



**National Association of Letter Carriers**  
**Joseph P. Considine Branch 34 NALC, AFL-CIO**  
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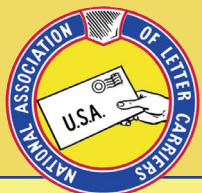
NATIONAL ASSOCIATION OF LETTER CARRIERS

# BRANCH 34's CLAN

CELEBRATING 129 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2019

Upcoming Meetings

Please check out the dates, times and locations for all upcoming Membership Meetings on the **BRANCH 34 WEBSITE** at [nalcbranch34.com](http://nalcbranch34.com)



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T/781-281-1133  
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[nalcbranch34.com](http://nalcbranch34.com)

## Branch 34 Welcomes NALC National President Fredric Rolando to Boston



NALC National President Fredric V. Rolando addresses a huge crowd at the Branch 34 Monthly Meeting at Florian Hall in Dorchester on Tuesday, February 5, 2019.

More than two-hundred fifty Members gathered at Florian Hall in Dorchester for the Branch 34 February Monthly Meeting which featured guest speaker NALC National President **Fredric V. Rolando** who spoke to the crowd on subject matters ranging from CCA conversions and national contract negotiations to potential legislative attacks and the importance of contributing to our Letter Carrier Political Fund.

President Rolando also took the opportunity to announce his appointment of Branch 34 Executive Vice President **Kevin Flaherty** to the newly-created position of Regional Grievance Assistant (RGA) where he will now work out of the NBA's office.

This is first visit by a NALC National President in nearly two-decades, and following a question and answer session, the appreciative audience gave President Rolando a rousing 'Letter Carrier Cheer!'

See more photos of President Rolando's visit on pages 6 & 7.

### President's Report

## They Can Delay, Deflect and Manipulate, But They Can't Hide Forever

I have recently received several inquiries regarding the clock ring fraud grievances that engulfed several of our Branch 34 offices more than a year ago, more than a dozen violations which resulted in significant lost wages for many Members as well as an unfathomable loss of trust in many of our alleged superiors.

In case you may have forgotten, in late 2016, our Stewards at the IMC in Chelsea discovered 'irregularities' in employee TACS reports which upon further inspection, evolved into one of the longest running criminal enterprises in Boston Post Office history.

While even the most cynical of us would have expected that this ugly mess would have been resolved long ago, if Postal Service has its way, this may not be settled for some time.

It probably won't surprise you that postal management reps continue to do everything in their power to delay, deflect and manipulate our grievance process rather than acknowledge and resolve its actions. They continue to trot out these feeble tactics despite the fact that these defenses have been thoroughly dismissed by several arbitrators already.

They can delay, deflect and manipulate, but they can't hide forever.

As background, following the discovery of the TACS fraud in Chelsea, multiple I.M.C. Stewards spent much of 2017 pouring over thousands of pages of time records finding thousands of manipulations dating back to at least 2010, when abruptly with barely half the investigation completed, management pulled the plug in an attempt to kill the investigation.

The investigation stopped, the grievance was moved along through the system to arbitration where at the first day of hearing on August 1, 2018, labor reps argued that the entire grievance was *untimely* because our Members and the Union 'knew or should have known that management was taking time from them' all along.

We knew those claims were nonsense and fortunately on September 12<sup>th</sup>, Arbitrator **Katherine Morgan** rejected those arguments finding that 'the clock ring violations, as alleged constitute a continuing violation if proven on the merits back to 2010'. This was a huge victory and should have paved the way for management to resolve the violation, but again, this is the USPS.

Instead, Boston labor reps continued their attempts to delay and deflect until the grievance was eventually scheduled for consecutive dates on January 14<sup>th</sup>, 15<sup>th</sup>, 2019. Unfortunately, in early January, we were notified that Arbitration Morgan became unavailable for those dates due to a medical issue. At this time, the Chelsea grievance remains pending rescheduling in order for the case to be heard by Arbitrator Morgan. Believe me, nobody wants a speedy recovery by Arbitrator Morgan more than the Members of Branch 34.

As a result of what we found in Chelsea, we were forced to restructure our scheduled bi-annual Steward Training session in May of 2018 to focus extensively on unauthorized manipulations and deletion

of Members work hours including in-depth coaching on reading and understanding USPS TACS reports. Following this training, Stewards in West Roxbury and Hyde Park discovered significant unauthorized time alterations in their stations, they investigated and filed grievances, both of which are currently awaiting arbitration dates.

As the Chelsea saga unfolded, in July 2017 I contacted Congressmen **Mike Capuano** and **Stephen Lynch's** offices in an effort to get the USPS Office of Inspector General's (OIG) to look into Boston Postal management's actions. Although the OIG initially declined to intervene, the Congressmen's persistence resulted in the OIG conducting an audit within the Boston Post Office in early February 2018, the result of which was shocking and disturbing.

On August 1, 2018 (that's right, day one of the Chelsea arbitration) the OIG issued its Audit Report which found:

- From April 1, 2015, through September 30, 2017, 13 facilities in the Greater Boston District accounted for 13,000 unauthorized overtime records involving 639 employees and 10,475.01 unauthorized overtime workhours



**MICHAEL YERKES**  
 President

(continued on page 7)



