



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

Dignity and Respect – Stand Up For It!

Dignity and Respect, everyone wants it. And if you work in one of those environments where the boss doesn't feel the need to act like one, and the work you do day-in and day-out is respected, then you should probably cherish it because much like our New England weather, when it comes to the Postal Service, if you like something it will inevitably be changed.

Unfortunately, you could just as easily be the Member working in the hostile atmosphere where every morning involves that *walking on egg shells feeling* of knowing that whatever you did yesterday was not good enough or it took you too long.

You could just as easily be one of those numerous Members saddled with an overburdened route, facing that all too familiar daily dance with management; *'I need help' to 'no, you don't - be back in eight.'*

Those supervisors who rely exclusively on questionable DOIS projections to determine a Member's daily workload and then exploit that information to harass or intimidate our Members into making those projections is also abusive and unacceptable behavior.

Moreover, those office environments which contain these elements of harassment, intimidation, threats, or bullying certainly constitute an environment which can be *unhealthy and unsafe*.

Being a target of this type of behavior not only affects your work life, but can also affect your health, possibly causing headaches, loss of appetite, high blood pressure, insomnia, clinical depression, panic attacks and even PTSD.

I have spoken with far too many Members who express the wide range of emotions from anxiety to fear. Some Members won't stand up for themselves for fear of retaliation from their supervisor. People shouldn't get sick over reporting for work.

Such an atmosphere could also potentially cause an individual to act out in ways they normally would not act.

In worst case scenarios, those berating and snide remarks can escalate into something more; and when that happens, we all know who is going home. (Hint: management never gets sent home, no matter how egregious their actions.)

Branch 34 cannot and will not condone any of our Members to be subjected to such abusive behavior without a fight. We never have and never will!

As this article goes to press, your Stewards will hopefully have attended our fourth biannual Branch-wide training seminar intended to improve our ability to provide you with the representation you deserve.

During this training session, we will be discussing techniques to develop better

grievance files for management's apparent never ending incompetence when it comes to distributing overtime in equitably or properly scheduling for a holiday.

Most importantly, we are going to be ensuring that our Stewards are fully prepared and have the necessary tools to confront any instances of management threats, intimidation or harassment whether it be isolated or longstanding.

The NALC has fought for and achieved several contractual provisions meant to protect our Members against such behavior. Requirement's such as *M-39, Section 115.4 (Maintain Mutual Respect Atmosphere)* and their obligation under *Article 14 (Safety)* to provide a safe work environment for all employees.

Yes! A supervisor threatening Members with *"the consequences"* and trying to bully him or her into making the numbers, is in effect not providing safe working conditions.

It's an unsafe situation, because the inherent threat of discipline places the employee in a position of choosing between safety and job security. Does anyone believe that these threats and intimidation have nothing to do with the enormous number of accidents and injuries we incur in Boston?

Stewards need to be familiar with these contractual protections and other tools to address the often times monstrous conduct of these supervisors.

Yet all the training in the world is not going to reign in even the most abusive jerkoff unless you and your coworkers stand up and say enough is enough.

No longer can any of us stand by while a co-worker is being badgered by bullies. If you sit back and think it's not my problem and I'm glad it's not me, it is not going to stop! And eventually, it will be you.



MICHAEL YERKES
President

If you think anyone of these *what have you done for me lately's* is going to leave you alone while they threaten, intimidate, harass, and bully CCAs and other vulnerable members, my experience tells me you're wrong.

We need Members to be pro-active in holding management accountable for their behavior. We can't wait for your Steward to interview you regarding abusive conduct by a supervisor or manager, we need you to approach your Steward and offer to provide a statement of facts.

Bullies are usually cowards, and cowards tend not to act out in the open or when confronted. If you *see something, say something*.

Management not only has the right, but also the responsibility to manage. Inherent in this responsibility is the obligation to set the tone as to how all employees will be treated. **Together, let's stand-up and ensure that they meet that responsibility.**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Finally, I would like to share my wish that you and your loved ones enjoy the happiest of holidays and a healthy and prosperous new year.

Branch 34 Official Election Notice

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 34 that nominations for the office of President, Executive Vice-President, Vice-President, Secretary-Treasurer, Financial-Secretary, Editor, Sergeant-At-Arms, Clerk NSBA-MBA, Health Benefit Officer, Trustees and four Area Stewards will be taken from the floor at the January 2019 Branch meeting. There will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

The election of officers for Branch 34 will be held at the March 2019 Branch meeting. There the successful candidates for the office of President, Executive Vice-President, Vice-President, Secretary-Treasurer, Financial-Secretary, Editor, Sergeant-At-Arms, Clerk NSBA-MBA, Health Benefit Officer, Trustees and four Area Stewards will be announced and they will serve from April 1, 2019 through March 31, 2022.

– Michael Murray, Secretary-Treasurer, Boston Branch 34 NALC

Happy Holidays

from the officers and Executive Board of Boston Branch 34 NALC



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 Faetra 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 Brian Senior
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.....	Phyllis Monahan
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 Sandino Blaise
Weymouth Landing.....	Mario Venturelli
Woburn.....	Vigo Conte Fred Casey
Wollaston.....	Thomas Rooney, Jr.

What Should I Do With My Raise?

The NALC Contractual Pay Increase took effect on Saturday, November 24, 2018. Accordingly, all career and non-career (CCA) grade 1 city carriers were upgraded to their equivalent step in grade 2. Carrier technicians received an additional 2.1 percent compensation of their applicable hourly wage for all paid hours. Time served toward a letter carrier's next step is maintained and each will receive their next step increase as previously scheduled. (In accordance with the MOU Re: pay Schedule Consolidation) CCA letter carriers will receive a 1.0 percent general wage increase in addition to the upgrade mentioned. This 1.0 percent is in lieu of Cost of Living Adjustments that career letter carriers receive.

I am sure we can all use the money, and many of us already have plans on how to use it. Spending for the holidays, increasing your TSP contributions, catching up on bills due are a few to come to mind. I wonder how many have given thought to the Letter Carrier Political Fund?

The Letter Carrier Political Fund (formerly COLCPE) identifies and contributes to candidates who support issues important to letter carriers through voluntary deductions from carriers to advance the political process. Many ask why I should contribute the Letter Carrier Political Fund (LCPF)?

