



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

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November-December 2021

National Association of Letter Carriers  
Joseph P. Considine Branch 34 NALC, AFL-CIO  
400 West Cummings Park, Suite 3950  
Woburn, MA 01801-6396

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BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

# BRANCH 34's CLAN

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

## President's Report

### End of Term Report

As required by the Branch By-Laws this President's Report is devoted to informing the Branch of our current status at the end of term of your current Branch Officers.

#### Financial Status:

The Branch is financially secure with a balance in the general fund that averages around a Million Dollars. This will only change if we could find a new home that will meet all our needs and budgets, but real estate prices have not come down to make this feasible. We have signed a new lease with Cummings Properties that kept our monthly rent the same minus the yearly increase that we have always had. This lease runs into 2026 and we have the option to sublease if needed.

#### Monthly Meetings:

Our monthly meetings have suffered with making a quorum with the exception of the October and November meetings we have not had a quorum since March 2020. I am open to any adjustments/changes needed to correct this. Times, Days of and Locations can all be addressed, but I also have to include COVID and staffing issues having an effect on the inability to maintain a quorum at these meetings. We have partially addressed this in new by-laws by changing meetings after a Monday Holiday to Wednesday.

#### Route Inspections:

We have been told that a new national route inspection joint process was being developed for at least the last five years. This now seems to be ready to be introduced spring 2022, but it will be a work in progress as the technology does differ from the paperwork when joined together. I am no

fan of CO-OPs or full weeks of count and inspection as these current programs favor management and they do not provide any consideration for future growth. We have agreed to two Co-OPs that did include consideration for future growth, Jamaica Plain and recently, Roxbury. We also have formed a 6 member route inspection team to deal with the full weeks of count and inspection when needed. The two into one casing test was eliminated from our test sites in Scituate and West Newton.

#### Branch Technology and Resources:

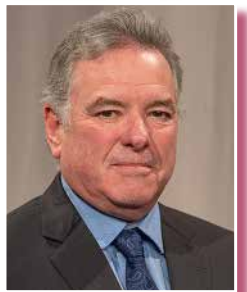
We have upgraded the old website to a new website as the older website was running out of room and was not user friendly to navigate through. We have updated the Branch mailing lists yearly (just recently in August). Branch 34's CLAN has been increased from five per year to six per year (bi-monthly). The By-Laws were rewritten and approved at National for the first time in 22 years. The seven LMOU's were rewritten to include new language for PTF employees. The Branch has an emergency Cell Phone for Sundays and Holiday Contact with a Branch Officer. This Phone

was indispensable when our phone system shorted out earlier this year. Zoom Meetings were used when there were no indoor gatherings allowed by the City of Boston or the State of Massachusetts. It is of my opinion they are a poor substitute for in-person meetings.

#### Branch Activities, Group Events and Station Visits:

COVID killed most of what we had planned for our term in office. Training suffered the most as we have had only had two branch training events during the past two and a half years. This will again become semi-annual event in 2022, as long as the COVID numbers keep decreasing. We did train all new Stewards during this time frame at the Branch using all Safety/COVID protocols. We also had a joint Branch/Business Agent's office Stewards Training on September 29<sup>th</sup>, 2021. Branch officers did have training Pre-COVID at Step "A" and Beyond and Branch Officers Training.

(continued on page 6)



GERALD (Jerry) McCarthy  
President

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)



Temporary Details To Other Installations – City Letter Carrier Craft  
Page 2

Take the Time to Be Nice!  
Page 2

What Do We Have That They Don't Have?  
Page 2

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

Here Comes the BOOM!!!  
Page 5

Branch 34 Steward Training at the McKeon Post in Dorchester  
Page 8

Branch 34 Calendar Year 2022 - Rotating Non-Scheduled Days  
Page 16

T/781-281-1133  
F/781-281-1127  
[nalcbranch34.com](http://nalcbranch34.com)

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

Link to Branch 34 Website



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



Brian Renfro, Executive Vice President of NALC speaking at the Committee of Presidents held in October.