## BRANCH 34 STATION STEWARDS

Allston.....	<b>Jack Gomes</b>
Arlington.....	<b>Gerald McCarthy</b> <b>Sean Mullet</b>
Auburndale.....	<b>Thomas Kierstead</b>
Back Bay.....	<b>Lucy Warren</b> <b>Mike McCormack</b>
Belmont.....	<b>Salvatore Celeste</b> <b>David D'Agostino</b>
Braintree DMU.....	<b>Richard Fraser</b> <b>Robert O'Donnell</b>
Brighton.....	<b>Roshon Butts</b>
Brookline.....	<b>Joseph DeMambro</b> <b>Dean Gonatas</b>
Cambridge - Central Sq.....	<b>William Wilkins</b> <b>Christopher Nolett</b>
Cambridge - Porter Sq.....	<b>William Cresitelli</b>
Cohasset.....	<b>Judi Aronson</b>
Chestnut Hill.....	<b>Thomas Conville</b>
Dorchester.....	Vacant
East Weymouth.....	<b>Artie Matthews</b>
Fenway.....	<b>Tony Cinelli</b>
Fields Corner.....	<b>James Hudson</b>
Fort Point.....	<b>Benny Faetra</b> <b>Thor Hellestedt</b>
Hingham/Hull.....	<b>Michael Bertrand</b>
Hyde Park.....	<b>Joseph DeBerardinis</b>
IMC - Chelsea.....	<b>William Lang</b>
IMC - East Boston.....	<b>Emelio Leone</b>
IMC - Winthrop.....	<b>John Fanning</b>
IMC - Everett.....	<b>Tom Ciulla</b>
IMC - Charlestown.....	Vacant
IMC - Somerville.....	<b>John Fucile</b>
Jamaica Plain.....	<b>Bernadette Romans</b> <b>Robert Damatin</b>
J.F.K. Station.....	<b>Robert Amirault</b> <b>Alex Taylor</b>
Kenmore.....	<b>Dan Abellard</b>
Lexington.....	<b>Tony Scrivano</b> <b>John Lucey</b>
Malden.....	<b>Laura Fahey</b> <b>Chris Dineen</b>
Mattapan.....	Vacant
Medfield.....	<b>Christopher Pacitti</b>
Medford.....	<b>Jon Holmberg</b> <b>Stephen White</b>
Milton.....	<b>Robert Leighton</b>
Needham.....	<b>Diane Butera</b> <b>Brian Senior</b>
Newton Centre.....	<b>David Ward</b>
Newton Highlands.....	Vacant
Newtonville.....	<b>Thomas Duff</b> <b>(A) Heidi White</b>
North Quincy.....	<b>Taylor Brooks</b>
North Weymouth.....	<b>Mike Davis</b>
Quincy.....	<b>John Ainsley</b> <b>Michael O'Connor</b>
Revere DMU.....	<b>David O'Connor</b>
Melrose.....	<b>Corrado Pani</b>
Roslindale.....	<b>Adam Difazio</b>
Roxbury.....	<b>John Galvin</b> <b>Keith Meredith</b> <b>Samie Smith</b>
Scituate.....	<b>Phyllis Monahan</b>
South Boston.....	<b>Michael Kidd</b>
So. Weymouth.....	<b>Rusty Craven</b>
Stoneham.....	<b>Joseph Mangano</b>
Waban.....	<b>Rich Farrell</b>
Waltham.....	<b>Edward Walsh</b> <b>Colive Heaven</b>
Watertown.....	<b>William Huber</b>
Wellesley.....	<b>Mark Lester</b>
Wellesley Hills.....	<b>Kevin McMahon</b>
Weston.....	<b>David Demarco</b>
West Newton.....	Vacant
West Roxbury.....	<b>Michael Walter</b> <b>Sandino Blaise</b>
Weymouth Landing.....	<b>Mario Venturelli</b>
Woburn.....	<b>Vigo Conte</b> <b>Fred Casey</b>
Wollaston.....	<b>Thomas Rooney, Jr.</b>

## With Regret, I Am Leaving This Position

I have been a member of Branch 34 NALC for over 32 years. I have been involved in Branch 34 since day one. I served as station steward in Hyde Park for many years. I was elected as Branch 34 Area Steward, Financial Secretary, Secretary-Treasurer, and now as Executive Vice President. So, it is with mixed emotion I announce I will be leaving my position.

I have been appointed by **Fred Rolando** to the position of Regional Grievance Assistant working out of **NBA Rick DiCecca's** office. The timing of this appointment is not set at this time.

I say mixed emotions because I will

be leaving Branch 34 day-to-day operation, a place where I have met numerous friends and visited every Branch 34 station. I started in the Back Bay where I learned very quickly the importance of being a member of Branch 34. I transferred to Hyde Park, where I grew up and met more friends and Branch 34 members. I moved on to Roslindale which still is my station.

I will always be a Branch 34 member. However, I now have the opportunity to work for NALC in the regional office. The challenges will be new and diverse and the opportunity to meet new branch activists will be exciting.

I would like to thank all the present and former Branch 34 Officers, far too many to name, for the opportunity to work for them and with them. As I move to new challenges I want to thank each and every member of Branch 34 for their support over the years. I am not leaving but just moving on and look forward to seeing you all in the near future.



**KEVIN FLAHERTY**  
Executive Vice President

— Kevin J. Flaherty

## Nothing Changes But the Start Times!

When captains of industry in the United States wanted to elevate their businesses to the next level they looked to become more efficient. Looking to save money, they would modernize, using the latest and greatest technologies, and innovations to improve productivity, and growth. Then, by researching and development they fine tuned operations to reach high quality, tremendous quantity, and peak performance. And with those improvements came greater profits, and the ability to service the needs of their customers.

In the United States Postal Service our captain's of industry walked a similar path into the 21<sup>st</sup> century. They implemented dps, fss, scanners, and all the other technologies, and innovations that were going to revolutionize mail delivery. But as is the ying and yang of this organization, if it works in the real world, it makes no sense in the USPS! So you know what, just change the start times, and problem solved!

And this is exactly where we are, as a new call from the fourth floor threatening to move start times in some offices to 8:30 AM, or possibly later. After their exhaustive efforts to identify the pitfalls, problems, and postal faux pas that they created, the common denominator has to be start time changes. I know manage-

ment is not fond of the carrier craft, but don't you think after all the efforts put into identifying the issues that are effecting our productivity we would have concrete answers, and viable solutions to address these delays? Oh I forgot, management has yet to address any of that. So change the start times and voilà, that's the easy fix to make this all go away! Our captain's of industry are at the helm of the Titanic. Their too slow to react, and they refuse to look below the surface to see the bigger problems. What iceberg?

All across the district, poor distribution of mail from the plant is the root cause of many of our everyday problems. Coupled with mismanagement, mail transport issues, the shortage of clerks, eliminations of routes, the non-retention of new employees, and a constant stream of delayed mail from around the district interferes with letter carriers getting to the street to service our customers. And which leads to the unacceptable by-product of 6, 7, 8, and sometimes 9 PM end times. And in some stations, routes not even being delivered.

But, with all that said, letter carriers can not be contributing to management's case that we are the problem. When the mail isn't delayed, staying in the office for most of the morning, purifying the mail, and getting the mail just the way it, is not the way to prove our point. We must do

the job as we are required to do, efficiently and effectively. We own the street, they own the office. The longer you stay in, the more they'll add on, assisting them in eliminating routes, and ultimately jobs. The route inspection team, staffed with a slew of top notch number crunchers and scribes, are not working for the greater good of Letter Carriers, or the USPS. They are there to slash time, routes, and provide you with more work.

Like the 70's hit TV series, "The Six Million Dollar Man," management tried to make the Postal Service better, faster, and stronger by investing billions of dollars into the technological infrastructure of our operations, but not surprisingly, delays, delays, delays, nothing but delays.

It's time to stop applying bandaids, and operate the postal service like a fine tuned engine. Never mind, lets just get the mail moving properly, and carry out our only mission, that of an organization that is dedicated to serving the American public efficiently and effectively. And not at 9 o'clock at night!



**BOBBY DAMATIN**  
"Branch 34's CLAN" Editor



## Branch 34 Holds Route Inspection Classes in Belmont and Wellesley Hills



# National Day of Mourning

President Donald Trump declared December 5<sup>th</sup> a national day of mourning due to the passing of former President George H.W. Bush on November 30<sup>th</sup>. As is customary the Postal Service agreed to participate in this National Day of Observation. Since then, there have been a number of questions concerning various issues that have arisen concerning National Day of Observations, such as:

What if I was N/S on December 5<sup>th</sup>?