Along with the contributions to candidates who support us the LCPF provides letter carriers with the opportunity to build electoral and legislative power to ensure decisions that impact our lives are made with our best interests in mind. Union dues are not used and cannot be used for political contributions, so NALC relies solely on voluntary contributions.

Many have compared the LCPF to insurance. We all have insurance for our cars, homes, and other items. We also need insurance for our jobs. This is more important now more than ever. **The**

LCPF is that insurance.

The current administration, through the Office of Management and Budget (OMB,) has proposed to privatize the United States Postal Service. NALC President **Fredric Rolando** said "the White House is making very clear that privatization of the Postal Service is its goal, despite the fact that the stakeholder meetings with the White House Postal Task Force are ongoing." **We must and we will defeat this goal.**

The NALC, in conjunction with the other Postal Unions, staged information picketing at congressional offices across the country. Several Branch 34 members including myself, President **Michael Yerkes**, and Secretary-Treasurer **Michael Murray** attended one such rally at **Stephen Lynch's** office in Brockton. Congressman Lynch even attended the rally. NALC and APWU has also launched a new ad showing what the public might expect from a corporate postal service.

The NALC along with the other Postal Unions have provided recommendations to the Postal Task Force. The recommendations along with other issues have been advanced in all Postal Reform discussions.

Postal Reform Legislation has been discussed at length in many forums, First and foremost the Pre-funding of future retiree health benefits needs to be addressed. USPS is self-sufficient and receives no taxpayer dollars. This issue has been discussed in previous articles. It is enough to state the pre-funding is largely responsible for all the debt of the Postal Service. This requirement needs to be addressed in any Postal Reform.

USPS provides six-day delivery service as directed by the U.S. Constitution. For many years the Postal Service and now Congress is trying to eliminate that requirement. House Resolution 15 calls on Congress and the Postal Service to

take all appropriate measures to continue six-day mail delivery and currently has 258 co-sponsors.



KEVIN FLAHERTY
Executive Vice President

Another point of attack is door-to-door delivery. House Resolution 28 call on Congress to take all appropriate measures to ensure continuation of door delivery for all businesses and residential customers. HR 28 currently has 247 co-sponsors.

Other issues important to NALC include the Windfall Elimination Provision and Government Pension Offset. The Windfall Elimination Provision greatly reduces the Social Security benefits of those who receive an annuity under the Civil Service Retirement System who also earned Social Security from other employment. The Government Pension Offset reduces or eliminates Social Security spouse or survivor for which federal retirees may be eligible based on Social Security record of spouse.

These are some of the issues NALC is working on to include in some form of Postal Legislation. In order to include these issues, we need congressmen and women to agree with us. Unfortunately, money is needed in some cases to even schedule a meeting with congressmen and women. As the saying goes "money talks."

So, I have a suggestion for letter carrier. Why not use a portion of our pay raise to contribute to the Letter Carrier Political Fund? We can still pay our bills, increase our TSP, and holiday shopping.

I also want to wish all Branch 34 carriers and families a Merry Christmas, Happy Chanukah, and joy and happiness in whatever way you celebrate the holiday season. A Healthy, Happy, Safe New Year to all.

Postage Increases: But At What Expense?

If you are not aware, the USPS was granted their requested increases for postage, which is the largest in the agency's existence. The First-Class Forever Stamp will increase by 10 percent, from 50 cents to 55 cents. A Metered Letter will increase 6.4 percent, from 47 cents to 50 cents. All the pricing changes are listed below:

Product	Current	New 2019
Letters (1 oz.)	50 cents	55 cents
Letters additional ounces	21 cents	15 cents
Letters (metered 1 oz.)	47 cents	50 cents
Outbound International Letters (1 oz.)	\$1.15	\$1.15
Domestic Postcards	35 cents	35 cents

Product	Current	New 2019
Small Flat Rate Box	\$7.20	\$7.90
Medium Flat Rate Box	\$13.65	\$14.35
Large Flat Rate Box	\$18.90	\$19.95
APO/FPO Large Flat Rate Box	\$17.40	\$18.45
Regular Flat Rate Envelope	\$6.70	\$7.35
Legal Flat Rate Envelope	\$7.00	\$7.65
Padded Flat Rate Envelope	\$7.25	\$8.00

Source: USPS website, (They're a government agency, and they use ".com." We're a service, not a business!)

This is on top of an increase that took the Forever Stamp from 49 to 50 cents just at the beginning of 2018, and a required reduction from 49 to 47 cents just two years ago. The request comes from the USPS board of governors and was approved by the Postal Regulatory Commission. The increases are scheduled to go into effect January 27, 2019. So, the only question that needs to be answered about these increases by the USPS: Why?

This paints a picture of an institution that is neither self-sufficient, nor conscious of the monopoly it possesses in,

and around the mailboxes of America. Driving up prices with absolutely nothing to justify these increases with. It makes us look weak, fragile, and ready for a full-blown take over. Instead of rectifying the \$50 + billion dollars mandated by Congress that is just sitting dormant for retiree health benefits, (that also cover employees who haven't been born yet),

they think pumping more money into the current system is the medicine for what ails the USPS!

And why on God's green earth would providing these billions to this organization be beneficial to customers, or employees alike? These are the people that have changed your start times from early morning, to mid-morning, which in turn has you wearing headlamps for nighttime deliveries, and customers being confused, abused, and amused by our late arrivals. Postal patrons aimlessly waiting in line because management chooses to un-

derstaff to save money. And, that also has a massive mail delay that has been going on for years in the DPS, which is happening daily, right in front of your eyes. West



BOBBY DAMATIN
"Branch 34's CLAN" Editor

Roxbury gets Newton's mail, JP gets Cambridge's mail, the East Boston unit in the IMC gets Charlestown's mail, and you can fill in what mail your office receives delayed, day after day after day. Redundant scanning, when they know where you are every minute of the day. Then there's the special class of management who think they are accountants, and alter your clock hits, and then need to be retained and then retrained, so they don't steal your hard-earned pay. The list of wasted time and money goes on and on.

