



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

Volume XLVII, Number 1
March-May 2018

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

Address Service Requested



Non-Profit Org.
U.S. Postage
PAID
Boston, MA
Permit No. 54631

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 128 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2018

Upcoming Meetings

Please check out the dates, times and locations for all upcoming Membership Meetings on the new-and-improved **BRANCH 34 WEBSITE** at nalcbranch34.com



Inside Branch 34's CLAN

National Reassessment Process (NRP) News
Page 2

Deliver It the Right Way or Deliver More Streets the Wrong Way
Page 3

Fair is Fair, Just Not in Here!
Page 3

Branch 34's Letter Carriers of Distinction – Weymouth Landing's Robert Donovan and Quincy's Michelle Binda
Page 4

Know the Two Different Types of Grievances
Page 5

It's Time for Management to Get Some Skin in the Game
Page 5

We're Not Gonna Take It!
Page 5

Branch 34's MDA Bowl-A-Thon – "Fun for Everyone!"
Pages 6 & 7

Hip, Hip, Hooray and Farewell: NBA John Casciano to Retire at End of Term
Page 8

T/781-281-1133
F/781-281-1127
nalcbranch34.com

President's Report

It's Not Your Route Any Longer

I preface this article by stating that I am not one who normally takes any stock in the vast ocean of conspiracy theorists among us.

For instance, I do not believe that the government is actually hiding the existence of Unidentified Flying Objects (UFO's) from the public.

More relevant to our daily lives, despite the overwhelming circumstantial evidence to the contrary, I also do not think that postal management is actually capable of hiding mail during the weeks of route inspections. Rather, I am more confident that if than one or more management personnel were aware of such a scheme, one or both these blabbermouths couldn't wait to let us know how smart they are. They just can't help themselves.

That said, I do believe that there are forces conspiring to undermine and destroy this organization, and I am not referring to unknown wealthy exploiters looking to make further profit.

I'm referring to our own district manager and his Operations Programs Support puppet who both appear to believe that ripping routes out of stations, creating havoc where none previously existed

and in general, further eroding service to our customers is the way to right this sinking ship. The phase 'rearranging chairs on the Titanic' has rarely been more appropriate.

It is no secret. **SERVICE HAS NEVER BEEN WORSE!** Perhaps I overstate, I really can't speak back to the time of pony express with bandits and Indians terrorizing the plains but I can speak to my thirty-five plus years of employment and I can state confidently that *Service Has Never Been Worse*.

The fact that I can't get my cable bill to Newark, New Jersey in less than five days without mailing the payment in an Amazon package is outrageous.

It is also no secret that our employer has financial problems, some of which are beyond their control but many of which are self-inflicted. The record of the Postal Services' disastrous national strategies, policies developed with little or no Union input; continue to pile up on the balance sheet.

How many billions of dollars remain potentially at risk due to the ongoing litigation relative to their ill-advised National Reassessment Program (NRP) where job related injured employees were sent home due to lack perceived productive work?

So how do postal leaders nationally and on the fourth floor of the downtown Greater Boston District headquarters react to these financial blunders?

In typical fashion, they revert back to their same old tired playbook and declare war on the one thing we have going for us, our delivery network. The solutions, in their eyes, is to double-down on their losses and waste hundreds of thousands of dollars on route inspections in a misguided attempt to abolish routes from cities and towns to save chump change, if anything. To put it bluntly, they believe you are the problem.

It is not as if route inspections were their only alternative and it certainly should not have been their first choice. The plant has been a nightmare forever and the need to fix the distribution process and get the mail into the stations earlier is long overdue. But fixing root problems takes ingenuity and simply changing Letter Carrier start times later and later only impacts you and your co-workers; at least that is what they think.

At a time when everyone in this organization's focus should be on improving service, these rocket scientists only solution remains fixated on slashing service.

So what are we going to do about it? To begin with, we will continue to schedule route inspection classes for all offices slated to undergo inspection and I want to commend and congratulate the dozens of Members who have taken the time to meet up with myself and Branch officers after work to acquire a better understanding of

(continued on page 2)



MICHAEL YERKES
President



Let's Reminisce
About the Good Ole Days!

Meet up at the
Retiree Luncheon
Sunday, May 20th

Dear Branch 34 Retired Member,

It is time once again to join us in trading your old postal tales with your retired friends and co-workers at the **Annual Branch 34 Retiree Luncheon**. This year's event is **Sunday, May 20, 2018** at 12 noon and once again, it will held at the Florian Hall, 55 Hallet Street in Dorchester.

If you are one of the large group of Members who has recently joined the ranks of the retired, you may be unaware that this event is our yearly get together of Branch 34 Retired Members which consists of a great meal with complimentary beverages and the promise of no longwinded speeches.

If you are long-time Retired Member who has never attended the Annual Branch 34 Retiree Luncheon, now would be the perfect opportunity to ring up an old buddy who you've lost touch with and make a date to catch up on old times.

If you a regular at the affair, you know that it is always an afternoon well spent!

I sincerely hope that you are enjoying a healthy and active retirement and we look forward to seeing you at the **Annual Branch 34 Retiree Luncheon on Sunday, May 20th**. Please RSVP by calling the Branch 34 office and let us know who will be attending.

Sincerely and fraternally,

M.P. Yerkes

Michael P. Yerkes
President,
NALC, Branch 34





BRANCH 34 STATION STEWARDS

Allston.....	Jack Gomes
Arlington.....	Gerald McCarthy Sean Mullet
Auburndale.....	Thomas Kierstead
Back Bay.....	Lucy Warren Mike McCormack
Belmont.....	Salvatore Celeste David D'Agostino
Braintree DMU.....	Richard Fraser Robert O'Donnell
Brighton.....	Roshon Butts
Brookline.....	Joseph DeMambro Dean Gonatas
Cambridge - Central Sq.....	William Wilkins Christopher Nolett
Cambridge - Porter Sq.....	William Cresitelli
Cohasset.....	Judi Aronson
Chestnut Hill.....	Thomas Conville
Dorchester.....	Vacant
East Weymouth.....	Artie Matthews
Fenway.....	Tony Cinelli
Fields Corner.....	James Hudson
Fort Point.....	Benny Faletta Thor Hellestedt
Hingham/Hull.....	Michael Bertrand
Hyde Park.....	Joseph DeBerardinis
IMC - Chelsea.....	William Lang
IMC - East Boston.....	Emelio Leone
IMC - Winthrop.....	John Fanning
IMC - Everett.....	Tom Ciulla
IMC - Charlestown.....	Vacant
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 Chris Dineen
Mattapan.....	Vacant
Medfield.....	Christopher Pacitti
Medford.....	Jon Holmberg Stephen White
Milton.....	Robert Leighton
Needham.....	Diane Butera P.J. McDonough
Newton Centre.....	David Ward
Newton Highlands.....	Richard Shelley
Newtonville.....	Thomas Duff (A) Heidi White
North Quincy.....	Tyler Brooks
North Weymouth.....	Mike Davis
Quincy.....	John Ainsley Michael O'Connor
Revere DMU.....	David O'Connor
Melrose.....	Tanya Gorham
Roslindale.....	Adam Difazio
Roxbury.....	John Galvin Keith Meredith Samie Smith
Scituate.....	Thomas Finegan
South Boston.....	Tyler Clarke
So. Weymouth.....	Rusty Craven
Stoneham.....	Joseph Mangano
Waban.....	Rich Farrell
Waltham.....	Edward Walsh Colive Heaven
Watertown.....	William Huber
Wellesley.....	Mark Lester
Wellesley Hills.....	Jack Eppenstein
Weston.....	David Demarco
West Newton.....	Vacant
West Roxbury.....	Michael Walter Stephen Tinglof
Weymouth Landing.....	Mario Venturelli
Woburn.....	Vigo Conte Fred Casey
Wollaston.....	Thomas Rooney, Jr.

