



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

**CELEBRATING 130 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2020**

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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**New 24/7 Branch 34 Emergency Number**  
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Link to Branch 34 Website



## President's Report

# Weathering the Storm!

I know I'm tired of writing, speaking of and addressing the Coronavirus Pandemic. As I am writing this Article I have been notified of over 325 positive cases in the expanded Boston District since this hit Us in March. 30 days ago, we had 265 cases, that is up 60 cases in a month's time. We have to stay diligent on how we are to deal with COVID-19. The holidays are upon us and all families have their gatherings during this time. If you are traveling to visit your loved ones I suggest getting a COVID test before hitting the road. This may also be a good time to delay these gatherings until a later date. Dialing 211 from your phone, googling COVID-19 testing from your smart phone and then put in your zip code will give you testing locations in your area. CVS has numerous test sites and you can access this from their phone app, you have to answer a questionnaire prior to scheduling an appointment and if you have no symptoms (wink/wink) you will be told that you do not require testing at this time. These tests should be of no charge and you may be requested to provide proof of health insurance. I have heard horror stories of charges in the \$140.00 range being paid, keep calling test sites if this happens to you.

The major issue concerning any station that has had a positive test result still is the cleaning or a deep cleaning after this positive test. Some stations only have a part day custodian assigned there and some have none at all. This is unacceptable and we are addressing this on a daily basis with management. Clerks and Carriers have been allowed to assist in this additional "Deep Cleaning" if needed. Cleaning falls under APWU work, but Local 100 President **Scott Hoffman** and I have an understanding that if APWU personnel are not available, Carriers will be allowed to assist in this task during this pandemic. It is more important that this work gets done at this critical time with positive cases on a major upswing than any disagreements on craft assignments. Vice President **Bernadette Romans** will continue to check all offices on a frequent basis, please pass on any concerns to her on this issue.

We have had to cancel numerous events due to the Coronavirus and it looks like we will have to cancel our Holiday meeting/party scheduled for December 8<sup>th</sup>, 2020 if the current Governor **Charlie Baker** executive orders are not amended or canceled. I will send out a carrier flash the week before this meeting. I also have had numerous requests to hold our meetings by Zoom or WebEx. This can be done but it has its limitations to the number of persons that can sign in (100) and the meeting has a 40 minute time limit. This can be done for the December meeting

if the membership wishes it to be that way, let us know and I will sign us up for this.

My major concerns with this are:

1. Voting on issues
2. Collection of monies for MDA and the 50/50 for the scholarship fund.
3. Attendance requirements for the State and National Conventions
4. Meetings are to be confidential and members only may attend. Those are my major concerns but I will do as the membership requests.

I will continue to keep you informed of any changes on the Branch website and through carrier flashes. I will also continue to visit every office that has a positive

test (Offices who have not had a past positive will have first priority followed by anyone who needs a return visit) to address all questions and concerns of the employees there. We can weather this storm if we stay diligent!

In closing, I want to wish all Veteran's a Happy Veterans Day, All the Marines out there a Happy Birthday!

*I wish all to be safe and enjoy the holidays of Thanksgiving, Christmas and New Years, until we meet again, hopefully soon.*



**GERALD (Jerry) MCCARTHY**  
President



Waltham Letter Carrier Virginia Dalton receives her Million Miles Award with Branch 34 President Jerry McCarthy and Shop Steward Ed Walsh.



Branch 34 President Jerry McCarthy presents IMC-E Boston Letter Carrier Steve Rossetti with his Gold Card. Joining them are Shop Stewards John Fanning and Emilio Leone.

**Have a Safe and Happy New Year**  
from the Officers and Executive Board of  
**BRANCH 34 NALC BOSTON**



# Q & A on Hold-Downs

One of the most common grievances filed by the Union concerns issues with hold-downs. There are a number of misconceptions concerning hold-downs but the most common seems to be that there is a difference between the rights of PTF's and CCAs as it relates to hold-downs. There isn't, and this question is addressed in the Q & A the parties agreed to on CCAs in M-01870:

70. Is there a difference in the application of opting (hold-down) rules between part-time flexible city carriers and CCAs?

**No.**

In the following article, I'll explain some of the rules on hold-downs so we can protect our newest members from being exploited by management. One question I get asked a lot in Good Start is how are hold-downs publicized? In the Boston installation that can be found in Art 41 of our Local Memorandum of Understanding (LMOU) which reads in relevant part:

## B. BIDDING PROCEDURES - LONG TERM VACANCIES

1. At each work location (as specified in Article 12 of the Local Agreement), **Management shall post all temporary vacant full-time craft duty assignments of five (5) days or more.**

2. Full-time reserve, unassigned regular, full-time flexible Letter Carriers and City Carrier Assistant Letter Carriers of that work location may indicate their preference for such assignments until twenty-four (24) hours before the assignment commences.

3. Up to twelve hours before the assignment commences, the senior carrier having indicated his/her preference shall be notified that he/she is awarded the assignment.