What miracles could they possibly perform this time that would grant the release, into their greedy little hands, the biggest payday in Postal History? Will they turn the FSS machines into amusement park rides, creating a distraction for our customers who must endlessly wait for service? Will they replace the "Scratch and Sniff" stamps with actual food and flowers to appease said customers? How about drones for the letter carriers, so they can track our every move, (further redundancy), and then provide light when we're working late into the evening. Or, maybe have package launchers installed on the

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Retirement Information

The Branch held another successful retirement seminar on Sunday, November 18th at the Florian Hall in Dorchester. We had about 200 brothers and sisters take advantage of this comprehensive retirement training. It comes as no surprise, but most of those in attendance were either close to retiring or already eligible.

There were a few in attendance who were years away from retirement but came out to see if they were on the right track towards their retirement goals. I applaud those brothers and sisters, as it's never too early to make sure you're on the right track. For those who couldn't make it, or retirement is something so far off in the distance that they rarely think about it. Here's a few things you should know about the Federal Employees Retirement System (FERS):

FERS covers every employee hired after January 1, 1984. Prior to that the Civil Service Retirement System (CSRS) covered federal employees. Most of our brothers and sisters covered by the CSRS have already retired, so I'll focus on the FERS. There are three components to the FERS:

- Basic Benefit Plan (+ Special Annuity Supplement)
- Social Security
- Thrift Savings Plan (up to 5% matching)

The Basic Benefit Plan is a defined amount you'll receive every month. The

amount depends on how long you work. Annuitants receive 1% for every year they work (1.1% if you're 62 or older and have at least 20 years of service). That 1% is based off of your high three years of salary (sorry it doesn't include OT). So, if you retired today as a Grade 1 carrier with 35 years of service your annuity would be \$1,780 a month.

Depending on when you were born you can retire anywhere from age 55 to 57. Obviously, you can work as long as you'd like but if you're looking for early parole that's your minimum retirement age (MRA). For everyone born after 1969 your MRA is 57. I know what you're thinking "I won't be able to afford early parole on that amount."

But there's more; for those who retire voluntarily at their MRA but prior to turning 62 the FERS has a supplemental annuity. Which is essentially a bridge to get you from your MRA to age 62 when you'll be able to collect your Social Security. You don't have to collect your Social Security at age 62 but the supplemental annuity ends at 62 regardless of what you decide to do. I know what you're thinking "how much will I get?"

Unfortunately, it's a formula that's not uniform so I can't give you an exact amount. That formula is:

Get Social Security estimate of projected age-62 benefit

Multiply by years of FERS coverage (rounded to nearest whole number)

DO NOT INCLUDE BANKED SICK LEAVE, MILITARY, ETC.

Divide by 40

The NALC gives the following example, if the employee's estimated full career Social Security benefit would be \$1,000 and he or she worked 30 years under FERS, OPM would divide 30 by 40 (.75) and multiply (\$1,000 x .75 = \$750).

You can get your Social Security estimate by logging onto the Social Security website at <https://www.ssa.gov/>. I just did my estimate and at 62 it was considerably higher than \$1,000. My estimate was \$1,827 at 62 and I would have to work 34 years to reach my MRA. So divide 34 by 40 (.85) and multiply that by \$1,827 = \$1,552.95. And early parole is within sight!

Social Security is the second part of the FERS benefit package. You can log onto the website above or wait for your statement in the mail to see how much your estimate is.

The third part of our FERS benefit is the Thrift Savings Plan (TSP). Which is kind of like a 401 (k). The amount an annuitant will receive from the TSP depends on a number of factors, such as: how much the employee contributes, what funds they invest in and the performance of those funds in the stock market.

No one has to participate in the TSP, it's completely voluntarily. But even if you don't choose to participate the PO will contribute 1% of your basic pay to the TSP. If you do decide to contribute, the PO will match 100 percent of the first 3% of basic pay you contribute. And match you 50% for the next two percent you contribute. To make that easy, if you contribute 5% of your basic pay it'll be equal to 10% of your basic pay. And you can invest it however you'd like.

There is a common misperception concerning the TSP and the penalty for withdrawing money before you're 59 1/2. That was addressed at the seminar:

If you receive a TSP withdrawal payment before you reach age 59 1/2, in addition to the regular income tax, you may have to pay an early withdrawal penalty tax equal to 10% of any taxable portion of the payment that is not transferred or rolled over.

However, if you separate from service during or after the year you reach age 55 ..., then the 10% early withdrawal penalty tax does not apply.

Retirement benefits are like any of the other benefits we enjoy today brothers and sisters. They weren't given to you they were fought for and won. The Civil Service Retirement System (CSRS) took 150 years to get signed into law in 1920. And the day after it got signed into law I'm sure there was someone working on trying to take it away. It's been almost a hundred years since we won retirement benefits and there are plenty of very rich and powerful people looking to strip us of them. Only through vigilance and political engagement can we protect them for ourselves and the next generation of letter carriers.

Merry Christmas and Happy New Year to all my brothers and sisters!



MICHAEL MURRAY
Secretary-Treasurer

NALCREST Apartment Bids: Two-Week Intervals – SIGN UP NOW!!

Listed below are the weeks available for NALCREST, in Lake Wales, Florida. The rental fee for the one bedroom apartment is \$195.00 per week, plus a \$55.00 cleaning fee for a total of \$445.00 for two weeks.

Anyone interested in renting the apartment, should submit their requests to Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801, in care of Michael Murray. (This is for Branch 34 members and their families only.)

The weeks start on Monday and runs through Sunday. A random lottery will determine the selection if more than one request is submitted for the same weeks. You can submit multiple choices, but the apartment is only available for two week intervals.

