



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 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 **BRANCH 34 WEBSITE** at nalcbranch34.com



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President's Report

Branch 34 Wins Rare NALC Triple Crown

There are few prizes in the world as rare as a Triple Crown. I'm sure you have all heard of horse racing's Triple Crown which requires a three-year-old thoroughbred to win the Kentucky Derby, Preakness and Belmont over a five-week period. Prior to recent success of American Pharoah (2015) and Justify (2018), the last winner of horse racing's Triple Crown was Affirmed thirty-seven years earlier (1978).

In baseball's Triple Crown, a player must lead Major League Baseball (MLB) in batting average, runs-batted-in, and home runs. This uncommon feat has been accomplished 17 times in MLB, most recently in 2012, by Detroit's Miguel Cabrera. Cabrera's achievement was the first since 1967, when the Red Sox' own Carl Yastrzemski topped each category during the Impossible Dream Season.

In the National Association of Letter Carriers, the exceptionally rare achievement of being recognized as the best in not only the organizing (signing up) of new members, but also the tops in the communicating and educating those members through multiple channels is no doubt equally impressive.

All right, perhaps I am a bit overstating the comparability of our recent achievements with that of the infinitely more familiar Triple Crowns, but we have to start somewhere.

Most Organized Large Branch

The Most Organized Awards go to Branches from across the country with the high-

est percentage of NALC Union members per capita in various size locals from small to large. At the time of this year's judging, **97.6 percent** of nearly 3,000 active Letter Carriers working within the Branch 34 jurisdiction had *voluntarily joined our Union*.

As a delegate to NALC National Conventions for the past 16 years, I have seen first-hand the biennial battle that Branch 34 has waged every two years with our Brothers and Sisters from South Florida (Miami) Branch 1071 and the mere fractions of percentage points that have separated our locals organizing efforts year after year.

To put this rivalry into perspective, in 2016, Branch 34 lost in a photo-finish in the Most Organized Large Branch category to Branch 1071 by one-tenth of one percent, 98.1% to 98.0%. Branch 34 shared the title with Branch 1071 in 2014 with a



MICHAEL YERKES
President

(continued on page 9)

BREAKING NEWS

IG Audit Report Rips Boston Management's Time Card Fraud, Additionally, Arbitrator Rejects Management's Phony Timeliness Defense

By Michael Yerkes, Branch 34 President

After more than a year of exhaustive investigation and analysis of literally thousands and thousands of IMC Chelsea Time and Attendance Collection System (TACS) records, we are finally seeing some light at the end of this dark tunnel in the history of Boston USPS.

That light comes in the form of two significant waypoints in the probe which began innocently enough with an unsupported and improper deletion of a members work hours, and which has mushroomed into a one of the largest violation's in Branch 34 if not NALC history.

On Wednesday, August 1st, as Branch 34 began the onerous task of presenting our

(continued on page 8)

Branch 34 Delegates Representing YOU at the NALC 71st Biennial Convention in Detroit!



See more convention photos on pages 6, 7 and 12.



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 Faletra 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 Alex Taylor
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 Paul McDonough
Newton Centre.....	David Ward
Newton Highlands.....	Vacant
Newtonville.....	Thomas Duff (A) Heidi White
North Quincy.....	Taylor Brooks
North Weymouth.....	Mike Davis
Quincy.....	John Ainsley Michael O'Connor
Revere DMU.....	David O'Connor
Melrose.....	Corrado Pani
Roslindale.....	Adam Difazio
Roxbury.....	John Galvin Keith Meredith Samie Smith
Scituate.....	Thomas Finegan
South Boston.....	Michael Kidd
So. Weymouth.....	Rusty Craven
Stoneham.....	Joseph Mangano
Waban.....	Rich Farrell
Waltham.....	Edward Walsh Colive Heaven
Watertown.....	William Huber
Wellesley.....	Mark Lester
Wellesley Hills.....	Kevin McMahon
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.

My Summer Vacation

Once again I had the honor and privilege to attend the 71st NALC Convention. This year, the convention was held in Detroit, Michigan. Once again the convention was a great success not only for NALC, but Branch 34 as well.

All the delegates attended each day of the convention as well as attending the many workshops offered before and after the convention. The training offered will help the delegates as we return to our daily duties in our offices. The workshops offered were many and diverse, from City Delivery to Contract Administration to False Editing of Clock Rings to Retirement Seminars and many more.

President **Fredrick Rolando** explained the challenges facing letter carriers and his plan to combat them. Chief among the concerns was a proposal to privatize the Postal Service. Labor leaders from many unions pledged their support to letter carriers. Several members of Congress from both parties pledged their support as well.

In his opening address, Rolando stated "You can count on one thing for sure: NALC will be at the center of the fight to preserve and strengthen the Postal Service for the 21st Century. The NALC will work against privatization and deregulation while protecting affordable universal service, the sanctity of the mail, the security of America's mailboxes and letter carriers' right to collective bargaining."

Along with the many speeches were resolutions and amendments regarding the National Agreement and NALC Constitution discussed and voted on by the delegates. Throughout the week there were presentations and awards to many branches.

Branch 34 was presented with several outstanding awards. On Monday, the awards for best organizing rates. Branch 34 received the award for best organized branch for large branches at 97.6%. We have been at or near the top in this category for several conventions, but we

came in first this year.

On Tuesday, Branch 34 received the award for best website. President **Mike Yerkes** has worked long and hard to revamp our website and in its first year, received this award. Late on Tuesday we were awarded first place for best story in the category, Promoting Unionism. I was the author of this article (*reprinted below*) and take great pride in the award. Area Steward **Tom Rooney** was presented third place as well in this category.

To complete the awards and the Triple Crown was the award for General Excellence among Large Branch Publications. Once again, "Branch 34's CLAN" was voted number one. This was the sixth straight convention we received this award, covering twelve years. This is a great tribute to all the editors over the years and our great printer, **Stephen Hamilton**, as well as all those who have contributed over the years.

On Wednesday, President Rolando called for nominations for national office. The complete list of candidates is listed in the August/September issue of the *Postal Record*. Several NBA positions were won by acclamation with no opponent. Among the NBAs was **Rick DiCecca** as Region 14 National Business Agent. We look for-

ward to working with Rick in the future.

Thursday was Letter Carrier Political Fund (LCPF) Day. Almost every delegate present wore a blue LCPF T-Shirt. Currently over 24,000 members contribute to LCPF (9%). Rolando once again urged all to contribute which is a message we take home. We can and must do better than 9%. Food Drive and MDA awards were also presented on Thursday.

On Friday, AFL-CIO President **Richard Trumka** spoke. He told delegates that their struggles were not alone. Trumka states "the labor movement is strong and determined, and has the back of workers everywhere." He went on to say "this is our time to reclaim America for the people who built it!" The 71st NALC Convention was adjourned on Friday afternoon.

I hope everyone made it through the hot and humid summer and had time to relax with family and friends. Now is time to continue our fight on a daily basis. We must all stick together to battle the injustices we face in the workplace.



KEVIN FLAHERTY
Executive Vice President



The Boston Branch 34 Delegation shows off their support for the Letter Carriers Political Fund at the NALC's 71st Biennial Convention in Detroit, Michigan. Please contribute to this fund. Your job depends on it!

What Has the Union Done For Me?

By Kevin Flaherty,
Branch 34 Executive Vice President

(This article is reprinted from the January-February 2018 Branch 34's CLAN and was awarded First Place for Building Unionism at this year's NALC Biennial Convention in Detroit, Michigan.)

Oftentimes we hear "what has the Union done for me?" Well this article will explain what the Union has done for Branch 34 members, particularly as far as grievance work.