National Reassessment Process (NRP) News

The EEOC entered a final decision finding that the US Postal Service discriminated against Postal Workers when it subjected them to the NRP between May 5, 2006 and July 1, 2011.

The final decision found that the NRP intentionally discriminated against these USPS employees by treating them unfavorably, cancelling jobs, creating a hostile environment, improperly using their private medical information, and forcing some to retire or resign.

Now that the decision has been rendered the Postal Service will have to make a payout to as many as 130,000 current and former employees as part of the class-action lawsuit.

The ruling came more than ten years after the injured employee filed the class action complaint. The lawsuit started after an employee who suffered an on-the-job injury in 1997 was told in 2006, the under NRP, her post-disability assignment had been deemed extraneous work and was escorted off the premises.

Over a six year process EEOC found 15,000 employees were given new assignments and 10,000 were notified of "no

work available". Over 100,000 employees either recovered and returned to work or left the Postal Service.

In the ruling EEOC opined "in targeting IOD employees, officials acting under the auspices of the NRP had subjected them to disparate treatment because of their disabilities. In implementing the NRP officials disregarded the agency's obligation under the Rehabilitation Act."

The Postal Service took away reasonable accommodations that had been provided the EEOC said. The Postal Service failed to define what actually constituted necessary work. That term was a key element in thousands of grievances being won by NALC.

All affected members should have been notified by the Postal Service and the law firm representing the class, Thomas & Solomon. The name of the case is "McConnell v. US Postal Service, EEOC Case No. 520-2010-00280X."

Anyone letter carrier affected by NRP should have responded by April 12, 2018. The money due individuals, if at all, remains to be seen but this is in addition to the millions of dollars payed out in

grievances settlements. Who was the genius that came up with the idea?

This goes to show once again there is no accountability within the Postal Service. Millions paid already with possibly millions more to come. The same is true for repeat violations on grievance settled already. It is the same for manipulating time card hits (we will see). When will the Postal Service be held accountable?

On another note the Branch 34 semi-annual steward training is scheduled for Wednesday, May 2, 2018. One topic to be covered will be investigating and handling route inspection grievances.

Also our annual Retirement luncheon will be held on Sunday, May 20, 2018 at Florian Hall. I hope to see many of our recent and past retirees there.

Have you signed up to contribute to the Letter Carrier Political Fund? (Credit: postalnews.com)



KEVIN FLAHERTY
Executive Vice President

It's Not Your Route Any Longer...

(continued from page 1)

the process, familiarity with completion of the forms and answers to the many questions and concerns that route inspections inevitably creates.

Additionally, we've have recently met with National Business Agent John Casciano's office in a concerted effort to formulate a better plan to address through the grievance process, the callous realities of management's COR program, a software package capable of dangerous results especially in the hands of a vindictive juvenile.

We will soon begin training additional branch activists to assist our route inspection specialists in the time consuming task of ensuring that management at least complies with its M-39 route adjustment requirements.

Significantly, we have also revised an upcoming on-the-clock Stewards Training seminar now scheduled for **Thursday, May 17**, which will focus a significant

portion of our session on the route protection and the inspection process.

Finally, Branch 34 is done with fixing the perpetual screw-ups of these incompetent alleged decision makers when it comes to route inspections and I implore you to do likewise.

Too often as Letter Carriers, we do whatever we can to fix the obviously impracticable adjustments to our routes due to a deep-rooted need to service our customers. Unfortunately, **these aren't our routes anymore** and truth be told, they never really were. Management is creating this anarchy, it's time we let them own it.

In closing, all Members must recognize that with the technology currently available, you are already under the scrutiny of route inspection like surveillance regardless of whether your

supervisor utilizes the technology or not.

Currently, management's newest initiative is to roll out a program designed in part to 'drill down' on anyone involved in an accident with a mandatory 10-days of driver observations (Form 4584) following the accident in addition to an examination of the previous 10-days of their GPS, DOIS and TACS data in an effort to find out if someone deviated from route, drove excessively fast and/or were stationary for extended periods of time. Results of this mandated scrutiny will be shared with District Safety, Area Managers and Operations Programs Support. Discipline, no doubt, will surely follow!

Yet another reason that you should perform your duties in a safe and professional manner, be where you are supposed to be at all times and follow your instructions, no matter how stupid they may be.

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:

Lawrence D. Ahlstedt.....South Weymouth
 Stephen W. Clifford.....Chestnut Hill
 John M. Colandreo.....Fort Point
 Donald V. Devereaux.....Medford
 Patricia A. Dillon.....Woburn
 Elissa S. Donnelly.....Quincy
 Robert L. Evans.....Wollaston
 Vincent S. Fratalia.....Arlington
 Ronald P. French.....Porter Square
 Henry Gediman.....Newton Highlands
 David E. Haddix.....Quincy
 David J. Linehan.....Milton
 David G. Longarini.....Lexington
 Daniel T. Lyons.....Wollaston
 Patricia A. Macrillo.....Quincy
 Joseph P. McCormack.....IMC-Everett
 Sandra L. McDonough.....Wellesley Hills
 Richard C. Nickerson.....North Weymouth
 Madeline J. Reagan.....Newtonville
 Joseph W. Roche Jr.....J.F.K.
 John F. Schneiderman.....Brookline
 Francis Tempesta.....Wollaston
 Gerald J. Vincunas.....Watertown
 Scott M. Valdez.....Jamaica Plain
 Paul E. Walsh.....Roslindale
 Richard C. Yau.....Brookline

Thanks for Helping the Annual NALC Food Drive Thrive!

Doing what we do best is in our delivery! And nothing could be truer than all the collecting and distributing of food we have done over the last 25 years. And 2018 was not going to be any different. Our NALC membership has made tremendous contributions across this country in helping feed those amongst us that are in need, and unfortunately that need is not going away. It's hard to believe that in our great nation there are people that cannot provide for themselves, and those in their families. The participation of our Brothers and Sisters in this Union driven event made the channeling of millions of pounds of food to those who needed it possible. And this all happened in the largest one day food drive in the country.

And over the years this event has positively engaged our customers by assisting us with this important endeavor. Without their kindness, and of course, their donations, this event could never have grown into what it is today!

The Food Drive has also become a special day at the offices we work out of. Some had t-shirts, others had a pizza party or a cookout, and yet other offices did their own special thing. Food Drive Day has created a sense of community amongst our employees that's a great way for us to give back in the places we work, and it's also good for the soul!

Thank you for all your help, and let's continue to come together on every second Saturday in May, and make a difference in the lives of Americans who need it most!



Deliver It the Right Way or Deliver More Streets the Wrong Way

The choice should be easy, but unfortunately too many carriers decide to cut corners just so they can complete their assignments in eight hours. When you finish your assignment in eight hours by cutting corners like skipping breaks and lunch, working unsafely, or throwing mail on a porch rather than putting it into the mail receptacle you're not only doing a disservice to our customers but to yourselves as well.

Each one of those examples is a violation of our contract. No employee has the right to skip their breaks. **You must take them.** Article 41 of our agreement states:

"Rest Breaks. National Arbitrator Britton ruled that the Postal Service must ensure that all employees stop working during an office break. Contractual breaks must be observed and **cannot be waived by employees (HAN-3D-C 9419, December 22, 1988, C-08555).**"

Your half hour lunch is unpaid so if you're working through it, you're working off the clock. Both our National Agreement and Local Agreement address this issue. Article 41.3.K of our National Agreement states:

"Supervisors shall not require, nor permit, employees to work off the clock."