Here are the available dates:

- December 24, 2018 – January 6, 2019
- January 7 – January 20, 2019
- January 21 – February 3, 2019
- February 4 – February 17, 2019
- February 18 – March 3, 2019
- March 4 – March 17, 2019
- March 18 – March 31, 2019
- April 1 – April 14, 2019
- April 15 – April 28, 2019
- April 29 – May 12, 2019
- May 13 – May 26, 2019
- May 27 – June 9, 2019
- June 10 – June 23, 2019
- June 24 – July 7, 2019
- July 8 – July 21, 2019
- July 22 – August 4, 2019
- August 5 – August 18, 2019
- August 19 – September 1, 2019
- September 2 – September 15, 2019
- September 16 – September 29, 2019
- September 30 – October 13, 2019
- October 14 – October 27, 2019
- October 28 – November 10, 2019
- November 11 – November 24, 2019
- November 25 – December 8, 2019
- December 9 – December 22, 2019

– Michael Murray,

Branch 34 Secretary-Treasurer

It's Time to Take the "Un" Out of Untouchable

The position that I currently hold as a Branch Officer makes me very aware of the many bad actors that work for management. You might know some of them, and some of them answer to names like J.J., Bill, Mark, Audrey, Lawrence, Ernie, and Mike, just to name a few. All these individuals have held career positions in the United States Postal Service for many years and have mistreated many Letter Carriers in that time. This type of Manager, or Supervisor uses abusive and intimidating actions to get employees to fear them by use of isolation, or the fear of reprisal. If they worked anywhere else, they would be suspended, and more likely fired.

But the one thing most of us can't understand is what makes these individuals so untouchable. And because they are not going to be truly disciplined, up to, and including removal, there is no reason for them to change. If any letter carrier pulled the stunts these thugs have subjected our membership to again and again, we would be up for removal. But somehow, they

never get punished in the way letter carriers get punished. In fact, the worse they are, the more they get promoted.

The NALC has fought this type of misconduct for years, whether locally, or at the national level with limited success. There really is only one way to combat these USPS criminals, and that's to stick together. As a union member, it is our job to make sure we are provided safe and healthy working conditions. No longer can any of us stand by while a coworker is being tormented by management. Today, the saying goes, "See something, say something". Our silence permits these bullies to continue to have their way, and it's time for that to come to an end.



BERNADETTE ROMANS
Area Steward

(continued on page 8)

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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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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.

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Robert Damatin, Editor
Michael Yerkes, Associate Editor
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Wounded Warrior Leave: USPS Veterans Can Qualify!

First and foremost, I would like to say a huge “Thank You” to all our Branch 34 Veterans: past, present, and future, for your service!!!! And your family’s service!!!! As a Veteran, some of you may not be aware that you may be eligible to receive Wounded Warrior Leave.

The Wounded Warrior Federal Leave Act was signed into law in 2015, and allows federal employees, including those in U.S. Postal Service to take leave without a reduction in pay, for undergoing medical treatments for a service related disability. This is considered an authorized absence, but there are certain criteria that you, as a Veteran, must meet in order to be eligible for this leave.

Wounded Warrior Leave is its own separate category of leave. So, if you are eligible and approved for this leave, you will not have to use one minute of your accrued sick or annual leave from the postal service. Depending upon the circumstances you may be eligible for up to an additional 104 hours of leave, that again, will not be taken or deducted from your postal S/L or A/L. Additionally, it is retroactive, so in some cases where you may have already taken your S/L or A/L for VA appointments, counseling, etc., you would be able to have that leave credited back to you, and use Wounded Warrior Leave in its place. But you must qualify and be timely with your request for approval.

To be approved you must meet the requirements listed below:

- be a regular or CCA,
- have never used this leave before (you are only entitled to use Wounded Warrior Leave once)
- apply for it within your one-year

eligibility period.

- all classifications of career and non-career Postal Service employees are eligible for Wounded Warrior Leave if all the following applies:
- meet one of the eligibility requirements provided under Eligible Employees, and
- they have not previously established eligibility for Wounded Warriors Leave.

Eligible employees are entitled to only one Twelve-Month Eligibility Period in connection with Postal Service employment.

Twelve-Month Eligibility Period is defined as the continuous 12-month period that begins on the first day of employment during which an eligible employee can use Wounded Warriors Leave. For the following employees, the 12-month period begins November 5, 2016:

Employees on the rolls on November 4, 2016.

Non-career employees on a required break in service (five or six days, as appropriate) on November 4, 2016.

Eligible Employees must meet the criteria of **ONE** of the following:

- career or non-career employee
 - full-time, part-time, or non-traditional schedule
- and fulfill **ONE** or more of the following:
- on the rolls as of November 4, 2016;
 - a non-career employee on a required break in service (five or six days, as appropriate), on November 4, 2016
 - begins serving his or her first appointment on or after November 5, 2016
 - has a single or combined service-

connected disability rating of 30 percent or more.

- leave the Postal Service’s employment to participate in active duty military service;
- return directly from that military service to a career or non-career appointment on or after November 5, 2016; and
- have sustained a single or combined service-connected disability rating of 30 percent or more that was incurred during the employee’s immediate absence.
- take military leave from the Postal Service to participate in active-duty military service;
- return directly from that military leave on or after November 5, 2016; and
- during military leave, sustain a single or combined service connected disability rating of 30 percent or more that was incurred during the employee’s military leave.

Employees with Pending Disability Determinations who at any time during the applicable Twelve-Month Eligibility Period receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day of the applicable Twelve-Month Eligibility Period. Any leave without pay, (LWOP), or leave used while the determination is pending will be reimbursed and replaced with Wounded Warrior Leave, as appropriate, up to the maximum number of days allowed.

If you think you qualify, you must provide documentation from the VA or any OPM certification form, (contact OPM to find out exactly what would be acceptable as I could not find an answer to what is or

is not considered acceptable), certifying that you have a qualifying service connected disability, to Shared Services.

You must apply for and be approved for Wounded Warrior Leave before it is taken, unless the leave is unforeseeable.

You must enter a 3971, and check off “other,” then in the comments section write, “Wounded Warrior Leave.”

Additionally, you will be required to provide your Supervisor with a PS Form 5980, which is a “Treatment Verification for Wounded Warrior Leave”, and that must be signed by your medical provider and given to your Supervisor within 15 days of your return to work, whether it be from one or two days off or from weeks off. Every single time you use Wounded Warrior Leave you **MUST** have a 5980 filled out, ***IT IS YOUR RESPONSIBILITY!***

If you are not sure if you qualify, call Shared Services and ask. If they seem unsure, apply anyways. You can’t take the leave until you approved, so at least you will be given a reason for your denial of Wounded Warrior Leave. The worst that will happen is you get the correct answer; a reason for denial, or a request for more information. Don’t let a service that you might be entitled to pass you by. Let Shared Services make the decision!!!