In calendar year 2017, Branch 34 stewards filed 789 grievances. Six hundred thirty-eight were for contractual issues and two hundred eighty-eight were for discipline, ranging from letters or warning up to removals. As you can see your stewards have been busy.

For those unfamiliar with the grievance process I will attempt to simplify. In a contractual issue the burden is on the union to prove that Management violated a particular article of our national agreement. The burden is by evidence such as statements, documents such as clock hits, contract language, JCAM citings, etc. It is not enough to say Management did this.

In the case of discipline the burden falls squarely on management. It is not enough for management to cite an allegation. Management must prove the carrier did what he or she was accused of.

In the contractual grievances Branch 34 gained a partial or full settlement in 403 cases. These settlements ranged from cease-and-desist orders to monetary awards. The union withdrew the grievance in approximately fifty cases for a variety of reasons. In fifty-one cases it was determined that there was no contractual violation, either at the Step A level or the Step B level. The rest of the contractual grievances are still pending. To sum it up, Branch 34 prevailed in some form or another in two-thirds or our cases, an astonishing success rate.

We were also successful in the discipline grievances. Two hundred forty letters of discipline were either expunged entirely, reduced in time served, or reduced in the extent, for example a seven day suspension reduced to a letter of warning. Once again, congratulations on a job well done.

We still have several stations without stewards. As you can see we will provide stewards the tools to be successful. So if anyone is interested in becoming a steward in those stations please step up and let us know.

Branch 34 also provides extensive training to our stewards. We conduct one day training for all new stewards at our Branch office whenever needed. We also provided Branch-wide steward training twice in 2017 on grievance processing and time clock manipulations. These two training sessions were attended by most of our stewards and proved informative to all attendees.

Branch 34 also conducted a seminar on retirement planning. In conjunction with NBA **John Casciano** and National, a comprehensive retirement planning seminar addressing many questions, as well as dos and don'ts in planning for retirement was held.

Branch 34 also offers Workers' Compensation advice and representation to injured carriers who seek it. This representation and advice is not utilized by many of our members. As I have said for many years, members should always call the Branch if injured at work.

Branch 34 conducts route inspection training to all stations undergoing route inspections. Our extremely knowledgeable route inspection specialists (**Mike Gorham** and **Rich Galvin**) explain the process as well as review the documents essential for a successful inspection. (There is never really a successful route inspection process, unless you call wasting money, harassing carriers and rigging the system a success.)

These are few of the ways in which Branch 34 is working for you – the members. So next time you hear a carrier say "what is the Union doing for me," feel free to cite this article.

Also, the NALC has settled our contract in 2017. While many may be unhappy with the settlement, it was ratified by an overwhelming number of NALC members. We all received pay raises, cost of living adjustments, continued health and retirement benefits. Our CCAs received long overdue pay raises, six paid holidays per year, the right to use annual leave and other benefits.

So instead of complaining about what the Union does for you, hop on board for the ride! For those few non-members (*whatever the reason*) join us! For those stations without a steward, join us and become a steward. For those not signed up as an E-Activist, join us! For those not contributing to the Letter Carrier Political Fund, join us!

NALC is the greatest Union in our country and Branch 34 is the greatest Branch in the NALC! Join us!

National Level Grievances Resolved

A number of outstanding grievances were resolved by the national parties recently. Article 15.4.D of our National Agreement allows for certain issues to be resolved at the national level. The provision states:

D. National Level Arbitration

1. Only cases involving interpretive issues under this Agreement or supplements thereto of general application will be arbitrated at the National level.

Fortunately the three grievances outlined below didn't have to be arbitrated and were resolved jointly prior to arbitration. The first issue involved a dispute on the number of CCAs that are employed. It was resolved in the following manner:

1. CCAs in 200 workyear offices with 30 months or more of relative standing on September 1, 2018, will be converted to full-time regular career status in their installation.
2. CCAs in offices below 200 work-years with 30 months or more of relative standing on September 1, 2018, will be converted to part-time flexible career status in their installation.
3. The conversion to career status under items 1 and 2 above will be effective as soon as administratively practicable, but will occur no later

than 60 days from the date of this agreement.

4. Conversions of CCAs to career status referenced in item 1 above are in addition to conversions to residual vacancies pursuant to the Memorandum of Understanding, Re: Full-time Regular Opportunities - City Letter Carrier Craft.

As a point of reference the Boston installation is a 200 workyear office. It's not just your individual station by itself but all the stations that comprise the Boston installation together. That includes all the stations from Stoneham out to Waltham and down to South Weymouth and everything in between. Fortunately our CCAs are being converted within 30 months so item number one doesn't apply to anyone here. But item number two applies to a number of our CCAs in our Associate Offices (AOs). They will be converted to PTFs and thus to career status which means they'll be vested in all the benefits career employees enjoy.

The 2016-2019 National Agreement awarded CCAs six paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. A dispute arose when implementing the new agreement on whether or not CCAs got paid retroactively for

the holidays that had already happened.

The old contract expired in May of 2016 and the new one wasn't ratified until August of 2017. Within that time frame there were eight holidays that would've been paid holidays under the new agreement. Obviously we took the position that they should be paid and the PO took the position that they shouldn't be. Unlike the other provisions of the new contract this new language did not specify whether or not those holidays would be paid retroactively or not so a national level grievance was filed and it was resolved in the following manner:

Employees who were on the rolls as CCAs on Christmas Day 2016 (December 25), New Year's Day 2017 (January 1), Memorial Day 2017 (May 29), and Independence Day 2017 (July 4), and remain on the rolls as a CCA or career city letter carrier as of the date of this agreement, will receive holiday pay pursuant to Article 11.8 of the 2016-2019 National Agreement for the above-mentioned dates.

The third grievance that was resolved was for the delay in retroactive pay adjustments to CCAs who were converted to career status from November 26, 2016 through August 7, 2017. I know this applies to a number of our CCAs because I talked too many of them when the payments didn't come. That dispute was adjudicated in the following manner:

After reviewing this matter, we mutually agree that employees who were converted to career status during the retroactive payment period of the 2016 collective bargaining agreement and remain in the city carrier craft as of the date of this agreement will receive a lump sum, less any applicable taxes and deductions, as indicated below:

- Former City Carrier Assistants (CCA) with a conversion date to career status prior to February 18, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$50.00 less any applicable taxes and fees.
- Former CCAs with a conversion date to career status between February 18, 2017, and May 27, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$100.00 less any applicable taxes and fees.
- Former CCAs with a conversion date to career status after May 27, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$150.00 less any applicable taxes and fees.

The payments for the last two grievance settlements are to be paid as soon as administratively practicable.

I hope everyone had a good summer and if you should have any questions about any of these grievances or anything else please give me a call at the Branch office.



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

BEST ORGANIZED - LARGE BRANCH
First Place, 2018
First Place (tie), 2014

GENERAL EXCELLENCE - LARGE BRANCH PUBLICATIONS - MORE THAN 1,500 MEMBERS

First Place, 2018
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

First Place, 2018
Third Place, 2018
Third Place, 1992
Judges' Commendation, 1988

BEST WEBSITE

First Place, 2018

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The Man Behind Our Message

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

At the NALC National Convention in Detroit, Michigan in July, Branch 34 once again received many awards and accolades that our local organization should be very proud of. In the category for NALC's Best Publication, branches from every part of the United States entered to be judged for General Excellence, and for Best Articles, that are contained in those issues. I am very proud to report that "Branch 34's CLAN" was once again selected, in the Large Branch or State Association category, the best publication in the NALC. We also received awards for two articles on Unionism, which first place went to Executive Vice President Kevin Flaherty for his article "What Has the Union Done For Me?", and third place went to Area Steward Tom Rooney

for his article entitled, "The Definition of Unionism."