## BRANCH 34 STATION STEWARDS

Allston.....	<b>Autumn McCauley</b>
Arlington.....	<b>Sean Mullett</b>
	<b>Jonathan Colby</b>
Auburndale.....	<b>Thomas Keirstead</b>
Back Bay.....	<b>Lucy Warren</b>
	<b>John DiBlasi</b>
Belmont.....	<b>Salvatore Celeste</b>
	<b>David D'Agostino</b>
Braintree DMU.....	<b>Richard Fraser</b>
	<b>Robert O'Donnell</b>
Brighton.....	<b>Roshon Butts</b>
Brookline.....	<b>Joseph DeMambro</b>
	<b>Dean Gonatas</b>
Cambridge -	
Central Sq.....	<b>William Wilkins</b>
	<b>Robert Liberatore</b>
Cambridge -	
Porter Sq.....	<b>William Cresitelli</b>
	<b>James Uva</b>
Cohasset.....	<b>Judi Aronson</b>
Chestnut Hill.....	<b>Thomas Conville</b>
Dorchester Center.....	<b>John Costello</b>
East Weymouth.....	<b>Artie Matthews</b>
Fenway.....	<b>Alex Glassmacher</b>
Fields Corner.....	<b>James Hudson</b>
Fort Point.....	<b>Michael Gorham</b>
	Vacant
Hingham/Hull.....	<b>Michael Bertrand</b>
Hyde Park.....	<b>Joseph DeBerardinis</b>
IMC - Chelsea.....	<b>William Lang</b>
IMC - East Boston.....	<b>Emilio Leone</b>
IMC - Winthrop.....	<b>John Fanning</b>
IMC - Everett.....	<b>Tom Ciulla</b>
IMC - Charlestown.....	Vacant
IMC - Somerville.....	<b>John Fucile</b>
Jamaica Plain.....	<b>Robert Damatin</b>
	<b>Charles Zimmerman</b>
J.F.K. Station.....	<b>Alexander Mosca</b>
	<b>Danchel Williams</b>
Kenmore.....	<b>Dan Abellard</b>
Lexington.....	<b>John Lucey</b>
	<b>Anthony Falco</b>
Malden.....	<b>Laura Fahey</b>
	<b>Christine Thompson</b>
Mattapan.....	<b>Tom Finnegan</b>
Medfield.....	<b>Christopher Pacitti</b>
Medford.....	<b>Jon Holmberg</b>
	<b>Stephen White</b>
Milton.....	<b>Robert Leighton</b>
Needham.....	<b>Diane Butera</b>
	<b>Brian Senior</b>
Newton Centre.....	<b>David Ward</b>
Newton Highlands.....	<b>Shawn Tierney</b>
Newtonville.....	<b>Thomas Duff</b>
North Quincy.....	<b>Cathy Cooper</b>
North Weymouth.....	<b>Mike Davis</b>
Quincy.....	<b>Amy Baker</b>
	<b>Brendan Finn</b>
Revere DMU.....	<b>David O'Connor</b>
Melrose.....	<b>Steve Merullo</b>
Roslindale.....	<b>Adam Difazio</b>
Roxbury.....	<b>John Galvin</b>
	<b>Keith Meredith</b>
	<b>Al Mallon</b>
Grove Hall.....	<b>Samie Smith</b>
Scituate.....	<b>Justin Vo</b>
South Boston.....	<b>Michael O'Connor</b>
So. Weymouth.....	<b>Angela Riva-Seelig</b>
Stoneham.....	<b>Joseph Mangano</b>
Waban.....	<b>Rich Farrell</b>
Waltham.....	<b>Edward Walsh</b>
	<b>Rick Nourse</b>
Watertown.....	<b>William Huber</b>
Wellesley Square.....	<b>Jennifer Mitchell</b>
Wellesley Hills.....	<b>Kevin McMahon</b>
Weston.....	<b>David DeMarco</b>
West Newton.....	Vacant
West Roxbury.....	<b>Michael Walter</b>
	<b>Sandino Blaise</b>
Weymouth Landing.....	<b>Mario Venturelli</b>
Woburn.....	<b>Vigo Conte</b>
	<b>Richard Bucci</b>
Wollaston.....	<b>Thomas Rooney, Jr.</b>

# Temporary Details to Other Installations – City Letter Carrier Craft

The NALC and the Postal Service have enacted a memorandum (M-01968) that is available on the [NALC.org](http://NALC.org) website. To facilitate such temporary staffing solutions, the parties agree to establish a process to temporarily detail city letter carriers to other installations. Only city letter carriers that volunteer will be temporarily detailed. Full-Time, Part-Time Flexible (PTF) and City Carrier Assistants (CCA) are eligible to volunteer.

Details will be subject to the following:

- Detailed city letter carriers will be compensated for travel, lodging, meals etc. consistent with Handbook F-15, Travel and Relocation and the relevant provisions of the Employee and Labor Relations Manual (ELM).
- Seniority in the employee's home installation continues to accrue throughout the detail.
- Detailed city letter carriers may be required to work up to the daily and weekly, if applicable, contractual hour limits for the duration of the detail.
- Detailed city letter carriers will not be considered for overtime equitability or in the daily administration of overtime in the losing or gaining installation for the duration of the detail.
- Detailed city letter carriers will not be eligible for out-of-schedule pay due to schedule changes from the home installation to the gaining installation.

- Detailed city letter carriers are not eligible to exercise preference for opts, hold-down assignments or temporary vacant higher-level assignments. However, those assigned to a carrier technician assignment will be paid carrier technician pay in accordance with the collective bargaining agreement.
- Detailed city letter carriers will be represented by the branch of jurisdiction where the employee is working at the time of the event(s) that cause a possible grievance. All issues related to steward certification or representational jurisdiction involving city letter carriers temporarily detailed will be forwarded to the national parties for resolution or clarification. In such cases, time limits will be extended until the national parties provide direction.
- Detailed city letter carriers will not affect any complement or formula for leave that may exist in the local memorandum of understanding in the gaining installation, nor will their absence in the home installation be counted toward any annual leave quota in the home installation.

Except in cases of emergency, requests for annual leave from detailed city letter carriers will be considered by the installation head, with approval based on the staffing needs of the installation. Requests for all other types of leave will be handled

in accordance with Article 10 of the collective bargaining agreement and Chapter 5 of the ELM.

My opinion as to why you should not entangle yourself in this MEMO is for multiple reasons.

The Postal Service will determine the number of carriers, locations, and duration of the detail needed.

Of course they will. Seniority in the gaining installation is not mentioned. You will not be eligible for opts, hold-downs or temporary vacant higher-level assignments. Zero eligibility for overtime equitability. The Non-overtime desired list is not mentioned. It is in my opinion that if you volunteer you are working overtime whether you are on the non-OTDL list or not. The duration of the detail, if they follow the contract, will be established with a Form 1723 or some sort of documentation-good luck getting out of that early. Good luck getting any kind of annual leave. We get a lot of phone calls at the branch asking about transfers but I would recommend against this unless you give this some deep consideration.

In closing, I wish every Letter Carrier a very Merry Christmas and a Happy Holiday Season for you and your own.



**ROBERT SIMPSON**  
Executive Vice President

## Take the Time to Be Nice!

In a world where there are so many uncertainties and where times can be extremely challenging, we are all juggling too many balls in the air, with the hope of none of them falling. Everyone has a story of being faced with a life-changing event, but in the mist of that craziness, we must remind ourselves that all of us should take the time to be nice!

We all know someone that has been affected by COVID-19. We all know someone that has lost a love one or two, gone through a divorce, lost their job, battling addiction, or struggling with mental health issues. Whatever the situation that someone is going through, it gives us that much more of a reason to reach out and treat them with kindness.