Again, Thank You for your Service!!!!
And I would like to wish all Branch 34 members, and their families, a Healthy and Happy Holiday Season!



LAURA WOOD-FAHEY
Area Steward

Understanding How the Contract Works

By now you know that I love to show you where to find your answer instead of just telling you. A little searching on your part usually leads to a greater understanding of how our contract works. I’ve been concentrating on disciplinary actions lately and in those cases management has the burden of proof. They must show that a contractual violation occurred and how the member was justly disciplined. In a contractual grievance the burden shifts to the Union and **WE** (you and I) must prove management violated a provision of the National Agreement. This is done through statements and documentation.

Knowledge is power. So in the spirit of Christmas, here’s my gift to you, because educated members are our best defense against contractual violations. That’s what separates Branch 34 members from its managerial counterparts. We use common sense and sound reasoning. A good understanding of contractual provisions, instead of, “Well that’s how we’ve always done it” or “The boss told me to do it this way” keeps us safe and discipline free.

In the Letter Carrier Craft, where management determines that overtime or auxiliary assistance is needed on an employee’s route on one of the employee’s regularly scheduled days and the employee is not on the overtime desired list, the employer will seek to utilize auxiliary assistance, when available, rather than requiring the employee to work mandatory overtime.

A memorandum of understanding signed December 20, 1988 (M-00884) further explained the requirement to seek to use auxiliary assistance before requiring letter carriers not on the ODL to work overtime on their own route on a regularly scheduled day. Management must seek to use all of the following to provide auxiliary assistance:

- part-time flexibles at the straight-time or regular overtime rate
- city carrier assistant employees at the straight-time or regular overtime rate
- available full-time regular employees such as unassigned or reserve regulars at the straight-time rate
- full-time carriers from the Overtime Desired List at the regular overtime rate.

However, the memo states that management does not have to use ODL carriers to provide auxiliary assistance if such an assignment would mean that the ODL carriers would be working penalty overtime.

In that limited situation – if no auxiliary assistance is available without going into penalty overtime – management can require full-time regular carriers not on the Overtime Desired List to work overtime on their own routes on a regularly scheduled day.

Article 8.5.G. Full-time employees not on the “Overtime Desired” list may be required to work overtime only if all available employees on the “Overtime Desired” list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week. Employees on the “Overtime Desired” list: 1) may be required to work up to twelve (12) hours in a day and sixty (60) hours in a service week (subject to payment of penalty overtime pay set forth in Section 4.D for contravention of Section 5.F); and 2. excluding December, shall be limited to no more than twelve (12) hours of work in a day and no more than sixty (60) hours of work in a service week.

However, the Employer is not required to utilize employees on the “Overtime Desired” list at the penalty overtime rate if qualified employees on the “Overtime Desired” list who are not yet entitled to penalty overtime are available for the

overtime assignment. Article 8.5.G provides that employees on the Overtime Desired List may be required to work up to 12 hours per day and 60 hours per week. It further provides that the 12 and 60 hour restrictions do not apply to employees on the Overtime Desired List during the month of December.

What does this mean? Simply that Management **MUST** use auxiliary help if you are not on the ODL unless it results in penalty overtime. In the month of December there is no penalty time. If you are mandated to work overtime and not on the ODL, follow the instruction and then ask to see your steward. Remember you must follow **ALL** instructions given by your supervisor. Failure to follow an instruction that does not immediately impact your safety could result in disciplinary action against you.

December 12/60 exceptions only apply to full time regular employees. The 11.5 hour plus lunch limits described in

ELM 432.32 still apply to CCAs. That means a grievance for any CCAs working over 12 hours in December should be filed.

On a personal note, I would like to thank my family, friends and well-wishers during my recovery. It’s a long road and you have kept me in good spirits. I very much appreciate the calls and keeping me in your thoughts. I recently had the pleasure to enjoy lunch with some friends that survived the Postal Service and are loving retirement. It was terrific seeing you all.

As always, it is my honor to serve as your Branch 34 representative. I wish you and your family good health and happiness this holiday season and throughout the coming year. Be safe.



TONY SCRIVANO
Area Steward

★ To Our Troops! ★

Thank You For
Your Service
and Your Sacrifice!

**NALC BRANCH 34
SUPPORTS YOU!**

United We Bargain, Divided We Beg!

Merry Christmas and a Happy New Year to all my brothers and sisters of NALC Branch 34. As 2018 comes to an end, the local news has been covering the developments of two of our sister unions who have been out on strike. On June 25, 2018, National Grid locked out over 1200 union members of local 12003, United Steel



workers (USW). Unfortunately, as I write this column and with the holiday season upon us, the members of this great union are still on the picket line. One can only imagine the stress these Union family are under!

On October 3, 2018, Local 26, which covers over 1,500 hundred Marriott Hotel workers in Boston, called for a strike.

Fortunately for them they successfully negotiate a new collective bargaining agreement which ended their strike on November 21, 2018. Congrats to Local 26 for a hard-fought battle to greater enhance their workers quality of life.

With that said, "The battle isn't over." Unions have been under attack for decades. The current climate in Washington DC has left me feeling both side of the isle have overlooked the **Union Worker**. It seems both Democrats and Republicans have forgotten it was the union worker who built this great country. It's up to us, the union worker, to preserve the gains

of being part of a union. During this holiday season I'm challenging everyone to **BUY UNION PRODUCTS, FLY UNION AIRLINES and always STAY UNION STRONG!**



TOM ROONEY
Area Steward

Once again to all members of Branch 34, especially the cast of characters in "Wolly World" including our "Outstanding Clerical Craft," I wish all the happiest of holidays.

Just Cause and Your Retirement

By Tom Rooney, Branch 34 Area Steward

Imagine working for the same company for 29 years with 1 year to go until retirement. Life's good! You start counting down the days. Your husband or wife start preparing the "Honey Do List." Or maybe your planning on becoming a "Snowbird." Then one day the boss comes over and states "they had a customer complaint and we have to let you go." But Wait, What about my retirement!! You ask the boss if this is legal and he informs you your employment is at will. Basically, I can fire an employee for any reason or for no reason at all if it doesn't violate anti-discrimination laws. This is called termination "For Cause." Your life comes crashing down!