Article 8.B in the Local Agreement states:

"Letter Carriers shall perform required work only on official time."

Only a few days ago I actually spoke to a carrier who was upset with his supervisor because he wouldn't let him work off

the clock. I initially thought I was being pranked but he was serious. He eventually hung up on me because I wouldn't assist him in giving away the only bargaining chip we have, our labor. For those carriers who work off the clock and are anxiously awaiting our next COLA and pay increase, you don't have to wait. Stop working off the clock and that time will then become paid OT. See you just got a pay increase.

Route Inspection Specialist, **Richie Galvin** told me he had a carrier tell him that "if I don't work off the clock then I won't have time to pivot." Well, for her efforts that carrier will get a healthy addition to her assignment. I'm on the opposite end of the spectrum, I won't even say good morning to the supervisor unless I'm on the clock.

Article 14 of the National Agreement is completely devoted to safety. It's too voluminous to list here but in relevant part it states:

"Responsibilities. It is management's responsibility to provide safe working conditions; it is the union's responsibility to cooperate with and assist management in its efforts to fulfill this responsibility."

The M-41, which should be at every letter carrier case states in section 133.1:

"Always exercise care to avoid personal injury and report all hazardous conditions to the unit manager."

Perform your duties safely. Hold hand rails, squat and lift with your legs, perform your vehicle safety check, don't park in

a fire lane or on a street where it says **"No Parking."** Not only are those two things unsafe they're illegal.

As for my last example: we've all had to follow a carrier who left yesterday's mail on the porch, rather than take the time to deliver it properly. Well that carrier no doubt saved time which is all the failed craft employees we call management care about, but it's wrong. If you're looking to make the failed craft employee's happy you're going to fail. Instead make yourself and your customers happy by delivering the mail professionally. We're the face of the Postal Service and the American public continuously votes the USPS as the most trusted government agency and that's because of us and in spite them. So do your assignment in accordance with the M-41 which states in section 321.4:

"Place mail well into receptacle. If a rack is available for magazines, place them in the rack. Do not place fingers into door slots. Do not place mail on steps, porches, etc."

If you've never taken a look at the M-41 you should. It lays out everything we're supposed to do as letter carriers. If you're tired of the deadbeats from OP Support coming into your office and ripping out routes the M-41 is your best defense.



MICHAEL MURRAY
Secretary-Treasurer

BOSTON, MA
NATIONAL ASSOCIATION OF LETTER CARRIERS
BRANCH 34's CLAN
400 WEST CUMMINGS PARK, SUITE 3950
WOBBURN, MA 01801-6396
T/781-281-1133 F/ 781-281-1127

Founded May 1971

AWARDS
International Labor Communications Association
GENERAL EXCELLENCE - LOCAL UNION PUBLICATIONS - CIRCULATIONS of 2,500 to 9,999

First Place, 2003

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

First Place, 2016

First Place, 2014

First Place, 2012

First Place, 2010

First Place, 2008

First Place, 2002

First Place, 1996

First Place, 1994

Second Place, 2006

Second Place, 1992

Third Place, 2004

Honorable Mention, 1982

Judges' Commendation, 1988

BEST EDITORIAL OR COLUMN

Honorable Mention, 2016

BEST STORY

First Place, 1996

Third Place, 1990

2 Honorable Mentions, 1992

Honorable Mention, 1990

BEST CARTOON OR PHOTO

First Place, 2006

PROMOTING UNIONISM

Third Place, 1992

Judges' Commendation, 1988

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

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

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

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

BRANCH 34's CLAN enters the Postal Service as third-class, non-profit material. Any change of address should be sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

Robert Damatin, Editor
Michael Yerkes, Associate Editor
Kevin Flaherty, Associate Editor

2016-2019 BRANCH 34 NALC BOARD OF OFFICERS

- Michael Yerkes** President
- Kevin Flaherty** Executive Vice President
- Bob Simpson** Vice President
- Michael Murray** Secretary-Treasurer
- Michael Gorham** Financial Secretary
- Robert Damatin** Editor
- Bernadette Romans** Area Steward
- Tom Rooney** Area Steward
- Tony Scrivano** Area Steward
- Laura Wood-Fahey** Area Steward
- Joseph DeMambro** Health Benefit Officer
- Benny Faletra** Sergeant-at-Arms
- Lawrence Last** Clerk, MBA/NSBA
- Paul Roche** Chairman, Trustees
- Wanda Hamm** Trustee
- Vigo Conte** Trustee

Fair is Fair, Just Not in Here!

What is wrong with you people? A huge number of you cook the books, and take hard working people's money by changing clock rings.

Physically accost a Sister of this Branch, remain in a pay status after failing a polygraph test, and then get shuffled to another office like a wayward priest.

And if you think that's the worst that can happen, yet another beaut from management stops someone from using the facilities during route inspections, so they soil themselves.

Brothers and Sisters, these are actual events taking place in post offices around this district, and the silence from management in downright deafening! There might be a few with a conscience; but in these instances no attempts to right the wrongs, just collective, muted, silence! Yes, there are the occasional mutterings from the other side that these actions are wrong, but not one of them will come forward with the truth.

With Congressmen Capuano and Lynch showing a lot of interest in the Time and Attendance Control System, (TACS) debacle going on at the IMC, the Office of Inspector General, (OIG), conducting an audit because of that interest, and the bad press that has come along with it, you would think management would try to get out in front of this and conduct some damage control, like paying the carriers what is owed to them. I know they falsify scans, and hold back volumes during inspections, but I just didn't know that these are the depths that management would continue to stoop to in order to satisfy their numbers. But the bigger question is who told these people to do this? I find it hard to believe that 100+ rogue supervisors did this on their own.

Remember, this is not the only place in the country that this has happened! Their M.O. is to blindly follow the directives of their fearless leaders.

And that's why no one has come forward, because silence is golden.

Apparently, they don't understand that there are whistle-blower laws on the books in this country for just such circumstances. So if you see injustices like these, you can come forward. If a craft employee was to steal a customer's package, credit card, or cash from the till, they would find themselves being bum-rushed into the manager's office, with OIG on the other side of the threshold. A crime is a crime, but not in the Boston District. There seems to be a sliding scale on who is innocent, and who is guilty.

The split personality of the treatment of employees in our local post offices is nothing short of hypocritical. When someone from management physically injures a Sister Letter Carrier of our Branch, it is nothing less than despicable, and unacceptable. You would think that immediate action would be taken. But management doesn't put this person off the clock, suspend their pay, or apply similar discipline that we would be subjected to; up to and including removal from the Postal Service.

No, they choose to defy logic, moving this individual to another post office, as if nothing ever happened! In the real world that person would be carrying a cardboard box with all of their office belongings, flanked by two security guards who would be escorting that individual out of the building. Outrageous: Absolutely, Unexpected: Absolutely Not! This is the way they conduct themselves. Hiding behind proclamations that there will be no violence in the workplace, unless they are performing the violence! They will read to you about dignity and respect, but apparently that's just a one-way, Dead End Street! It is a well-known fact that if a Letter Carrier puts their hands on a supervisor, they would be immediately put into emergency

off duty status, awaiting a possible removal.

Their actions are clique. Can you say "The Old Double Standard," or "Do As I Say, Not As I Do!"