4. **The above shall not apply where assignments become available upon less than twenty-four (24) hours notice. In such circumstances management shall post a notice on a designated bulletin board for hold down assignments and award the assignment to the senior carrier who indicated a preference.**

5. All carriers wishing to bid for the assignment will notify management in writing.

6. All carriers who are on leave or are otherwise unavailable to bid on these assignments and wish to be notified of these assignments should inform management in writing. (Emphasis added)

Another common question is how long does a hold-down last? That answer can be found in Art 41.2.B.5 of our National Agreement. Which states in relevant part:

### Duration of Hold-Down.

Article 41.2.B.5 provides that once an available hold-down position is awarded, the opting employee "shall work that duty assignment for its duration." An opt is not necessarily ended by the end of a service week. **Rather, it is ended when the incumbent carrier returns, even if only to perform part of the duties — for example, to case but not carry mail.** (Emphasis added)

As the above states once you're awarded a hold-down you're to work it for its duration. You can't jump from hold-down to hold-down. You have to wait until your hold-down is broken by the regular coming back to work from vacation or an injury or the route's been bid by someone and they're assuming the bid. In the 2016 National Agreement the parties agreed to amend that slightly. That change is reprinted below and the bolded language is what was added into the contract in 2016:

Of course, management may decide to assign an employee to a residual vacancy pursuant to Article 41.1.A.7 at any time, but the employee may not be required to work the new assignment until the hold-down ends. **However, the employee may voluntarily choose to end the hold-down and assume the new assignment in this circumstance.**

So, it's the employee's choice on what they want to do. Either stay with the hold-down or go to the new assignment when they're converted. Prior to 2016 they had to stay on the hold-down.

What happens when a CCA goes on vacation or has their 5-day break. Does that break end the hold-down? No. When either of those things happen and the absence is expected to be 5 days or more then that's what's called a hold-down within a hold-down. Which means another carrier can have a hold-down on that route. This language can also be found in Art 41:

### Exceptions to the Duration Clause.

There are situations in which carriers temporarily vacate hold-down positions for which they have opted — for example for vacation. Such an employee may reclaim and continue a hold-down upon returning to duty (Step 4, H4N-3U-C 26297, April 23, 1987, M-00748). If the opting employee's absence is expected to include at least five days of work, then the vacancy qualifies as **a new hold-down within the original hold-down.** Such openings are filled as regular hold-downs, such that the first opting carrier resumes his or her hold-down upon returning to duty — until the regular carrier returns. (Emphasis added)

By far the most common hold-down violation is when management changes either the hours of the hold-down or the days off. If a CCA is "bumped" off of their hold-down on a regularly scheduled day they still own the hours of the hold-down. So, as an example if the CCA has a hold-down on a route with a schedule of 7:30 a.m.-4:00 p.m. and is going to be bumped the next day they still have a right to that schedule. Even if management is moving them to a route with a 9:30 a.m. start or having them come in later to deliver splits, the CCA still has a right to the 7:30 a.m. BT. If management schedules them later then they should enjoy the extra two hours of sleep and file a grievance to be paid the two hours. The language below addresses this very important hold-down right:

### Schedule Status and Opting.

Employees on hold-downs are **entitled to work the regularly scheduled days and the daily hours of duty of the assignment** (H8N-1M-C 23521, June 2, 1982, M-00239). (Emphasis added)

### Scheduled Days and Opting.

The distinction between the guarantee to work certain scheduled days and the right to specific days off is important. An employee who successfully opts for a hold-down assignment is said to be **guaranteed the right to work the hours of duty and scheduled days of the regular carrier.** It must be noted, however, that days off are "assumed" only in the sense that a hold-down carrier will not work on those days unless otherwise scheduled. In other words, a hold-down carrier is not guaranteed the right to not work on non-scheduled days. Of course, this is the same rule that applies to the assignment's regular carrier, who may, under certain conditions, be required to work on a non-scheduled day. (Emphasis added)

Unfortunately, it's not uncommon for management to require a CCA to work their N/S day on a hold-down and then give them a day off later in the week. This is also a violation of our contract with the Postal Service. In this scenario, I would enjoy the day off and file a grievance to be paid for the day I had a contractual right to work. This situation is addressed below and can also be found in Art 41 of our contract.

For example, suppose there is a vacant route with Thursday as the scheduled day off. The carrier who opts for such a route is guaranteed the right to work on the scheduled work days, but is not guaranteed work on Thursday. This does not necessarily imply that Thursday is a guaranteed day off; the carrier on a hold-down may be scheduled to work that day as well, either on or off the opted-for assignment. **However, management may not swap scheduled work days with days off in order to shift hours into another service week to avoid overtime or for any other reason. To do so would violate the guarantee to work all of the scheduled days of the hold-down.** (Emphasis added)

Let's make sure our newest members are taken care of by helping to make sure they're not being taken advantage of by management. These hold-down rights were not "given" to us by management, they don't "give" us anything. As I tell the new CCA's in Good Start, as well as, the newly converted career carriers, nothing in this job was given to us. Everything we have was fought for and won. And we should make sure the PO lives by their agreement with us!

*I'd like to wish everyone and their families a Merry Christmas and a Happy New Year!*



MICHAEL MURRAY  
Secretary-Treasurer

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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

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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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**ATTENTION RETIRED LETTER CARRIERS:**  
When you meet your milestone year (40, 45, 50, 55, 60, etc.) please reach out to the Union Hall @ 781-281-1133 and provide us with the information so your achievement can be recognized.

# It's That Time of Year Again, Christmas, COVID, and Cobra Kai!!!

Weird combination yes, but let's face it 2020 has been absolutely insane and a complete and utter S\_\_t-show. At this point basically anything goes.

And in the vein of anything goes, well here it goes.