But, there is another reason why we are so successful in delivering this excellence to our readership, and it comes from someone who you won't read about in our articles, or see pictures of him at different happenings within our Branch. But he is just as important as any contributor to "Branch 34's CLAN." Stephen Hamilton, from Union Printworks in Hyde Park, Massachusetts, has been our printing guru for as long as I can remember. His superb attention to detail, coupled with his creative eye, and his Job-like patience when trying to meet a "go-to-press" deadline, delivers a high-quality, attention-grabbing publication that enhances our message to our readership. And it's not just Boston Branch Members that appreciate it. At the Convention, Brothers and Sisters from all parts of the country were letting me know how much they enjoy our paper, with others wanting a copy right on the spot, and still others seeking to be put on our mailing list!

Steve's proficiency in his craft is second to none, and is always at the ready with his generosity in helping us piece together our articles, pictures, and advertising, which is indispensable. In just under the three years that I have been the editor, Steve has taught me a lot about getting a quality newspaper to print, and I am very grateful for all that he does. I believe I speak for all of our Branch Officers, as well as the Membership of Branch 34 in thanking Stephen Hamilton for all of his years of dedication to our cause as a Union, and helping our publication to be the very best it can be!

Thanks Steve, and we look forward to working with you for many years to come!

(Kevin Flaherty and Tom Rooney's award-winning articles have been reprinted for this issue.)

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:

Eileen Barden..... Weymouth Landing
Linda S. Berry..... Quincy
Cynthia R. Carney Weston
Robert J. Coner Braintree
Michael A. Courage..... IMC-Everett
Dennis J. Curtin Revere
Stephen I. DiRoberto..... IMC-Everett
Thomas F. Dunn Woburn
Dennis P. Fitzpatrick.....Lexington
Jane M. Garchinsky..... Woburn
John J. Gorham Roxbury
Joseph P. Guiducci..... Weymouth Landing
Bruce N. MacDonald Malden
Christine B. Malany Wellesley Hills
Salvatore J. Morando..... Porter Square
John E. Nickerson Lexington
Michael D. O'Brien..... Melrose
Kevin M. Ring Braintree
Timothy A. Russell..... IMC-Somerville
Elaine M. Saia..... Auburndale
Gerald F. Sullivan North Quincy
Lindoro C. Tescione Fort Point
Lawrence A. Walker..... Newton Highlands

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.



Now Is The Time To Change For The Better!

Take a look around your office and you can see a lot of new faces that have joined the United States Postal Service within the last few years. What might be surprising is that the retention of those people is eclipsed by the amount of people that never made it into our ranks. A majority of these people were to be hired as letter carriers, and being in this craft, we understand this job is not for everybody. The day-to-day grind of walking a route, climbing up and down stairs, climbing in and out of vehicles, and the hundreds of other mundane things we need to do in this job does not make this the career path people dream of. Coupled with management lying about their numbers, cheating, during route inspections, and stealing

our money by deceptively changing clock rings in TACS, does not make this job anymore attractive to prospective workers, or promote confidence in current employees.

Now, take another look around your office for another type of employee. You will see those who have some gray hair, a few too many wrinkles on their forehead, and a tired look in their eyes. These are the people that management should be most concerned about in the coming years, because they are going to do something that could potentially make the place that we work an even more uncomfortable, and unattractive place of employment.

It is no mystery that we have an aged workforce, and within the next half a dozen years or so, that aging workforce is going to begin retiring. It is believed within the federal government 30 to 35% of the current workforce will be closing in on the sunset of their careers.

The United States Postal Service struggles to attract new employees to this business as it is, and with those kinds of numbers looming in the not too distant future, management needs to seriously evaluate if the current way they do business will help replace our retirees, attract qualified individuals to take their place, and expand and diversify the USPS into more services our customers will need well into the 21st Century, and beyond.

As of right now, the game plan they

are currently running is nothing less than destructive. The obvious to all of us is the lying, cheating, and stealing. The Das Arbitration has sped up our current downward spiral when starting pay plummeted to around \$15 an hour. And taking away the Part-Time Flexible position, and replacing it with the non-career, lousy benefits, CCA position, has also contributed to the degradation of retaining new employees, and attracting potential employees, and attracting potential employees to this skilled workforce. And, there is no longer an exam to qualify for this very professional position. It was useful in vetting out individuals that this job wasn't meant for. Our Letter Carrier Pay Schedule has more steps than the Bunker Hill Monument, and it takes our junior employees a long time to reach a fair wage that they can support themselves and their families with. With minimum wage jobs increasing in some places to \$15+ an hour, starting at \$18 an hour to do the tedious, grinding work of a Letter Carrier, the USPS is losing potential candidates to the likes of BJ's, CVS, IKEA, and other less physically demanding and less skilled labor. Let me think, do I stack toilet paper on the shelves, or do I toil in the heat and cold, then be subjected to lying, cheating, and stealing? And if those jobs are worth paying that, then shouldn't our more senior people be making more? I think we all know what the answers to those questions!

And, even with all of these things working against us, we rise each morning to do the very best work anybody could, and give our customers the best service that anyone can, and when I say our customers love us for that, that's the truth. If only management would drag themselves out of the Stone Age, and figure out that taking care of the people we serve, and making our work environment a place where people want to come to, then, and only then will this institution thrive.

Today, we are in the epicenter of the way people shop online, so the USPS should be doing everything in its power to make sure one of the best middle class, blue collar jobs continues to serve our loving American public. Cutting routes, cutting pay, and lying, cheating, and stealing will make us the next Polaroid!

Growing this business should be a vested interest of management, and our long term goals should be on a similar path. Attracting qualified people, with great working conditions, wages and benefits, and dignity and respect is the only way to proceed. With a workforce that will be in flux in the not too distant future, the time to act is now!



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
MOLLY LONG

Brookline

CHRISTINE M. BAILEY
LINDA M. HAZELL

Cambridge - Porter Square

BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

SANDRA GIORDANO

Dorchester Center

CARMEN TEJEDA-DIAZ

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

Scituate

KAREN M. LYNCH

Stoneham

TINA M. DOHERTY

Waltham

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

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!

I Am. You Are. We Are.

I am a Jeopardy fan. I enjoy going home, eating dinner with my family and watching the show. Not a lot of rules to follow. The host gives you the answer and all you need to do is come up with the question. The harder the question, the more money you win. Let's play Jeopardy, the Union version, with your host Tony Scrivano. Cue the music.

Let's start with an easy \$100 question. The answer is I am. The question is: Who is your Area Steward? I am. I am one of four Area Stewards for the branch. I represent you at the Formal A meetings. If you read my last article (and I know you did), you'll know that Formal A is the second step in the grievance procedure. You have graciously selected me to that position. I appreciate that you had the confidence to allow me to represent you. As your representative, I am tasked to defend the contract and your rights under the National Agreement. When a grievance is filed at your station and your steward can't get the resolution they want, your grievance gets sent to the Formal A level. The process is set up to defend your rights.

You have all sorts of rights you may not use or even know you have. You're right to have a steward present is paramount when a letter carrier is being investigated for some alleged offense. You have the right to a fair days pay for a fair days work. You're honest and hard work should not be stolen by some brazen supervisor who needs to make the numbers by stealing your time and money. That to me is plain old theft. Those supervisors shouldn't be hidden away in some remote office, they should be locked up. You should have the ability to come to work, do your job and go home with no hassle. It's simple. That's what I strive for. All day. Every day.

