



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

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National Association of Letter Carriers
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NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 131 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2021

President's Report

Staying Diligent!

Everyone is growing tired of the Coronavirus, CDC protocols and Governor **Charlie Baker's** restrictions on your daily way of life, but please don't let you guard down. In a few months we should be coming out of these restrictions and getting back to the new normal, whatever that is. We have been moved up on the list to when we will be allowed to get this vaccine. We are now in group 1B which in some breakdowns of the plan is called Phase 2. It will be the same phase as the grocery workers and utility workers. In the Greater Boston District, we have had in excess of 850 COVID-19 positive cases since this Pandemic began and the weekly average is over 80 cases.

Please continue to wear your masks and/or face shields so we can work on lowering that number. The positive cases are over four times what was seen in the spring and this is partly due to the expansion of testing. I spoke to a public health nurse from the north shore about two weeks ago about issues with contact tracing and the symptoms of the current COVID-19 disease. I was told that the current symptoms mirror those of having bad allergies. Runny nose, congestion, headaches, coughing and sneezing more than usual. One of the early signs now is a "tickle" in your throat that will not go away when you try to "clear your throat."

The contact tracing within the Postal Service in this area is seriously lacking and falling behind the increase of cases we now have. There have been events in stations where double digit numbers of employees have tested positive simply over the course of a few days. The cleaning of these facilities has been improving from what we had to deal with in the past few months. There were no protocols in place when we were hit with this disease. There were no standard operating procedures in place as this disease is hopefully a once in a century event. The one thing I know going forward from here is that there will be protocols established for future events of this nature. I will not schedule a Branch meeting until these restrictions are lifted.

The proposed National Agreement will run 44 months from September 21st, 2019 thru May 20th, 2023. The ballots are going to start being mailed out this week to ratify the proposed National Agreement and they will have a return date around February 15th, 2021. The retro COLA payments will not be mailed out until the agreement is ratified. I have mailed out a complete breakdown of the new National Agreement and hopefully it is posted on your office's union bulletin board. Top pay will now take 13 years to reach the new step "P" and that's up from

12.4 years from old step "O". Steps to follow: 1. Ratify 2. Back Pay 3. New J-Cam. Local negotiations are scheduled to be held from April 29th thru May 28th, 2021. If you have any issues that you feel should be addressed in the local negotiations please send me an e-mail; jmccarthy@nalcbranch34.com.

We have had numerous calls about the November/December CLAN not arriving prior to the holidays. The problem with this has just come to light, we used the same timetable that we had for the previous five CLANs of 2020. The CLAN is sent out as a non-profit mailing and the USPS locally decided not to run any of this mail prior to

the holidays. They claim to be over three weeks behind on this mailing and my hope is that it is delivered before the January/February CLAN. With any guess I'm hoping for the third week in January. The By-Laws are still at the printers and after nine years here at Woburn, the USPS has told us the address on our metered mail does not match the Woburn address of the Branch. I'm also hoping they are mailed out before MLK day. Please stay safe and enjoy the upcoming holiday weekends.



GERALD (Jerry) MCCARTHY
President

Branch 34's Letter Carrier of Distinction

Dorchester Center's Tom Zulon

September 11th will always be a somber day in America. On this past 9/11 it would have been even more somber for **Agnes Keady** and her family. If it were not for Dorchester Center Letter Carrier **Tom Zulon**.

While on his route Tom went into the three-season porch of Agnes' home to deliver her mail, even though her mailbox is on the outside of the house. And thank God he did. On the floor was his longtime customer Agnes Keady. She had collapsed at some point that day or maybe even the day before. Tom rushed to her side and thankfully Agnes was still breathing but she was unable to talk. As luck would have it there was an ambulance on the street already and Tom ran over to get their help. She had broken her hip and her vital signs were not strong according to the EMS so there was no time to lose and the ambulance rushed her off to the hospital.

Thankfully, Agnes made it in time and is now recovering at her daughter's house. A recovery that would not have been possible without the extra service Tom gives to his elderly customers, as well as, his quick actions on that day. Like many of you, Tom is a carrier that goes above and beyond to



Dorchester Center's Tom Zulon

deliver for his patrons. And that's something we should all strive for and be proud of.

The Keady family is well known to the Dorchester Center PO. Her late son **Tom Keady** was a clerk there for a number of years and was beloved by everyone who knew him. He was a great union man and was willing to help out anyone in any way he could. Kind of like another Tom I know.

—Michael Murray, Branch 34 Secretary-Treasurer

Don't Be A SCAB!

Get Them to Join Up and Pay Their Fair Share!

See Full SCAB List on page 4.