And being nice doesn't have a price tag attached to it. In this fast paced world we live in, it's easy to get lost, running here and running there because in our heads what we have to get done is important. At one point or another, we are all guilty of this! But if we stop for a second to think of someone else or do something kind for someone, it's very satisfying, and can make one feel good and put a smile on your face. It can be the smallest of gestures, but it certainly goes a long way. That's why it's important to take the time

to say Hello or Good Morning to your co-workers, or maybe even ask how they are doing or what's new. Wave to your neighbor when your running in or out of your house, or if you haven't seen them in a while, check on them to make sure their ok or if there is something they need. Smile at a stranger instead of just letting them pass you by, and lend that shoulder to a friend that just needs to vent or even cry. Say a kind word or send a sweet note to someone that needs a little sunshine sent their way. Simply holding the door for the person behind you or picking up an item for someone that just dropped it, means a lot! How about that vehicle that has its signal on to switch lanes. Why not allow them to pass instead of speeding up intentionally to block them. Don't be that gal or guy, its not a big deal and won't cost anytime on the road. Being a nice person speaks volumes of who you are! Let's just say it's a lot easier than being an A--hole. Why would you want to be that person? It's way too much work!

We all know one of the hardest things in life is to own our faults and to say sorry when necessary. Whether the situation was small or big, there is always room for an apology. No matter what the situation is, we all need to learn how to forgive and

forget. If we have a disagreement or a falling out with someone, try and make every effort to diffuse the situation immediately and be the bigger person. Don't carry around those regrets. Never let it be too late. Don't be that person that is not able to put your head on the pillow at night and sleep soundly. Don't let any more time pass you by. Make that call, say sorry and I love you, and let them know you care. Write them and let them know you're thinking of them. Everyone has the capacity to be nice!

Take a step back and always remember when you think you are having a bad day, know some else's day is worse. Try and take a moment today or tomorrow and spread some kindness! Always remember life is so short, we can be here today and gone tomorrow. We only have one opportunity on this earth. Let's try and make the best of it!

Be Nice! Be Kind! Be Human!

Wishing everyone a Happy Holiday and may the New Year bring Health and Happiness throughout 2022. Be safe Sisters and Brothers!



**BERNADETTE ROMANS**  
Vice President

## What Do We Have That They Don't Have?

I look around these days and I see nothing but opportunities available to those that are currently unemployed. The ice cream shop next to my office in Jamaica Plain has openings from scooping to management, \$18.00 to \$24.00 an hour, (to be fair, some jobs are plus tip). A car wash in Hingham is looking for help at \$17.00 an hour. A supermarket deli in Woburn starting pay at \$16.00 an hour. Do you see where this is going? I know the remaining CCA's in the Boston District do! And not to besmirch the value of those other jobs, but how can our newest employees be making in the vicinity of the same money

as these less stressful, less intense, and less complicated careers and remain with us?

And how about a \$3,000 signing bonus? Never mind that, did I mention we will provide you with debt-free college tuition? Dangling the proverbial carrots in front of potential employees is at an all-time high. These are incredibly desperate times for employers that are under the continuing stresses of a multi-pronged attack on attracting people back to the workforce. COVID-19 has put the fear of God into millions of able-bodied workers, while others have firmly affixed themselves to the government teat,

and still others receiving stimulus checks, which at times collecting more money than if they returned to work. Then there are employers pushing pumped up wages with all kinds of incentives everywhere you look. Desperate times call for job fairs with more than just free pens, and a dozen balloons taped to



**BOBBY DAMATIN**  
Financial Secretary

(continued on page 4)



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

Everyone who’s worked for the PO 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 postcon 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 postcon out to the dock, but they didn’t.

I 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

## NALCREST Apartment Bids: Two-Week Intervals- Sign Up NOW!!!

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

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

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

- January 3 – January 16, 2022
- January 17 – January 30, 2022
- January 31 – February 13, 2022
- February 14 – February 27, 2022
- February 28 – March 13, 2022
- March 14 – March 27, 2022
- March 28 – April 10, 2022
- April 11 – April 24, 2022
- April 25 – May 8, 2022
- May 9 – May 22, 2022
- May 23 – June 5, 2022
- June 6 – June 19, 2022
- June 20 – July 3, 2022
- July 4 – July 17, 2022
- July 18 – July 31, 2022
- August 1 – August 14, 2022
- August 15 – August 28, 2022
- August 29 – September 11, 2022

– Michael Murray,  
Branch 34 Secretary-Treasurer, Boston

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.

It’s not uncommon for brothers and sisters to ask management if they can get a particular instruction in writing and the answer is inevitably no. They’re not going to put it in writing and they’re not obligated to do so either. But if you file a grievance on the instruction you will get the instruction in writing. I’ve done this several times as a steward and even if the instruction is not a violation of our National Agreement with the PO I still get the instruction in writing along with an agreement that I and/or another carrier will follow the instruction. This way when another boss comes in to the station and wonders why you’re doing something stupid and tries to discipline you you can produce the grievance settlement and show them why.

Perhaps the rules and instructions you receive aren’t as stupid as the example above but failure to follow the rules could cause you problems. There are so many rules in the PO that no one could list them all. One of the most common question concerns the delivery of parcels. And yes there are rules on how to deliver parcels. How to deliver parcels may seem obvious to you but everything in this business is unnecessarily complicated and the rules on parcel delivery is no different. Section 321.4 of the M-41 states in relevant 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.

Chapter six of the M-41 also describes how to deliver parcel post. Section 631 states in relevant 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.  
(Emphasis Added)

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 inevitably their answers were always wrong (*no surprise*). 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 to file a grievance. Make them 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.

I’d like to wish everyone a Merry Christmas and a Happy New Year!