Or what if I worked on December 5<sup>th</sup> delivering parcels?

Years ago the parties agreed to a Memorandum Of Understanding (MOU) to clarify the regulations for such occurrences which states in relevant part:

1. Full-time employees whose basic work week includes the National Day of Observance as a scheduled work day but who are not directed to report for work, will be granted administrative leave for that day.

2. Full-time employees whose basic work week includes the National Day of Observance as a scheduled work day, and who perform service, will be granted a day of administrative leave at a future date, not to exceed eight hours.

3. Full-time employees whose basic work week includes the National Day of Observance as a non-scheduled day and are not directed to report for work, will be granted a day of administrative leave at a future date.

## 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:

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  
 December 23, 2019 – January 5, 2020  
 January 6 – January 19, 2020  
 January 20 – February 2, 2020  
 February 3 – February 18, 2020  
 February 19 – March 1, 2020

– Michael Murray,  
Branch 34 Secretary-Treasurer

4. If the National Day of Observance is a full-time employee's non-scheduled day and the employee is scheduled to work, the employee will receive overtime pay, plus up to eight hours of future administrative leave for the number of hours worked.

5. The same provisions apply to part-time regular employees as apply to full-time employees. The total hours of administrative leave should only equal the scheduled hours for the National Day of Observance, which may be less than eight hours. However, part-time regular employees whose basic work week includes the National Day of Observance as a non-scheduled work day and who are not directed to report for work on the National Day of Observance will be granted a day of administrative leave at a future date equal to the average number of daily paid hours in their schedule for the service week previous to the service week in which the National Day of Observance occurs, which may be less than eight hours.

6. Part-time flexible employees should be scheduled based on operational needs. Part-time flexible employees who work will be granted a day of administrative leave at a later date. The day of administrative leave will be based on the number of hours actually worked on the National Day of Observance, not to exceed eight hours. Part-time flexible employees who are not directed to work on the National Day of Observance will be granted administrative leave at a future date equal to the average number of daily paid hours during the service week previous to the service week in which the National Day of Observance occurs, not to exceed eight hours.

7. Transitional employees will only receive pay for actual work hours performed on the National Day of Observance. They will not receive administrative leave.

8. If an employee is on leave or Continuation of Pay on the National Day of Observance, the employee will be granted a day of administrative leave at a future date, not to exceed eight hours.

9. An employee on OWCP, AWOL, suspension or pending removal on the National Day of Observance will not be granted administrative leave. If the employee on AWOL, suspension or pending removal is returned to duty and made whole for the period of AWOL, suspen-

sion or removal, the employee may be eligible for administrative leave for the National Day of Observance if the period of suspension or removal for which the employee is considered to have been made whole includes the National Day of Observance. Such determination will be made by counting back consecutive days from the last day of the suspension or removal to determine if the employee had been made whole for the National Day of Observance.

10. Where provisions in this Memorandum of Agreement provide for a day of administrative leave to be taken at a future date, such leave must be granted and used within six months of the National Day of Observance or by the end of the Fiscal Year, whichever is later. However, administrative leave will not be granted to employees who are on extended leave for the entire period between the Day of Observance and six months from that date, or between the Day of Observance and the end of the Fiscal Year, whichever is later.

11. Administrative leave taken at a future date must be taken at one time.

12. Administrative leave to be taken at a future date may, at the employee's option, be substituted for previously scheduled but not used annual leave.

13. Administrative leave to be taken at a future date should be applied for by using the same procedures which govern the request and approval of annual leave consistent with Local Memoranda of Understanding.

Items number 2 and 3 answer the two questions posed above. If you're one of the many who fall into those two categories you should pay particular attention to item 10. The fiscal year ends September 30<sup>th</sup>, so you have until then to use your day of administrative leave. My advice is **DON'T WAIT**. The next day you want off fill out your 3971 and check off the box "other" under "Type of Absence" and write administrative leave, Day of Observance. If you have any questions or issues contact your steward or call the Hall.



MICHAEL MURRAY  
Secretary-Treasurer

## Packages and More

Well, Brothers and Sisters, another holiday season has come and gone and once again "We Delivered." All the parcels and SPRS that came through our door and to your route we delivered them. The only problem I have is that when you were overburden with your packages and you submitted a "96" for assistance, you were probably denied because as I was told they don't count. **WHAT, SMH**, how does management think they were going to be delivered by snapping my fingers like on the old TV show, Bewitched. I don't think so, only the hard work from you got those parcels and SPRS delivered. If you think that the packages are going to decrease think again it's only going to increase. The Postal Service is increasingly becoming a package delivery service which is a good thing that will keep this company viable and keep you in a job.

Now we are the doldrums of winter. As I am writing this article 75% of the nation will be experiencing below freezing temperatures and 25% will be in sub-zero temperatures. The USPS has suspended delivery in six entire states and parts of four states. **SMART MOVE** postal management. Unfortunately we're not one of those states. So I hope

you dress for the cold. Dressing in layers, not leaving skin exposed to the cold frigid air, hat, gloves, thick socks, face guard anything that will keep you relatively warm. If your office has hand and toe warmers take some with you on the street. It does not take long to get frostbite being exposed to cold frigid weather. Less than 30 minutes. So if you have to get in your vehicle to get warm and dry please do so. It is always about you being safe and going home healthy.

One last thing before I sign off. If your office is going under inspection soon it should be in your best interest to attend the branch's pre-inspection class to know what to expect when you go under inspection. **Mike Gorham** and **Richie Galvin** give a great presentation on how the inspection process work. It is to your benefit to attend this workshop and how to protect your routes. Remember management have their plans on taking routes away.

To my fellow Trustee **Vigo Conte** in Woburn, get well brother.



WANDA HAMM  
Trustee

BOSTON, MA  
NATIONAL ASSOCIATION OF LETTER CARRIERS  
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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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Robert Damatin, Editor  
Michael Yerkes, Associate Editor  
Kevin Flaherty, Associate Editor

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Wanda Hamm	Trustee
Vigo Conte	Trustee



# Union Benefits Plus For Us

## What are the benefits of being a union worker?

Let's start with the definition of a Labor Union:

"A Labor Union is an organization that acts as an intermediary between its members and the business that employs them. The main purpose of labor unions is to give workers the power to negotiate for more favorable working conditions and other benefits through collective bargaining".

With that said: The benefits of being a union worker can be categorized into traditional and non-traditional.

The benefits most recognized by union workers fall into the traditional category.

**First:** The right to collectively bargain for higher wages. The guaranteed right to a forty-hour work week single handily is the most important benefit related to our wages in our collective bargaining agreement. Following our right to wages is our retirement, Our Pension plan is designed with a purpose of providing us with a life time of steady income. This income allows us to enjoy a monetary, stress-free retirement. Knowing one has income coming in every month allows union workers to live happier and freer

in their retirement compared to non-union workers who have to worry about running out of money.