All too often this scenario plays out in non-union shops. The worker has no where to turn. You could hire an attorney, but this would probably wipe out your entire savings account.

GOOD NEWS. Branch 34 UNION letter carriers have a powerful contractual weapon to combat this type of scenario that can be summed up into two small words with a powerful meaning "**JUST CAUSE.**" If anything, the main reason every letter carrier should join this great union is for protection against unfair and unjust discipline.

I won't bore you with the seven steps of "Just Cause" that management must satisfy before issuing discipline under Article 16 of your National Agreement. I'll sum up this powerful weapon (**JUST CAUSE**) in one short sentence.

"Employees shall be disciplined or discharged only for just cause."

The importance of a sentence like this is that it binds the employer to imposing discipline not just for any reason (cause) but the reason has to be a "just" reason.

On November 18, 2018, President Mike Yerkes held a retirement seminar at the Florian Hall. I was shocked to see the place packed. So many letter carriers in the Boston district are coming up on retirement age. So, imagine a scenario were management calls you in the office

and states their letting you go because you missed a "SCAN" or had an Express Piece Failure. **Not so fast Management!** The union letter carrier has the protection of "**Just Cause.**" In cases like this, Arbitrator's require management not only to satisfy the seven steps of just cause, they also require management to impose discipline in a progressive manner. In a non-union shop, a missed scan or a failed Express mail would result in immediate removal with no recourse. As an Area Steward dealing with the climate of discipline in the Boston District, I am extremely thankful for the National officers of this great union who have negotiated the protection of "Just Cause".

In closing, one simple sentence in our National Agreement has the most direct impact on your retirement. "**Simply put, the "just cause" provision requires a fair and provable justification for discipline.**" It was evident by the seminar a lot of letter carriers are contemplating retirement. With that said, you can rest assured this UNION has your back all the way until retirement and beyond!



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

MOLLY LONG

Brookline

CHRISTINE M. BAILEY
LINDA M. HAZELL

Cambridge - Porter Square

BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

SANDRA GIORDANO

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
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!

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:

Anne P. Albanese Braintree
Joseph P. Boncek, Jr..... Quincy
Robin C. CarchediNeedham
Joseph S. Cataldo, Jr...IMC East Boston
Donald R. Connolly..... Porter Square
Jeffrey A. Corbett..... Medford
Jean M. Cotter..... Wellesley Hills
Kevin W. Devine Stoneham
John Gioiosa..... Roxbury
Christopher A. Kostaras Roxbury
Paul K. McDonald.....IMC Chelsea
James A. Murphy.....IMC Chelsea
Edward D. Musico..... Milton
Paul J. O'Leary Hingham
Robert J. Poirier Hyde Park
David J. Rose Malden
Francis D. Roshinski Milton
Phillip G. Wong Wellesley

In Memoriam

Jeffrey Carnes
Retired Member - Fort Point

Frank A. Ciccone*
Retired Member - Wellesley

Katherine Irvine-Pratt
Retired Member - Weston

Ronald P. Marchand*
Retired Member - Cambridge

Leo D. McCarron*
Retired Member - Arlington

Edward D. MacDonald, Jr.*
Retired Member - Weymouth Landing

Timothy J. O'Connell, Jr.
Retired Member - Braintree

Philip G. Wong
Retired Member - Wellesley

* Denotes Gold Card Member

Rest in Peace

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.



Discussing postal issues at the recent Save The Post Office Rally in Brockton were Branch 34 President Mike Yerkes, U.S. Congressman Stephen Lynch and RAA Rick DiCecca.



The carriers of Dorchester Center raised \$842.17 during their Fall Satchel Drive for MDA. Standing left to right are Alina Gronchowski, Branch 34 Secretary-Treasurer Michael Murray, Alex Pinto, John Corrigan and kneeling is Michael Pierce. Since 2012 they've raised \$5,520.68 during their biennial Satchel Drive for this worthy cause. Way to go brothers and sisters!

WE'RE BUILDING RELATIONSHIPS FOR LIFE.



GET TO KNOW PRUDENTIAL ADVISORS.



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PAM-165a

Branch 34's Semi-Annual Steward Training Session



Branch 34 / Henry Shaughnessy Memorial Golf Tourney Raises Over \$10,500 for the Muscular Dystrophy Association

On September 16, 2018, the Woburn Letter Carriers held the 9th annual Henry Shaughnessy Memorial Golf Tournament, to benefit the Muscular Dystrophy Association. The tournament was held at the Woburn Country Club. Thanks to the hard work of the Branch 34 NALC Golf Committee and the generosity of the many that made donations we were able to donate over \$10,500.00 to the MDA. A huge thank you to the following supporters:

Platinum Sponsors

Sam Adams

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Dennis Shaughnessy
Peter Bracey, Woburn Country Club
Boston Ballroom Corp., DBA Royale
Local 1505 IBEW
PUMA

Corporate Sponsors

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Edward J. Farrell, Hand Surveyor
Woburn Toyota
Plainridge Park Casino

Hole Sponsors

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Secretary-Treasurer, Branch 34
Mail Handlers Union Local 301
E.A. Spry & Company, Inc.
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Woburn Letter Carriers
George Adams
Middlesex-Essex Postal Employees
Federal Credit Union
Stor-U-Self
NAV Wealth Management, LLC
Bayside Engineering
Martignetti Enterprise, Inc.
Boston Letter Carriers MBA
Congressman Stephen F. Lynch
Woburn Glass Co.