MICHAEL MURRAY  
Secretary-Treasurer

BOSTON, MA  
NATIONAL ASSOCIATION OF LETTER CARRIERS  
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WOBBURN, MA 01801-6396  
T/781-281-1133 F/ 781-281-1127

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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Permission is hereby granted for the **REPRINTING** of any article that originates in this paper provided an appropriate credit line also appears and a copy of the reprint in its new publication is sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

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Sean Mullett, Editor  
Jerry McCarthy, Associate Editor  
Bob Simpson, Associate Editor

#### 2019-2022 BRANCH 34 NALC BOARD OF OFFICERS

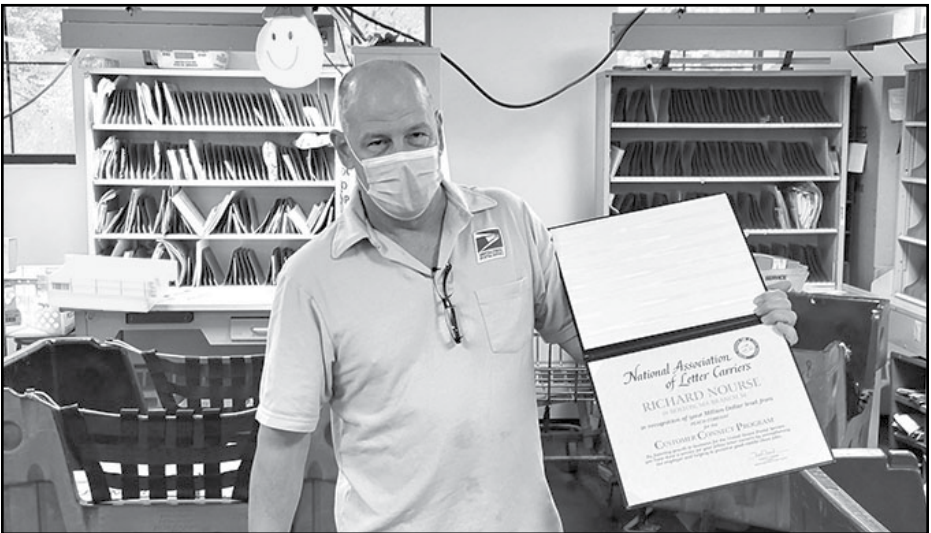
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Bob Simpson	Executive Vice President
Bernadette Romans	Vice President
Michael Murray	Secretary-Treasurer
Bobby Damatin	Financial Secretary
Sean Mullett	Editor
Laura Wood-Fahey	Area Steward
John Fucile	Area Steward
John Lucey	Area Steward
Dave O’Connor	Area Steward
Joseph DeMambro	Health Benefit Officer
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Rich Galvin	Clerk, MBA/NSBA
Paul Roche	Chairman, Trustees
Vigo Conte	Trustee
Dan O’Connor	Trustee



## Branch 34 Matters!



Dorchester Center had another successful Satchel Drive in October where they raised \$886.41 for the MDA. From left to right are Alex Pinto, Branch 34 Secretary-Treasurer Michael Murray and John Corrigan. Way to go brothers!



Waltham Shop Steward Rick Nourse being recognized for a 1.4-million-dollar Customer Connect! Well Done!



President's Report: End of Term Report

(continued from page 1)

We had plans to bring back more social events, such as cruises, sporting events, seasonal events, *(the Retirees Luncheon was cancelled and rescheduled multiple times)* and fund-raising events for MDA such as the Bowling and Golf tournaments which also suffered cancellations. The recent Retirees Luncheon on October 3<sup>rd</sup>, 2021 was a great success and we are still getting compliments on this event. There will be a Spring Golf tournament and a Bowling Tournament for Branch 34 and are being planned at this time. I am open for suggestions to expand these events. During the initial outbreak of the Coronavirus your Branch officers visited every station that had a positive test to provide updated information and to check on the conditions Letter Carriers were working in. Your Branch Officers worked every workday and there was nothing done remotely, other than the meetings we were forced to cancel. All during the outbreak we checked at least bi-weekly with your Stewards to see if you had all supplies to work safely. Boston is scheduled to host the 2024 National Convention for the first time since 2008.

Legislative Activity:

The Massachusetts State Letter Carriers Association President **Scott Doughty** has assigned political liaisons to the Senators and Congressmen and women who represent the voters in our districts. I have had conversations with both **Stephen Lynch** and Congresswoman **Ayanna Pressley** when we were dealing with issues concerning our place in line

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
- Cambridge - Porter Square**  
BLANCA I. TEEBAGY
- Chelsea Carrier Annex (IMC)**  
JOSEPH REGNA..... CCA
- Fenway**  
BEVERLY A. SCANLON
- Hingham-Hull**  
MARK J. DION
- Malden**  
EILEEN M. FINN
- Medford**  
GERALD M. LYTES
- Milton**  
CHARLES S. ROSEN
- Needham**  
TAMI L. JOHNSON
- Newton Highlands**  
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!**

for the vaccine and issues with PMG **Louis DeJoy**. National is not having any issues with PMG DeJoy at this time and he seems to be negotiating in good faith. We also encourage all Branch members to donate to the Letter Carriers Political Fund (LCPF) as this is the best job insurance available to us.

EAP:

We have expanded employee assistance by adding ARK Behavioral Health based in Quincy, Massachusetts to our arsenal to assist Branch 34 Carriers.

CCA Conversions:

Your fulltime Branch Officers had a meeting with the Fourth Floor in November 2019 (pre-Covid) about CCA Conversions and having a body behind every route every day. Over the next few months we had larger numbers of CCA conversions that we had in years. A lot

What Do We Have That They Don't Have?

(continued from page 2)

the opposite ends of the sign-up table! Only the USPS can have a job fair where there are more management personnel in attendance than actual applicants! And they have been distributing palm cards stating the postal service was hiring 40,000 seasonal workers. Huh? Have you seen any of these tens of thousands of new hires? If there in the Letter Carrier craft, they must be working remotely from home!

Because we are a quasi-government agency, the USPS cannot promise any of the above-mentioned incentives to entice potential applicants to join our ranks. With their hands tied firmly behind their collective backs you would think they would be looking for ways out of this dilemma. But wait, **Louis DeJoy**, the businessman's Postmaster General, has a plan! OK, it's a ten-year plan, so that will give him more time to slowly bleed this organization into obscurity, but it's a plan! What is the rush, right? We have time, it's only the 21<sup>st</sup> Century, and nobody will notice!