And if you think it couldn't get any worse, think again! During a recent route inspection, a letter carrier needed to use the facilities. But instead of being on the way to the bathroom, that person was directed to continue to work, eventually soiling their trousers. Do you think management is going to hold it in for the good of the service? They speak out of one side of their mouth about a safe work environment for everyone, and then intimidate employees.

This particular episode puts an entirely new spin on one of management's favorite axioms during inspections: "There will be no time wasting practices!"

All of these actions by postal management are disgusting, as much as they are inexcusable. We don't work in a sweatshop, nor are we indentured servants. But what's the most disturbing thing about all of this is not one person from management will speak up to say that these workplace atrocities are wrong, and there is no place for such treatment anywhere in the United States Postal Service. Management may not enforce the zero-tolerance policy of this organization, but we will! And even though we haven't seen the last of such actions, the Brothers and Sisters of this Union are not going to stand idly by, as management has their way with us.

We must speak with one unified voice that management will treat all employees with dignity and respect, and that it is the responsibility of all Letter Carriers to make sure that we do speak up to right management wrongs!



BOBBY DAMATIN
"Branch 34's CLAN" Editor



Don't Be A **SCAB!**

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

Back Bay

THOMAS N. CONCANNON
CHRISTOPHER A. DOUGLAS
ROBERT A. ROMIKITIS

Braintree

DAVANTE I. EKLAND..... CCA

Brookline

CHRISTINE M. BAILEY
LINDA M. HAZELL
WILLIAM A. BRODY CCA

Cambridge - Porter Square

MICHAEL PISO..... CCA
BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

ANDERSON ESPINOSA CCA
SANDRA GIORDANO
ELIO NOTI..... CCA

Dorchester Center

JAMES B. KERR

Fields Corner

MOLLY LONG

Fenway

BEVERLY A. SCANLON

Fort Point

WAYNE J. CHIN

Hingham-Hull

MARK J. DION

Malden

EILEEN M. FINN

Medford

GERALD M. LYLES

Milton

CHARLES S. ROSEN

Needham

TAMI L. JOHNSON

Newton Highlands

ROBIN I. DEVITTO

Roxbury

MELISSA MILLS CCA
SUMAYYA MUTENGU..... CCA

Scituate

KAREN M. LYNCH

Stoneham

TINA M. DOHERTY

Waltham

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

West Roxbury

JOYCE A. FASANELLO

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

Branch 34's Letter Carriers of Distinction: Weymouth Landing's Robert Donovan

By Michael Murray,
Branch 34 Secretary-Treasurer
"I have the best letter carrier in the country!"

A lot of customers probably say that about their carrier, but according to **Elaine Moriarty** of Weymouth Landing she has the very best carrier. Besides being friendly and cordial Ms. Moriarty's Letter Carrier is punctual as well. And that came in handy during one of our snow storms this winter.

Ms. Moriarty fell and could not get up by herself. As she laid there unable to call for help she realized her best option was to wait for her letter carrier, **Robert Donovan** to arrive. Lucky for her Robert was right on time and heard her calling for help. He quickly helped her to her feet and made sure she was okay before continuing on his route. Without Robert, she's not sure what she would've done or how long she would've been there. She's grateful to have such a dedicated letter carrier and so are we. Good job brother!



Weymouth Landing's Robert Donovan receives thanks from a grateful person on his route, Ms. Elaine Moriarty.

Quincy's Michelle Binda

By Bobby Damatin,
"Branch 34's CLAN" Editor

If you have been on a route for a long time, you get to know your customers, and they get to know you. As you make your rounds you run into a lot of them, and you get to know them, their kids, and you become a part of their daily lives. In October of last year, on Falls Boulevard in Quincy, one of these everyday meetings stopped being just that, and became a life saving relationship.

The 90 year old woman would greet her longtime Letter Carrier, **Michelle Binda**, every day. They would exchange smiles, some lighthearted chatter, and be on their way. But one day, Michelle began noticing that the woman's mail hadn't been collected for quite some time. Sensing something was wrong, she immediately contacted management at the Falls Boulevard housing complex. When they arrived at the woman's apartment, there was no answer. They entered the apartment and found her caught under a bureau that had fallen on top of her days earlier. The woman was taken to the hospital, and she did recover from her injuries. And today, this customer is forever thankful to her special friend, and Letter Carrier who took that extra step of care and kindness.

Thanks to that unique relationship



Branch 34 Trustee Paul Roche, Quincy's Michelle Binda and Shop Steward John Ainsley.

that Michelle has with this customer, the woman's life was saved. Nobody else, but a letter carrier, is going to react the same to a person's mail piling up at their doorstep. We go to every doorstep every day, which puts us in a special relationship with the places that we work, day in and day out.

Michelle Binda has taken all of the attention that she has received for her heroic efforts in stride, and does not

consider herself a hero. But what she has done is nothing less than miraculous! And on behalf of the Brothers and Sisters of Branch 34, I would like to congratulate you for a job well done!

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."

Branch 34 Members Make a Difference with MDA Fundraising Efforts

By George Adams,
Branch 34 MDA Chairman

Whether you have golfed in the Henry F. Shaughnessy Memorial Golf Tournament, bowled in the Branch Bowl-A-Thon, donated money in an office collection, put your name on a shamrock, participated in a satchel drive, bought chances for Toy Raffles, or just made a donation, branch members have made a tremendous impact in the fight against neuromuscular diseases. In 2017, Branch 34 members collectively raised \$25,832 for the Muscular Dystrophy Association, which has moved us into 4th Place nationally amongst all NALC Branches, and only missing 3rd Place by a little over a \$1000. And these figures do not include donations Branch 34 members made through the Combined Federal Campaign, (CFC).
Being our flagship charity for the past

55+ years, the NALC has raised over \$100,000,000 to help MDA "Deliver the Cure." Monies collected through our coordinated efforts have assisted families with life-changing medicines to combat the debilitating effects of neuromuscu-

MDA®

For Strength,
Independence & Life

lar impairments. Drugs like Eteplirsen and Deflazacortj Emflaza for Duchenne Muscular Dystrophy, and Spinraza for SMA Muscular Dystrophy, are locally produced in Cambridge, MA, and are a direct result of our contributions. Dona-

tions also support resources from local MDA Care Centers and Summer Camps, all at no costs to families.

We are blessed to be able to perform the duties of a letter carrier. Walking, climbing stairs, or just lifting our satchel can be something we take for granted every day. Being able to help others who can only dream of what we do and have that dream someday realized is why we choose to help the Muscular Dystrophy Association.

Thanks to all of our members for your continued support, and especially to all of our Branch 34 coordinators in our offices, and at our events; who make what we do possible.

Please note: If you donate to MDA through the Combined Federal Campaign, (CFC), please pass along a receipt to the Branch to properly credit your donation. Thanks!

Know the Two Different Types of Grievances

Well, the last two years have flown by. I've noticed a few things that I'd like to share with the membership **AND** unbeknownst to me, several members from branches around the country. Thanks for tuning in. It seems that there's some confusion about what goes on in the grievance process. So let's go over a few terms and how it's all supposed to work.

There are two types of grievances: *contractual* and *disciplinary*. The burden of proof for contractual issues rests on the Union, while the burden shifts to Management for disciplinary actions.

What is discipline? Discipline is issued when Management believes one of our members violated Postal rules or regulations. We all know that letter carriers never break the rules, but when there's a disagreement your boss "writes you up." What's the first thing you do? First you #@%\$#@, and then call for your steward. Wait! There's a lot of steps that should happen before that.