**Second:** Our Health Insurance is second to none in this country full of great unions. The NALC has secured some of the most cost competitive health benefit plans known to any union worker. This provides greater security knowing that you will receive quality healthcare when you need it the most.

**Third:** The NALC has negotiated some of the most lucrative sick leave and vacation leave programs of any unions collective bargaining agreement. The intent of our leave program is to provide a worker with income should they become sick or injured. Vacation is arguably our most favorite leave program. Who doesn't like being paid while traveling or sitting around doing whatever one pleases?

**Fourth:** Your contract has specific guidelines pertaining to Work Place Safety. Article 14 of your collective bargaining agreement outlines management's mission statement under responsibilities: "It is management's responsibility to provide safe working conditions." Article 14 gives the union a right to fast track grievances when dealing with safety issues. A powerful

protection non-union shops are not afforded!

Now let's discuss some non-traditional benefits. I can state with confidence most members have no idea that being a member of the AFL-CIO gives you access to the "Union Plus Benefit" programs. I will provide you with a short list of discounted benefits Branch 34 members are entitle to under these programs:

**Travel:** Discounts at Union hotels, Airlines, Theme parks and Car rental places.

**Insurance:** Discounted Auto and Home insurance for union workers.

**Credit Cards:** Over one million union workers enjoy this no annual fee credit card.

**College Tuition:** Union Plus has programs to help families with affordable tuition payment programs.

These are some of the benefits of the "Union Plus" program. I urge all Branch 34 members to check out their website and utilize their awesome programs.

Their website is [www.unionplus.org](http://www.unionplus.org).

In closing, the benefits that the NALC has secured for us ranks at the top among the best in any service orientated union in the United States. Could they be better? Sure, but remember the Post Office did

not give us these benefits. We had to come together and speak with one voice to negotiate them.

Without our union contract, our benefits and security could be changed and/or taken away on a moment's notice by management. We should stop and thank the retirees who came before us. They set the bar high. Our job is to protect what we have and inch the bar up a little higher. It is quite noticeable that the union worker moral in this country is down. We need and should be proud of being a Union Worker! We have what we have because we do come together as a union.

As **Steven VanSlooten**, Executive Vice President of the Utility Workers Union of America stated, "Regardless of what little disagreements we have here and there, when it all boils down, when the rubber meets the road, we stand together as family and fight together as one."

As always buy union goods, fly union airlines, and always stay **PROUD UNION STRONG!**



**TOM ROONEY**  
Area Steward

## Reporting Injuries: Getting It Right The First Time

I have noticed that there is a lot of confusion about on the job injuries. Let's see if I can clarify in laymen's terms, the Do's and Don'ts. So, let's remind ourselves of a few things for if, when, and God forbid you get hurt.

Immediately report your injury to a supervisor, write a statement, and be specific. It is not enough to say I fell down on my route!!!!

### GO TO THE DOCTORS!!!!!!!

I know we've all done it. I just tripped and rolled my ankle, and said it'll be fine in the morning.... If you do not go to the Doctor, you still need to write a statement and report it to your Supervisor. That way, if you wake up the next morning and your ankle is purple, and you can't walk on it, you can now call and tell the Supervisor you're going to the Doctors.

For example, you are at the Doctor with your CA-1, a CA-16, which is authorization for payment to the Doctor, and your CA-17 restrictions in hand. The Doctor says you are out of work for 2 weeks, and then you can return full duty. The paperwork **MUST BE FILLED OUT BY A DOCTOR!!!** Not a Nurse Practitioner, not a nurse. If it is not filled out by a Doctor you will be back at the Doctors office way sooner than you thought!

- Remember to check off Continuation of Regular Pay, (COP), first you use three (3) days of your own leave: A/L, S/L, or LWOP, then you will have 45 days of pay, that is calendar days, not work days!!!! (COP must be checked off, and can be found in the "Employee Signature" section.) Same injury, different diagnosis. **(It still needs to be filled out by a Doctor!!!!)**
- If the Doctor puts you out of work for a month and tells you to start physical therapy the next day, **DO NOT START PHYSICAL THERAPY** until the Department of Labor, (DOL), has **APPROVED** an on the job injury!!!! Just because you got a claim number from Injury Comp, does not mean you have been approved yet. It just means they received your paperwork, and are processing it. You must wait until you get a letter from DOL that says **APPROVED**, (something to the effect of Claim #12345 occurring on 2/1/19 has been **APPROVED!!!!**) If you go to that physical therapy appointment and do not initially get approved, you will get a bill. You cannot then turn around and say I'll have my health insurance cover it, because they won't.

- If you went to physical therapy before you were approved and you have already paid out of pocket, you need to mail the bill to the DOL with the claim number attached and ask for reimbursement, if you are approved after the fact.
- If you went to physical therapy before you received approval or denial of the injury and then ultimately get denied, you do have the option to appeal, but in the mean time you are on the hook for the bill.
- If you get that letter from DOL stating you have been denied, you have the right to appeal the DOL's finding, and the denial letter will give you options on different types of appeals. That usually means more paperwork, a better explanation from the Doctor of the injury, how the injury was related to your job duties etc. **YOU MUST HAVE A FIRM DIAGNOSIS!!!!** If your documentation says you have pain in your ankle, you will be disapproved, (as I found out pain is a symptom not a diagnosis) it needs to be firm, sprained ankle, torn ligaments, broken ankle, etc.

If you don't understand exactly what needs to be done see your Steward or call the Hall sooner rather than later. I know this is a lot of information to handle, and I apologize for being so long winded, but it doesn't end there!!! And it is important.

If you are out longer than 45 Days a whole host of other things come into play, I will touch on them briefly:

- Out of work over 45 days and approved you must fill out CA7's every two weeks and send to the DOL to get paid, remember DOL is slow and they usually run behind so you will more than likely be receiving you pay later than the Friday after the pay period closes like we are all used to.
- Additionally, you do not pay taxes on monies received from the DOL, but there is a caveat to that as depending on if you have dependents or not you will only be paid a per-

centage of your pay, based on 40 per week, if you're a regular, if you are

a CCA it is based on the average hours worked in the previous year.

- And last but not least, if you have not supplied the DOL with the documentation to support your injury and are denied at some point the Postal Service will send you a Letter of Demand to recoup any monies they may have paid to you.

Again, see your Steward or call the Hall immediately so a grievance can be filled if necessary. Most importantly, **KEEP COPIES OF EVERYTHING** from your statement, to CA1's, CA17's, receipts, bills, **EVERYTHING!!!!**

I urge any Carriers Injured on Duty to immediately see your Steward or call the Hall; it can be a very daunting, and frustrating, so if done properly the first time it will make it a little more bearable!!!! And I truly mean a "little more bearable."

Stay Safe!!!!