DeJoy, and the gang at L'Enfant Plaza think if you spin this yarn to the American public the right way, somehow, they will welcome it as a reasonable path to solvency. How about, "Once upon a time we relaxed the standards, increased prices, and all the people all over the land were surprisingly happy, receiving their correspondences, important documents, and wondrous packages in a way that lulled the patrons into a deep sleep!" Five to seven days later they awoke to find everything was there at their doorstep by 8 PM, and they cheered with such DeJoy, and lived happily ever after!

And after they sell that portion of our rebranding, there is this thing about not using aircraft to swiftly transport our patrons mail, and goods across the country. What happened to delivering effectively, and efficiently? What self-proclaimed "business" in their right mind does this stuff? Oh yeah, I forgot! That would be the one that is headed by a former CEO of a logistics company which just so happens to be focused on transportation using fleets of 18-wheelers, that's who! His positioning is clearly a conflict of interest in more ways than one, and yet I here of no discussion of this pertinent information in the ten-year plan!

But no matter how good DeJoy believes his plan to be, without a workforce that has a vested interest in accomplishing any of this, service to the American public will continue to suffer. Without the dangling carrots I spoke of earlier, the postal

of this had to due with timing issues and pressure also being applied by National. The issue now is that they lost the ability to hire and maintain a non-career workforce and need to go with a all career workforce ASAP.

Utilizing Resources and Member Recognition:

I firmly believe in using the right qualified person for the job and recognizing that person for a job well done. We have submitted numerous Carriers that have gone above and beyond for National Hero Awards. The Branch has also started to recognize carriers who have generated large Customer Connect leads, as this will to keeping the business viable. We as a Branch have recognized every retiring Carrier that we got word of either by a personal appearance or by mailing out retirement gifts. As a Branch, we must give back to the membership.

service will continue to fail in attracting and retaining eventual career employees.

And onboarding those new candidates needs to happen now, and not in a few years-time. The majority of the 285,000 Letter Carriers are being burned out because of this dilemma. People prematurely retiring, not showing up for work because their tired of working six, sometimes seven days a week. And that inevitably leads to more lost work days from illness, injury, or just good ole fashion exhaustion! The old adage, "You can pay me now, or you can pay me later" is now rearing its ugly head on this institution.

The Das decision of the last decade is now haunting post offices all over the United States. The non-career employee status of CCA's has become the Achilles' heel of the USPS. As you know, what rolls downhill finds these weakened individuals consistently receiving the brunt of postal storm that meets them at the post office doors each day. And no matter how good of an employee they might be, they get a ton of work, but none of the pay and benefits that a career employee receives! So, they either continue to shovel against the tide, and hold on until they make regular, or they do what an alarming and overwhelming number of CCA's do: they go bye-bye!

We need a one-year plan, not ten! That plan should bring the postal service back to the negotiating table quicker than you can utter the most important acronym in the USPS: PTF! The elimination of the CCA will go a long way to improving our retention of new employees, which hovers around 40% in many places around the country. That is something DeJoy can use in bargaining our future! They give a \$3000 signing bonus, we provide healthcare right out the gate, just pick your coverage! They offer free tuition, we offer a 401k, (TSP) plan with matching funds. And a pennies on the dollar life insurance, which can exceed \$350,000 of in-service coverage too. And if it can ever be negotiated with the USPS and the Office of Personnel Management, (OPM), an alternative area wage that could add thousands of dollars to all Carrier's wallets that live in parts of the country that have a high cost of living and an awful percentage of retention of newer employees, yet leave the pay at current levels for people that live in low cost of living areas, (see NALC Convention Resolution labeled "Hybrid Locality Pay" for Chicago 2022)! And if they offer other goodies, we offer five weeks of annual leave after 15 years, (and

Charities:

COVID has also put us behind the Eight-Ball raising monies for our favorite Branch charity... MDA. **Dominic Corsetti** and **George Adams** always do an outstanding job in their positions as MDA Chairpersons. The Carriers of Woburn always go above and beyond for MDA and their other fund-raisers and citywide food drives, even when all others have cancelled out. Many other stations have stepped in with Satchel Drives/ Shamrock Sales to assist in this cause. We are currently planning more fund-raising activities for 2022. If you are looking for a Charity to donate to assist your Brothers and Sisters in their time of need after any national disaster, I suggest the Postal Employees Relief Fund and it is a CFC-listed charity. CFC runs until January 15<sup>th</sup>, 2022.

In closing I wish all Happy Holidays and a great New Year. Your Branch Officers will be here to help you through all challenges in the New Year.

that needs to take less years/steps to reach and also see other resolution to "negotiate two additional weeks of annual leave"). And you accumulate four hour of sick leave every two weeks, and have seven contractually negotiated potential Cost of Living increases too!

Where is this list advertising these benefits to potential hires? You have to bait the hook to catch the big fish. But it has to be the right bait! And that also means when we get management back to the bargaining table you pay Carriers what we're worth, and that is not \$18+ an hour to start! Hell, Transitional Employees, (TE's) we're making over \$22+ an hour before the Das Agreement years ago, and when those wages dropped to under \$16 an hour for the new CCA position, a strong majority of the TE's logically dropped out permanently! Scooping Ice Cream: \$18+/hour, or delivering mail for a government agency: \$18+/hr? Is there really a choice here? Potentially contracting tennis elbow from scooping, or knee replacements from carrying 8 to 12 hours a day, and working six, sometimes 7 days a week throughout your career. Ok, you make the call! Pretty easy, right? And don't get me started on career wages coming out of our newest contract, in the midst of current inflation woes and skyrocketing gas prices! What raise? If I keep talking about these issues, we could be here for a while!

If the Postal Service can't figure out how to run the operation in the black, and only in the red, (though the USPS is not a business, and therefore profit is not even part of our equation), then let's get someone in there that can do better! It is not the fault of the men and women that carry for this agency, because they are too busy busting their collective humps to keep us in the good graces of the people who really matters in all of this: The American Public!

Get your sorry asses to Capital Hill, and demand an end to this Pre-funding fiasco, and make postal reform not just a possibility, but a reality! No longer can it be acceptable for hard working Letter Carriers to be physically, mentally, and emotionally expended in the wake of incompetency! We all know we deserve better, and there is no time like the present for that to take place!