Upcoming Meetings

Inside Branch 34's CLAN

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



The Hub is Back!
Page 2

How's the New Contract?
Page 2

If I Followed All of Their Rules, I'd Never Finish!
Page 3

How the Rejected Extended Sick Leave Plan Affects You!
Page 4

Staying Safe in Snow and Ice
Page 5

Branch 34 Salutes Its Retirees
Pages 8 - 10

MDA Corner
Page 11

2021 Branch 34 Calendar
Page 12

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

New 24/7 Branch 34 Emergency Number
781-420-0950

Link to Branch 34 Website





BRANCH 34 STATION STEWARDS

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Arlington	Anthony Falco Sean Mullett
Auburndale	Thomas Keirstead
Back Bay	Lucy Warren John DiBlasi
Belmont	Salvatore Celeste David D'Agostino
Braintree DMU	Richard Fraser Robert O'Donnell
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Brookline	Joseph DeMambro Dean Gonatas
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Cambridge - Porter Sq.	William Cresitelli John Dickenson
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Chestnut Hill.....	Thomas Conville
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Fenway.....	Tony Cinelli
Fields Corner.....	James Hudson
Fort Point... ..	Christopher Thompson Vacant
Hingham/Hull.....	Michael Bertrand
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IMC - East Boston.....	Emilio Leone
IMC - Winthrop	John Fanning
IMC - Everett	Tom Ciulla
IMC - Charlestown.....	Vacant
IMC - Somerville	John Fucile
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J.F.K. Station.....	Robert Amirault Alex Taylor
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Lexington.....	Tony Scrivano John Lucey
Malden.....	Laura Fahey Christine Thompson
Mattapan	Vacant
Medfield.....	Christopher Pacitti
Medford	Jon Holmberg Stephen White
Milton	Robert Leighton
Needham.....	Diane Butera Brian Senior
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Newton Highlands...	Shawn Tierney
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North Quincy.....	Cathy Cooper
North Weymouth.....	Mike Davis
Quincy	Amy Baker Brendan Finn
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Weston	David Demarco
West Newton	Vacant
West Roxbury	Michael Walter Sandino Blaise
Weymouth Landing...	Mario Venturelli
Woburn	Vigo Conte Richard Buccì
Wollaston.....	Thomas Rooney, Jr.

The Hub is Back!

Management has informed the Union that the Hub was going to start back up on Sundays. Management insists they will follow all CDC guidelines and USPS Protocols. They will provide a sign in sheet for all employees so to be able to perform Contract Tracing. They will have all keys, scanners and vehicles cleaned before and after each shift as well as enforcing social distancing.

If these safety measures are not in place please make sure you see your Local Shop Steward ASAP and inform them of your concerns so a grievance can be filed immediately on your behalf.

Please remember as easy as it may be **DO NOT** let your guard down. We have made it this far and we still need to continue protecting ourselves from COVID-19. Each day you should take all necessary steps to ensure your safety by washing your hands as often as possible and keeping facial coverings on when unable to social distance. If you cannot confirm if your cases, keys, scanners and vehicles have been cleaned on a daily basis then take the time **ON THE CLOCK** to go find the necessary cleaning products and do it yourself. It is up to you to put yourself first, because the Postal Service will not. They **DO NOT** care about you that's why it's important for **YOU** to continue keeping yourself safe.

Contract Tracing

We have received a lot of concerns regarding individuals that may or may not have had to quarantine and how the Postal Service conducts Contact Tracing following a positive case. Most if not all the information the Postal Service relies upon is based on the interview with the employee that tested positive. The following is Supervisors and Managers Guide for Contact Tracing:

USPS Close Contact Tracing Program

- * Review form submitted by local manager.
- * Interview employee to gather information regarding his/her movements within the facility and potential direct contact

with co-workers.

- * Assess movement and contacts to determine risk level to others
- * Notify local manager of employees being recommended to self-quarantine.
- * Employees should be then be placed on Emergency Paid Sick Leave according to Families First Coronavirus Response Act Guidelines (*Expired 12/31/2020*)
- * If Emergency Paid Sick Leave has been exhausted (*Expired 12/31/2020*), the employee will be place on Administrative Leave.
- * OHNA/OHN will contact Public Health Department
- * Public Health Department will conduct Close Contact Investigation of non-postal close contact.

Coronavirus Disease 2019 (COVID-19) Supervisor and Management Guidance:

General Guidelines: Immediately report any communication you receive from the Public Health Office or Centers of Disease Control and Prevention (CDC) concerning an employee's health to your District Human Resources (HR) Manager and District OHNA. Your District HR Manager and District OHNA will provide you with instructions for future action.

Return to Work:

- * Contact your District OHNA if an employee who tested positive is ready to return to work.

If you have any concerns about being in close contact with someone who has tested positive, please bring it to Management's attention immediately. It is their responsibility to keep you and the workroom floor safe at all times.

In closing, I would like to wish each and every Branch 34 member and their families a Happy and Brighter New Year.

Be Safe, Sisters and Brothers.



BERNADETTE ROMANS
Vice President

How's the New Contract?

So, before I continue, I want to preface the nuts and bolts of my article with how blessed we are for being able to perform our duties in the Age of Corona. With our employment fully intact, and with an undetermined number of citizens out of work, (with multiple media sources having reported 12.7, 20, 30, 40 million, and possibly even more impacted). And in doing this work, at this very difficult time, shows the American public again why we are a valued part of the American way of life!

So, with that being said, we are again at the end of another contract that did not have to go to binding arbitration. With a tentative agreement reached between the National Association of Letter Carriers and the United States Postal Service, our membership should have questions about the nuts and bolts of this contractual arrangement, that if ratified, will be in effect through the spring of 2023. Yes, there are multiple raises, and cost of living adjustments that will increase our wages over the span of this settlement. Some of these monies will be coming in a hurry, as they are retroactive (*minus the taxes*), because of the delay in settlement. Over the 44 months, wages at the top step will increase by approximately \$5,000, bringing that base at the end of the contract just north of \$70,000 for City Letter Carriers, and just shy of \$72,000 for the Carrier Technicians.