Moving on to the \$500 question, these get tougher as we move up. The Answer is: You are. The question is: Who is a professional letter carrier? You are. You are what makes the Postal Service what it is, the most trusted government agency by far. The Postal Service has an 88%

approval rating by the public; higher than any other government agency. You deliver to your customers no matter the weather. Sure there are other crafts, but you are where the rubber meets the road. Rain, sleet and snow, you handle customer complaints, sloppy circulars, crappy vehicles and angry dogs. You get the job done, no matter the obstacle. Give yourself a hand. Anyone who doesn't think you are the backbone of this organization is truly mistaken. Without you there is no Postal Service. Never let anyone tell you otherwise. Without you moving the mail to millions of people every day, there would be no Post Office. You are the professional letter carrier. You are the organization. Management doesn't deliver the mail. You do. Without you, there's nothing.

You're great at this game, but the question gets harder. So, let's make this a true Daily Double and risk it all. The answer is **WE** are. The question is: Who is the Union? There are times I go into stations and a carrier says, "Here comes the Union." Well I'm here to tell you that carrier is only partially correct. I also hear, "This isn't really a Union station." That carrier is incorrect. **Every station in Branch 34 is a Union station.** The level of unionism in each station is made up of the commitment of each member in that station to stand in unity with their brothers and sisters. A station's unionism is determined by what each member allows. What you allow is what will continue. I told you this was difficult. **WE are the Union.**

"An injury to one, is an injury to all." ~ Coates. We must not allow management to injure our members. We must stand together and fight for each other. We all have differences, but we all are letter carriers. We are the Union, collectively. We raise money for MDA. We fight against that horrible disease that afflicts so many. We collect food for the Letter Carrier Food Drive. That's our food drive. That's our give back to our local community. We watch over the customers on our routes; we are the eyes, ears and often the criti-

cal call to 911 for emergencies with countless carriers being everyday heroes all over the country. **We are the NALC.**

We vote for politicians who represent us in Congress. We raise money for those that fight for our issues against those who could take it all away with the stroke of a pen. We do that through the Letter Carrier Political Fund. Your contributions enable letter carriers to take time off work to meet with congressional leaders to insure our voices are heard and our rights are protected, without political bias based only on issues that affect every letter carrier, not parties. We do that. You and I, the Union.

"A rising tide lifts all boats." ~ JFK. Just as we fight to protect our individual rights, we as a Union, must fight to protect the rights of every carrier. United we stand. Putting a fellow carrier down does not raise your level, it only lessens theirs. We are not just members of Branch 34 or NALC members; **WE** are the Labor Movement. Organized labor raises the wages and benefits for the entire area. Union membership raises everyone's level. We must get everyone on board. Non-members receive the same wages and benefits that the rest of us made possible by the power of collective bargaining. That's why we pay dues. Being a Union member is kind of like joining a gym. You wouldn't stand silent and watch a non-member have access to all the equipment; so, speak to those non-members and encourage them to pay their share. That gym membership won't do much good if you don't show up and exercise; same with the Union.show up to the meetings, learn your contractual rights and exercise them. Knowledge is Power. **WE** are the Union and we must all share the costs, the responsibilities and the rewards. No one rides for free. We need to lift each other up. Together. United.

Stay safe!



TONY SCRIVANO
Area Steward

Thank You, Detroit!

I must admit, I was very skeptical when hearing our 71st Biennial Convention was being held in Detroit, Michigan. If you listen to the news, one would think Detroit was a war zone. This couldn't be further from the truth. The streets were clean. The Police Department made us feel safe, and well protected. **The one thing that stood out was the strong spirit of unionism consumed by this**

city. The people of Detroit wear their union label as a badge of honor. They take extreme pride in being called union workers!! Detroit's Branch 1 should hold their collective heads high for putting on a fantastic convention. The Cobo Center, which housed the convention, was nothing less than spectacular. The amenities were first class, and the views of the river separating the US and Canada, were

phenomenal.

While attending the convention, I did a little research about the history of the union movement in Detroit, and here is a brief summary of what I learned. During the twentieth century, Detroit was considered one of the most powerful union cities in the country. Organized labor has existed in Detroit since the formation of the craft unions for typographers and cordwainers, (a fancy name for shoemakers), in the 1830s. Detroit claimed its status as a union powerhouse when 200 delegates from auto plants all over the United States, held their first convention in 1935. This convention gave birth to what is now known as the UAW, (United Auto Workers). On December 30, 1936, the UAW called for its first sit-down strike at the GM auto plant, in Flint, Michigan. The strike ended 43 days later, when GM agreed to negotiate with the union. Over the following decades, the UAW has successfully negotiated many of the same benefits such as pensions, and health insurance, that we as letter carriers, enjoy today. During its peak, the UAW had over 1.5 million card carrying union workers. Unfortunately, with the financial collapse in the early 2000s the UAW membership has fallen to roughly 350,000 members. But things are on the rise. Over the past two years,

the UAW's membership has increased by roughly 3%.

With jobs starting to trickle back from overseas, my hopes are that the workers filling these positions stop and look at how much being a card-carrying union member benefits the well-being of their lives. **Its time for all unions to come together and educate the new generations on the benefits of organized labor.**

In closing, I would like to take this opportunity to thank all the members of Branch 34 for allowing me to represent them as a delegate at the National Convention.

As always:

Buy Union Products, Fly Union Airlines and always stay Union Strong!

For my fellow Asian union brothers and sisters:

购买工会产品，乘搭工会航空公司，永远支持工会

And my Spanish speaking brothers and sisters:

¡Compre productos de Union, Fly Union Airlines y permanezca Union Strong siempre!



TOM ROONEY
Area Steward

The Definition of Unionism

By Tom Rooney, Branch 34 Area Steward

(This article is reprinted from the June-July 2017 Branch 34's CLAN and was awarded Third Place for Building Unionism at this year's NALC Biennial Convention in Detroit, Michigan.)

Unionism, as defined, is the policies and practices of organized Labor Unions. Labor Unions were created to help the American worker with issues pertaining to working conditions, such as low pay, unsafe working conditions, and long hours. It is said that the unions were the ones who created the "Weekend."

First, let's take a look at some background on Unions. In 1886, the American Trade and Labor Union was the first union to be founded in the United States. Today, most union workers recognize them as the AFL-CIO. All of us Brothers and Sisters that make up the National Association of Letter Carriers are members of the AFL-CIO. We share some great company belonging to the AFL-CIO. Not only are we allied with our sister union the APWU, but right below us on the registry of affiliated unions is the NFLPA (The National Football League Players Association). That's right; we share something in common with Tom Brady, and the Super Bowl Champion New England Patriots. Over the past fifty years, the number of union workers has diminished greatly. Back in the 1950s, the American work force consisted of 35 percent unionized labor. Sadly, today that rate has drop to only 11.3 percent. This means over 88 percent of the workers in the United States are "Employees at Will." These workers have no recourse to object to their discipline or removals. Basically, businesses do not have to adhere to the principles of "Just Cause" when firing a worker.

Fortunately for us, the National Agreement under Article 16 requires management to satisfy the seven steps of "Just Cause" before they can impose discipline, or issue a removal to any Letter Carrier. Over the past six months, during my duties as your Area Steward, I have noticed that management is getting bolder and braver with deliberately violating the contract. I have come across many situations where management is intentionally violating Article 8 to avoid paying penalty overtime, or downright just deleting carriers overtime altogether. It appears to me they have developed a lack of respect for this union's workers. When management disrespects one of us, they disrespect all of us. The time has come for all of us to stand together as one! In early June, I had the pleasure of attending a seminar at the Plumber Union Hall (Local 12). The topic was "Unlocking the Mysteries of 'Just Cause'." The presentation was given by author Robert Schwartz. During the question and answer period I heard many stories from different union leaders that sounded very familiar. It seemed to me; that all the unions are experiencing the same struggles pertaining to working conditions. Management wants everyone to do more, while getting paid less. This is certainly not what the AFL had in mind when they organized their first union.