I would like to Thank everyone of you for your continued service in these tough and troubling times!

Have A Merry Christmas, A Festive Holiday Season, and a Happy & Healthy 2022! God Bless!





Waltham Shop Steward Rick Nourse along with his co-workers admiring the beauty of the bench.

## Waltham's Paul Senior Honored With a Flag Pole and Bench

Waltham Retiree Paul Senior passed away in September 2020. He will always be remembered and never forgotten by his fellow Brothers and Sisters of Waltham, as they have honored his memory with a flag pole and a bench.



Flag Pole dedicated to Waltham Retiree Paul Senior.



The Bench in Paul Senior's memory.



Paul Senior's wife Kathy and son Matthew sit on the beautiful bench.



Shop Steward Rick Nourse offering kind words in Paul's Honor and dedicating the Flag Pole and Bench in his name.

## Here Comes the BOOM!!!

Right now we are fast approaching the busiest time of year. There will be a few things that make this one of the hardest holidays for Letter Carriers!!! And it won't be that everything your trying to buy will cost more and be delivered late because it is stuck on a ship on the West Coast!!! As always, Management is one of the things that is screwing S#&t up yet again. I mean this is the nicest way I can possibly write or say this, and as I've been told Management thoroughly enjoys reading *Branch 34's CLAN*!! So, **BOOM** here we go!!!

A sure-fire way to screw S#&t up is to come up with plans that make zero sense!!! For years we've been told "NO PRETOUR OT" "NO PRETOUR OT" (just a FYI PRETOUR OT actually makes sense year-round). And this year is no different, but they've tweaked it just a lil bit!!! Now it goes like this **NO PRETOUR OT for FTRs**. Management wants to use the CCAs pre-tour instead so they can do 15-20% of the packages before the FTR gets to work!!! Ok, it might work but only if when the FTR comes in they still have eight hours of work on their own route, if Management didn't have the CCAs deliver the work assignment carriers packages and if the CCA has a hold that the CCA still does the hold. So now Management may have created a bigger issue, if any of what I referred to happens then file a grievance!!!

Knowing there is a problem won't stop Management!! They will make it worse it's only inevitable. So, they have also come up with some other ideas about not allowing carriers to work more than 12 days in a row!!! And literally the reasoning behind this ingenious idea is wait for it. They are claiming it's a "quality of life" issue. I S#&t you not I heard a Manager tell this to a Letter Carrier!! The Letter Carrier and I laughed and laughed!!! Because suddenly Management gives a flying F#&k about your quality of life. They don't make your start time earlier, so you won't get hurt delivering in the dark, but now they give a F#&k about your quality of life. Gimme a break!!! Again, if this happens, file a grievance!!!

Even knowing all of this and they should know all of this because I'm sure Labor has tried unsuccessfully to tell them this may backfire and cause grievances!!! But let's face it they don't care!! They don't care about sound sensible decisions!! They get on some tele-con and get told from some guy in Washington what the game plan is and then as the saying goes S#&t rolls downhill. So now that we all know what is in store from Management for Christmas, I'd like to hit on something else that has come to my attention. If you had COVID, have COVID or get COVID, **YOU SHOULD FILL OUT A CA1!!!!** We have recently seen

## You're A Mean One Mr. Grinch!

The lack of respect shown to fellow brothers and sisters by some members of Management is appalling. If you see mistreatment of a fellow member let your stewards know. Your steward's police and enforce the contract. But sometimes even your Steward needs help. Stewards should not be a silent partner. They should be treating all fairly and in the same manner.

One Union member should not ever be taken for granted, because a slight of one of us should be considered a slight of all of us. Let us help each other by looking out for one another.

Even the Grinch, when he saw all the members of Whoville come together af-

ter having everything stolen from them realized his misdoings, had his heart grow three sizes in admiration.

The holidays are a difficult time for many members, so let's have some heart and continue to show compassion to our brothers and sisters we work with day in and day out.

Merry Christmas and Happy New Year!



SEAN MULLETT  
"Branch 34's CLAN" Editor

## Understanding % To Standard and DOIS Calculations

Percent to standard is acquired from a DOIS calculation. The DOIS program puts together the PTS number by totaling all the time used to case and withdraw mail and divides that number by the totals of flats and letters.

### Example #1

Letters 150 Divided by 18 = 8 min. of casing	Total Time: 35 Min.
Flats/SPR'S 175 Divided by 8 = 22 min. of casing	100% OF STANDARD
Total 325 residual pieces Divided by 70 = 5 min. Pull down	

### Example #2

Letters 150 Actual time was 6 min. casing	Total Time: 26 min.
Flats/SPR'S 175 Actual time was 18 min casing	74% of STANDARD
Total 325 residual pieces. Actual pull down: 2 min	(26 divided 35 = 0.742)

In Example #2, this carrier threw 9 minutes or 26% faster than standard in Example #1. If a carrier in this example continues to throw well under standard in a six-day count inspection, you will significantly shorten your total route evaluation and that office count under inspection will now be your office standards. Just be diligent, treat every day like you're under a full blown inspection. Believe me, it will pay off. Remember, all this above is strictly office standards for throwing your residual letters/flats and SPR'S and your pull down. **REMEMBER!!!** These examples have nothing to do with the calculations of your Fixed Office. Time (F.O.T.).

### Happy Thanksgiving, Merry Christmas & Happy New Year!!!

I want to take the time to thank my Brothers and Sisters of the NALC of another job well done being on the first lines and battling through COVID, the loss of loved ones, the stress, anxiety and disruptions to families lives for almost two years. Take a look back on all the hard work we've done and still continue to provide excellent service to the American public. With that said, I want to wish all my fellow members a Happy Thanksgiving, Merry Christmas and Happy New Year!!! Santa Claus wants to remind all parents, make sure when your kids drop their wish list in the mailbox addressed to the the North Pole that they put their return address on the envelope.