### Wounded Warrior Leave Update!!!!

In the previous edition of the *CLAN*, I wrote about Wounded Warrior Leave, and shortly after it went to press, the USPS tweaked it. And unusually, in this instance, it was tweaked for the better!!! I know, I know, I couldn't believe it myself!!! As of 1/5/19, the United States Postal Service has revamped your Wounded Warrior Leave. And while all the same requirements for eligibility still apply, one big thing has changed if you qualify: **YOU WILL NOW BE ELIGIBLE FOR 104 HOURS OF WOUNDED WARRIOR LEAVE EVERY SINGLE YEAR FOR THE REST OF YOUR CAREER!!!!**

Remember, this is a use it or lose scenario every year, so at the beginning of the next year you again will be eligible for another 104 hours!!!! This is a well-deserved Thank You for your service!



**LAURA WOOD-FAHEY**  
Area Steward

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

# What's the (Hub)Bub With the Sunday CCAs and the Four-Hour Guarantee?

There have been a lot of questions, concerns, and confusion regarding the scheduling of CCAs on Amazon (Hub) Sunday. There has been a mixed batch of issues from:

"I was scheduled to report to work, and I received a call from management prior to leaving my residence instructing me not to report."

"I was scheduled to report to work, and as I was traveling in, I received a call from Management instructing me not to report."

"I was scheduled to report to work, and I reported, but I was told by Management that they had overstaffed and they no longer needed me."

"I was scheduled to report to work, and I reported, but management overstaffed and they were looking for volunteers to go home, so I volunteered."

"I was scheduled to report to work, and I reported and worked less than four hours!"

The only scenario above that does not apply to the Four-Hour Guarantee

is if Management calls you prior to you leaving your residence and instructs you not to report. All the other scenarios listed do apply to the Four-Hour Guarantee... **YOU ARE GUARANTEED FOUR HOURS OF PAY!**

If you are not sure if your scenario applies or not sure if you were properly paid, please see your Shop Steward, or call the Union Hall for guidance. The CCA work hour guarantee is addressed by the parties in the Joint Questions and Answers 2011 USPS/NALC National



**BERNADETTE ROMANS**  
Area Steward

Agreement, dated March 6, 2014. The complete joint Q & A's are found on JCAM pages 7-20 through 7-30. See the guarantee language below:

*From Questions and Answers – 2011 USPS/NALC National Agreement.*

**Do CCAs have a work hour guarantee?**

Yes, CCs employed in Post Offices and facilities with 200 or more work years of employment have a four-hour work guarantee and CCA's employed in all other post offices have a two-hour work guarantee.

All Letter Carriers should be aware of what your **RIGHTS** are!

## "Plus Ca Change, Plus C'est La Meme Chose"\*

\*"The more things change, the more they stay the same" is the loose translation of Jean-Baptiste Alphonse Karr's quote.

★★★★★★★★★★

**B**ack in 1970, the U.S. postal strike was over low wages and poor working conditions and led to an eight-day walkout. The wildcat strike started over a 41% increase in Congressional pay while giving rank and file postal workers only 5.4%. President Nixon declared a state of emergency and called in the National Guard to deliver the mail during the walkout. This led to the Postal Reorganization Act of 1970 which created the United States Postal Service and guaranteed collective bargaining rights to the NALC and its members. Over the past 50 years **retired and active carriers have been fighting together** to preserve our benefits and upgrade our wages. Without their efforts, we wouldn't enjoy the benefits we have today. We owe them a debt of gratitude for their perseverance.

Since 1970, there have been many attacks on our wages, benefits and collective bargaining rights. 2018 was no exception. President Trump tasked the Department of the Treasury to provide a report with recommendations to return the Postal Service to "sustainability" with no cost to the taxpayer. Everyone reading this knows that we are not financed by the

American taxpayer. This report speaks on new pricing models and what is considered "essential postal services."

The report goes on to suggest **REFORMING USPS EMPLOYEE COMPENSATION** in line with the broader federal workforce. What does this mean? No more collective bargaining. We would return to the begging process that was in place prior to 1970 and plead with Congress for any increases to our wage and benefit package. You, as a Postal Service employee, could have been affected by the recent government shutdown. This is a big step backwards for every letter carrier from the 30 year veteran to the brand new CCA and everyone in between.

There is a proposal to **INCREASE EMPLOYEE CONTRIBUTIONS** to FERS and a restructuring of the liabilities for **RETIREE HEALTH BENEFITS**.

*The Task Force recommends that the USPS explore franchising the mailbox as a means of generating revenue.* The report suggests allowing "certified" delivery companies access to our customers' mailboxes. Giving away the rights to the mailbox is the first step towards privatization and with that comes lower wages and fewer benefits. It's not good for our customers and it's not good for us.

It states, "*Postal workers are more likely to be injured on-the-job due to the physical and outdoor nature of their work.*" Yet, it is suggesting a 10 year, \$117M savings by reforming FECA rules.

All is not lost, in January 2019 Stephen Lynch and a dozen more Representatives re-introduced a resolution calling for "all appropriate measures that USPS remains an independent establishment and not subject to privatization." H. Res. 33 was first introduced last session as H. Res. 993 which had 240 bipartisan cosponsors. Measures such as this are the direct result of electing officials who understand our issues. We need our ally representatives and the newly elected mid-term freshmen to be educated about this latest attack on our collective bargaining rights. We

do this by donating to the Letter Carrier Political Fund and by every member contacting their congressional representative. I encourage everyone to participate. Think of it as job insurance. You hope you never need to use it, but it's great to know it's there if you need it.



**TONY SCRIVANO**  
Area Steward

**The more things change, the more they stay the same.** Where might we be if not for the actions of the letter carriers who stood tall back in the 70's and over the next 50 years? This is not the time to let our guard down. We must stand together on a unified front and fight the good fight. There will continue to be attacks on our wages and benefits. We cannot stand by and wait for someone else to do something about it. Union membership is much like joining a gym, if we don't show up or participate, we do not become stronger. Unions are only as strong as their membership. We cannot expect retirees and past champions to carry this load forever. We need active participation from **ALL** the members, from the newest to the most senior and everyone in between. Let's take the first step together. Please take the time to fill out your NALC survey that relates to our upcoming contractual negotiations at [NALC.org](http://NALC.org) in the Member Section.

On a personal note, this will be my last article written as your area steward. I would like to thank everyone who helped me give the best representation to the members of Branch 34. I couldn't have done it without you. It takes a village. It's been my distinct honor to serve in this capacity and I thank you all for the opportunity. Please look after your brothers and sisters and as always, be safe.

