applicant a Biographical Questionnaire, and a School Report Form. These must be completed and returned according to the instruction enclosed with the forms.

Scholarship Recipients

Scholarship recipients will be notified no later than June 1, 2017. However, a scholarship award will not become effective until a winner is definitely enrolled in an approved college or university.

MAIL TO:

Bernard Pekala
Chairman, Scholarship Selection Committee
44 Old Stage Coach Road
Bedford, MA 01730-1247

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:

Robert W. Babcock.....Medford
William J. BellMedford
Willie F. Brown..... Waltham
William P. FinnPorter Square
James M. FitzgeraldBelmont
David W. Garrant.....Stoneham
Neil J. GuarinoFort Point
Gerard W. Hogan.....Porter Square
Normand R. Iandolo.....Revere
William J. King..... Waltham
Francis M. Lydon.....J.F.K.
Patrick T. O'ConnorMedford
Roberta J. O'Donnell..... Back Bay
Dennis C. Reardon, Jr..... Cohasset

In Memoriam

Robert M. Pinato*
Retired Member - Quincy

Lyn Brock-Mallon
Active Member - Roxbury

Anthony Teta
Active Member - Medford

Vihn Q. To
Active Member - Kenmore

* Denotes Gold Card Member

Rest in Peace

APPLICATION FOR 2017 BRANCH 34 NALC SCHOLARSHIP

Please print or type all entries except for signature
National Association of Letter Carriers, Joseph P. Considine Branch No. 34, AFL-CIO

Student's Name: _____

Email Address: _____

Home Address: _____

Phone: _____

Name of Secondary School attended: _____

Graduation Date: _____

Address of Secondary School: _____

Phone: _____

Scholastic Aptitude Test Scores (if already taken):

Critical Reading: _____ Math: _____ Written: _____

Scholastic Aptitude Test Date(s): _____

Name of parent who is a Member or Deceased Member of Branch 34: _____

Relationship: _____

Signature of Applicant: _____ Date: _____



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Branch 34 Salutes Its Recent Retirees

Porter Square's William Finn and Gerald Hogan



Porter Square Cambridge's William Finn (left photo) and Gerald Hogan (right photo) receive congratulations from Branch 34 Executive Vice President Kevin Flaherty and Shop Stewards William Criscitelli and Christopher Paolera on their well-deserved retirements.

Fort Point's Neil Guarino



Fort Point's Neil Guarino (2nd from right) receives congratulations from Shop Steward Thor Hellested, Branch 34 Secretary-Treasurer Michael Murray and Shop Steward Benny Faletra.

Revere's Normand Iandolo



Branch 34 Executive Vice President Kevin Flaherty presents retirement gifts to Revere's Normand Iandolo as Shop Steward James Costello looks on.



Fort Point's Neil Guarino (2nd from right) enjoys the stories from Branch 34 Financial Secretary Michael Gorham and Fort Point co-workers Bob Degraan and Bob Parker.

Revere's Normand Iandolo receives a round of applause from his co-workers as he heads out onto retirement.

Belmont's James Fitzgerald



Belmont's James Fitzgerald poses with Branch 34 President Michael Yerkes and Shop Stewards Salvatore Celeste and David D'Agostino as they celebrate James' retirement from the USPS.

Back Bay's Robin O'Donnell



Back Bay's Robin O'Donnell shares a laugh with Branch 34 President Michael Yerkes (right) and Theresa Taylor-McGinnis.

Medford's Patrick O'Connor & William Bell



Medford Shop Steward John Holmberg (left) and Branch 34 Secretary-Treasurer Michael Murray (right) congratulate recent retirees Patrick O'Connor and William Bell.



Back Bay's Robin O'Donnell cuts her retirement cake.



Back Bay's Robin O'Donnell is congratulated by her Back Bay co-workers on her last day.

27th Annual Branch 34 Bowl-A-Thon for MDA

We are writing to you on behalf of both the National Association of Letter Carriers (Branch 34) and the MDA. For 50+ years, the letter carriers in the Boston Installation (Greater Boston) have helped raise funds to find a cure for muscular dystrophy.

On Sunday, March 26, 2017, we will once again be hosting our annual MDA Bowl-A-Thon at Lanes and Games in Cambridge.

As part of the Bowl-A-Thon event we will raffle off donated items from local businesses. We are presently soliciting Area Merchants for Donations (*gift cards, gift certificates, merchandise, services, sponsoring a lane or two*, etc.*)

All donations to the raffle are greatly appreciated and will be recognized in the *Branch 34's CLAN*, a publication distributed to over 4,000 letter carriers.