Many hours were expended by our negotiating team in order to reach this new agreement, and they should be commended for their efforts. And what we received in these details is clearly spelled out through multiple publications to the membership explaining what it consists of. When voting whether to ratify this contract or not, ample information is provided so Letter Carriers can make an informed decision. But one of, if not the most important questions about these, and every contractual negotiation is rarely talked about, and that is what did we ask for?

Yes, we received raises, but what was the ask? What was on the table

when negotiations kicked off? Did we start at 12% for 44 months, and ended up agreeing on 4.8%? Or did we go in at 4.8%, or just agreed to what all the other postal unions received? We are lacking in this extremely important and telling information. Without these figures, the membership cannot gauge how the negotiations went. Did we knock it out of the park in what we received, or did management get the best of us? Without that pertinent information you are blindly accepting, or rejecting the contract at face value, voting for or against something without knowing all the facts. Having the complete picture of these negotiations would give the members all the facts and figures they need to confidently cast their vote.

And by no means am I expecting the NALC to show their cards while negotiating for the membership. At the RAP Session in Denver in 2019, I asked President **Frederic Rolando** if the NALC would consider releasing what was negotiated after contract talks had ended. With very little discussion, the answer was a resounding "no".

What this closed process should generate amongst our membership is a lot of questions. This "cloak and dagger" approach to negotiations doesn't explain to the dues paying members what our strategy was going in, where did we receive more, the same, or less than what we asked for? I am by no means questioning if our representatives had our best interests front and center during the negotiations! Their expertise in dealing with the Postal Service, the current political landscape, COVID-19, and the fragile economic climate is a difficult task, and is not in question! Because these are negotiations, there is always going to be a give and take approach to get to the end result. But as this process stands, there is no way to gauge how successful we were this time around, or anytime for that matter. We just ended up with a 44-month contract with some parts you may like, and other things you can't believe they agreed to!

For me, I want to know if the elimination of the CCA designation for the more beneficial PTF status was kicked around, and the negotiations bore the new PTF automatic conversion after 24-months as a CCA, with the additional language, and steps. Did we ask for more than the 1.1%, 1.1%, 1.3%, and 1.3% over the lifetime of the contract? I am sure you see things that are important to you, and could bare some explanation and expansion on why it's in there. Knowing what was being asked for gives the membership the knowledge, and the transparent opportunity to vote in agreement, or not! If we know the reasons why we arrived at including these terms in the contract, members could now have a bird's-eye view on how we got there, and provides additional insight for their decision when it comes time to vote it up or down.

Our National Union has always fielded suggestions from the membership, but having the story behind story, along with the rest of the story can lead to more healthy, and robust discussion, and debate amongst the membership. Whether in our publications, or at our National Convention, having the opportunity to address what we would be looking for moving forward is an exercise that can promote a stronger process, and more people caring about the contractual results. By having these ideas possibly incorporated into the contract talks will only interest more members.

As for the current contract, I have to give it a thumbs-down. In many parts of this country the contract is an added bonus, enhancing the quality of life where the cost of living is low. Around here, many Brothers and Sisters households in the Branch need two bread winners, work second jobs, kids in college, and debt up to their eyeballs!

(continued on page 5)



BOBBY DAMATIN
Financial Secretary

“If I Followed All of Their Rules, I’d Never Finish!”

Everyone who’s worked for the Post Office has heard someone say this at some point in their career. The question that should follow is; “why don’t you?” Why would we, as letter carriers, willingly not obey the rules? I, for one, love rules and instructions.

Years ago I was told by one of Dorchester Center’s finest supervisors to not go through the swinging doors anymore. At the time I had a Parcel Post/Relay route and needed to get the relays, which were in a post-con on the workroom floor, to the dock which was on the other side of the swinging doors. I began to say that’s the dumbest #@&?#% instruction I’ve ever heard, but I didn’t. What did I care if management didn’t want me to go through the swinging doors anymore? I also didn’t bother to ask why everyone else could go through the doors but not me. What did I do? I made a boat load of money taking one relay at a time around to the combination door out to the dock and back through the combination door. Over and over I did this day after day. What used to take 25-30 minutes now took about an hour and a half to do. You would think management would realize this is stupid within a day or two and tell me to go back to pushing the post-con out to the dock, but they didn’t. I always just assumed they wanted to see if I would, on my own, go back to using the swinging doors because it was easier and thus disobeying their instruction. But I didn’t. I came to the realization they’re paying me and even if they wanted me to load my truck three blocks away, what did I care. This went on for a couple of months until the same supervisor who gave me the instruction asked me what the \$/@.<& I was doing? I told him I’m not using the swinging doors per your instruction and he said that was stupid and instructed me to go back to using the swinging doors. Stupid or not an instruction is an instruction and I followed it.

Perhaps the rules and instructions you receive aren’t as stupid as this example but failure to follow the rules could cause you problems. One of the most unknown rules, based on conversations I’ve had with carriers and management, pertains to delivering parcels. Section 321.4 of the M-41 states in part:

If a parcel does not fit completely within the mail receptacle or parcel locker (when available), determine if someone is available at the address by ringing the doorbell or knocking on the door. If no one is available to receive the parcel, follow the procedures in 322.311 and 322.312.