★★★★★★★★★★

*Credit: \*\*AFL-CIO "The Great Postal Strike of 1970"*

## Congratulations Retirees!

**O**n 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:

- Annette M. Anderson ..... Roxbury
- Lisa J. Archdeacon..... Medford
- James F. Barresi ..... Wellesley Hills
- Veronica L. Bertrand .....North Quincy
- James F. Boudreau..... Quincy
- Stephen A. Bowen..... Medford
- Brendan Breen ..... Newton Centre
- Paul R. Bruno..... Woburn
- Martin J. Cummings..... Weymouth Landing
- James J. Duran Jr. .... Scituate
- Frank T. Florenzo..... West Roxbury
- Joseph E. Greene ..... Fort Point
- William J. Halas..... Stoneham
- Thomas W. Kelly ..... Hingham
- Patricia M. Lusardi .....Arlington
- Paul F. MacDonald.....Needham
- Kenneth G. Menz ..... Quincy
- Vincent G. Maloney ..... Fort Point
- Brian S. Morrissey.... Dorchester Center
- Richard M. Plummer..... Woburn
- Billy Ray Proctor.....Lexington
- Mario A. Riva ..... West Roxbury
- Patricia A. Robert..... Scituate
- Lisa M. Ryan.....Medfield
- Edward T. Scull, Jr..... J.F.K.
- William L. Sheehan ..... Braintree
- Frank J. Whall..... West Roxbury
- Michael J. Wilcox..... Porter Square

### In Memoriam

**John Gioisia**  
Retired Member – Roxbury

**Michael E. Mortimer**  
Active Member – Back Bay

\* 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.

## 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  
JINTAEK LEE..... CCA

### Cambridge – Porter Square

BLANCA I. TEEBAGY

### Chestnut Hill

DAVID L. BROWN..... CCA

### 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

SIMON CHAN..... CCA  
ROBIN I. DEVITTO

### Scituate

KAREN M. LYNCH

### Stoneham

TINA M. DOHERTY

### Waltham

DAVID BAHM  
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!**

# Branch 34 Welcomes NALC President Fredric Rolando



Branch 34 President Michael Yerkes (left) and National President Fredric Rolando (right) present outgoing NALC National Business Agent - Region 14 John Casciano his new retirement jacket.



Branch 34 Financial Secretary Michael Gorham reports on Route Assessment results to the assembled throng at the Branch 34 Monthly Meeting at Florian Hall.



Nearly every seat was taken to hear NALC President Fredric Rolando discuss postal issues that the Union is working on for the coming year.



New National Business Agent for Region 14 Rick DiCecca and outgoing NBA John Casciano were part of the crowd in attendance to hear NALC President Fredric Rolando's speech.



Branch 34 members were listening intently to NALC President Rolando's message.

# Tuesday, February 5, 2019 at Florian Hall, Dorchester



Branch 34 Election Chair Lenny Tescione tells the audience about the upcoming Branch election.



The Branch 34 Letter Carriers Political Fund Committee applauds President Rolando's speech.



The Woburn Post Office's efforts on behalf of the Muscular Dystrophy Association were recognized at the Branch 34 Monthly Meeting on Tuesday, February 5<sup>th</sup>.

## President's Report...

(continued from page 1)

- ... the 13 identified Postal Service facilities in the Greater Boston District accounted for 5,150 records of disallowed time involving 814 employees, 142 supervisors, and 528.58 workhours of disallowed time

- ... 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.

Not only did the OIG Audit Report expose wide-spread systematic 'unauthorized timecard manipulations' by postal management; in our opinion, this report provided us the evidence needed to demonstrate managements deletions of employee work hours extended well beyond the Chelsea facility. On August 2nd, we sent out grievance packets to the twelve stations where we had just been made aware of violations, and I am happy to state that all station Stewards initiated grievances as requested.

Of course, management's response was typical, delay, deflect and manipulate the grievance process. In some instances, we were provided with requested information (TACS) yet no time to investigate while in other instances, we were provided absolutely nothing.

On January 18, 2019, the first of these OIG related grievances from Brighton was heard at arbitration and again, Boston postal management's lone defense remained that the grievance was not timely

initiated because the Union was aware or should have been aware of the wage theft. Unbelievable!

The remaining OIG related grievances also moved through the process and as this article goes to press, seven are scheduled to be heard in arbitration with the remaining stations expected to be scheduled when the April schedule is announced:

Central Square .....	February 6 <sup>th</sup>
Brookline .....	February 15 <sup>th</sup>
Weymouth Landing .....	March 5 <sup>th</sup>
Jamaica Plain .....	March 20 <sup>th</sup>
Waltham.....	March 21 <sup>st</sup>
Revere.....	March 22 <sup>nd</sup>
Weston.....	March 28 <sup>th</sup>
Allston	
Fort Point	
Medford	
Stoneham	

I do want to reiterate that not all supervisors in Boston manipulated employee's time and there is the chance that many of those who did may have felt pressured to do so. Nonetheless, there is never sufficient excuse for taking someone's pay without their knowledge.

In the end, I remain confident in our quest that all our affected Members will be made whole for all lost wages with a monetary resolution that will stop this crap once and for all. To read the complete OIG Audit Report and additional information, check out your website at [nalcbbranch34.com](http://nalcbbranch34.com).

## Letter Carrier of Distinction: Paul McDonald

By Bobby Damatin

Making a difference in people's lives can be measured in many different ways. Helping, giving, donating, and mentoring are just a few ways we identify those who we consider honorable people. And when it comes to our customers there is one very important characteristic that people from all walks of life come to appreciate in their everyday lives, and that is dedication. And Needham Letter Carrier, **Paul McDonald**, exemplifies that kind of commitment that his customers of 30+ years had come to expect. Paul was a staple in the neighborhood, and this Letter Carrier of 34 years was considered a trusted friend who kept a watchful eye as he went about his duties.

But as we know all too often these days, working all those years leads us to another chapter of our lives that seems surreal, but well-deserved, and that of course is retirement. But when word got out that Paul was not going to be making the rounds anymore, his customers could not let him go without giving him an incredible gift. All along the 150 or so homes of his valley route, customer after customer placed balloons, cards, and presents outside their residences to let Paul know just how special of a person he was in this community. And most everyone agreed it just wasn't going to be the same without his big smile, and friendly nature working throughout the neighborhood.



Needham Letter Carrier and Branch 34 Letter Carrier of Distinction Paul McDonald offers advice to his co-workers.



Paul McDonald's retirement cake.

Paul is the perfect example of our importance in the places that we serve. People appreciate the hard work that Letter Carriers perform on a daily basis, and trust us to enter their family and work spaces. Congratulations Paul, and enjoy your well deserved retirement.

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

# Branch 34 Salutes Its Retirees

## Woburn's Richard Plummer and Paul Bruno



Woburn's Paul Bruno and Richard Plummer enjoy retirement party with Shop Steward Fred Casey and Branch 34 President Mike Yerkes... and a lot of balloons!

## West Roxbury's Frank Whall & Frank Florenzo



West Roxbury's Frank Whall and Frank Florenzo receive retirement jackets from Branch 34 President Mike Yerkes.



West Roxbury's Frank Whall gets ready to deliver his last punch.