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Coopers Jewelers
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Cusato Construction
Petroleum Group, LLC
Lawton & Lawton, Attorneys-At-Law
ABC, Inc.
Locks & Keys
Woburn Foreign Motors
Micros N.E
Joseph's Industrial Catering
George's Auto Body
Launch and Learn Educare Center
LaMacchia Realty, Inc.
Chill's, Reading
East Boston Savings Bank
Woburn Bowladrome
Robert Simpson,
Vice President, Branch 34
Tedesco Law Offices PC
G.W. Gately, Inc.
Printex, Inc.
Advanced Dental Associates
of New England
John's Sewer and Pipe Cleaning, Inc.
Tom Rooney, Branch 34 Area Steward
Tony Scrivano,
Branch 34 Area Steward
Shapiro and Associates
Jaton Management
Mike Yerkes, President, Branch 34
Kevin Flaherty,
Executive Vice President, Branch 34

Cart Sponsors

Tom Coleman
Clair & Swymer Construction
Petroleum Group
Capello's Auto Service
Launch & Learn Educare Center
Nardone Electrical Corp.
Dom Corsetti

Raffle Prizes

Legal Seafood
Sound Bites Café
Adega Restaurant
Target, Woburn
Dunkin' Donuts

The Local
Edible Arrangements
Ponn Machine
Woburn Golf and Ski
Green's Grille
Dave and Buster's
Jake & Joe's
Scrub-A-Dub
Ixtapa
Woody's Liquors, Somerville
Bob's Discount Furniture
Gile's Fine Wine
Chowderheadz
Boston Red Sox
Anthony DeSimone

John Boswell
Courtyard Marriott
Star Market, Porter Square
Polcari's, Woburn
Chili's Reading
Olympia Sports
Floyd's Barbershop
Biltmore and Main
Atlas Liquors
Tuesday Morning
Fantasy Hair Design
Jim Zimmerman

Thank You to all,
Fred Casey,
Branch 34 Golf Chairman

Postage Increases: But At What Expense?

(continued from page 2)

trucks that propel deliveries through the air, and onto customer's porches. What a farce, what a joke, leaving management unattended with the keys to the candy store, and once again, no one will be watching the candy, and more importantly, the register! They'll go into sugar shock just knowing they have money to burn.

With billions of dollars at their disposal, (more like Waste Management Disposal), we most certainly would come out of the red, and finally see black, right, and competitive wage increases for everyone? No, they'll need to buy custom made autonomous, solar powered hybrid delivery vehicles, nuclear-powered toilet seats, and retrofit all the old stuff! That will cost Billions, so we'll be running at a deficit again! Shucks!

Customers need to know exactly what the USPS is going to do with this infusion of cash. How it will benefit them, because we exist to take care of their postal needs. They should be receiving a big bang in return for these billions and billions of dollars. And NALC Brothers, and Sisters need to know just for the sake of our own survival as a delivery service! Our National Officers must be there to talk L'Enfant Plaza, (USPS Headquarters), off the ledge when they try to go on a "Going Out of Business" shopping spree with their new-found riches.

What kind of plan will they come up with that can fix what is wrong in the United States Postal Service today and lay out a plan for our future? The only way to solve these problems and map out that future is to put the people that deal with those issues every day at the problem-solving table. And, their probably not going to like this, but that would be us,

Labor! The unions of the Letter Carriers, Rural Carriers, Clerks, and Mail-handlers need to be part of this process; the other set of eyes, if you will, to report on what works and what needs fixing. We can watch the store and do surveillance to make sure the customer's and the postal service's interests are protected.

What we need is a partner that is as committed to saving this organization as much as the members of the NALC are. Righting the path we are currently on, and embracing the belief that growth and prosperity can be in the USPS's future! Working with us, and not shoveling against a tide that would like nothing more than to see this cherished institution go under and be privatized.

And this wouldn't be one of my articles if I didn't mention increasing our stagnated wages. Just shy of a 4% wage increase over 3 years might be good in other," necks of the woods", but around here that just means a second or third job, or borrowing against your house, or Thrift Savings Plan, (TSP), to put your kid's through school, or fund your ordinary everyday expenses. How about starting at 5-5, and 5, (15%) over three years starting in 2019, and not a negotiated contract that is exactly like other postal craft's negotiated contracts, (Did I mention we're the hardest working people in the federal government?). Letter Carriers need less steps to the top of our pay scale, elimination of the CCA designation, and the reintroduction of a career position, with a substantial raise in pay, and benefits. For years, Letter Carriers have carried this organization on our backs, (literally and figuratively), and there is no reason to not expect more in return in these positive economic times. But I digress...

I would like to Wish All My Brothers and Sisters of Branch 34 a Merry Christmas, and Happy Holidays, and a prosperous New Year!

It's Time to Take the "Un" Out of Untouchable

(continued from page 2)

If you are being mistreated by management, or you know, or suspect a coworker of being mistreated, see your union steward, or call the union hall. Make them aware of the situation, because the longer this bad behavior continues, the longer our brothers and sisters will suffer. We all need this job, and there is no reason for any member to be in fear of coming to work, and it's up to all of us to make it that way! And that means **ZERO TOLERANCE** equals **DIGNITY AND RESPECT!**

I would like to wish the Branch 34 membership, and your families a Happy and Healthy Holiday Season, and a Great 2019! Cheerio!

The Branch 34 2019 Calendar is available for download online at

www.nalcbranch34.com

Disability Insurance for Postal Employees



- ✔ Payroll Deduction of Premiums
- ✔ Guaranteed Approval if you are working
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For more information on this exclusive program for postal employees visit www.fedisabilityprogram.com

 Federal Disability Program

Branch 34 Salutes Its Retirees

IMC Chelsea's James Murphy & Paul McDonald



IMC Chelsea Letter Carriers along with Branch 34 President Mike Yerkes come together for a group photo to celebrate the retirements of James Murphy and Paul McDonald.

Needham's Robin Carchedi



Branch 34 President Mike Yerkes and NBA John Casciano give well wishes to Needham's Robin Carchedi as co-worker Gerry McIsaac looks on.

Medford's Jeffrey Corbett & Steve Bowden



Medford Shop Steward Stephen White (center) bids farewell to Jeffrey Corbett and Steve Bowden at their retirement party.



IMC Chelsea's James Murphy and Paul McDonald show off their new retirement jackets to Shop Steward Billy Lang.

Auburndale's Elaine Saia



Branch 34 Executive Vice President Kevin Flaherty congratulates Auburndale's Elaine Saia (center) as Auburndale Shop Steward Thomas Kierstead looks on.



Branch 34 Secretary-Treasurer Michael Murray presents a retirement jacket to Jeffrey Corbett and Steve Bowden.