Brothers and Sisters, it's time to go back to what made Unions Strong in the first place. Every union member needs to be active in some capacity if we are going to survive. Strength in numbers is the only way to achieve this. During the upcoming choice vacation period, I would like all Branch 34 members to take a moment to realize what this great union has accomplished for us.

Having a pension, 13 sick days a year, and five weeks of vacation are some benefits that most workers in the United States can only dream of. In my opinion, having sick leave protection, or getting paid to do whatever I want are pretty damn good accomplishments.

The union, through the contract, also assures us that when a situation arises pertaining to disciplining a Letter Carrier, management must reach the high bar of "Just Cause" before the action can be upheld. Non-union workers (employees at will) don't have these types of rights. They can be terminated for any cause, at any time, by their employer.

In closing, I think it's time for all Unions to come together and start selling the product of unionism. If we don't, and business succeeds in breaking the unions, then we all can kiss our weekend's goodbye! I hope every member gets a chance to take a much-needed vacation. Enjoy the summer!

You and Only You Are Responsible For Your Health and Welfare!

Well Brother and Sisters of Branch 34 summer is almost over and I hope that your time away from work was enjoyable with friends and family.

Now let's talk about delivering the mail this summer especially if this was your first summer as a Letter Carrier. It was **HOT! HOT! HOT!** I hope that you took your break out on the street and if needed on some days that you took extra water breaks in the shade or a cool place because of the extreme weather conditions. Corporate was actually suggesting that you take extra precaution on extremely hot and humid days such as hydrating yourself every fifteen minutes or so. How do I know this – every time that you logged onto your scanner there was a safety message from corporate. So maybe you might have returned back to the office five, ten, even fifteen minutes later than usual and what happens, you're questioned by your supervisor – why you are late returning? **ARE THEY SERIOUS!!!!** It's 100 degrees outside, with high humidity. I'm lugging this mail, I'm taking my breaks, drinking water doing overtime and I take a few extra breaks to rehydrate so I won't have heat exhaustion or worse and be taken to the hospital. **As a letter carrier, you and only you are responsible for your health and welfare.**

As you know when summer comes around, so does 99's. The yearly walk about with your supervisor to see if your route is eight hours and that you are doing your job professionally. It's so special to see management follow behind you with a clipboard counting your steps (they are not to pace you out on the street) seeing whether you are taking the proper shortcuts to the next delivery. This is your time to protect routes to be honest we should be protecting our routes every day.

Well the convention in Detroit has come and gone. The City of Detroit is bouncing back nicely from its downturn recession. It's unimaginable what management is coming up with to get the carriers out the door quicker. Some of the pilot programs that headquarters have started are case-less carrier routes. That's right case-less carrier routes. Pilot out of

Washington, DC where there are no carrier cases and the letter carriers are collating their mail on a table. Let's just say this probably not going to work because the carriers are spending 12-14 hours per day on the route. The other pilot was a four-in-one carrier cases. After a route is set up they change the rack strip for another route which tells me that they will have maybe one or two carriers setting up routes and other carriers just delivering the mail for eight hours. **YOU JUST CAN'T MAKE STUFF LIKE THIS CAN YOU.**

I would like to congratulate **Kevin Flaherty** and **Tom Rooney** for winning awards for their articles in *Branch 34's CLAN*, and to the *CLAN* winning first prize once again for best publication for large branch category. Great job to all that contributed to the *CLAN* and to **Bobby Damatin**, the editor. Branch 34 was also awarded best organized-large branch. To **Kevin Flaherty** congrats, but I would also like to thank **Cindy Neas** and **Tom Connors** from Branch 18 who also signed up new CCAs in the Brockton Academy. I would also like to thank the Good Start instructors in the Greater Boston District who also play an important role of communicating how important it is to join the union and making it stronger.

Finally to all the carriers that are not in the union but benefits from its hard labor to bargain for your rights and benefits let me leave you with this message from **Sue Carney** from the *American Postal Worker*, March/April 2014. "At the core, Labor unions (we) are working men and women, unified as one force. Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise up together for the greater good. We defend on another like family."

(Excerpted from "We're Not a Fee-for-Service Organization.")



WANDA HAMM
Trustee

In Memoriam

William J. Byrne
Active Member – Jamaica Plain

Harold J. Courage, Jr.
Retired Member – Malden

John P. Fraher
Retired Member – Chestnut Hill

Richard J. Jennings
Retired Member – Hingham

James J. Nabstedt *
Retired Member – Roxbury

Francis C. Rice
Retired Member – West Roxbury

* Denotes Gold Card Member

Rest in Peace

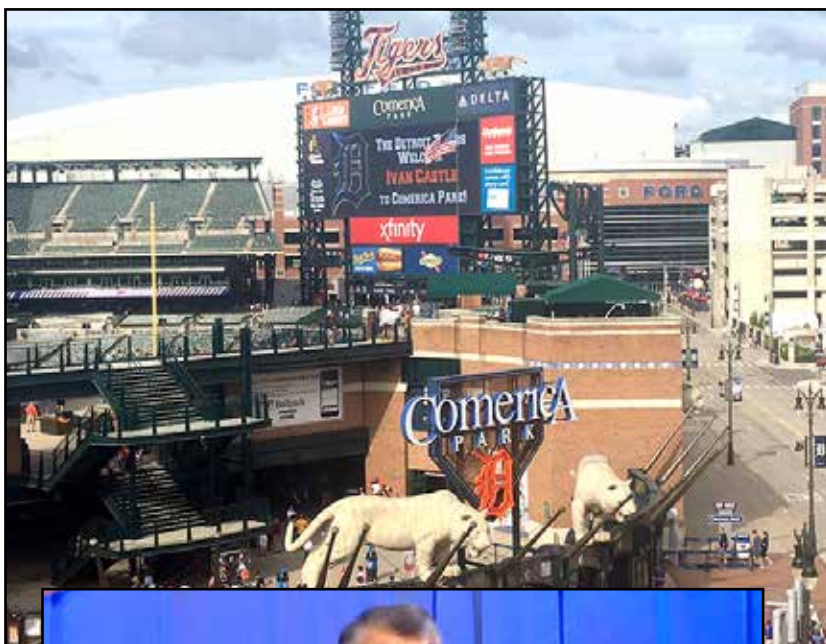
Branch 34 Shines at the Detroit NALC Convention



Boston Branch 34 helps assemble Care Packages for Homeless Veterans at the NALC National Convention in Detroit.



Delegates at the NALC's 71st Biennial Convention in Detroit, Michigan give U.S. House Minority Leader Nancy Pelosi (D-CA) a Letter Carriers Cheer as thanks for her powerful address.



AFL-CIO National President Richard Trumka gives a powerful message to the delegates at the NALC National Convention in Detroit.





NALC National President Fredrick Rolando gets things started at the 71st Biennial Convention in Detroit, Michigan.

OIG Audit Report Rips Boston Management's Time Card Fraud, Additionally, Arbitrator Rejects Management's Phony Timeliness Defense...

(continued from page 1)

year-plus long grievance investigation and evidence at arbitration to Regional Arbitrator **Katherine Morgan**, a task made even harder with the predictable posturing by management's advocates as they try to weasel their way out of the righteousness of making the employees whom they stole from, whole.

As expected, management's sole defense to their abhorrent actions appears limited to raising at hearing, threshold issues challenging the timeliness and arbitrability of the grievance itself, asserting essentially that those hundreds of effected members deprived of their hard earned pay 'knew or should have known that management was covertly deleting their time'. While this tact was not unexpected, it is nonetheless infuriating.

More Breaking News

Just prior to going to press, Branch 34 received the decision from Arbitrator **Katherine Morgan** in which she

thoroughly dismissed management's baseless threshold arguments finding that 'without prejudging the case, the clock ring violations alleged, constitute continuing violations, if proven on the merits. Although the alleged violations go back to 2010, the fourteen-day period is met, based upon the above discussed facts of this case, because the grievance was filed within a fourteen-day period of when the Union "learned or should have reasonably been expected to learn of its cause" as required by Article 15.2{a} The grievance is arbitrable....'