Before any discipline is issued, an Investigative Interview (II) should be conducted. What's this? They used to be called PDIs or Pre-Disciplinary Interviews. This is supposed to be a fact finding interview conducted by Management to

Rights. They must provide you a steward, **BUT ONLY IF YOU ASK FOR ONE.** Politely refuse to answer until you get one.

During the II, you must cooperate, but remember these people are not your friends. I'll repeat that. **These people are**

If you are called in for an Investigative Interview you should **ALWAYS** have your steward present...

Invoke your Weingarten Rights. They must provide you a steward, **BUT ONLY IF YOU ASK FOR ONE.** Politely refuse to answer until you get one.

give **YOU**, the grievant, your "day in court." If you are called in for an Investigative Interview you should **ALWAYS** have your steward present. How do you know it's an II? You should ask the supervisor if this talk could lead to discipline. My best advice is this: If your boss is asking you questions that aren't about the Red Sox winning the World Series, **ASK FOR A STEWARD!** Invoke your Weingarten

not your friends! They are looking to find reasons to give you discipline. Answer only the question asked. Don't be afraid to answer that you don't know the answer or you don't remember. Don't just give an answer that you think they want to hear either. A perfect example is the boss asking you if you delivered a package to 86 Glenville Ave with the tracking #21400987. If you don't recall or you're not sure

of the number or delivering the package, a perfectly legitimate answer is: I don't know or I don't remember. **DON'T GUESS!** Please refer to my S.T.F.U. article.

After the II, your supervisor should review the information gathered and fairly and impartially evaluate whether discipline is warranted. M39 sec 115 states in part:

In the administration of discipline, a basic principle must be that discipline should be corrective in nature, rather than punitive. No employee may be disciplined or discharged except for just cause. The delivery manager must make every effort to correct a situation before resorting to disciplinary measures.

(continued on page 7)



TONY SCRIVANO
Area Steward

It's Time for Management to Get Some Skin in the Game

Throughout the offices that Branch 34 represents, management has been preaching about its pivoting season. Their reason for pivoting is due to low mail volumes, and the need to capture time by having us cover portions of other routes. So, I decided to research this to see if management had any skin in the game. I would like to say I was surprised at the results, and after 30 years nothing really surprises me in this organization. Management has been stating publicly that mail volumes have been declining for several years now. **What they fail to publicize is that one part of the company is growing: MANAGEMENT!!!**

In the year 2017, the Postal Service took in roughly **70 Billion Dollars** in revenue. Yes, that's Billion with a B! The financial records of the Postal Service show a loss of \$814 Million Dollars. While this may sound like a big loss, it only equates to a 1.1% loss compared to revenue taken in.

Buried in the back of the USPS FY 2017 Annual Report to Congress were some discouraging statistics:

- In FY 2016, USPS employed 24,832 Managers and Supervisor.
- In FY 2017, that number **increased** to 25,281 Managers and Supervisors.
- In FY 2016, USPS Headquarters in Washington, D.C. employed 3,098 people.
- In FY 2017, that number **increased** to 3,252 employees.

The report had the following statistics related to Letters Carriers and Clerks:

- In FY 2016, USPS employed 170,885 City Delivery Letter Carriers.
- In FY 2017, that number **decreased** to 166,569.
- In FY 2016, USPS employed 130,178 Postal Clerks.
- In FY 2017, that number **decreased** to 128,256.

As a famous Postmaster General once said, "**There are too many people NOT touching the mail.**" No company has ever survived while increasing its management staff at the same time decreasing the workers that deliver its products.

You might be asking yourself what this has to do with pivoting? During this so called "pivoting season," I am challenging management to get some skin in the game. The reports demonstrate there's an easy solution to the \$814 Million Dollar loss. Many articles claim roughly **40%** of the revenue the Postal Service takes in goes to people not touching the mail, (Management). All it would take is a simple

reduction of 2.5 percent of the **\$28 Billion Dollars that the Postal Service spends each year on managing and supervising** its operations to negate the \$814 Million Dollar loss. Members, look around in your offices. Do you think the American public would notice a reduction of 2.5 percent of management costs to their Postal Service? According to the Constitution, it's the American public that actually owns the Postal Service.

In closing, management should recognize that pivoting has an adverse effect on it services to our customers. No Postal Customer wants their mail delivered after

6 PM at night. Unfortunately, this happens more often than not. **Does anyone really believe a letter carriers pivoting 15 minutes off their assigned bids is going to make up an \$814 Million Dollars loss? I hope not!** While the contract does call for limited times when letter carriers can be required to pivot, management cannot instruct a Letter Carrier to pivot due to the economic climate of the Postal Service, or for the sole purpose of reducing work, or overtime hours. No Letter Carrier can be disciplined for not completing a pivot. As arbitrators have upheld, a Letter Carrier has a right to work his bid assignment,

and by inference has a right to have sufficient time to work his bid assignment. The only thing pivoting accomplishes is a decrease in the high standards of mail delivery all Letter Carriers provide their customers.

So the next time you are required to pivot, advise management that Letter Carriers have already pivoted their fair share of time, and now it's time for them to get some skin in the game!



TOM ROONEY
Area Steward

We're Not Gonna Take It!!!

Ladies and Gentlemen of Branch 34,, there are things going on in the Boston District that you need to be aware of!!!! We all know that a double standard exists, and you know what's good for the goose, (management), is **NOT** good for the gander, (Letter Carriers). We need to **UNITE**, and change that double standard to reflect that Letter Carriers are the most important commodity the USPS has. Why are we the most important, you ask? Because we deliver the mail!!! That's our **£#<€!%¥** job, right. It's actually in our title, **LETTER CARRIER**, hence, we carry letters. It's not that **£#<€!%¥** difficult a concept to grasp, right!! But for some reason management in the Boston District continues to dump on their most important revenue generating employees. Because lets be perfectly clear here, **THEY DON'T CARE TWO \$#/+ \$ ABOUT YOU!!! YOU ARE ONLY A £#<€!%¥ NUMBER, AND ONLY AS GOOD AS YOUR SCANNER PINGS SAYS YOU ARE!!** There's that old Letter Carrier saying that management will hire you, and for the next 30+ years relentlessly try to fire you!!!! But when it comes to firing a supervisor, or manager, management says that's unthinkable, unfathomable, and nothing less then blasphemy!!! I call it **BULLS#/+!!!!**

They continue to apply that double standard unilaterally across the Boston District, and need to be held accountable for their actions. Oh that's it, **NO ACCOUNTABILITY!!!! DING DING DING!!!** And by actions I don't mean they messed up a schedule, or paid you sick leave when it should have been annual leave. I mean, when management willfully, and deliberately acts like the rules don't apply, and they can do what

they want, when they want, to whom they want, and the worst they will receive is a slap on the wrist, and some anger management classes!!! **ITS WRONG, DEAD £#<€!%¥ WRONG!!!!!!**

I was recently dealing with a grievance pertaining to "Zero Tolerance", in which a well-respected individual, and Area Steward was "body checked" into a door by a manager. This individual followed the proper course of action, and followed through with the grievance procedure. The manager was proven to be "deceptive in her answers in regards to hitting" the Grievant. That's right, the manager took a lie detector test administered by the OIG, and failed it! And it should be no surprise to anyone that she continues to manage employees, albeit in a different office, and never lost a day's pay. As far as we know she was never disciplined, and continues to work in one of the largest neighborhoods in Boston, amongst many unsuspecting employees!!!!!!