I understand that everyone has been on edge the past year, it hasn't been easy. Many events and various gatherings have been cancelled, delayed, started, stopped and started again. However, Christmas is coming and it will not be cancelled, delayed or stopped! I'm sure as with past holiday seasons we will pick up the slack for Amazon, UPS, and FedEx when they get "overwhelmed" with packages. This year is shaping up to be no different!!! So let's prepare to do what we do best during the holidays, and that is **STRIKE FIRST, STRIKE HARD, NO MERCY!** (I know you were wondering how I was going to work Cobra Kai in).

We also know that this holiday season will be a lot more challenging. COVID-19 is still raging, despite the fact that the Post Office has all but worked as if it was gone forever, over the summer. As we all now know they were mistaken. It never left and we have continually seen cases pop up all over the Boston District. Again I hope you family is safe and well!!!

I have been told that since the pandemic began most weekly averages had us delivering 40- 70% more packages relative to the same previous Corona-free year. I want to let you know that means since last February/March you have already been performing as if it were Christmas, as those are the numbers we normally see during the busy Holiday season.

## Don't Be A **SCAB!**

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

**Back Bay**  
THOMAS N. CONCANNON  
ROBERT A. ROMIKITIS

**Braintree**  
MOLLY LONG

**Brookline**  
CHRISTINE M. BAILEY  
LINDA M. HAZELL

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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!**

Also there have been warnings from business insiders that are warning consumers if you don't order it and have a minimum delivery date of 12/18/2020, you probably won't get it on time, regardless of who delivers it. We all know someone's Nana is going to order the hat, glove and scarf set on 12/18, Mom is going to order that video game on 12/22 (and little Jimmy still believes), and then Dad is going to wait to the last minute as he always does and buy all of his gift cards at Walgreens (so we are good there). So be prepared for the one customer who stops you on the street and says "well I ordered it and it said it would be here on 12/22, and the scan says you have it, so why don't you have it?", and you kindly explain, while looking at the little printed out scan report, that you don't have it, it's sitting in the building at the GMF with probably 500,000 other packages and then the customer says "Well I know you guys are really busy this time of year, so do you think I can go look for it myself?" Absolutely have at it, please, please, please wander around the GMF looking for your video game amongst the 500k packages and Christmas chaos, while playing frogger with the jitneys!!!!

The challenges this holiday season are more than likely going to involve COVID-19, it's a part of life at this point. As the upticks continue in the world outside the PO, it will uptick here as well, (even if Management doesn't think so) and that could mean less people to do more work, at our busiest time of year. I've been told that a few Managers and Supervisors have begun telling employees that COVID LEAVE and COVID FMLA, expire at the end of November, **THAT IS UNTRUE!!!!** COVID LEAVE AND COVID FMLA, has been granted to you by the CARES ACT, so unless your Manager or Supervisor is a Member of Congress than they cannot and should not be unilaterally and arbitrarily changing the rules of that leave.

COVID LEAVE and COVID FMLA expires on 12/31/2020. It has also been asked of me if that leave will roll over to next year, and again the only way it will be available to you in 2021 is if there is another stimulus bill or amendment to the CARES ACT, at this point there has been no talk of extending it into 2021, that I have been able to find.

Quite frankly and this is just my opinion so take it for what it's worth, but I per-

sonally think that it should be extended and that if it isn't we will have a lot more issues relative to COVID.

I've been told by a few of you, that you enjoyed my TV TOP 10 list, so here is a second installment, to tide you over this winter!!!

Trials of Gabriel Fernandez -Netflix (tough to watch)

Sopranos - Hulu  
Nurse Jackie - Netflix  
When They See US - Netflix  
City on a Hill - Showtime  
I'll Be Gone in the Dark - HBO  
OZ - HBO/Hulu  
Atlanta Child Murders - HBO  
Social Dilemma - Netflix  
Cobra Kai - Netflix  
Die Hard is a Christmas movie!!!

*I want to wish you all a Happy Thanksgiving, Merry Christmas, Happy New Year and say thank you to all of our Veterans!! Here's hoping 2021 is not like the last one!!!!*



**LAURA WOOD FAHEY**  
Area Steward

## COVID-19-related MOUs Continue to Provide Protection for Letter Carriers

Hello my fellow brothers and sisters hope all is going well during this pandemic. This is just a fellow reminder and updates on the current MOUs set in place by National.

The NALC and the Postal Service agreed to continue several pandemic-related memorandums of understanding (MOUs). These MOUs and current awareness can be located in the NALC website as well but here are a few that got my eye,

M-01910 provides some relief for certain letter carriers dealing with child care needs caused by large number of schools that have closed since the onset of the pandemic, this MOU allows career letter carriers to use sick leave for dependent care to care for a child or children as the result of closed day care, schools or the unavailability of the child or children's caregiver due to the COVID-19 pandemic were encountering at this tough time.

M-01911 gives CCAs an additional 80 hours of paid leave to use for specific reasons in connection with the COVID-19 pandemic, since CCAs do not earn sick leave. Reasons to use this additional paid leave for CCAs include: the employee has contracted COVID-19 or has been directly exposed to someone with COVID-19; the employee is experiencing symptoms generally associated with COVID-19; and for the employee to use consistent with the MOU, Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19 (M-01910).

M-01913 institutes the use of Employee and Labor Relations Manual (ELM), Section 432.53, City Letter Carriers (7:01 Rule). With this rule, a full-time city letter carrier who actually works more than seven hours but fewer than eight hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the eight-hour tour and still be credited with eight hours of work time for pay purposes. Any hours not worked between the seventh and eighth hour of a regular scheduled day, pursuant to ELM 432.53, are included in an employee's regular rate of pay, pursuant to ELM 443.212.g.