That doesn’t mean just leave it between the doors or by the mailbox and go on your way. Clearly you’re supposed to attempt to deliver the parcel to the customer if it doesn’t fit in the mailbox. The M-41 was revised back in 2011 and Sections 322.311 and 322.312 were changed. They now say:

322.311 When the Carrier Is Authorized to Leave Ordinary Parcels

- a. Uninsured parcels or parcels that do not require a signature may be left in an unprotected location such as a stairway or uncovered porch when the mailer participates in the Carrier Release Program by endorsing the parcel “Carrier – Leave If No Response” or the addressee has given written directions for an alternate delivery location. PS Form 3849, *Delivery Notice/Reminder/Receipt*, with the “It is located: _____” block completed, must be left in the mail

receptacle notifying the addressee of the mail left in the authorized alternate location.

- b. By following the mailer’s or addressee’s instructions, the Postal Service provides customers with a more convenient way to receive parcels. Carriers are not liable for loss or theft where these instructions and postal regulations are followed.
- c. Mailers who participate in the Carrier Release Program understand that there are unsecured areas where the Postal Service will leave parcels and also that carriers will leave packages without protection from inclement weather.

322.312 When the Carrier Is Not Authorized to Leave Ordinary Parcels

- a. *When someone is usually available to receive parcels.* When an uninsured parcel, a parcel not requiring a signature, or a parcel that is not part of the Carrier Release Program is not delivered on the first attempt and the carrier knows that someone at the address is usually available to receive parcels, do not leave Form 3849, *Delivery Notice/Reminder/Receipt*. Write the date and the carrier’s initials and route number near the address and return the parcel to the office. Place the parcel in the gurney at the carrier’s case. Attempt a second delivery on the next delivery day. If the parcel is not delivered after the second attempt, complete and leave Form 3849. Legibly endorse the form with the following information:
 - (1) Article number (if applicable)
 - (2) Date
 - (3) Sender’s name
 - (4) Type of mail
 - (5) Article requiring signature at time of delivery (if applicable)
 - (6) Addressee’s name and address
 - (7) Amount due (if applicable)
 - (8) Date and time customer can pick up article at post office.
- b. *When someone is not usually available to receive parcels.* If no one is available to receive the parcel and the carrier knows that someone at the address is not usually available to receive parcels, or the parcel is insured, requires a signature, or

is not part of the Carrier Release Program, complete and leave PS Form 3849 (see Exhibit 322.312) after the first attempt. When the carrier does not know if someone is usually available to receive parcels, PS Form 3849 should be left after the first attempt if the parcel is insured, requires a signature or is not part of the Carrier Release Program. Endorse the parcel near the address, showing the reason for nondelivery, e.g., “No Response”, date delivery was attempted, and the carrier’s initials and route number. Upon returning to the office, deposit the parcel in the designated place for undelivered parcels.

Chapter six of the M-41 also describes how to deliver parcel post. Section 631 states in part:

- 631 Delivery of Parcel Post**
 - 631.1 Determine if someone is available at the address by ringing the doorbell or knocking on the door.**
 - 631.2 While waiting for customer to respond, scan the parcel to verify whether:**
 - a. A receipt is required.
 - b. Postage due or other charges are to be collected.
 - c. A return receipt is requested.
 - d. Delivery is restricted.
 - e. The carrier release endorsement is used.

For years I would ask various supervisors and managers if and when can I leave parcels. The response would vary depending on who was answering it but I now know their answers were always wrong.

Now that you know the proper way to deliver parcels you should follow it. If your manager or supervisor doesn’t like it or instructs you to do it differently to try to “save time” you should request to see your Steward. Make management follow their own rules just as we have to follow them. And if they instruct you to not go through the swinging doors just remember that I went to Vegas with the money I made following that rule and had a hell of a good time.



MICHAEL MURRAY
Secretary-Treasurer

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

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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

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

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

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208



Showing Support From 1,300 Miles Away!

A beautiful sign hung on the fence of the softball field at Nalcrest. Branch 34 is proud to sponsor the Nalcrest softball team. Play ball!

Lack of the Extended Paid Sick Leave Extension and Why It Should Matter to You!

The Postal Service chose not to extend Extended Paid Sick Leave (EPSL) to you and why that matters!!!

In my last Article, I spoke a little bit about COVID Leave and if I thought Congress would extend it. **Congress did extend it.** Make no mistake Congress extended it. But the USPS found a loophole so they wouldn't have to pay Letter Carriers anymore for EPSL or FMLA 2/3. **SURPRISE!!!! SURPRISE!!!! SURPRISE!!!!** After a year of working through a pandemic in which we have all risked our safety and that of our families, **The United States Postal Service in its infinite wisdom told you in no uncertain terms to GO F#\$% YOURSELF!!!!**

I will go into a little detail to explain the F#\$%ing we just got from the Post Office.

In the first CARES Act, COVID Leave (EPSL) and FMLA 2/3 pay for Child Care was simply put into legislation where if your employer paid you the EPSL or FMLA 2/3 for Child Care, then the Post Office sent, for lack of a better term, a bill to the federal government and got back dollar-for-dollar every nickel that they had paid you while you were out.

In this second round of stimulus, Congress did not give you more EPSL, they just extended it meaning if you haven't exhausted the EPSL leave that it would still be available for you to use if needed. When you read the fine print, it states that the EPSL and FMLA that 2/3 can be extended by the employer at their option to the employees and be recouped as a tax break to the employer. The problem

Don't Be A SCAB!