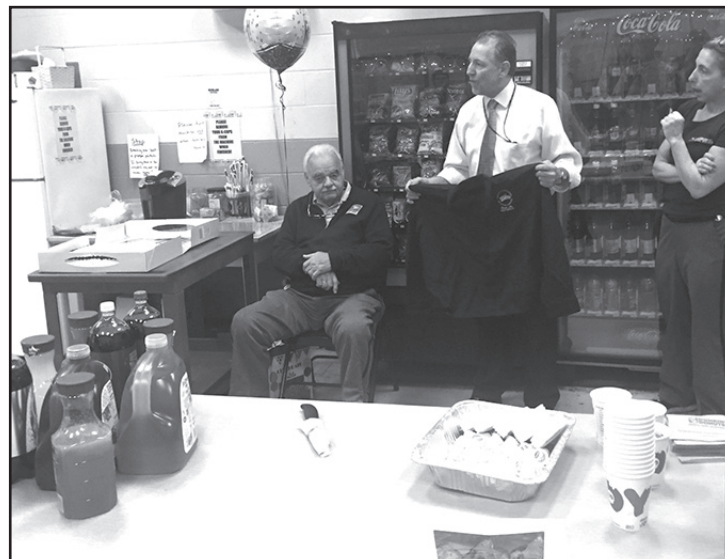
## JFK's Ed Scull



Woburn's Paul Bruno and Richard Plummer cut their cake.



West Roxbury's Frank Whall and Frank Florenzo congratulate each other on a job well done!

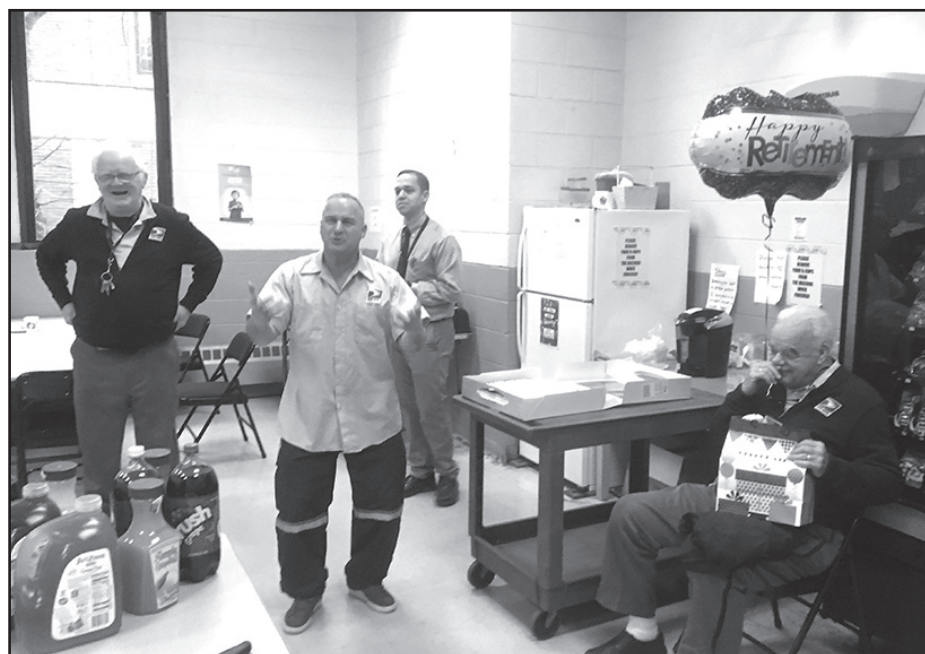


Branch 34 President Mike Yerkes gets ready to present a retirement jacket to JFK's Ed Scull.

## North Quincy's Veronica Bertrand



The North Quincy crew wishes Veronica Bertrand good luck on her retirement.



Long-time carrier Phil Tamarro tells a hilarious story about JFK's Ed Scull which broke the whole station up!

## Lexington's Billy Ray Proctor & Bill Burns



North Quincy's Veronica Bertrand (center) is flanked by her nephew Michael Bertrand and Branch 34 Executive Vice President Kevin Flaherty.



Branch 34 Secretary-Treasurer Michael Murray conveys the Branch's thanks to Lexington's Billy Ray Proctor and Bill Burns.



*Wellesley Hills' James Barresi*



Wellesley Hills' James Barresi looks over his new retirement jacket, presented to him by Branch 34 President Mike Yerkes.



The Wellesley Hills crew bids farewell to co-worker and friend James Barresi.



Hingham Shop Steward Michael Bertrand joins the Hingham gang in wishing retiree Paul O'Leary congratulations.

*Hingham's Paul O'Leary*



Branch 34 Area Steward Tom Rooney presents Hingham's Paul O'Leary his retirement jacket as Shop Steward Michael Bertrand looks on.

*Roslindale's Jay Garrity*



Branch 34 President Mike Yerkes presents Rossie's Jay Garrity his retirement jacket (above) and he does his last punch (right).



*Wollaston's Kevin Bradley*



Branch 34 Area Steward Tom Rooney joins the Wollaston gang in congratulating Kevin Bradley on his well-deserved retirement.

*Weymouth's Marty Cummings*



Branch 34 Secretary-Treasurer Michael Murray offers his congratulations to Weymouth's Marty Cummings on his well-earned retirement.

*Hingham's Thomas Kelly*



Hingham's Thomas Kelly in his new "uniform" hat!

Hingham Shop Steward Michael Bertrand (below right) presents Thomas Kelly a tackle box signed by his co-workers.



Hingham's Thomas Kelly shows off his new retirement jacket from the Branch, presented by President Mike Yerkes.

The Weymouth gang gathers together for a farewell photo and retirement party for Marty Cummings.





## Join the Fight to Find a Cure!

As many of you know, we've been able to raise a lot of money the past few years for MDA through raffles with donated toys from Toys "R" Us. Since they've closed we're now faced with a significant loss to our fundraising efforts. In 2017 Branch 34 was fourth in the country in fundraising. We're still waiting for the figures for 2018 to be tallied but we were down \$3,000 in our efforts.

We could have easily made up this figure if the 35 stations in Branch 34 that didn't raise any money for MDA had pitched in by selling Shamrocks, did a Satchel Drive or an office collection. We can't be the top fundraising

Branch in the NALC if over half our team refuses to join the fight.