While I fully expected this result, anyone familiar with the arbitration process knows that nothing is guaranteed. What this means for IMC grievances is that we will now be allowed to continue presenting the mountains of evidence of management's time deletions. What that means for the dozen or so other grievances advancing through the process is less clear, but it certainly doesn't hurt.

The majority of those dozen or so grievances I reference are the result of the other significant event which occurred recently, that being the August 2nd release of the much anticipated USPS's Office of Inspector General (OIG) Audit Report.

As you may or may not be aware, in September 2017, I contacted Congressmen **Michael Capuano** and **Stephen Lynch** seeking their assistance in getting the Postal Service's OIG to investigate this massive breach of postal regulations after their initial refusal to get involved and at their insistence, the OIG grudgingly agreed to conduct an 'audit' starting in February of this year. You'll notice I said 'audit' and not 'investigation,' more on that later.

The following are some of the highlights of the OIG's August 2, 2018 Audit Report which Members may read in total on our website:

"The scope of our audit included time-card adjustments for letter carriers at the following 13 sites in the Greater Boston District that resulted in disallowed time from April 1, 2015, through September 30, 2017. We assessed whether these adjustments were made in accordance with Postal Service policy.

- Allston Station
- Brighton Station
- Brookline Branch
- Central Square Main Post Office
- Chelsea Carrier Annex
- Fort Point Station
- Jamaica Plain Station
- Medford Branch
- Revere Carrier Annex
- Stoneham Branch
- Waltham Branch
- Weston Branch
- Weymouth Branch

Additionally, we reviewed 30 deleted clock rings and 20 extended lunch adjustments that resulted in time removed from

employees at the Chelsea Carrier Annex to determine whether timecards were adjusted in accordance with Postal Service policy. We received these examples from NALC officials."

★★★★★★

"Supervisors in the Greater Boston District did not systemically adjust timecards in accordance with Postal Service policy. Specifically, 89 percent (177 of 199) of PS Forms 1017-A for 177 were not completed or maintained as required when employee time is disallowed. Of the 22 forms received, 50 percent (or 11) were missing key required information, such as the date the supervisor notified the employee and/or the reason for disallowing the time. In addition, we determined supervisors at one facility deleted 30 employee clock rings and extended 20 employee lunch times without any supporting documentation to justify the adjustment. Further, we referred these issues to our Office of Investigation...."

★★★★★★

"Improperly removing employee time could lead to grievances and potential fines and penalties. We identified 470 hours that equated to \$20,345 in unpaid wages due to supervisors not properly documenting timecard adjustments. This amount represents \$19,837 in unpaid wages to carriers and city carrier assistants (CCA) for disallowed time and \$508 in unpaid wages for deleted clock rings and extended lunch times. During FY 2017, four grievances were filed against the Postal Service regarding unauthorized timecard adjustments. One of the grievances is a class action and pending resolution and the remaining three were settled.

The Postal Service could also be assessed fines and penalties of up to \$1,964 for each "repeat" or "willful" violation of the Fair Labor Standards Act and be subject to enforcement action by the Department of Labor, which could result in the recovery of employee back wages and liquidated damages in the equivalent amount."

★★★★★★

I would be remiss if I did not applaud Congressmen **Stephen Lynch** and **Michael Capuano** for their unrelenting pressure in getting the OIG involved with a special Thank You to outgoing Congressman Capuano for his more than twenty years of supporting Letter Carriers and working men and women's interest.

Finally, if you wondering what happened to any of the one-hundred forty plus supervisors tainted by these violations, the Postal Service apparently believes they have suffered enough.

To my knowledge, no Supervisor or Manager has received any discipline or been held to any level of accountability in a manner similar to what you or I would be subject to. **Not One!**

Make no mistake about it, many management personnel whose employee identification numbers were involved furthered their careers at least in small part by manipulating and deleting employee work hours.

Rather than acknowledging what is painfully obvious to all involved, now including the Postal Service's own internal investigatory personnel, our supposed leaders revert to their tired, old playbook. Instead of making every effort to resolve these egregious transgressions by making our affected members whole and restoring whatever remain of employee-employer trust, these guys choose to perpetuate the deceit with courtroom ploys and theatrics. These people never seem to see the forest through the trees.

★ To Our Troops! ★
 Thank You For
 Your Service
 and Your Sacrifice!
**NALC BRANCH 34
 SUPPORTS YOU!**

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:
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For more information call:

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888 NALC Law
888.625.2529
Serving Letter Carriers for Over 30 Years

President's Report: **Branch 34 Wins Rare NALC Triple Crown**

(continued from page 1)

similarly impressive membership rate.

This high rate of unionized membership doesn't just happen by itself. While Branch Executive Vice President **Kevin Flaherty** continues to excel in his role as the closer in this endeavor, this ongoing standard of excellence does not occur without our outstanding Good Start Instructors **Wanda Hamm, Louis Poste, Artie Mathews, Ed Kosta, John Lavoie, Ed Healey, John Crea** and **Jim Harding** – all of whom routinely portray the NALC in a most positive light by their guidance and professionalism during the week-long CCA orientation.

Equally significant is the role our Station Stewards and On-the-Job Instructors play at their offices by approaching those individuals who may have somehow slipped through without joining our ranks.

While we look forward to defending our title, we also know who will be chasing us if we falter in organizing efforts.

General Excellence Award (Large Branch) NALC Publication Competition

It is with great pride that I also announce that Branch 34 was once again recognized nationally for having the best publication of a large local (more than 1,500 members) at the recent 71st NALC Biennial National Convention with a presentation of the 'General Excellence Award' for *Branch 34's CLAN* in the Branch Publication Competition.

The Overall Excellence category recognizes publications that best serve the membership. Judges considered content (appropriate and original articles, useful information, local angles), style (clear writing, effective headlines, good story placement) and overall appearance (readability, attractiveness, use of photos and art).

This is the sixth consecutive General Excellence Award honor for *Branch 34's CLAN* over the last six conventions, a period of twelve years (2008-2018).

A major reason why *Branch 34's CLAN* has had such outstanding success is the long list of Branch Officers and Members who have contributed articles and commentary over these many years and this time is no exception with both Executive Vice President **Kevin Flaherty** and Area Steward **Tom Rooney** taking First- and Third-Place Awards respectively for articles in the *Promoting Unionism* category.

Kudos also go to *CLAN* Editor **Robert Damatin** and our printer, **Stephen Hamilton** of Union Printworks in Hyde Park for their efforts. Congratulations to all!

NALC Publication Competition Best Website

While our success with *Branch 34's CLAN* could not come as a complete surprise, our triumph with the recently revamped nalcbranch34.com in the NALC Branch Publication's **Best Website** Contest was extraordinarily satisfying to myself and your Branch Officers having completely overhauled the site a little more than a year ago.

As stated at the time, it was our intent to provide an additional mechanism from which you, and all Members, can become more informed of what's occurring, both locally and nationally, relative to our jobs. Being recognized as the NALC's Best Website among the hundreds of locals throughout the country in such a short time frame reinforces and reinvigorates our commitment towards that goal.

If you haven't visited your Branch 34 website in a while, you don't know what you are missing. From items of specific interest to Full-time Regular and CCA Members (relative standing lists, inter-office bids) to Steward resources, LMOU's

and prior issues of our award-winning newspaper, nalcbranch34.com has it all in one place for your convenience.

Finally, we are still seeking input on member interest in advancing our website to the next level by offering much of the

content of website in an App.