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

Back Bay
THOMAS N. CONCANNON
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MOLLY LONG

Brookline
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LINDA M. HAZELL

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BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)
SANDRA GIORDANO
JOSEPH REGNA..... CCA

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ROBIN I. DEVITTO

Scituate
KAREN M. LYNCH

Stoneham
TINA M. DOHERTY

Waltham
DAVID BAHM

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!**

is the USPS and most federal agencies **DO NOT PAY TAXES**, so guess what. **IF YOU DON'T PAY TAXES, THEN THERE IS NO INCENTIVE FOR A TAX BREAK.** So the USPS did not extend the EPSL, and basically told us, their employees, to bend over and grab our ankles, while they shove a big blue **EAGLE** straight up our keesters, and they wonder why morale is up and every Letter Carrier in the District is a little edgy.

Now when I read the fine print, I immediately reached out to Senator **Ed Markey's** office, Congressman **Stephen Lynch's** and Congresswoman **Ayanna Pressley's** Office. Low and behold, one of my phone calls was returned, I spoke with a liaison from Pressley's office named **Colin** at length. I explained to him exactly what my concerns were with the language of the second stimulus and how that as written, it probably affected more than just Letter Carriers and Postal employees and probably affected all other Federal workforces that do not pay taxes. He was generally concerned and assured me that he would bring this to Congresswoman Pressley's attention. He stated that there were a lot of moving parts and that they hoped to rectify a lot of things when the new Administration gets sworn in on January 20th. Now will it be changed, who knows, but at least now someone is aware of how it directly affects the hardworking Letter Carriers of the Boston District. I urge you all to call your Congressperson and Senators (*their names and numbers are listed on page 5 of the "CLAN"*), and let them know that we should be allowed EPSL regardless of tax implications or lack thereof for the USPS, because simply our lives and health depend on it.

I also told you I thought that if this

leave was not extended that it would cause bigger problems for the PO and I stand by that, the new standard operating procedure from our fearless leaders on the fourth floor (many of whom are currently working remotely, isn't that adorable) is that any Letter Carrier who is quarantined because of a close contact with another Postal worker will be paid Administrative Leave, but if you have been exposed by someone not associated with the Postal Service then you must use your own leave, I believe this will be the biggest mistake the Postal Service will make and there has been a long line of mistakes since the beginning of this pandemic, but this one may end up directly jeopardizing the health and lives of Letter Carriers and our families!!!!

Up until January 31st, 2020, the Postal Service has expected us to use the honor system, and I honestly believe most of us have done so, and spoken up and told them if we were sick or had been exposed etc. then we stayed out of work and had been paid the EPSL so as to not infect our co-workers. The USPS has chosen to ignore what the absolute possibility of happening is, since they have not extended to us the use of EPSL, let me spell it out for Management because they are ignoring the writing on the wall. Some employees will come to work sick, causing a massive COVID cluster and the PO will be forced to quarantine half an office because they don't think there is an incentive to pay us EPSL, and in the long run they will be paying those employees Administrative Leave, so what exactly do they actually save? I'm not saying this to encourage anyone to come to work sick, but we all know that prior to this pandemic that if you had a sniffle, runny nose, a



LAURA WOOD FAHEY
Area Steward

slight fever or cold symptoms you took some Tylenol or some cough syrup, sucked it up and came to work.

This COVID cluster will continue to grow, while the Postmaster General **Louis DeJoy** and his cronies in DC whisper quietly to themselves, while sitting in their living rooms (*because of course they are still working remotely*) with sweatpants on that we can't extend EPSL because it's "not cost effective," well here's a cost effective thought put your big boy or girl pants back on and come to work every day like we have, in an atmosphere where you may get sick and get your family sick. Don't forget to have some common sense and extend to us the courtesy of the EPSL, it's the least we deserve!

Additionally fill out your own 3971s and make sure you note that it is COVID related, keep a copy, because it is rumored that the fourth floor has stated that employees must be paid correctly, and they must be able to tell what and how we were paid, in case of "litigation" or changes that might be made after the new Administration is sworn in, so be clear and concise on your 3971s.

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:

- Mark Addiricola IMC (East Boston)
Emily Caner Hingham/Hull
Mary Chaves Arlington
James Costello Revere/Melrose
Virginia Dalton Waltham
David "Dave" Devoe Fenway
Gail Harkins Waltham
Henry "Hank" Locke Cambridge (Central Square)
Daniel "Danny" McGuiggan North Quincy
Kevin Mulligan Milton
Mark "Rico" Petrucelli Brighton
Lorraine Smith Needham
Marty Thayers Mattapan
Robert "Bob" Tremarche Cambridge (Central Square)
Peter Zinna Stoneham

COVID Can't Keep These Elves Down!



Malden Carriers Bruno Fernandez and Lauren Clark still find time to be festive despite an unprecedented holiday season.

In Memoriam

Michael "Mike" Reardon
ACTIVE Member – Braintree

Howard Bean
Retired Member – Weymouth Landing

Carmine Ciampa*
Retired Member – IMC-Chelsea

Jeffrey "Jeff" Gordon
Retired Member – Wollaston

Vincent "Alfred" Maglio*
Retired Member – Cambridge (Central Square)

Susan Ross
Retired Member – (Belmont)

* Denotes Gold Card Member

Rest in Peace

Staying Safe in the Snow and Ice

Hello everyone, I hope you all had a wonderful Holiday and a Happy New Year. With the holiday season behind us, we now enter what I like to call the “snow season.” It’s that wonderful time of the year from January to mid-March when we get buried under a whole bunch of snow. This is a time where ice and snow related walking and driving incidents

How’s the New Contract?