We have all seen this continued disparaging treatment that has been applied unilaterally by management across the Boston District. And we know it's there, but in a case as blatantly egregious as this one, it left me shaking my head. Because, quite frankly, it's pathetic, and disgusting. As the USPS touts the Zero Tolerance Policy, they purposely neglect to apply it to their own supervisors and managers. They should be held to a higher standard, but no one, not even the manager of Labor Relations, (who was well aware), nor the Postmaster, (who was also aware),

did anything. Others sat on their hands, and hoped it would go away, which makes all of this seem mighty familiar? The Postal Service in the Boston District, and the Catholic Church are similar, if not identical in nature, as they both move bad apples around, hoping **THE SCANDAL** blows over!!! And until we all come together, united in an effort to identify and weed them out, they will continue to apply that double standard. Make management **WORK**, and as it was relayed to me, if a supervisor or manager physically assaults you, call **9-1-1!!!!** I was actually asked why the Grievant didn't call 9-1-1. **ARE YOU £#<€!%¥ KIDDING ME?** An employee was physically assaulted, used the grievance procedure as she should have, and the manager was proven "to be deceptive" by an OIG administered lie detector test, and your questioning why 9-1-1 wasn't called? And everyone knows if the Grievant had called 9-1-1, management would be saying, "Why did she call 9-1-1?" They call this the grievance procedure!!! **WELL, I CALL IT BULLS#/+!!!!** Management can no longer have it both, (**INSERT YOUR OWN EXPLETIVE HERE**),ways!!!!

We're not gonna take it, no we ain't gonna take it, We're not gonna take it ANYMORE!!!!!!

- Twisted Sister



LAURA WOOD FAHEY
Area Steward

The Branch 34 2018 Calendar is available for download online at www.nalcbranch34.com

MDA Bowl-A-Thon – “Fun For Everyone!”



By Dominic Corsetti,
MDA Bowl-A-Thon Coordinator

Branch 34's 28th Annual MDA Bowl-A-Thon was held on Sunday, March 25th at the Woburn Bowladrome, with 92 bowlers participating in the event. With the closing of Lanes and Games in Cambridge, this new venue made the transition an easy one. Teams of four comprised of letter carriers, family, and friends took to the lanes to knock down some pins, and raise a lot of money for a great cause. With our generous sponsors, and the many raffle prizes, including a big screen TV, speakers and sound bars, toys and games, and gift certificates, we raised \$2,060.00 for the Muscular Dystrophy Association.

I would like to thank all of our bowlers for a great day of competitive fun, Branch 34 MDA Chairman George Adams and our volunteers, and the folks at MDA Massachusetts. And we hope to see more of our Brothers and Sisters next year, to make this an even bigger success.

We would like to recognize the following people for their generous donations to our Bowl-A-Thon:

- East Boston Savings Bank, Peabody, MA
 - Ms. Lynda Abate \$250.00
 - Joan Norton Associates, Woburn, MA
 - Mrs. Jean O'Connell - Sales Associate \$100.00
 - Santarpio's Pizza, East Boston, MA
 - (4) Gift Certificates \$100.00
 - NALC Branch 86, East Hartford, CT \$100.00
 - Kathleen & Ronald Gordon \$50.00
 - George Adams \$50.00
- And special thanks to the Gangi Family and the crew at the Woburn Bowladrome.





Hip, Hip, Hooray and Farewell: National Business Agent John Casciano

By Bobby Damatin
"Branch 34's CLAN" Editor

Recently, National Business Agent for Region 14, **John Casciano**, made the decision to retire this year, at the end of his term. As a member of this Branch for over three decades, I have seen many Brothers and Sisters represent Letter Carriers, but John's unique style of clarity, conviction,

and a little comedy, (no pun intended), has elevated the office of National Business Agent to a higher level. It is hard to believe that 20 years has past, but in that time we have been blessed with an individual who has gone "All In" when representing this Branch, and the region from Maine to Connecticut.

And if you've had the opportunity to

attend a Branch meeting, a State Convention, a NALC Rap Session, or a National Convention, you could never be mistaken who was at the podium. His rich, textured voice would start in a low tone, and then he'd throw out a few lame jokes, and exercise some good natured ribbing. After that, you were on your way to a fiery speech that reeled in a room, and delivered

his spot on message, that stayed with you long after everyone had left.

His commitment to the Letter Carriers he has represented for all these years is a testament to a person who has done our job, understands the demands it puts on all of us, and his willingness to fight for us 24/7! All the Branches in Region 14 have been the direct beneficiaries of strong, thoughtful leadership that should make everyone proud, especially in a political climate where everything seems at a standstill, and nothing is getting done.

John's passion for his job as Business Agent has washed over all of us, and has inspired many Brothers and Sisters to get involved in protecting our jobs, and our way of life. It is so important to have the right person, at the right time, with the right message. John Casciano presented our questions, comments and concerns to the people that needed to hear them, and fought relentlessly to have them realized.

From Portland, to Montpelier, to Manchester and Boston, to Providence and Hartford, and all the places in-between, John has proudly represented the Letter Carrier cause with honor, commitment, and dignity. We will miss your counsel, wisdom, and that unmistakable laugh, but not one of those lame jokes! Thank you to your family for putting up with the demands that came with your job, and as you move into the next chapter of your life, enjoy a well deserved retirement.

God Bless.

Know the Two Different Types of Grievances...

(continued from page 5)

Let's say your supervisor decided to issue you discipline. Management must issue all discipline for Just Cause not just cuz. All the tenets of Just Cause must be satisfied for discipline to be upheld. They should call you in the office and explain what it is. **DON'T** get upset. There are some people who will refuse to sign the discipline. I think that's a mistake. Not only should you sign that paper, you should date it along with the time of day and where it was issued. This in no way incriminates you. It doesn't mean you believe it's correct. It only shows the date/time you received it. This starts the timeline. You have 14 days to file a grievance. **NOTIFY YOUR STEWARD IMMEDIATELY!**

Your steward will request all the information used by Management to issue that discipline. You should be interviewed by your steward to answer any questions that may arise in fighting your discipline. You should write a statement explaining your side of the argument. At times you may be

asked by the steward to write a statement on behalf of a co-worker's discipline. Explain where you were, what you saw and heard. These statements should be factual and not personal. Keep these statements on point. Don't go into detail about how the "IMC muscle of the office" rubs you the wrong way. Stick to the facts.

After assembling all your documentation, your steward will meet with your immediate supervisor as laid out in Article 15. This is called the Informal Step A meeting. At any level of this process, both sides have the authority to settle a dispute. If after meeting the grievance can't be resolved, it goes to the Formal A level. All the documentation must be included at this level, so make sure you get everything you want in the file at this time. Here in Boston, you have four Area Stewards who handle most of these grievances. They generally meet with the manager of your office. Again, both sides have the authority to settle the grievance.

If your grievance still isn't resolved, it moves out of your office to the DRT Dispute Resolution Team or B Team. There are several B teams throughout the country. There are times when your grievance will be shipped to a different B Team due to the number of cases being handled, but most cases will be met on locally. Here in Boston, we have a B Team with one designated Union and Management representative. Some of the AO office grievances are handled by DRT teams in Beverly, MA and Providence, RI. Decisions made at this point become precedent setting for the Installation.

If your grievance gets imposed by the B team, it goes to the NBA's office where it can be settled at pre-arb or sent to a neutral arbitrator. As you can see, there are plenty of opportunities to settle your grievance before it gets sent to an arbitrator. Branch 34 has stewards and officers who are trained and committed to defend you, the member, against discipline.

Be safe.

Congress, Legislation and Why You Should Pay Attention

By Michael Yerkes,
Branch 34 President

Recently, the Director of OPM, the Office of Personnel Management submitted recommendations to the House of Representatives that would have an unfavorable effect on current and future retirees in the Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS). Many of our so-called representatives in Washington believe that the only way to address the deficit is on the backs of our collectively bargained for benefits. Nothing is sacred and these attack should be more motivation to participate in your Letter Carrier Political Fund (LCPF).