M-01914 is a letter from Postal Service Vice President, Labor Relations

Doug Tulino to the management in the field regarding agreements with NALC, leave policy and approval of requests for changes of schedule due to child care needs related to COVID-19 pandemic. The letter states that in addition to allowing Sick Leave for Dependent Care, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, Request for Temporary Schedule Change for Personal Convenience, as a result of child care issues caused by day care closures, school (pre-kindergarten through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic. Managers and supervisors also should allow liberal sick leave usage for employees, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible, during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43.

M-01915 directs the local parties to immediately discuss potential scheduling and office setup changes such as staggered start time, scheduling letter carriers to begin tours in groups of 10 or fewer, the manner in which stand up talks are given, locations and times, and other initiatives to maximize social distancing. The MOU also commits the parties to limiting individuals to working only in their employing facilities to the extent possible. When not possible, the Postal Service agreed to a few additional precautions in the limited circumstance when a carrier is sent to another office to work. In these situations, the Postal Service agreed the following should be done: 1) The supervisor and steward in the losing office will jointly determine which carrier will go to the gaining office; 2) If there is concern from either of the loaned carrier or those in the gaining office about the loaned car-

rier entering the facility, the mail will be placed on the dock or somewhere outside where it can be loaded without entering a building; and 3) If a loaned carrier does not bring a vehicle from the losing office, the gaining office will have appropriate cleaning supplies for the carrier to sanitize the vehicle he/she will be using.

M-01916 allows the Postal Service to employ TCAs as operationally necessary for the sole purpose of replacing city letter carriers absent due to COVID-19. Throughout the pandemic, letter carriers have needed to use leave to care for themselves and their families. To limit disruptions in mail service as a result of taking this necessary leave, not only to protect letter carriers and their families but to protect the overall general public as well, the ability for the Postal Service to employ TCA's has been helpful.

NALC and the Postal Service also agreed to another temporary time-limit extension on Step B and arbitration appeals (M-01931), also agreed to give local parties the ability to develop a sign-up process for full time employees who have previously did not, or could not, place there names either the overtime desired list or work assignment list.

Lets also keep in mind that the CCAs also do not need to be moved from station to station as well, especially when management has done this on a regular basis's. CCAs if moved please bring it to your steward's attention so that a grievance can be filed ASAP. Also with day light saving taken place at the end of October and its getting darker out earlier our safety is the most important measure we should take, if its not safe bring it back, don't take a chance. You come to work safe you should go home safe to your families.

*I would also like to say with the holiday season upon us have a happy and healthy holiday season. Happy Thanksgiving and Merry Christmas my fellow brothers and sisters.*



**DAVE O'CONNOR**  
Area Steward

# Keeping Your Head Clear in These Trying Times

Hello Brothers and Sisters. I hope you are all doing well. I hope you are all staying safe. I say this because these are difficult times.

As I am typing this, we're coming off the end of an election that has shown us just how divided our country has been, we're ending a year of civil unrest, and COVID-19 cases are skyrocketing. It's safe to say that it's been a tough year for all of us.

Now The Christmas season is upon us, and it's not going to be easy. The holiday season is without a doubt one of the most challenging times for letter carriers, always has been, always will be. However this year will bring its own set of challenges. We can expect record-breaking package volume as more people than ever before shun brick-and-mortar stores in favor of the safety of e-commerce. Additionally people will be sending items to loved ones who they would normally visit in years past.

As if all this wasn't challenging enough, we are now left with little to no options on how to enjoy what little time we do have outside of work. With COVID cases rising, enjoying bars, movie theaters, and gyms is nearly impossible to do safely. So it's no doubt that this upcoming Holiday season is going to take a toll on the mental health of some people.

Luckily, the USPS has a service for this. The Employee Assistance Program (EAP) is a resource for postal employees and their family members designed to help them with on-the-job, personal, or family problems. EAP is counseling and referral service staffed with mental health professionals. It is a formal, non-disciplinary program that is free, confidential and voluntary.

The EAP toll-free hotline is available 24 hours a day, 365 days a year. Counselors are available for emergency, urgent care intervention. Call

Center representatives provide information, referral, or assignments for all services. The phone number is **800-EAP-4YOU (1-800-327-4968)**. TTY users should call **877-482-7341**.

The EAP Website, [www.EAP-4YOU.com](http://www.EAP-4YOU.com) is accessible to all USPS employees and their family members. In addition to information on issues that affect workplace and personal lives, it offers provider and benefit information.

I encourage anyone who is having an issue to please utilize this service. There is no shame in taking care of yourself.

Lastly I would like to wish all my Brothers and Sisters a safe and Happy Holiday season. Be safe, **WEAR A MASK**, and carry on.



**ROSS MURRAY**  
"Branch 34's CLAN" Editor

## Credit Where Credit is Due

For Letter Carriers, this time of year is the most stressful and most demanding time of the year. Heavy volume, long hours and weather compounded with the responsibility of making sure we deliver Christmas to all of our customers all add to the burden, our World Series or Super Bowl if you will. Top that off with the craziness of 2020 and we're all just waiting for this year to come to an end. Let me start off by saying how impressed I am with all of our letter carriers, and the other Postal crafts that continue to service the people of this Nation. Not only postal employees, but all essential workers have earned my respect throughout these challenging times. Thank you to all that continue to give so selflessly.

As most of you know all route inspections have been cancelled for the duration of 2020 and there is much uncertainty going into 2021. That being said, carriers have been given an opportunity to focus on and correct any 1840 B times.