(continued from page 2)

We are the hardest working civilian employees in the federal government, day in, and day out. Whether you live in Massachusetts, Florida, Mississippi, Illinois, Texas, or California, we all deserve a fair and decent wage that is in line with the job that we do, the place where we live, and the bills we have to pay. Knowing more about what we’re looking for, the reasoning behind it, and getting the end result will help all of our membership in truly understand this very detailed process.

dramatically increase. It’s up to each and every one of us to ensure we get home in one piece.

You can start by checking your footwear, if the soles of your shoes are heavily worn, replace them ASAP. Overshoes, like ones made by brands such as Neos or Tingley are recommended in extreme conditions. In circumstances of extreme ice, ice cleats or crampons may be necessary, ask your supervisor to purchase some. If they complain about having to purchase them, simply remind them that these are cheap insurance against having a carrier injured and having to find people to cover their route.

If you see a customer who has failed to clear a path to the delivery point, do not yell or throw their items, simply bring the mail back. It’s very important you don’t put yourself in danger by walking up snow/ice covered stairs and walkways, even if they’re one of those nice customers who gave you a bag of cookies and a \$10 Dunks gift card at Christmastime. When they call the post office to inquire as to why they didn’t get their delivery, most supervisors will ask

them if they shoveled or not and most of the time the customer will get the hint.

If you have a mounted route, it’s also very important to make sure your vehicle is roadworthy. Now is **NOT** the time to skip morning vehicle checks. Start by checking the tires. If they are worn down make sure you fill out a PS 4565 and submit it to your supervisor immediately. If you are unsure of how to check tires, you can do what many call the “quarter test”. To do this test, take a quarter and insert it into the tread groove on your vehicle’s tire with George Washington’s head facing downward. If you can see George’s head then you need new tires!

I hope everyone has a safe snow season! Remember, be safe, **WEAR A MASK**, and carry on!



ROSS MURRAY
“Branch 34’s CLAN” Editor

Weingarten Rights

The Postal Inspectors and You!

If questioned by a U.S. Postal Inspector about your conduct, even if you believe you are not guilty of any wrongdoing, it is suggested you do the following:

1. Remain calm;
 2. Correctly identify yourself, if requested to do so;
 3. Do not physically resist an arrest or a search of your person or property;
 4. Read aloud to the Postal Inspector(s) the statement below;
 5. Remain silent until you have consulted with your NALC representative or attorney, as appropriate.
- This is not complete advice. Always consult with a lawyer.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

I request the presence of my NALC representative. If I am a suspect in a criminal matter, please so advise me. If so,, I wish to contact my attorney.

(His/Her) name is _____

Telephone Number _____

If I am under arrest, I request you to so advise me and inform me of the reason or reasons. I will not resist an arrest.

I do not consent to a search of my person, or property. However, I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time.

I will cooperate withn you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, nor admit or deny any allegation, nor make any written or aral statement unless me attorney and/or NALC representative are personally present and so advise me.

A Blast From the Past - 1989



1989 Letter Carriers Ball @ the John Hancock Hall – Left to Right: Liz Baker and Letter Carrier Chris Baker (North Quincy PO), Denise McGuigan and recent Retiree Dan McGuigan (North Quincy PO), recent Retiree Kevin Mulligan (Milton) and Donna Mulligan along with Milton Letter Carrier Mike Krasnicki.

Massachusetts Congressional Delegation

U.S. SENATE

The Honorable Elizabeth Warren
Hart Senate Office Bldg., Rm. 309
Washington, D.C. 20510
202-224-4543 Fax: 202-224-2417
www.warren.senate.gov

The Honorable Edward J. Markey
Dirksen Senate Office Bldg., Rm. 255
Washington, D.C. 20510
202-224-2742 Fax: 202-224-8525
www.markey.senate.gov

U.S. HOUSE OF REPRESENTATIVES

First Congressional District

The Honorable Richard E. Neal
Cannon House Office Bldg., Rm. 372
Washington, D.C. 20515
202-225-5601 Fax: 202-225-8112
neal.house.gov

Second Congressional District

The Honorable James P. McGovern
Cannon House Office Bldg., Rm. 370
Washington, D.C. 20515
202-225-6101 Fax: 202-225-5759
mcgovern.house.gov

Third Congressional District

The Honorable Lori Trahan
Rayburn House Office Bldg.
Washington, D.C. 20515
202-225-3411 Fax: 202-226-0771
trahan.house.gov

Fourth Congressional District

The Honorable Jake Auchincloss
Longworth House Office Bldg., Rm. 1524
Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
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

Represented Communities: Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

Sixth Congressional District

The Honorable Seth Moulton
Longworth House Office Bldg., Rm. 1127
Washington, D.C. 20515
202-225-8020 Fax: 202-225-5915
moulton.house.gov

Seventh Congressional District

The Honorable Ayanna Pressley
Longworth House Office Bldg., Rm. 1108
Washington, D.C. 20515
202-225-5111 Fax: 202-225-9322
pressley.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

Represented Communities: Abington, Avon, Boston, Braintree, Bridgewater, Brockton, Canton, Cohasset, Dedham, East Bridgewater, Hingham, Holbrook, Hull, Milton, Norwood, Quincy, Raynham, Scituate, Stoughton, Walpole, Weymouth, West Bridgewater, Westwood, Whitman