Any Member wishing to weigh in on the subject can email your opinion to the Branch utilizing the website, you can call the Branch directly or speak with any Officer in the stations.



A look back at the 1939 Massachusetts Delegation attending the NALC National Convention in Milwaukee, Wisconsin. Do you recognize anyone?

Photo credit goes to one of Wolly World finest "Ed Kennedy"

Help Is Closer Than You Think!

Usually my articles are sarcastic, anecdotal, funny, and yet real!!! But this month, I want to take the time to speak to you about a number of truly important issues for the well-being of Letter Carriers, and our families.

September is Recovery Month!!!!

I personally have lost too many childhood friends to addiction. Some I've lost to overdoses, and some I've lost after they got clean, yet the damage was done to their hearts, and those hearts just could not sustain them any longer. A few I've lost to jail, as they did whatever that was necessary to get that next fix. And I've lost others, simply because they love(d) an addict.

My story isn't that much different than many that are working right now as Letter Carriers, and more than likely, most everyone knows someone caught in the throes of addiction!! And no matter how God awful it might be, you can ask **ME** for help, you can ask a Brother or Sister casing a route next to you for help, or you can call **1-800-EAP-4-YOU!!!** There are people who care, so if you think someone

is struggling, simply asking how they are doing can go a long way to let them know someone cares. If someone asks for your help, they are coming to you because they trust you, and that trust must not be broken. A great thing about the Letter Carriers in the Boston District is we always come together to help one of our own, so don't let the stigma of addiction hinder you from asking for help!!! It just might save you, or the life of a loved one!!!

October is Domestic Violence Awareness Month!!!!

Domestic Violence Awareness also holds a place in my heart like no other, as a friend was trapped in a bad relationship that turned deadly. It ruined two families, two sets of friends, and two lives that were ended to soon!!! And as tragic as the entire situation was, I hold no grudges against the other family involved. In fact, I feel just as much heartache for them, as I do for my friends and family. It took me a long time to get there, but they lost someone too! And they are as heartbroken over their loss, as I am over mine!!!

If someone at home is hurting you,

whether it be verbally or physically, get away as fast as you can, and get the help you need.

CR 2/15/16



LAURA WOOD FAHEY
Area Steward

★★★★★★

Below are a list of agencies, and their phone numbers.

On the other end of the line there are people who can assist anyone in a time of need:

EAP (the Employee Assistance Program) 1-800-EAP-4-YOU

The National Mental Health and Addiction Hotline 1-800-662-HELP

The Massachusetts Substance Use Hotline 1-809-327-5050

Safe Link Statewide Domestic Violence Hotline 1-877-785-2020

Call National Suicide Prevention Hotline 1-800-273-8255

Put them in your phone, you never know when you, or a loved one might need to reach out.

Disability Insurance for Postal Employees



- ✔ Payroll Deduction of Premiums
- ✔ Guaranteed Approval if you are working
- ✔ 14 day waiting period before
- ✔ No physicals required
- ✔ Covers ON AND OFF THE JOB INJURIES!
- ✔ Covers sickness or injuries
- ✔ Quick and Easy Application Process
- ✔ Pregnancy can be covered as an illness
- ✔ No increase in rates for existing conditions or age

For more information on this exclusive program for postal employees visit www.feddisabilityprogram.com

 **Federal Disability Program**

Branch 34 Salutes Its Retirees

Porter Square's Salvatore Morando



Porter Square's Salvatore Morando receives his retirement jacket from Branch 34 Executive Vice President Kevin Flaherty and Porter Square Shop Steward William Criscatelli.

Woburn's Richie Collins



Woburn's Richie Collins (third from right) is presented his retirement jacket from Branch 34 President Mike Yerkes, and Woburn Shop Stewards Vigo Conte and Fred Casey.

Lexington's John Nickerson



Lexington's John Nickerson is surrounded by his fellow workers on his last day of service.



Woburn's Richie Collins (above and right) is congratulated by his co-workers and the Branch on his well-deserved retirement.



Lexington's John Nickerson happily makes his "last punch!"



Branch 34 Executive Vice President Kevin Flaherty wishes John Nickerson well on his retirement. Lexington Shop Stewards John Lucey and Tony Scivano help him celebrate.



Woburn's Jane Garchinsky



Woburn's Jane Garchinsky receives her retirement jacket from Branch 34 President Mike Yerkes, and Woburn Shop Stewards Vigo Conte and Fred Casey.



Woburn's Jane Garchinsky makes a colorful exit with her "last punch!"

Medford's Elaine Veino

Medford's Elaine Veino receives her retirement gifts from Medford Shop Steward Christopher Pacitti and Branch 34 President Mike Yerkes.



Everett's Steve DiRoberto



Newly-Retired Steve DiRoberto receives a great send-off from his Everett co-workers.

Melrose's Mike O'Brien



Melrose's Mike O'Brien receives congratulations from Branch 34 Secretary-Treasurer Michael Murray.

Everett's Mike Courage



Everett's Mike Courage receives his retirement jacket from Branch 34 President Mike Yerkes.

Summer in September

The kids are going back to school. The baseball pennant race is heating up. The crowds at the beach are starting to get smaller. While summer may be starting to wind down, there's still plenty of beautiful weather ahead. It's September in New England.

This September has all the makings of an action-packed month. Recent court proceedings have added more fuel to the fire to what appears to be a contentious and vitriolic Mid-term election cycle. And as we are all too familiar with, election results can put letter carriers right in the line of fire. To keep letter carriers, their families and our standard of living, we depend greatly on the goings on in Washington, D.C. We also depend on our State Associations and their officers to be active with our representatives in Congress, and to educate those elected representatives on our issues.

Case in point. It should come as no surprise that there are plenty of forces in Washington, D.C. lobbying mightily to privatize and dismantle the Postal Service. Nothing new here except that the current administration and its well-to-do friends are pro-business forces to be reckoned with. They're not going away.

You might not know it by watching cable news, but we actually have quite a few friends in Congress on both sides of the aisle. These enlightened members of Congress are keenly aware of the fact that a healthy Postal Service is vital to their constituents, regardless of where one might be in our capitalistic financial hierarchy. Low income, no income, middle class, or lucky one percent, all Americans benefit from a robust Postal Service.

Congressman **Stephen Lynch** (D-MA) has just introduced H-Res-993 in the House of Representatives. The legislation is written to protect the Postal Service, the repository of all our jobs, from the evils of Privatization.

As I write this article, there are still not enough Co-Sponsors. Amazingly, there are members of Congress from New England who have not yet signed on.

Hopefully, our State Association officers are working to

correct this oversight. September usually means the reconvening of local NALC branch meetings. These are prime opportunities for our State officers to attend, and address our members on the importance of current legislation. Our State Presidents can play a vital role in this undertaking. Please support our State Associations and their Officers. Branch Presidents may wish to reach out to their State Presidents and make the invitation to attend their branch monthly meeting.



JOHN J. CASCIANO
National Business Agent

Retirement Planning

September is also the month when many of our retirement-eligible members may begin to ponder calling it a career. Fortunately for these lucky letter carriers, we have a Retirement Seminar presentation available for branches.

Retirement planning should not be taken lightly as most decisions, and there are quite a few, are irrevocable. Life Insurance, Health Insurance, Survivor Annuity, NALC membership and TSP withdrawals to name just a few.

You've worked hard your entire career, and paid your fair share of taxes. Make sure your educated on how to get the most benefit from your retirement package.

The Retirement Seminar is available through the Business Agent's office. Branch Presidents requesting the training should send a written request to my attention.

Your retirement planning should also include an Estate plan prepared by a professional. The plan should include Wills, Trusts and Health Care Proxies. If you don't prepare an Estate package, the government will be more than happy to do it for you.