### 242.32 Street Time

**242.321** For evaluation and adjustment purposes, the base for determining the street time shall be either:

a. The average street time for the 7 weeks random timecard analysis and

the week following the week of count and inspection; or

b. The average street time used during the week of count and inspection.

Secondly, we need to address 697 or Extension of deliveries.

### 142 Extension of City Delivery Service

**142.3** Action After Approval When requests for extensions of city delivery are approved and with the return of Form 697 from the designated authority, the manager must:

a. Determine which route will serve the area.

b. Determine if adjustment to the route is necessary. (Where the extension provides delivery to only a few new stops, the time involved can be absorbed by the carrier without any adjustments.) c. When adjustment is necessary, make it promptly if it can be made without a special inspection, using the formula shown in 141. When adjustments are made without inspection, the adjustments must be fully discussed with the carrier.

d. Make special route inspection when adjustments cannot be made as suggested in 141.

e. When determined that rural delivery service will be provided, follow

the regional instructions for extensions of rural delivery. Keep in mind that extensions

of rural service must be effective on the first day of a pay period and that approved Forms 4003, Official Rural Route Description, must be submitted to the respective postal data center 1 week prior to the effective date.

In many instances, when I look at carrier cases I see cut up rack strips, numbers added by hand in pen or marker and instantly I know two things.

- Your DPS and FSS won't match the rack and
- You're not getting credit for deliveries that are on your route.

Not only that, but automation will not recognize those deliveries and will not be able to sort those addresses. Most likely, that mail will be in a separate sweep of residual mail. In a time where every piece and every delivery counts and management is looking to cut at every corner, it is imperative that we get credit for every delivery we make.



**RICH GALVIN**  
Clerk, NBA/NSBA

## Holiday Greetings From the National Business Agent's Office

2020 is soon to be in the rearview mirror. It has been a very difficult time for each one of us. From COVID-19 to the Presidential election cycle. We have lost courageous Letter Carriers as well as members from our postal family to this deadly virus. Letter carriers who have contracted the virus along with others who have had to quarantine know the pain, and fear of not knowing how the virus would affect them. But through it all we have reported to work every day. We have served the American public without delay. We can only pray science can develop a vaccine to help protect each and everyone of us. Until then we need to stay strong and stay safe. Never letting our guard down to this virus. I would also like to express my sincere

condolences to the family members of those lost.

On behalf of Regional Administrative Assistants **Jerry Ugone** and **Kenny Janulewicz**, Regional Grievance Assistant **Kevin Flaherty**, Region 14 Field Secretary **Elaine Keigher**, Regional Workers Compensation Specialist **Doug Lawrence**

and myself, I want to wish you a Merry Christmas, Happy Holiday Season and a much-anticipated Happy New Year.



**RICHARD J. "Rick" DICECCA**  
National Business Agent

★ To Our Troops! ★  
Thank You For Your Service  
and Your Sacrifice!

**NALC BRANCH 34  
SUPPORTS YOU!**

## Massachusetts Congressional Delegation

### U.S. SENATE

**The Honorable Elizabeth Warren**  
Hart Senate Office Bldg., Rm. 317  
Washington, D.C. 20510  
202-224-4543 Fax: 202-224-2417  
[www.warren.senate.gov](http://www.warren.senate.gov)

**The Honorable Edward J. Markey**  
Dirksen Senate Office Bldg., Rm. 218  
Washington, D.C. 20510  
202-224-2742 Fax: 202-224-8525  
[www.markey.senate.gov](http://www.markey.senate.gov)

### U.S. HOUSE OF REPRESENTATIVES

**First Congressional District**  
**The Honorable Richard E. Neal**  
Rayburn House Office Bldg., Rm. 341  
Washington, D.C. 20515  
202-225-5601 Fax: 202-225-8112  
[neal.house.gov](http://neal.house.gov)

**Second Congressional District**  
**The Honorable James P. McGovern**  
Cannon House Office Bldg., Rm. 408  
Washington, D.C. 20515  
202-225-6101 Fax: 202-225-5759  
[mcgovern.house.gov](http://mcgovern.house.gov)

**Third Congressional District**  
**The Honorable Lori Trahan**  
Longworth House Office Bldg., Rm. 1616  
Washington, D.C. 20515  
202-225-3411 Fax: 202-226-0771  
[trahan.house.gov](http://trahan.house.gov)

**Fourth Congressional District**  
**The Honorable Jake Auchincloss**  
Cannon House Office Bldg., Rm. 304  
Washington, D.C. 20515  
202-225-5931 Fax: 202-225-0182  
[auchincloss.house.gov](http://auchincloss.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**  
Rayburn House Office Bldg., Rm. 2448  
Washington, D.C. 20515  
202-225-2836 Fax: 202-226-0092  
[katherineclark.house.gov](http://katherineclark.house.gov)

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Longworth House Office Bldg., Rm. 1127  
Washington, D.C. 20515  
202-225-8020 Fax: 202-225-5915  
[moulton.house.gov](http://moulton.house.gov)

Represented Communities: Boston, Cambridge, Chelsea, Everett, Milton, Randolph, Somerville

**Eighth Congressional District**  
**The Honorable Stephen F. Lynch**  
Rayburn House Office Bldg., Rm. 2109  
Washington, D.C. 20515  
202-225-8273 Fax: 202-225-3984  
[lynch.house.gov](http://lynch.house.gov)

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**Ninth Congressional District**  
**The Honorable William Keating**  
Rayburn House Office Bldg., Rm. 2351  
Washington, D.C. 20515  
202-225-3111 Fax: 202-225-5658  
[keating.house.gov](http://keating.house.gov)

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# Branch 34 Salutes Its Retirees

## Waltham's John "Jack" Haley



Jack enjoying a photo, along Waltham Shop Stewards Rick Nourse and Ed Walsh and a few coworkers.