Ninth Congressional District

The Honorable William Keating
Rayburn House Office Bldg., Rm. 2351
Washington, D.C. 20515
202-225-3111 Fax: 202-225-5658
keating.house.gov

Represented Communities: Norwell, Rockland, Hanover, Hanson, Pembroke, Duxbury, Halifax, Plympton, Kingston, Middleborough, Carver, Plymouth, Fall River, Westport, Dartmouth, New Bedford, Acushnet, Fairhaven, Rochester, Mattapoisett, Marion, Wareham, Bourne, Sandwich, Falmouth, Sandwich, Mashpee, Barnstable, Hyannis, Yarmouth, Dennis, Brewster, Harwich, Orleans, Chatham, Eastham, Wellfleet, Truro, Provincetown, Aquinnah, Goswold, Chilmark, West Tisbury, Tisbury, Oak Bluffs, Edgartown, Nantucket



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3. Have chronically sore knees; or
4. Have had knee surgery for **ANY** reason; then

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MDA Fundraiser

NALC Winter Hats \$15

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

**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.

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



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BRANCH 34
SUPPORTS YOU!**

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HEROES**



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Branch 34 Salutes Its Retirees

Revere/Melrose's James "Jimmy" Costello

Revere/Melrose Shop Steward Paul Fusco, retiree Jimmy Costello, Jimmy's wife Dorothy, Branch 34 President Jerry McCarthy, and Shop Steward Dave O'Connor.



Jimmy Costello cuts the first piece of his retirement cake.



Retiree James "Jimmy" Costello receives his commemorative NALC jacket and watch from Branch President 34 Jerry McCarthy with Postmaster Leroy Middleton looking on.



Mattapan's Marty Thayers

Mattapan co-workers celebrates Marty's retirement.



Mattapan's Marty Thayers makes his last punch.



Branch 34 President Jerry McCarthy, Mattapan Retiree Marty Thayers and Clerk NSBA-MBA Richie Galvin.

Arlington's Mary Chaves



Retiree Mary Chaves, Branch 34 President Jerry McCarthy and Arlington carrier Lorene Boyd.



Mary Chaves receives her retirement certificate from Boston Postmaster Leroy Middleton.



Mary Chaves from Arlington making her last punch.

Milton's Kevin Mulligan



Branch 34 President Jerry McCarthy congratulates Milton retiree Kevin Mulligan on his well-deserved retirement.

Central Square Cambridge's Bob Tremarche & Henry "Hank" Locke



Shop Steward Robert Liberatore from Cambridge (Central Square), Retiree Hank Locke, Shop Steward Bill Wilkins, Branch 34 President Jerry McCarthy, and Retiree Bob Tremarche.



Milton retiree Kevin Mulligan receives his commemorative NALC jacket and watch from Branch 34 President Jerry McCarthy.



Central Square Cambridge Shop Steward Robert Liberatore, Retiree Hank Locke, Shop Steward Bill Wilkins, Retiree Bob Tremarche and co-worker Joe Farina.

Needham's Lorraine Smith



Needham Shop Steward Brian Senior having some fun with retiree Lorraine Smith and her picture of her long-time work friend Charlie Hamos.



Branch 34 Vice President Bernadette Romans presents Needham retiree Lorraine Smith with her commemorative NALC watch and jacket.



Needham's Lorraine Smith's First Class retirement cake.



Lorraine Smith addresses her Needham coworkers in her farewell speech.



Retired NALC Business Agent John Casciano, Branch 34 Vice President Bernadette Romans, Lorraine Smith, and Needham Shop Stewards Brian Senior and Diane Butera.

Hingham/Hull's Emily Caner



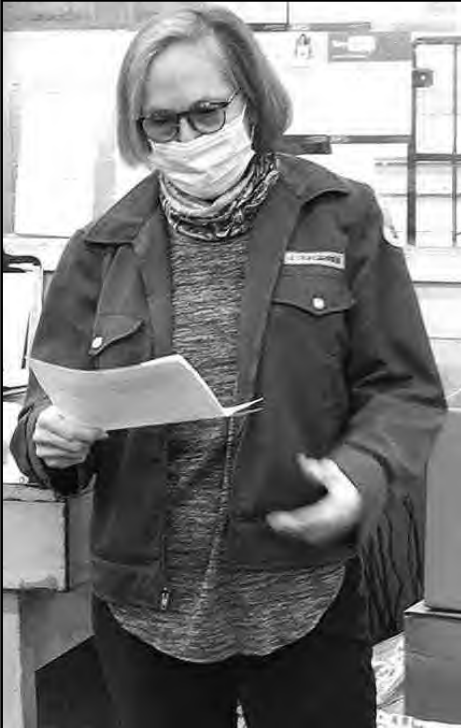
Hingham/Hull Shop Steward Mike Bertrand, Branch 34 Secretary-Treasurer Mike Murray, Emily Caner and Branch 34 VP Bernadette Romans.

Hingham/Hull retiree Emily Caner and her co-workers Stacey Maloney and Laurie Vasiladis.

Waltham's Virginia Dalton and Gail Harkins



Waltham Shop Steward Rick Nourse, Retiree Virginia Dalton, Waltham Shop Steward Ed Walsh and Retiree Gail Harkins.



Emily gives her farewell address to her colleagues at the Hingham/Hull Post Office.