★★★★★★★★

"Light travels faster than sound. This is why some people appear bright until they speak."
-Steven Wright

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

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

Second Congressional District

The Honorable James P. McGovern
Cannon House Office Bldg., Rm. 438
Washington, D.C. 20515
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

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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

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Sixth Congressional District

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Longworth House Office Bldg., Rm. 1408
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202-225-8020 Fax: 202-225-5915
moulton.house.gov

Seventh Congressional District

The Honorable Michael E. Capuano
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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

Being mindful: embrace the present

With ever-busy minds, most of us multitask endlessly. We strain to keep up with the urgent tasks of today, the worries about tomorrow and the regrets of yesterday. However, nonstop mental motion can cause you to miss the simple pleasures of the present. Being more mindful helps you reengage your senses, cut stress and enjoy each moment more.

Your program offers tips, tools and resources for enhancing your everyday mindfulness.

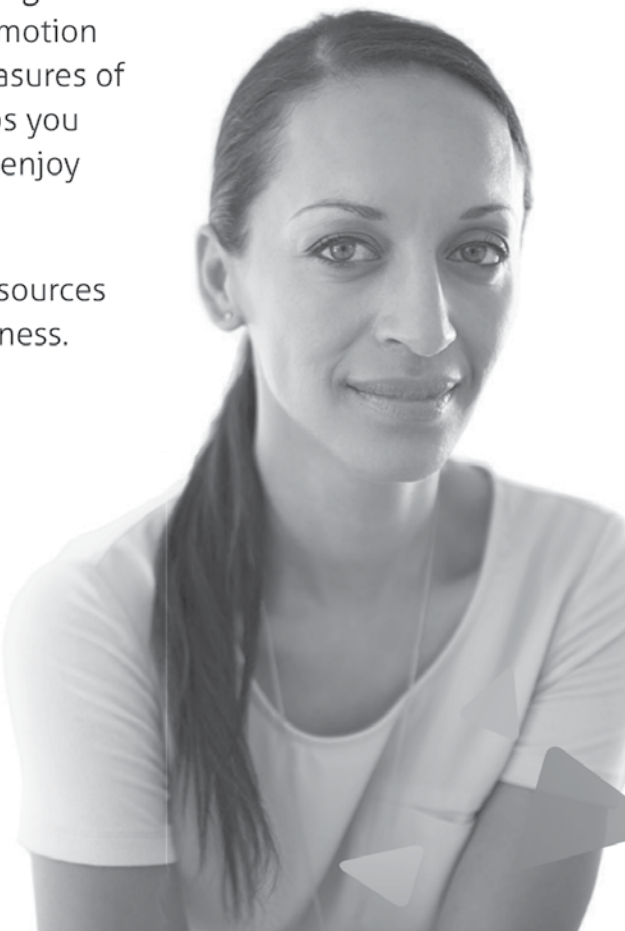
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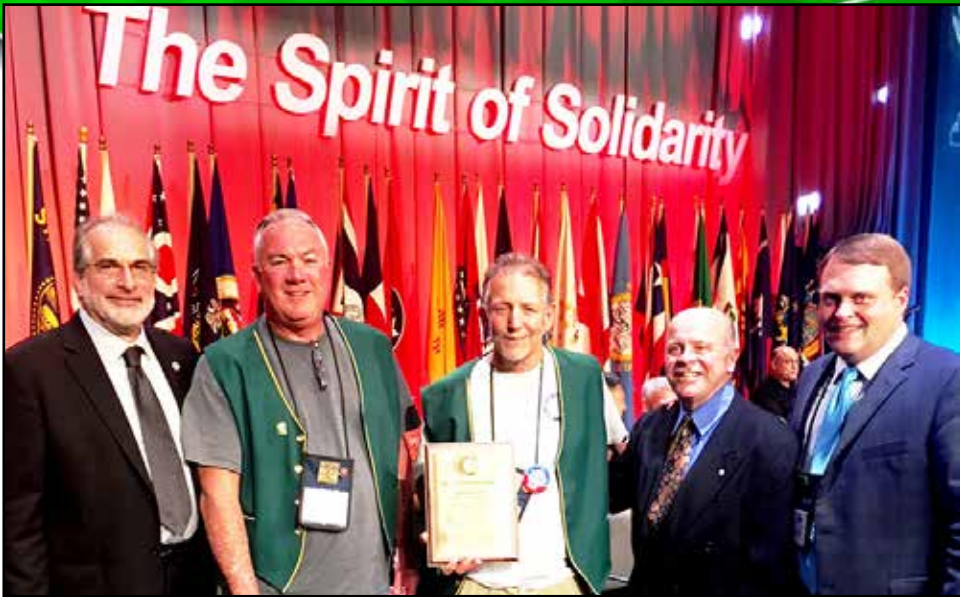
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Branch 34 Wins Rare NALC Triple Crown – Best Organizing, Best Publication & Best Website



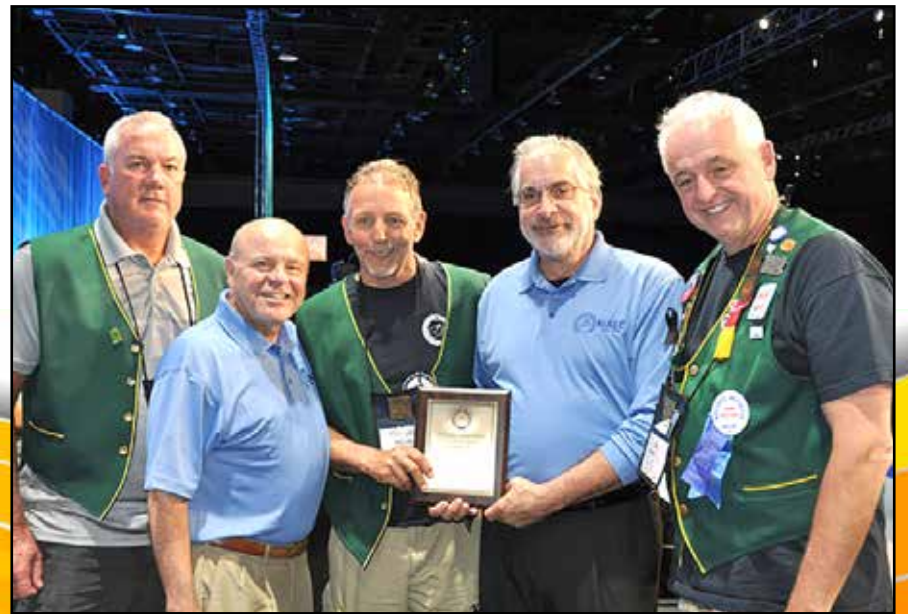
Branch 34 President Mike Yerkes (center) accepts the "Best Organized" Award. Left to right: NALC President Fredrick Rolando, Branch 34 Executive Vice President Kevin Flaherty, Yerkes, NALC National Business Agent - Region 14 John Casciano and NALC Vice President Brian Renfro.



NALC President Fredrick Rolando (right) presents the "Best Website" Award to Branch 34 President Michael Yerkes (center) as NALC National Business Agent - Region 14 John Casciano looks on.



NALC President Fredrick Rolando (right) congratulates Branch 34 Executive Vice President Kevin Flaherty for his article, "What Does the Union Do For Me?," winner of first place in the "Promoting Unionism" category.



Once again, "Branch 34's CLAN" received the first place award for "General Excellence in Large Branch/State Association Publications." Left to right: Branch 34 Executive Vice President Kevin Flaherty, NALC National Business Agent - Region 14 John Casciano, Branch 34 President Michael Yerkes, NALC President Fredrick Rolando, and "CLAN" Editor Bobby Damatin.



The triple crown of NALC awards – Best Organizing (center), General Excellence in Large Branch/State Association Publications (left), and Best Website (right).



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