If you have any questions, please feel free to call Domenic Corsetti at the Lexington Post Office (781-862-4006) or the Branch Office (781-281-1133).

Thank you for continued support of the MDA.

Sincerely and fraternally,

*Domenic Corsetti & George Adams
Co-Chairmen, MDA-Branch 34*

** Lane Sponsors are \$50.00 per lane
(10 for \$500.00)*

27th Annual Branch 34 Bowl-A-Thon for the Muscular Dystrophy Association

*Sunday, March 26, 2017 starting at 9:00 a.m.
at Lanes and Games, Route 2, Cambridge*

Cost: Candlepin – Team of Five (5) – \$30 each (\$150 per team)
Tenpin – Team of Four (4) – \$30 each (\$120 per team)

Make checks payable to: Branch 34 MDA Bowling

Mail this form, with your payment to:

Domenic Corsetti
NALC Branch 34
400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396

Circle: Candlepin Tenpin

Station: _____

Names: _____

Branch 34 “Letter Carrier of Distinction” – Dan Maguire

By Bobby Damatin

Being in the right place, at the right time is always considered a stroke of luck. But if it includes a fire, and saving some young lives, this can be considered more in the realm of what hero **Dan Maguire** called, “divine intervention.” Back in June, while doing his one o’clock collection in his LLV, the 30-year veteran of the Postal Service saw smoke that he initially thought was from a backyard BBQ. He caught a whiff of a strong burning smell that entered his vehicle, which led Dan to investigate further. Unbeknownst to the residents, a fire was spreading to the dwelling from a bed of dry mulch. While calling 911, he banged on the door, and called out to evacuate the property immediately. Running out, one of the three teenagers that were on the second floor told Dan, “You saved my life man, so glad you stopped!”

If Dan Maguire isn’t saving a life, you will still find him helping others. Whether in the postal service as the Revere Customer Connect Coordinator, running the Carrier Alert Program, or working on his new route in Melrose. And for the past 13 years he has been a member of the Revere School Committee.

Dan and his wife, **Adrienne**, a school nurse, are the proud parents of **Michaela**, a recent graduate of Regis College, and employed as a nurse, and **Meghan**, a Revere High School junior.

But his story does not end here! Branch 34 is nominating our Brother for the 2017 Letter Carrier Heroes of the Year Award, which includes a formal ceremony in Washington, DC. This program selects people that selflessly serve our millions of customers above, and beyond their duties of Letter Carrier.

Good Luck Dan, and Thank You for your heroic efforts!



The Maguire family – Meghan, Michaela, Adrienne and Dan.

If you know a Brother or Sister that exemplifies someone who gives from the heart by helping others at work, or in their community, please let us know. They could be our next, Branch 34 “Letter Carrier of Distinction.”

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The Honorable Elizabeth Warren
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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, Attleboro, North Attleborough, 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, Rockland, 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

State of the Union

It is with humility and honor that I present to the letter carriers of New England, my nineteenth annual State of the Union report.

The supreme undertaking of any union is the quality of representation it provides to its dues paying members at the branch, regional and national levels. While I am fully cognizant that there is always a few areas needing some improvement at those levels, in totality I can say with full confidence that the NALC is second to no union in the quality of representation it affords its rank and file.

At the regional level, the Business Agent's office is fully engaged with our local branches throughout New England on a daily basis. It may be providing training,

assisting with grievances or coordinating our regional arbitration hearings. One of the goals at the Business Agents office is to assist branches to be successful, while not interfering with branch operations or the duties and obligations of its elected officials. The best resolves are achieved at the local level by the local parties.

Since May 2016, city letter carriers have been working without benefit of a new National Agreement. As long as the parties continue in those discussions and it appears a tentative agreement can be struck, that pursuit is a worthwhile one. The risk is that if agreement cannot be reached, and the hour is late, valuable time was lost in not seeking arbitration at the national level. All negotiations involve some risk. Recognizing the members are getting a little apprehensive, I remain optimistic a tentative agreement can be mutually reached. At that time, the active rank and file members of this union will be the final arbiter of whether or not the agreement is reflective of the hard work and dedication of this nations city letter carriers.