Waltham retirees Gail Harkins (center) and Virginia Dalton (right) receive their commemorative NALC jackets and watches from Branch 34 President Jerry McCarthy.

Stoneham's Peter Zinna



Stoneham Retiree Peter Zinna and Shop Steward Joe Mangano.

Stoneham Retiree Peter Zinna (center) shows off his new NALC commemorative jacket with Branch President Jerry McCarthy (left) and Shop Steward Joe Mangano.



More Branch 34 Retirees Saluted

Brighton's Mark "Rico" Petrucelli



Coworker Steve Lewis presents Mark "Rico" Petrucelli, an avid Boston sports fan, with a replica jersey for the original Rico Petrucelli!



Mark "Rico" Petrucelli's awesome retirement cake!

Fenway's David "Dave" Devoe



Branch 34 President Jerry McCarthy presents Fenway retiree David Devoe with his commemorative NALC jacket.



David Devoe gives his farewell speech to his colleagues at the Fenway Post Office.



Branch 34 President Jerry McCarthy, Fenway retiree David Devoe, and Shop Steward Tony Cinelli.

Branch 34 Vice President Bernadette Romans, North Quincy Shop Steward Cathy Cooper, Retiree Dan McGuiggan and co-worker Brandon Airosus in front of Dan's FFV/CRV.

North Quincy's Daniel "Dan" McGuiggan



Branch 34 Vice President Bernadette Romans presents North Quincy retiree Daniel "Dan" McGuiggan with his commemorative NALC jacket and watch.



State Representative Bruce Ayers, also a friend of Dan, presents him with a Citation for 38 years of Service with the USPS from the Massachusetts State House.



Christmas Raffle Raised \$1,500 for MDA!

On December 19th, the Woburn Letter Carriers had a Christmas raffle for MDA. Steward **Rich Bucci** was in charge of the event with some help from alternate steward, **Joe Andreason** and former steward and recent retiree, the big elf himself, **Fred Casey**.

Through a lot of hard work **\$1,500 was raised!!** Thanks to all who helped out and bought tickets to make this fundraiser a huge success. It was a great team effort!

– *Vigo Conte, Branch 34 MDA Chairman*



Branch 34 Donates \$9,134.00 to MDA in 2020

	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													.00
Auburndale	30.00												30.00
Back Bay	620.00												620.00
Belmont													.00
Braintree			42.00										42.00
Brighton													.00
Brookline													.00
Cambridge Central	200.00												200.00
Cambridge - Mooney St.													.00
Charlestown IMC													.00
Chelsea	44.00												44.00
Chestnut Hill													.00
Cohasset													.00
Dorchester Center													.00
East Boston													.00
East Weymouth													.00
Everett													.00
Fenway													.00
Fields Corner													.00
Fort Point	200.00												200.00
Hingham / Hull	830.00												830.00
Hyde Park													.00
Jamaica Plain						10.00							10.00
JFK	171.00												171.00
Kenmore													.00
Lexington	150.00												150.00
Malden	300.00												300.00
Mattapan													.00
Medfield													.00
Medford													.00
Melrose													.00
Milton	148.00												148.00
Needham	125.00												125.00
Newton Centre	100.00												100.00
Newton Highlands													.00
Newton Upper Falls													.00
Newtonville	294.00												294.00
North Quincy	924.00					73.00							924.00
North Weymouth													.00
IMC North	40.00												40.00
Quincy													.00
Revere													.00
Roslindale													.00
Roxbury	100.00					50.00							150.00
Scituate													.00
South Boston													.00
South Weymouth	150.00					150.00							300.00
Somerville													.00
Stoneham													.00
Waban													.00
Waltham	150.00												150.00
Watertown	125.00												125.00
Wellesley Square													.00
Wellesley Hills													.00
West Newton													.00
West Roxbury													.00
Weston													.00
Weymouth Landing													.00
Winthrop													.00
Woburn	605.00		1,500.00				146.00						2,251.00
Wollaston													.00
													7,348.00

Branch 34 Donation Christmas Raffle 1,000.00
Br. 34 Pres. McCarthy Donation 596.00
190.00

9,134.00

Branch 34 / MDA 2020 Top Ten

1. Woburn..... \$ 2,251.00

2. North Quincy..... \$ 924.00

3. Hingham/Hull \$ 830.00

4. Back Bay..... \$ 620.00

5. South Weymouth..... \$ 300.00
5. Malden.....\$ 300.00

7. Newtonville.....\$ 294.00

8. Fort Point\$ 200.00

8. Cambridge Central ..\$ 200.00

10. RJFK.....\$ 171.00

Thanks to all who donated to MDA in 2020!

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

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	A
					1	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%						
31	CHRISTMAS SCHOOL VACATION					

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

FEBRUARY 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	10% D	E	F	A	B	B
	1	2	3	4	5	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%						
28						
	FEBRUARY SCHOOL VACATION					

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

MARCH 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	10% F	A	B	C	D	D
	1	2	3	4	5	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	F	F
				1	2	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
						1
10%	C	D	E	F	A	14% A
2	3	4	5	6	7	8
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					
30	31	16: RETIREE LUNCHEON				

9: MOTHER'S DAY
 31: MEMORIAL DAY

JUNE 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		16% F	A	B	C	C
		1	2	3	4	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	E	E
				1	2	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	A	B	B
			1	2	3	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	D
					1	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	B	C	D	E	E
	1	2	3	4	5	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	F	A	A
			1	2	3	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