Stoneham's William Halas



Branch 34 President Mike Yerkes presents Stoneham's William Halas his retirement jacket and offers his congratulations.

Dorchester's Brian Morrissey



Dorchester's Brian Morrissey gets his retirement jacket from Branch 34 Secretary-Treasurer Michael Murray (right) and parties with his Dorchester co-workers.



Quincy's Joe Boncek



Quincy Shop Stewards John Ainsley and Michael O'Connor along with Branch 34 Executive Vice President Kevin Flaherty wish Joe Boncek well on his retirement.



Branch 34 Holds 2018 Retirement Seminar



Happy Trails To You... Until We Meet Again!

It was 20 years ago today, Sgt. Pepper taught the band to play. And it was 20 years ago that the city letter carriers of New England honored me with election as National Business Agent. And in an effort to communicate with letter carriers, I commenced penning these monthly NBA notes to every post office in New England. Accordingly, this is my 240th and final NBA notes.

I hope you will grant me a point of privilege for a moment or two.

I will not drone on endlessly about my decision to retire. It was not an easy one. I still love this job and the people. I have enjoyed the distinct honor and privilege of representing the letter carriers of Boston and New England for over three decades. I will miss it.

The privilege resulted in my meeting many hundreds of hard working letter carriers from every big city and small village of New England. These experiences, whether on a workroom floor, union meeting or social gathering have been tremendously rewarding. I particularly enjoyed calling the letter carriers together on the workroom floor. Today's workroom floor is one of high voltage and a lot of tension. I loved speaking to letter carriers under these conditions, usually to shouts of "Stand up John" or "It must be election time" I loved it.

Approaching a letter carrier at his or her case is like entering their house for a visit. I've had thousands of conversations like that. You'd be surprised what you learn from these visits, both good and bad.

Regardless of race, religion, age or gender, I came to note the common theme we all share. The desire for a bright future with decent wages & benefits, a demand to be treated with dignity and respect, and to someday retire healthy and pass the satchel to the next generation of letter carriers, with a special Tip of the hat to the retirees who preceded us and fought the good fight.

If we have enjoyed any success at the Business Agents office, and I believe we have, it is due to the hard work and daily grind of **Elaine Keigher, Rick DiCecca** and **Jerry Ugone**.

If you have ever called the office, it is very likely that the first person you spoke with was **Elaine Keigher**. I planned it that way because of her pleasant demeanor and genuine concern for the person on the other end of the line. Her administrative duties over the years have multiplied extensively. She has never once complained. She is the secret sauce of the NBA office.



JOHN J. CASCIANO
National Business Agent

RAA **Jerry Ugone**, a proud member of branch 86, came on board shortly after former RAA Joe Morris retired. Jerry makes the long trek in everyday from Springfield, all the while on the phone taking care of the members business. You could not ask for someone any better than Jerry to operate at such a highly energetic capacity. If you assign Jerry a task, it will be completed pronto. Just don't ask him for any horse racing tips. Anyone that has ever attended one of his training sessions can attest to both his high energy and you can bet he'll be laid out in some fine threads. I've never asked him for the number of his haberdasher however.

RAA **Rick DiCecca**, himself a proud member of Branch 25, knows the inner workings of the NBA office inside and out. His knowledge on a whole myriad of subjects and his dealings with postal management are second to none. I can state without hesitation he is an expert in maneuvering the many mine fields of Workers Compensation. Rick will serve you well and begin his tenure with a clean sheet of paper, ready to bring his ideas to better the lives of Region 14 letter carriers.

I can leave now with comfort knowing that our grievance process is functioning as it should, we have an admirable success rate at regional arbitration, and maybe most importantly, New England is the highest organized region in the entire NALC.

In closing, I say with both Joy and some sadness, thank you, and God Bless you all.

Massachusetts Congressional Delegation

U.S. SENATE

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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

Work-life balance is possible

Sometimes, achieving the proverbial "work-life balance" seems about as easy as finding gold at the end of a rainbow. Stress from many directions can often make things seem out of control. However, taking a fresh look at balance might give you ideas for making small, practical, positive changes.

Remember that your program is in place to help you and your household members achieve balanced, healthy lives—so you can reach your goals.

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CALENDAR YEAR 2019

ROTATING NON-SCHEDULED DAYS



Michael Yerkes, *President*
 Kevin Flaherty, *Executive Vice President*
 Bob Simpson, *Vice President*
 Michael Murray, *Secretary-Treasurer*
 Michael Gorham, *Financial Secretary*
 Robert Damatin, *Editor, Branch 34's CLAN*
 Joseph DeMambro, *Health Benefit Officer*
 Benny Faletra, *Sergeant-at-Arms*
 Lawrence Last, *Clerk, NSBA-MBA*
 Bernadette Romans, *Area Steward*
 Tom Rooney, *Area Steward*
 Tony Scrivano, *Area Steward*
 Laura Wood-Fahey, *Area Steward*
 Paul Roche, *Trustee*
 Wanda Hamm, *Trustee*
 Vigo Conte, *Trustee*

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

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

JANUARY 2019

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

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

FEBRUARY 2019

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

14: VALENTINE'S DAY
 18: PRESIDENT'S DAY

MARCH 2019

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

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

APRIL 2019

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

15: PATRIOTS DAY
 19: GOOD FRIDAY
 20: PASSOVER BEGINS
 21: EASTER SUNDAY

MAY 2019

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

11: NALC FOOD DRIVE
 12: MOTHER'S DAY
 27: MEMORIAL DAY

JUNE 2019

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

14: FLAG DAY
 16: FATHER'S DAY

JULY 2019

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

4: INDEPENDENCE DAY

AUGUST 2019

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

NO BRANCH MEETINGS IN JULY & AUGUST

SEPTEMBER 2019

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

2: LABOR DAY
 30: ROSH HASHANAH BEGINS

OCTOBER 2019

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

9: YOM KIPPUR BEGINS
 14: COLUMBUS DAY
 31: HALLOWEEN

NOVEMBER 2019

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

5: ELECTION DAY
 11: VETERANS' DAY
 28: THANKSGIVING DAY

DECEMBER 2019

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

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