John "Jack" Haley - Waltham Retiree along with Shop Steward Ed Walsh and Manager Joyce Dervan.



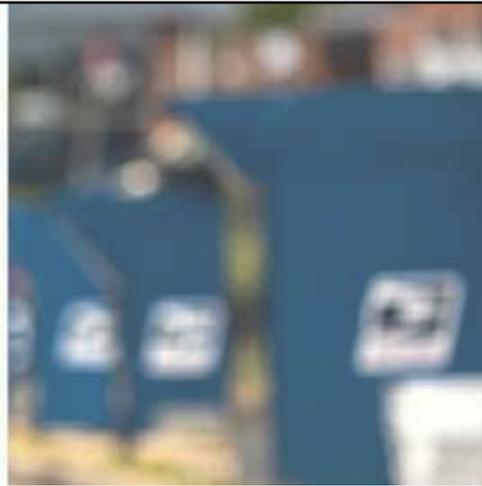
Jack Haley on his last day in Waltham.



IMC-East Boston retiree Paul Cacchiotti along with Branch 34 President Jerry McCarthy and Shop Stewards John Fanning and Emilio Leone.

## IMC-East Boston's Paul Cacchiotti

IMC-East Boston retiree Paul Cacchiotti receiving his retirement jacket from Branch 34 President Jerry McCarthy.



We love our hometown heroes and want to show our appreciation by helping them achieve the dream of homeownership! As a member of the Boston Branch 34 NALC, you qualify for homeownership savings!

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# More Branch 34 Retirees Saluted

## Back Bay's Michael "Mike" McCormack



Back Bay Shop Stewards John DiBlasi and Lucy Warren join Branch 34 President Jerry McCarthy in wishing Mike McCormack a happy retirement.

Branch 34 President Jerry McCarthy presents Back Bay retiree Mike McCormack with his jacket and watch.



## Arlington's Steven "Skybar" Lusardi



Arlington's George McCarthy, John Anastos, Retiree Steve Lusardi, Vinny Fratalia, Branch 34 President Jerry McCarthy, Corrinne Boyd, Billy Leddy, Fred London and Steve Dwyer.



Arlington retirees along with the Shop Stewards come out to celebrate Steve Lusardi's retirement – Shop Steward Sean Mullett, George McCarthy, Vinny Fratalia, John Anastos, Steven "Steve" Lusardi, Billy Leddy, Fred London, Steve Dwyer and Shop Steward Anthony Falco.

## Roxbury's Nathaniel "Nate" Brown



Steve Lusardi's last punch.

Roxbury Shop Stewards Keith Meredith, Samie Smith and John Galvin join retiree Nate Brown and his wife in the photo booth.



Roxbury Retiree Nathaniel "Nate" Brown is being recognized for his years of service, joined by Branch 34 President Jerry McCarthy and Postmaster of Boston Leroy Middleton, along with his coworkers.



Arlington retiree Steve Lusardi can't believe the day has come.



Roxbury Retiree Nate Brown with his wife, join President Jerry McCarthy in the retirement photo booth as he is wished a happy, healthy and safe retirement.



**Fort Point's Benedict "Benny" Faletra**



Fort Point Shop Steward Chris Thompson, Branch 34 President Jerry McCarthy and co-worker Elizabeth Purvis helps celebrate Benny's retirement.



Branch 34 President Jerry McCarthy looks on as Retiree Benny Faletra admires his new jacket.



Fort Point Steward Benedict "Benny" Faletra making his last swipe.



Woburn Retiree Deborah Salmon admiring her new jacket.



Woburn Shop Steward Vigo Conte along with co-workers makes Deborah Salmon's retirement special.



Fort Point retiree Benedict "Benny" Faletra receives a commemorative NALC watch from Branch 34 President Jerry McCarthy.

**Woburn's Deborah Salmon**

Branch 34 President Jerry McCarthy recognizes Deborah and her retirement. We all wish Deborah a Happy, Healthy and Safe Retirement.



**MDA Corner**

**Thank You for MDA Donations!**

As I mentioned in our last issue of Branch 34's CLAN, our fundraising efforts have taken a big hit due to the Coronavirus. But just like in our last issue we do have another bright spot to report. Hingham/Hull Steward, **Mike Bertrand** had a great bar in Hingham called **The Snug** sell MDA Shamrocks. Even though the lockdown happened before St Patrick's Day, this pub came through. They raised a total of **\$830.00 for the MDA!!!** If you should ever find yourself in Hingham and are looking for a place to eat or have a cocktail please consider **The Snug!**

Thank you to **Mike Bertrand!** All of your hard work is appreciated.

- A few other stations and businesses also came through for the MDA, they are:
- Back Bay .....\$620.00
  - Malden.....\$300.00
  - Newtonville.....\$294.00
  - Cambridge.....\$200.00
  - N. Quincy.....\$924.00
  - Woburn Northern Bank & Trust...\$236.00
  - Postal Credit Union .....\$264.00

*Fraternally,*  
*George Adams*

*Branch 34 Boston MDA Chairman*



Thank you to Mike Bertrand and The Snug in Hingham for their generous donation of \$830.00 to the MDA!