**HO HO HO!!!!**



DAN KELLEY  
Sergeant-at-Arms



LAURA WOOD FAHEY  
Area Steward

an uptick in COVID in the Postal Service, and as part of the American Rescue Plan Act passed by Congress awhile back, COVID-19 is now a covered Workman's Compensation Illness/Injury for all Federal Employees. I have firsthand knowledge that a few employees who have requested a CA1 and Continuation of Pay (45 days of COP), were questioned as to why they were filing a claim. Let's be clear here, if Management wants to controvert your claim or try and deny it, they may do that, but they **MAY NOT TRY AND TALK YOU OUT OF FILING A CLAIM!!!** With the passage of ARPA you only need to show that your work includes a risk of exposure. You no longer need to prove that you were exposed to the virus while at work. You also need to show that you are a covered employee, if you can show you are a covered employee which should be relatively easy, than any diagnosis of COVID (past, present or future) will be considered to have been caused by your Federal Employment. The only way I can see your COVID claim getting denied is say for example you were on vacation for three weeks and got COVID while on vacation.

You also know through the news media that there are pending lawsuits on vaccination "mandates." As of right now we currently fall under the OSHA mandate. Now if all the lawsuits are unsuccessful then we have a few issues that will arise,

and they will arise quite quickly, because the OSHA mandates are set to take effect between 12/5/2021 and 1/4/2022. What this all means is that if all the lawsuits are unsuccessful the Postal Service will have to act quickly to determine, who has been vaccinated, who hasn't been vaccinated, enforce a mask mandate for the unvaccinated that will take effect on 12/6/2021 and figure out testing requirements and options for the unvaccinated by 1/4/2022. I tell you this because if all the lawsuits are unsuccessful you will need to decide what you want to do, either get vaccinated, tested weekly or apply for a religious or medical exemption. If you decide to get tested weekly you may run into another issue and that will be who pays for the testing, as of now nothing has been decided but it is a very fluid situation. Additionally, if you will be applying for a religious or medical exemption, I suggest you begin to prepare your paperwork now!!!

And I ask that you all to keep **HANGING TOUGH** while we navigate the issues that are sure to arise over the next few months!!!! I would like to take this time to wish you all very Merry Christmas and a Happy New Year.



# Branch 34 Salutes Its Retirees

## Jamaica Plain's Brian McCann



Brian McCann and some of some of JP's finest celebrate his retirement.



JP Retiree Brian McCann making his final punch!

## Malden's Mike Reilly



Malden Retiree Mike Reilly alongside Malden's Finest.



JP Retiree Brian McCann alongside Branch 34 Vice President Bernadette Romans.



JP's Shop Steward Charles Zimmerman, Branch 34 Vice President Bernadette Romans and Financial Secretary Bob Damatin.

## Watertown's Kathy McGill



Standing room only! Watertown comes together to commemorate newly-retiree Kathy McGill!

## Weston's Sandra Leonard



Weston Retiree Sandra Leonard with the retiree fist bump to Branch 34 President Jerry McCarthy.



Branch 34 Financial Secretary Bob Damatin, Watertown Retiree Kathy McGill and Branch 34 Trustee Dan O'Connor come together for a cheerful photo.



Malden Shop Steward Christine Thompson (left) and Shop Steward/Area Steward Laura Fahey (right) congratulate newly-retired member Mike Reilly.



Malden Shop Steward/Branch 34 Area Steward Laura Fahey poses with Retiree Mike Reilly.



Weston celebrates Retiree Sandra Leonard (center) along with Branch 34 President Jerry McCarthy.

## Revere/Melrose's Wayne McCue



Revere/Melrose Shop Steward Dave O'Connor wishes good luck to Wayne McCue on his well-deserved retirement. Branch 34 President Jerry McCarthy looks on.



Branch 34 President Jerry McCarthy, Revere/Melrose Retiree Wayne McCue and his wife Carol along with Shop Steward/Area Steward Dave O'Connor.

Branch 34 President Jerry McCarthy presenting Revere/Melrose Retiree's Wayne McCue with Branch 34 Retirement Jacket and Watch.



## Fenway's Paul Leader



Branch 34 Vice President Bernadette Romans along with Fenway Shop Steward Alex Glassmacher and retiree Paul Leader at the end of regulation. Congrats!



Fenway Retiree Paul Leader with a ticket to ride.... got a ticket to ride.



Fenway's Finest celebrate with Paul Leader on his retirement.



Fenway Retiree Paul Leader decked out in all green makes his last punch.

The time has finally arrived for Stoneham's Donald (DJ) Jones!

## Stoneham's Donald "DJ" Jones



Stoneham retiree Donald (DJ) Jones sporting his Branch 34 retirement jacket.

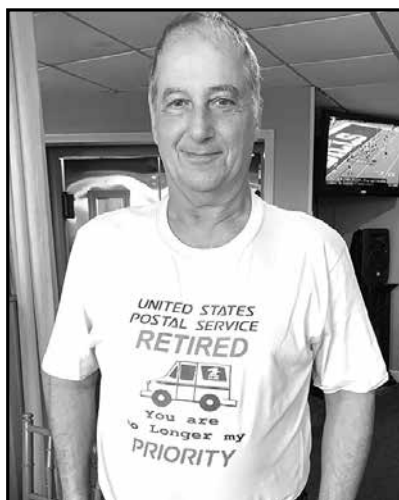
Branch 34 Vice President Bernadette Romans with Stoneham Retiree Donald Jones (DJ) and Shop Steward Joe Mangano.



Fenway Retiree Paul Leader decked out in all green.

## JFK's Richie DiNapoli

JFK Retiree Richie DiNapoli donning one of his retirement gifts.



## Woburn's Joe Columbus



Woburn's Joe Columbus receiving his Branch 34 retirement jacket and watch from Branch 34 President Jerry McCarthy.



Woburn Retiree Joe Columbus, Branch 34 President Jerry McCarthy, along with Shop Steward/Vigo Conte and Shop Steward Rich Bucci.



Happy Retirement Donald from your friends and family.



JFK's Richie DiNapoli's family had a surprise retirement party for him. Richie and his wife Judy, along with his family celebrate!