Increase of CSRS and FERS Average Pay Period to Five Years

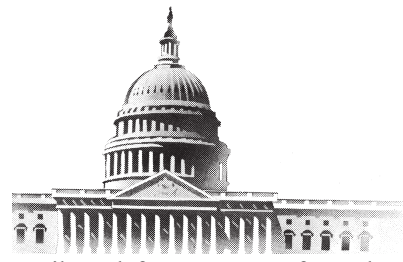
This proposal would amend sections 8331(4) and 8401(3) of title 5, United States Code, to increase the period of service used to compute an annuitant's average salary under the Civil Service Retirement System and Federal Employees' Retirement System by averaging an employee's basic pay in effect over a five-year consecutive pay period rather than over a three-year consecutive pay period as is required under current law.

Increased Contributions to Federal Employees Retirement System

This proposal amends parts of section 8422 of title 5, United States Code, to increase the employee deduction rates for the Federal Employees' Retirement System (FERS). The rate increase will be one percent per year until the employee is contributing half of the current regular FERS employee normal cost percentage.

Currently, most employees pay 0.8 percent of basic pay as the FERS employee retirement deduction. Some groups (*Members of Congress, congressional staff, law enforcement officers, firefighters, and others*) pay an additional one half of one percent (1.3%) of basic pay. Employees hired after 2012 pay a higher employee deduction rate, 3.1 or 4.4 percent depending on when first hired. Under this proposal, FERS employee deduction rates will increase by 1 percent per year until they reach 7.25 percent of basic pay.

FERS is a fully-funded system with the "normal cost" of benefits paid through employee deductions and agency contributions. The FERS normal cost percentage is an estimate of the percentage of pay that must be



contributed for a group of employees over their entire working careers in order to fully pay for their FERS basic retirement benefits. The normal cost must be computed by OPM in accordance with generally accepted actuarial practices and standards (using dynamic assumptions). The normal cost calculations depend on economic and demographic assumptions. Subpart D of part 841 of title 5, Code of Federal Regulations, regulates how normal costs are determined. OPM generally revises the FERS normal cost percentage every three years. The employing agency contribution is the FERS normal cost percentage minus the employee deduction rate. Employee groups that receive enhanced retirement benefits (such as law enforcement officers) or are able to retire under other special provisions (such as air traffic controllers) have a higher normal cost percentage.

This proposal would require FERS employees to fund a greater portion

of their retirement benefit. The current normal cost percentage for regular FERS employees is 14.5 percent. Regular employees will reach a 7.25 percent deduction rate (one-half of the current normal cost rate) on October 1, 2024, paying an equal share of their normal cost with their employer. Deduction rates are scheduled to increase by one percent per fiscal year, with any remainder less than 1 percent in the final year of the schedule. Because of the differences in deductions paid by employee groups, the various groups will reach the end of scheduled increases at various times ranging from October 1, 2020, to October 1, 2024, when a regular FERS employee will have half of the normal cost percentage withheld from basic pay for retirement (currently 7.25). After October 1, 2024, when the normal cost percentage fluctuates up or down, the employee deduction will also change so that it remains at half of the normal cost percentage for regular FERS employees. For non-regular employees, the employee deduction rate under this proposal is fixed at half of the normal cost percentage for regular FERS employees. Therefore, these non-regular employees will pay less than half the normal cost of their FERS retirement benefit.

(Credit: 'My Federal Retirement')

WE'RE BUILDING RELATIONSHIPS FOR LIFE.



GET TO KNOW PRUDENTIAL ADVISORS.



Jean O'Connell, RFC®
Financial Professional
Prudential Advisors
160 Gould Street, Suite 101
Needham, MA 02494
781-429-6340
617-966-2104
jean.oconnell@prudential.com



Prudential
Bring Your Challenges®

"Prudential Advisors" is a brand name of The Prudential Insurance Company of America and its subsidiaries. Life insurance is issued by The Prudential Insurance Company of America, Newark, NJ and its affiliates. Offering insurance and securities products and services as a registered representative of Pruco and an agent of issuing insurance companies. 1-800-201-6690. Securities products and services offered by Pruco Securities, LLC (Pruco). Prudential, the Prudential logo, the Rock symbol and Bring Your Challenges are service marks of Prudential Financial, Inc., and its related entities, registered in many jurisdictions worldwide.

PAM-165a



SIGN ME UP!

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

Using Postal EASE – ONLINE Enrollment

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

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website. See the instructions below.
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
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:
_____ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

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

Using Postal EASE – Enroll by PHONE

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

ENROLLMENT BY PHONE

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

BEFORE YOU START, YOU'LL NEED:

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

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



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: 0 6 4 0 0 0 0 1 7
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.

- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5

Using ELECTRONIC FUND TRANSFER

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

Electronic Fund Transfer Authorization

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

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

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

Signature: _____ Date: _____

Full Name (please print): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

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



Using Your Retirement ANNUITY

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

Enroll by Phone

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

Enroll Online

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

Enroll by Mail

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

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

Signature: _____ Date: _____

Full Name (please print): _____ Branch: _____

CSA or Social Security Number: _____ Phone: _____

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

Save Your Job! Use Your Voice!

Contribute to the Letter Carrier Political Fund!



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, 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

Hot Dogs, Pretzels & Beer

Here's Hoping the the Summer Wind Comes Blowing In Soon!

A little frayed around the edges, a little tattered and torn, letter carriers across New England are slowly emerging from a few late winter storms that tested their mettle. Maybe for a few, while trudging through the sleet, climbing over the snowbanks and skating on the ice, the thoughts of a warm Springtime and Summer up around the bend kept them making their appointed rounds.

Hopefully in just a few weeks time, we can put away the snow boots and snow brushes and shed some of the heavy clothing we've been bundled into for too many months. Watching the Tulips, Lilies and Roses bloom can only bring happy memories.

But the flowerbeds are not the only gift of nature that blooms in Springtime. Route Examiners. Ugggh! After a season of being safely snuggled away in front of a warm computer, they will arrive as sure as opening day at the baseball park. Instead of bats and balls, they carry stop-watches and "Klip Boards."

Yes, now that the snow is gone, the streets are clear, and mail volume shrinks, they have arrived to get a "fair" evaluation of your assignment. Not much has changed these past many years with route inspections. What you basically have is a route examiner who likely has never performed the duties of a letter carrier or maybe for a limited period of time, going to record data that will result in creating an assignment that they have zero expertise in.

The process is a little like General Motors bringing a coal miner into design a new vehicle for them. The whole Route Exam process is about as innovative as a 1920's vaudeville act at the old Howard Theater.

For the great majority of letter carriers who carry their assignments in a professional manner on a daily basis,

there is little to be concerned with here. Just ensure you receive proper credit for the hundreds of job functions you perform each and everyday. Fill out the Forms in their entirety, conduct your street duties in a safe and professional method, and your branch officers will take it from there upon completion of the inspection.

And remember, they're from the government and they're here to help you.



JOHN J. CASCIANO
National Business Agent

Time Clock Manipulations

I am pleased that we had the opportunity to provide Time Clock Manipulation Training at the recently concluded Region 14 RAP Session.

Branch officials and RAP Session attendees should now be on alert for any unscrupulous postal manager who has taken it upon themselves to alter or delete the workhours of any hardworking letter carrier.

Please refer to the training hand-out for additional guidance.