Many years ago there was a carrier who I asked to help raise money for MDA. He said he was too busy over and over again. This went on for many years until I stopped asking him. One day he approached me and said his granddaughter has Muscular Dystrophy and what can they do to help her. Don't make the same mistake. **Join the fight to find the cure!!**

*Fraternally,  
George Adams  
Branch 34 MDA Chairman*

## MDA Corner

# Branch 34 Donates \$23,034.38 to MDA in 2018

	St. Pat's Shamrocks	Carnations	Office Raffles	Satchel Drive	Tonic Cans	Office Collections	Walk A Thon	New Year's Day Swim	Special Collections	Golf Tournament	St. Valentine Roses	Canisters	Total
Allston													.00
Arlington						160.00							160.00
Auburndale	56.00												56.00
Back Bay													.00
Belmont													.00
Braintree	40.00												40.00
Brighton	130.00												130.00
Brookline	124.00					60.00							164.00
Cambridge Central													.00
Cambridge - Mooney St.	158.00												158.00
Charlestown IMC													.00
Chelsea													.00
Chestnut Hill	135.00												135.00
Cohasset													.00
Dorchester Center	175.00			1,825.38									2,000.38
East Boston													.00
East Weymouth													.00
Everett													.00
Fenway													.00
Fields Corner													.00
Fort Point	200.00		395.00										595.00
Hingham / Hull	650.00												650.00
Hyde Park													.00
Jamaica Plain	290.00		185.00			240.00							715.00
JFK	204.00												204.00
Kenmore	34.00												34.00
Lexington													.00
Malden													.00
Mattapan													.00
Medfield													.00
Medford													.00
Melrose													.00
Milton	130.00												130.00
Needham	106.00												106.00
Newton Centre	50.00												50.00
Newton Highlands													.00
Newton Upper Falls													.00
Newtonville	82.00												83.00
North Quincy													.00
North Weymouth	45.00												45.00
IMC North													.00
Quincy													.00
Revere													.00
Roslindale													.00
Roxbury	20.00			77.00									97.00
Scituate													.00
South Boston													.00
South Weymouth	48.00												48.00
Somerville													.00
Stoneham													.00
Waban													.00
Waltham	250.00												250.00
Watertown													.00
Wellesley Square	132.00												132.00
Wellesley Hills	160.00												160.00
West Newton													.00
West Roxbury	112.00												.00
Weston	40.00												112.00
Weymouth Landing													40.00
Winthrop													.00
Woburn	1,570.00									10,950.00			12,520.00
Wollaston	130.00												130.00
													19,585.38

**Branch 34 / MDA 2018 Top Ten**

1. Woburn.....\$ 12,520.00	6. Waltham.....\$ 250.00
2. Dorchester Ctr. ....\$ 2,000.38	7. J.E.K.....\$ 204.00
3. Jamaica Plain.....\$ 715.00	8. Brookline.....\$ 184.00
4. Hingham/Hull .....\$ 650.00	9. Arlington.....\$ 160.00
5. Fort Point.....\$ 595.00	10. Mooney St. Cambridge...\$ 158.00

**Thanks to all who donated to MDA in 2018!**

Bowling	2,260.00
1/9/18 Raffle	90.00
2/1/18 Robert Lind	50.00
4/10/18 Raffle	65.00
5/8/18 Raffle	65.00
6/12/18 Raffle	61.00
9/13/18 Raffle	108.00
10/16/18 Raffle	80.00
11/14/18 Raffle	90.00
12/11/18 Raffle	580.00
	3,449.00
	<b>23,036.38</b>

**The Branch 34 2019 Calendar is available for download online at** [www.nalcbranch34.com](http://www.nalcbranch34.com)

# Make Sure You Get the Proper Training!

**B**rothers and Sisters, it is once again the time of year when the Postal Service believes they can reduce routes by conducting six-day mail counts and inspections. February, March, April and May are historically some of the lightest mail volume periods of the year and inspecting during this time rarely results in a true picture of your route. How to ensure we get a fair days pay for a fair days work falls on every letter carrier individually.

The office time associated with your assignment is a block of time when you perform everyday functions (fixed office time) such as checking your vehicle, withdrawing mail, getting your keys and scanner etc. and also casing and pulling down the route. Doing these functions correctly helps ensure you receive the appropriate time allotment in your adjustment. A couple of examples are performing a proper vehicle inspection regardless and taking the proper time to pull down and load your hamper safely. In addition, be sure to complete tasks like returning accountable mail to a clerk found while sorting your mail and punching to street time when you first pass the time clock and push the first hamper of mail to your vehicle. With the increase in our parcel volume it is not uncommon to have two or three hampers. Never push and pull two hampers at the same time! Remember, each time you bring a hamper of parcels to your vehicle you must be on street time. Do not get caught up in running your parcels to the vehicle while still clocked in on office time. It will wreak havoc on your office evaluation. If you get into the routine of following all the required functions in the office you will automatically do the same when there is a manager observing and recording your every move you make in the office during an inspection week.

Street performance is no different. After loading the mail in the vehicle, everyone should be returning the empty equipment into the building. Do not leave it for someone else. The service wants us to scan parcels as we load them into designated sections of the truck. Once that is done we have the right to revisit each section and place the parcels in delivery sequence. It is a function we must get in the habit of doing every day especially with the parcel numbers continuing to grow. Most carriers handle 50 or 60 parcels if not more every day. Speaking of parcels, when delivering them, we should be providing the service our customers deserve. Walking each and every parcel that does not fit in the mail receptacle to the customers' doors and attempting delivery is a must. "LEAVE IF NO RESPONSE" means just that, after you knock if no one answers, then and only then should you leave the parcel. The same runs true if you find accountable mail in your DPS or FSS mail. Handle it by

ringing the customer's doorbell. And if we see a flag up on a mailbox regardless of whether we have mail for the delivery or not, stop and pick up the outgoing mail. We also need to make sure we take our two (2) 10 minute breaks and our thirty (30) minute lunch every day. We have the absolute right to make comfort stops in clean facilities.

Just as important to the evaluation of a route is what you do at the end of the day. Handle your returned mail properly, return your empty equipment, **CLEAR** your accountable(s) with a registry clerk (never get in the habit of just leaving them in an empty accountable cage), fill out an adjusted PS Forms 3996 or PS Forms 1571 if needed and properly place mail in the 3M case. All of these functions are performed on office time.

Choosing a career as a letter carrier comes with a great deal of pride and customers who love us but it also is a very difficult job. Along with checking on our elderly customers, sometimes even saving lives, we must deal with numerous factors that come into play every day we deliver mail. Customer inquiries, untrained or unleashed dogs, inclement weather, vehicle issues and a host of other things that can change your day in an instant. Inspections are a time to show management just how busy we are.

The NALC has developed numerous handbooks and training manuals to help every carrier with protecting their livelihood. Your stewards have been provided a copy of the 2018 NALC Guide to Route Inspections. We also have available a pocket guide for letter carriers to have with them for quick reference. The NBA's office is available for route inspection training for any office that requests it. We will only ask for two to three hours of your time to educate you on all the rules and regulations that come into play during a route inspection. We want to make sure every carrier has the opportunity to get the information and training that makes them feel comfortable and confident when an inspection is conducted. All we ask is you give us some advance notice when requesting training. We will do everything in our power to provide each and every letter carrier the best possible training available.

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*"The labor movement was the principal force that transformed misery and despair into hope and progress."*

— Dr. Martin Luther King, Jr.



**RICHARD J. "RICK" DICECCA**  
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