Just as a very high number of letter carriers will retire this year, over the course of recent months, so have many management representatives taken the golden parachute. There is new leadership at the national, regional and local levels. While I certainly am not expecting a **Richard Branson** or **Elon Musk** to appear, early indications are that we will again be subjected to old and tired ideas from our new and fearless leaders.

One need not look any further than what I expect to be a significant round of route inspections next Spring. Now there's some innovation for ya.

I take this opportunity to remind letter carriers to follow the proper procedures and regulations to ensure you are in the proper performance of your duties, and receive full credit for all of your daily functions. If one waits to the week of inspection, it is far too late to get an honest adjustment.

Upon being privileged with the honor of being the Business Agent for New England, I promised that I would make every effort to ensure our letter carriers and elected branch leaders would be second to none in receiving training and knowledge. We continue in those efforts. In keeping with that, our Regional RAP & Training Session is scheduled for March 4-5, 2017, In Providence, RI. I extend an invitation to all union members to come join with your brother and sister letter carriers from around New England for some business and pleasure. An enlightened and informed letter carrier is a supervisor's worse nightmare.

Be proud New England. Union membership in organized labor continues to plummet. And with it goes the Middle Class. Not here. New England letter carriers are #1 in the NALC in organizing. An amazing 96% of letter carriers in New England are union members. Congratulations! And a bag of coal to the 4% Freeloaders.

Make a New Year's Resolution to attend union meetings in 2017.

I wish you all a very Happy, Healthy & Prosperous New Year.

"Power concedes nothing without a demand. It never did and never will."



JOHN J. CASCIANO
National Business Agent

- Frederick Douglass

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.

- 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
- September 18 – September 24, 2017
- September 25 – October 8, 2017
- October 9, 2017 – October 22, 2017
- October 23 – November 5, 2017
- November 6 – November 19, 2017
- November 20 – December 3, 2017
- December 4 – December 17, 2017
- December 18 – December 31, 2017
- January 1 – January 14, 2018
- January 15 – January 28, 2018
- January 29 – February 10, 2018
- February 11 – February 24, 2018
- February 25 – March 7, 2018
- March 8 – March 21, 2018

– Michael Murray,
Branch 34 Secretary-Treasurer

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CALENDAR YEAR 2017

ROTATING NON-SCHEDULED DAYS

REVISED
CALENDAR

Michael Yerkes, *President*
 Kevin Flaherty, *Executive Vice President*
 Bob Simpson, *Vice President*
 Michael Murray, *Secretary-Treasurer*
 Michael Gorham, *Financial Secretary*
 Robert Damatin, *Editor, Branch 34's CLAN*
 Joseph DeMambro, *Health Benefit Officer*
 Benny Faletra, *Sergeant-at-Arms*

Lawrence Last, *Clerk, NSBA-MBA*
 Bernadette Romans, *Area Steward*
 Tom Rooney, *Area Steward*
 Tony Scrivano, *Area Steward*
 Laura Wood-Fahey, *Area Steward*
 Paul Roche, *Trustee*
 Wanda Hamm, *Trustee*
 Vigo Conte, *Trustee*

400 West Cummings Park, Suite 3950 | Woburn, MA 01801 | T/781-281-1133 | F/781-281-1127 | www.nalcbranch34.com

1 Legal National Holidays | Branch Meetings at 7 PM/Location TBA | Paydays | 10% Boston/Cambridge Leave Information

JANUARY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
10%	A	B	C	D	E	E
1	2	3	4	5	6	7
10%	F	A	B	C	D	D
8	9	10	11	12	13	14
10%	E	F	A	B	C	C
15	16	17	18	19	20	21
10%	D	E	F	A	B	B
22	23	24	25	26	27	28
10%	C	D				
29	30	31				

1: NEW YEAR'S DAY
 16: M.L. KING JR. DAY

FEBRUARY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			10% E	F	A	A
			1	2	3	4
10%	B	C	D	E	F	F
5	6	7	8	9	10	11
10%	A	B	C	D	E	E
12	13	14	15	16	17	18
12%	F	A	B	C	D	D
19	20	21	22	23	24	25
10%	E	F				
26	27	28				

14: VALENTINE'S DAY
 20: PRESIDENT'S DAY

MARCH 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			10% A	B	C	C
			1	2	3	4
10%	D	E	F	A	B	B
5	6	7	8	9	10	11
10%	C	D	E	F	A	A
12	13	14	15	16	17	18
10%	B	C	D	E	F	F
19	20	21	22	23	24	25
10%	A	B	C	D	E	
26	27	28	29	30	31	