Every letter carrier should closely monitor and record their workhours on a daily basis.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

"Worried about an IRS audit? Avoid what's called a Red Flag. That's something the IRS always looks for. For example, say you have money left in your bank account after paying taxes. That's a Red Flag."

— Jay Leno

Talking about a tough topic: money

Financial feuds can poison a couple's relationship, leading to lasting hurt feelings and a decline in closeness. However, you can learn to get a fresh start and have healthier money talks.

Your program offers helpful resources—available privately and at your convenience—to help you build and improve relationships.

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust

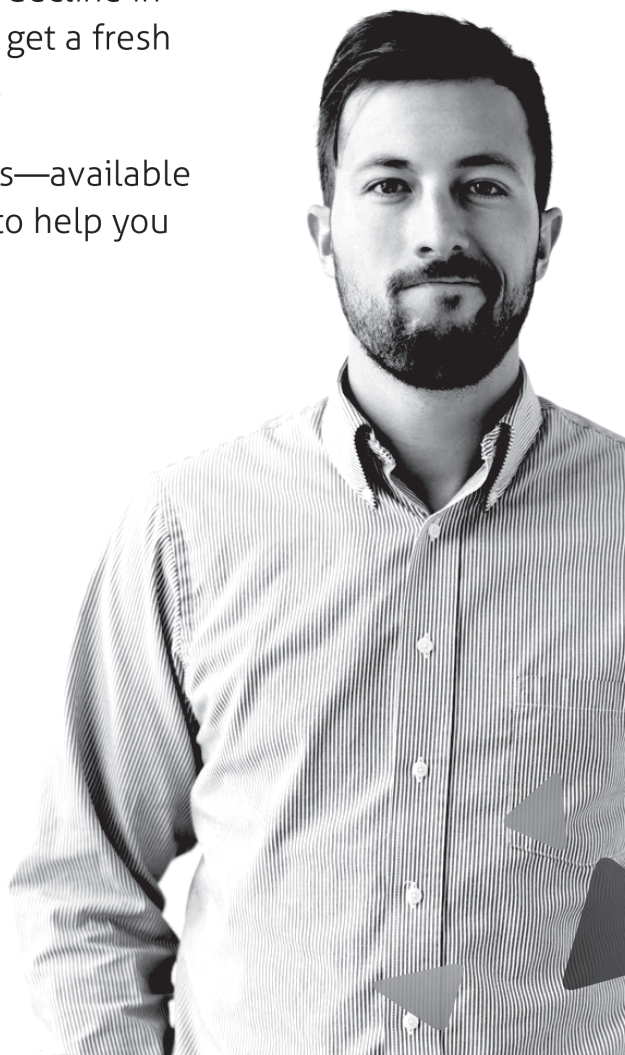


800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341

www.EAP4YOU.com

This material was developed exclusively at private expense by Magellan Health and its subsidiaries, subcontractors, or vendors and constitutes limited rights data/restricted special works consistent with the provisions of Clauses 8-10 and 8-16 of the USPS Supplying Principles and Practices. Use of this material is authorized in connection with EAP services provided by Magellan Health under contract no. 2APSER-07-B-0025 and conveys no additional rights beyond those noted here. Upon termination or expiration of the contract, the Postal Service will, as requested by Magellan Health, return or destroy all such materials.



©2018 Magellan Health, Inc.
B-P0418E-USPS (4/18)

Magellan
HEALTHCARE



firstprioritycu.com

Members Are Our First Priority

Since 1924

- ▶ Convenient Locations and Hours
- ▶ Home Equity Loans/Lines of Credit
- ▶ Online Mortgage Center
- ▶ Mortgage Products: Residential, Jumbo, Commercial
- ▶ Auto Loans & Personal Loans
- ▶ Checking and Savings Accounts

- ▶ Certificates of Deposit, IRAs, Money Market Accounts
- ▶ Business Accounts
- ▶ Free Online Banking & Bill Payment
- ▶ Mobile Banking, eStatements, Telephone Banking and more

Contact us to become a Member today!

Federally insured by NCUA. Shares and Deposits in excess of NCUA limits are fully insured by MSIC.



800-949-7628 | 100 Swift St., East Boston | 25 Dorchester Ave., Boston

IMPORTANT!!

ALL LETTER CARRIERS

Knee and Hip ARTHRITIS is the Silent OCCUPATIONAL DISEASE That No One Tells You About.

If you...

1. Have had a hip/knee replacement; or
2. Have been diagnosed with leg arthritis; or
3. Have chronically sore knees; or
4. Have had knee surgery for ANY reason; then

YOU MAY BE ENTITLED TO: SUBSTANTIAL COMP BENEFITS

For more information call:

**Shapiro
& Associates**
ATTORNEYS AT LAW

888 NALC Law
888.625.2529

Serving Letter Carriers for Over 30 Years!

Branch 34 Salutes Its Retirees

Milton's Joe Wholey



Milton's Joe Wholey is congratulated by Branch 34 President Mike Yerkes on his retirement after nearly 38 years.

Fort Point's Bob Parker

Branch 34 President Michael Yerkes presents Fort Point's Bob Parker with his retirement jacket after 35 years of membership in the Branch.



Auburndale's Bob Fadden

Auburndale's Bob Fadden is congratulated by Shop Steward Tom Kierstead and Branch 34 President Mike Yerkes.



National Business Agent John Casciano wishes Fort Point's Bobby Parker well on his last day of service.

Milton's Dave Linehan



Milton's Dave Linehan is congratulated by Branch 34 Executive Vice President Kevin Flaherty.

Chestnut Hill's Steve Clifford

Chestnut Hill's Steve Clifford is recognized on his retirement after more than 32 years.



Milton Shop Steward Bob Leighton and Branch 34 Executive Vice President Kevin Flaherty flank Dave Linehan on his last day of service with the USPS.



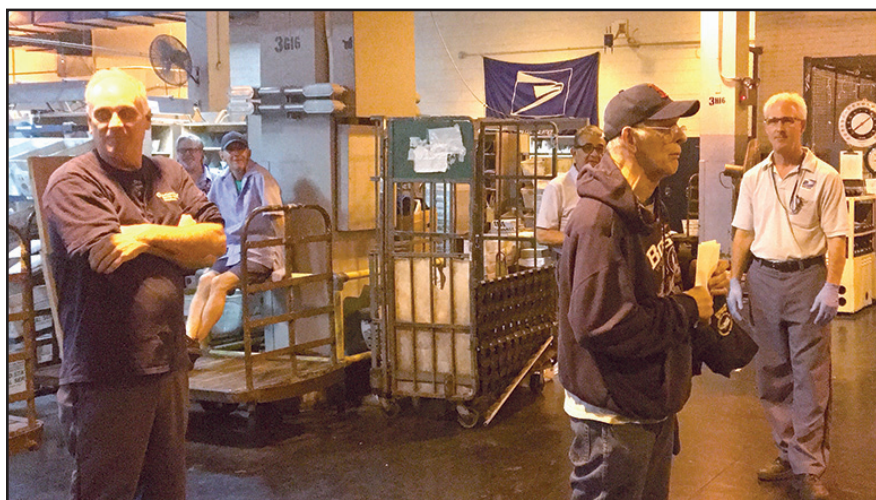
Back Bay's Frank Pessin

Back Bay Shop Steward Lucy Warren congratulates Frank Pessin on his retirement.



Fort Point's Tom Ogle

Newly-retired Fort Point Carrier Tom Ogle talks about his 33 years of service while Charlie Barros looks on.



Back Bay's Frank Pessin talks with Branch 34 President Mike Yerkes on his last day after 30 years.