Woburn Shop Stewards Vigo Conte and Richard Bucci, along with Woburn Letter Carriers and Branch 34 Vice President Bernadette Romans continue to support the Henry Shaughnessy Food Drive.

## ***Twas' the Night Before Christmas***

*Twas' the night before Christmas, when all through the Hall*

*Not a carrier had questions, not even a call*

*The grievances were filed, they were filled out with care*

*All ready for St. Steward who soon would appear*

*The carriers were home, all snug in their beds,*

*While visions of compensation danced in their heads*

*Management with their contentions and I with my facts,*

*Hoped our grievances would get settled and no one gets sacked*

*When out on the workroom floor there arose such a clatter,*

*I sprang from my desk to see what was the matter*

*Away to the union office, I flew like a jackal*

*Tore open the JCAM and threw down my satchel*

*The contract violations shown all the grievance cash*

*And gave luster to much more that soon we would stash*

*When what to my wondering eyes, not another manager shivering in fear*

*But instead, a miniature sleigh and eight tiny reindeer*

*With a little ole driver, so lively we all heard*

*I knew in a moment, it must be St. Steward!*

*More rapid than eagles, his courses they came*

*He whistled and shouted and called them by name*

*"Now Scrivano! Now Rooney! Now Fanning and Leone!  
On Ciulla! On Cooper! On DeBerardinis and Keirstead, et all!*

*File away, file away, file away all!*

*Merry Christmas, Happy Holidays and Happy New Year to everyone and their Family!*

*— John Fucile  
Branch 34 Area Steward*



Long-time Branch 34 Officer Kevin Flaherty continues to assist Letter Carriers every day in his new position as Regional Grievance Assistant for Region 14.

### **Where Are They Now?**

## ***Kevin Flaherty***

Long-time Branch officer, **Kevin Flaherty** was appointed as a Regional Grievance Assistant (RGA) by President Rolando back in 2019. So, although he left the Branch office, he hasn't stopped representing letter carriers, he's just representing more of us. A quick look at his resume shows why President Rolando chose him:

- Hyde Park steward throughout the 90's
- Was elected Area Steward, 2001
- Elected Financial-Secretary, 2004
- In 2006, he was appointed the Secretary-Treasurer and he served there until 2016
- And in 2016, he was elected Executive Vice-President

He recently told me he enjoys his new job and the different challenges it presents. The job was created to ensure that every carrier, regardless of the Branch's size or their resources has the representation they deserve. Well, it's good to see that the rest of Region 14 is in good hands with Kevin (*I still call him for advice*). Even though we all miss him we wish him well and great success in his new position.

*— Michael Murray, Branch 34 Secretary-Treasurer*

## ***Congratulations Retirees!***

On behalf of President McCarthy, 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:

Nathaniel "Nate" Brown.....Roxbury  
Paul Cacchiotti..... IMC East Boston  
Benedict "Benny" Faletta .....Fort Point  
John "Jack" Haley ..... Waltham  
Mark Lester..... Wellesley Square  
Steven "Steve" Lusardi ..... Arlington  
Michael "Mike" McCormack....Back Bay  
William "Bill" Rooney... Hingham/Hull  
Deborah Salmon..... Woburn

## ***In Memoriam***

**Edwin "Gerry" Linehan\***  
*Retired Member – Medford*

**Joseph F. Macaluso\***  
*Retired Member – Somerville*

**Paul Ryan**  
*Retired Member – Wellesley Hills*

**Paul Senior**  
*Retired Member – Waltham*

**Thomas "Tommy" Vreeland**  
*ACTIVE Member – IMC Winthrop*

\* Denotes Gold Card Member

**Rest in Peace**

### **Correction**

In the last issue of "Branch 34's CLAN," West Roxbury retiree Dave McGuire's name was incorrectly spelled. We apologize for this error.



## **MDA Fundraiser**

### ***NALC Winter Hats \$15***

***If interested in selling in your office, please contact Richard Bucci in Woburn, 1-603-440-8879***



# SIGN ME UP!

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

### Using Postal EASE - ONLINE Enrollment

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

#### Online Enrollment

1. Login to USPS's Postal Ease website at <https://www.usps.gov>. You may also get to the Postal Ease website through the USPS LiteBlue website. See the instructions below.
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit". If you have not yet set up a password click the link provided on the page or go to: <https://oas.usps.gov/esp-web/welcome.xhtml>. If you forget your password click the link provided on the page or go to: <https://oas.usps.gov/esp-web/verifyVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Not To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 084000017
8. Enter your 17-digit Account Number: 0034952535. See instructions in step D at right.
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ \_\_\_\_\_. The maximum yearly amount is \$5,000.
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records.

#### BEFORE YOU START, YOU'LL NEED:

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



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below: \_\_\_\_\_ 0034952535.