1: ASH WEDNESDAY
 17: ST. PATRICK'S DAY/EVACUATION DAY

CANVAS CARRIERS FOR PRIME TIME VACATIONS

APRIL 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						10% E
						1
10%	F	A	B	C	D	D
2	3	4	5	6	7	8
10%	E	F	A	B	C	C
9	10	11	12	13	14	15
12%	D	E	F	A	B	B
16	17	18	19	20	21	22
10%	C	D	E	F	A	A
23	24	25	26	27	28	29
10%						
30						

10: PASSOVER BEGINS
 14: GOOD FRIDAY
 16: EASTER SUNDAY
 17: PATRIOT'S DAY

MAY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	10% B	C	D	E	F	F
	1	2	3	4	5	6
10%	A	B	C	D	E	14% E
7	8	9	10	11	12	13
14%	F	A	B	C	D	D
14	15	16	17	18	19	20
14%	E	F	A	B	C	C
21	22	23	24	25	26	27
16%	D	E	F			
28	29	30	31			

14: MOTHER'S DAY
 29: MEMORIAL DAY
 13: NALC FOOD DRIVE
 19-21: MSLCA CONVENTION

JUNE 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				16% A	B	B
				1	2	3
16%	C	D	E	F	A	A
4	5	6	7	8	9	10
16%	B	C	D	E	F	F
11	12	13	14	15	16	17
16%	A	B	C	D	E	E
18	19	20	21	22	23	24
16%	F	A	B	C	D	
25	26	27	28	29	30	

14: FLAG DAY
 18: FATHER'S DAY

JULY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						10% D
						1
16%	E	F	A	B	C	C
2	3	4	5	6	7	8
16%	D	E	F	A	B	B
9	10	11	12	13	14	15
16%	C	D	E	F	A	A
16	17	18	19	20	21	22
16%	B	C	D	E	F	F
23	24	25	26	27	28	29
16%	A					
30	31					

4: INDEPENDENCE DAY

NO BRANCH MEETINGS IN JULY & AUGUST

AUGUST 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		16% B	C	D	E	E
		1	2	3	4	5
16%	F	A	B	C	D	D
6	7	8	9	10	11	12
16%	E	F	A	B	C	C
13	14	15	16	17	18	19
16%	D	E	F	A	B	B
20	21	22	23	24	25	26
16%	C	D	E	F		
27	28	29	30	31		

SEPTEMBER 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					16% A	A
					1	2
16%	B	C	D	E	F	F
3	4	5	6	7	8	9
16%	A	B	C	D	E	E
10	11	12	13	14	15	16
16%	F	A	B	C	D	D
17	18	19	20	21	22	23
16%	E	F	A	B	C	C
24	25	26	27	28	29	30

4: LABOR DAY
 20: ROSH HASHANAH BEGINS
 29: YOM KIPPUR BEGINS

9: LAST DAY FOR FALL 2017 NON-CHOICE VACATION

OCTOBER 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
14%	D	E	F	A	B	B
1	2	3	4	5	6	7
14%	C	D	E	F	A	A
8	9	10	11	12	13	14
10%	B	C	D	E	F	F
15	16	17	18	19	20	21
10%	A	B	C	D	E	E
22	23	24	25	26	27	28
10%	F	A				
29	30	31				

9: COLUMBUS DAY
 31: HALLOWEEN

NOVEMBER 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			10% B	C	D	D
			1	2	3	4
10%	E	F	A	B	C	C
5	6	7	8	9	10	11
10%	D	E	F	A	B	B
12	13	14	15	16	17	18
10%+1	C	D	E	F	A	A
19	20	21	22	23	24	25
10%	B	C	D	E		
26	27	28	29	30		

7: ELECTION DAY
 11: VETERANS' DAY
 23: THANKSGIVING DAY

DECEMBER 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					10% F	F
					1	2
10%	A	B	C	D	E	E
3	4	5	6	7	8	9
10%	F	A	B	C	D	D
10	11	12	13	14	15	16
10%	E	F	A	B	C	C
17	18	19	20	21	22	23
0%	D	E	F	A	B	B
24	25	26	27	28	29	30
10%						
31						

12: HANUKKAH BEGINS
 24: CHRISTMAS EVE
 25: CHRISTMAS DAY
 26: KWANZAA BEGINS
 31: NEW YEAR'S EVE

4: LAST DAY FOR 2018 NON-CHOICE VACATION