To get to Postal Ease through Lite Blue:

- Go to [www.liteblue.usps.gov](https://www.liteblue.usps.gov)
- Enter your employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

### Using Postal EASE - Enroll by PHONE

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

#### ENROLLMENT BY PHONE

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

1. When prompted, select "1" for PostalEASE
2. Enter your 8-digit Employee ID Number and your USPS 4-digit PIN
3. Select "2" for payroll options
4. Select "1" for allotments. Disregard instruction to complete Allotment Worksheet and select "2" to continue.
5. Select "3" to ADD a new allotment
6. Enter the following Financial Institution Routing Number: 064000017
7. Select "1" to continue processing allotment
8. Select "1" to "enter the allotment now"
9. Enter your 17-digit Account Number (See step D at left)
10. Enter "1" for Checking
11. Enter amount of allotment: \$ \_\_\_\_\_ / pay period. Maximum yearly amount is \$5,000.
12. If amount is correct, select "1"

NOTE: If you already have three allotments, you must cancel one to contribute to the Political Fund through PostalEASE. To do so, follow the instructions above but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, stay on the phone for the following information:

Confirmation Number: \_\_\_\_\_

Your allotment will become effective on: \_\_\_\_\_

Your allotment will be reflected in paycheck dated: \_\_\_\_\_

Keep this information for your records and future reference.

#### BEFORE YOU START, YOU'LL NEED:

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

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



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below: \_\_\_\_\_ 0034952535.

### Using ELECTRONIC FUND TRANSFER

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

#### Electronic Fund Transfer Authorization

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

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

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name (please print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_ OR Postal Record number: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

#### ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

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



### Using Your Retirement ANNUITY

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

#### Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5185 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

#### Enroll Online

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

#### Enroll by Mail

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

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name (please print): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security Number: \_\_\_\_\_ Phone: \_\_\_\_\_

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

# Save Your Job! Use Your Voice!

## Contribute to the Letter Carrier Political Fund!

# CALENDAR YEAR 2021

## ROTATING NON-SCHEDULED DAYS



Jerry McCarthy, *President*  
 Bob Simpson, *Executive Vice President*  
 Bernadette Romans, *Vice President*  
 Michael Murray, *Secretary-Treasurer*  
 Robert Damatin, *Financial Secretary*  
 Ross Murray, *Editor, Branch 34's CLAN*  
 Joseph DeMambro, *Health Benefit Officer*  
 Dan Kelley, *Sergeant-at-Arms*  
 Rich Galvin, *Clerk, NSBA-MBA*  
 Laura Wood-Fahey, *Area Steward*  
 John Fucile, *Area Steward*  
 John Lucey, *Area Steward*  
 Dave O'Connor, *Area Steward*  
 Paul Roche, *Trustee*  
 Vigo Conte, *Trustee*  
 Dan O'Connor, *Trustee*

400 West Cummings Park, Suite 3950 | Woburn, MA 01801 | T/781-281-1133 | F/781-281-1127 | [www.nalcbranch34.com](http://www.nalcbranch34.com)

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

### JANUARY 2021

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

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

### FEBRUARY 2021

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

14: VALENTINE'S DAY  
 15: PRESIDENT'S DAY  
 17: ASH WEDNESDAY

### MARCH 2021

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

17: ST. PATRICK'S DAY / EVACUATION DAY  
 28: PASSOVER BEGINS

### APRIL 2021

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

2: GOOD FRIDAY  
 4: EASTER SUNDAY  
 19: PATRIOTS DAY

### MAY 2021

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

9: MOTHER'S DAY  
 31: MEMORIAL DAY

### JUNE 2021

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

14: FLAG DAY  
 20: FATHER'S DAY

### JULY 2021

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

4: INDEPENDENCE DAY

NO BRANCH MEETINGS IN JULY & AUGUST

### AUGUST 2021

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

### SEPTEMBER 2021

| SUNDAY   | MONDAY | TUESDAY | WEDNESDAY  | THURSDAY | FRIDAY | SATURDAY |
|--|--------|---------|------------|----------|--------|----------|
|  |        |         | 16% F<br>1 | A<br>2   | B<br>3 | B<br>4   |
| 16%  | C      | D       | E          | F        | A      | A        |
| 5  | 6      | 7       | 8          | 9        | 10     | 11       |
| 16%  | B      | C       | D          | E        | F      | F        |
| 12   | 13     | 14      | 15         | 16       | 17     | 18       |
| 16%  | A      | B       | C          | D        | E      | E        |
| 19   | 20     | 21      | 22         | 23       | 24     | 25       |
| 16%  | F      | A       | B          | C        |        |          |
| 26   | 27     | 28      | 29         | 30       |        |          |
| 18: LAST DAY FOR FALL 2021 NON-CHOICE VACATION |        |         |            |          |        |          |

6: LABOR DAY  
 15: YOM KIPPUR BEGINS  
 6: ROSH HASHANAH BEGINS

### OCTOBER 2021

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

11: COLUMBUS DAY  
 31: HALLOWEEN

### NOVEMBER 2021

| SUNDAY                                    | MONDAY     | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|---|------------|---------|-----------|----------|--------|----------|
|   | 10% A<br>1 | B<br>2  | C<br>3    | D<br>4   | E<br>5 | E<br>6   |
| 10%                                       | F          | A       | B         | C        | D      | D        |
| 7   | 8          | 9       | 10        | 11       | 12     | 13       |
| 10%                                       | E          | F       | A         | B        | C      | C        |
| 14  | 15         | 16      | 17        | 18       | 19     | 20       |
| 10%+1                                     | D          | E       | F         | A        | B      | B        |
| 21  | 22         | 23      | 24        | 25       | 26     | 27       |
| 10%                                       | C          | D       |           |          |        |          |
| 28  | 29         | 30      |           |          |        |          |
| 30: LAST DAY FOR 2022 NON-CHOICE VACATION |            |         |           |          |        |          |

2: ELECTION DAY  
 11: VETERANS' DAY  
 25: THANKSGIVING DAY  
 28: HANUKKAH BEGINS

### DECEMBER 2021

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

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