## Dorchester Center's John Sassi



Branch 34 President Jerry McCarthy presenting Branch 34 jacket to Dorchester Center Retiree John Sassi.

Dorchester Center Retiree John Sassi enjoying his retirement cake.



Retiree John Sassi rejoicing. Congratulations Brother!



## Branch 34 Steward Training at the McKeon Post in Dorchester



RAA Jerry Ugone, RGA Kevin Flaherty, President McCarthy, and RAA Ken Janulewicz.



Steward Training was held at the McKeon Post in Dorchester.



Branch 34 Stewards look on during the training.

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## Massachusetts State Letter Carriers Hold Convention in Hyannis



Branch 34 President Jerry McCarthy and General President IAFF Ed Kelly.



Branch 34 delegates pose for a photo with Ed Kelly.



Branch 34 Financial Secretary Bobby Damatin, Branch 34 President Jerry McCarthy, Branch 34 Area Steward Laura Wood Fahey and Massachusetts AFL-CIO President Steve Tolman.



Ed Kelly, General President IAFF is a special guest speaker at the State Convention.



Steve Tolman, President MA AFL-CIO is a special guest at the State Convention.



Branch 34 delegates pose for a photo with Steve Tolman.



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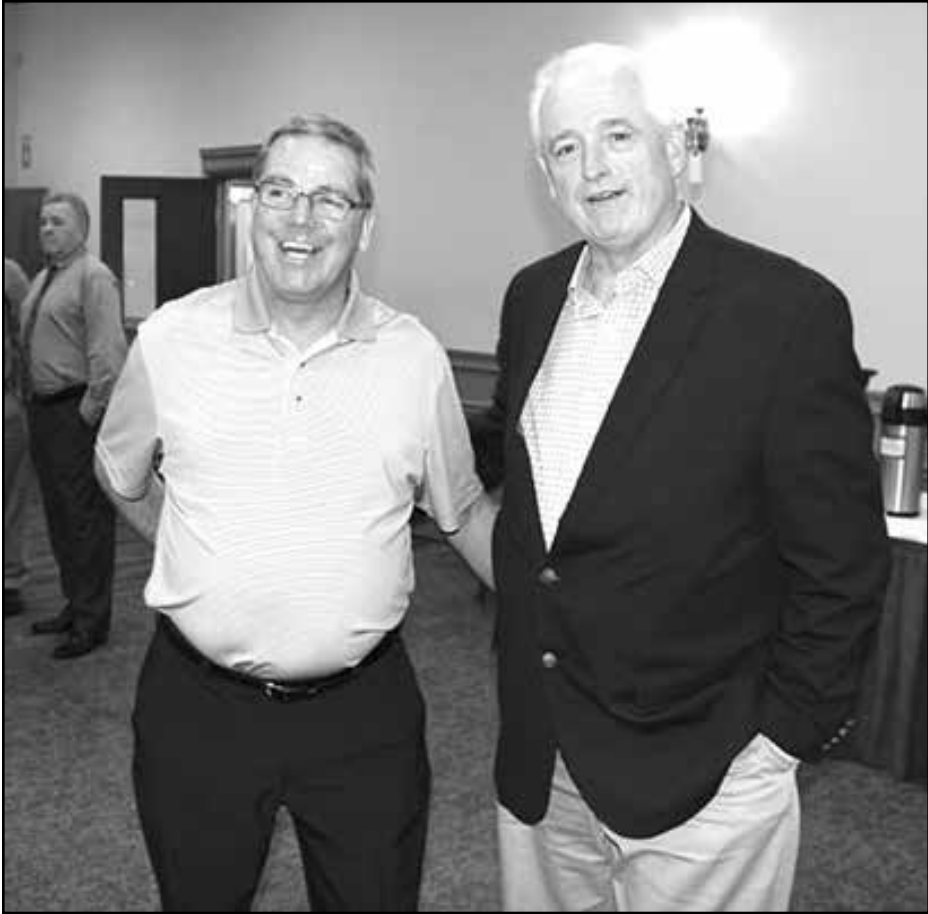




***Branch 34 Celebrates its Retirees at Annual Luncheon***










# Branch 34 Celebrates its Retirees at Annual Luncheon

(continued from page 11)





## 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  
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202-225-3111 Fax: 202-225-5658  
keating.house.gov

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The MBA Immediate Annuity is the Perfect Retirement Income Option for Retirees

The MBA has several investment plans to subsidize retirement for our letter carriers. We have a Traditional IRA, Roth IRA, and family retirement plans, all plans are a great way to prepare for retirement.

Did you know there is an available plan called the Immediate Annuity?

The Immediate Annuity is described by National as the “perfect plan for retirees”. When some of our retirees find

themselves in bigger homes than they once needed, empty nesters as they are often referred to. These carriers usually find themselves selling this more valuable home and settling down in much smaller place or condominium which often results in a large profit. The Immediate Annuity is a great option to invest that money. There is a minimum premium Payment of \$25,000 dollars to enroll and you can decide how your payments are made. The payment can be made to you monthly, quarterly, semi-

annually or annually which ever you determine best for you. You also decide whether your contract is for 5,10,15, or 20 years and the payments can even be made jointly to two people. The plan is also safe because in the event the annuitant dies before the contract is exhausted the remaining balance is paid out to the beneficiary in one lump sum. You can find more information on this plan as well as all the other plans the NALC and the MBA offers our members by logging onto the National Association of



RICH GALVIN  
Clerk, NBA/NSBA

Letter Carriers’ website. From there click on MBA benefits to find a brochure. From there you can study each plan to determine what’s best for you. All plans have competitive rates because of the lower overhead past down to our members. As always, consult with family members and professional investment counselors before making any financial decisions. Congratulations on your retirement, Thank you for your dedicated service, and have a healthy and happy retirement to all.

The Autumn Wind

Hello fellow Brothers and Sisters. Hope Everyone has enjoyed their vacation over the summer. As an Area Steward these past years just about every article in the National Agreement has been covered. The Union Officials at the Hall have assisted me with their knowledge and extensive research. I would like to thank each and every one of my fellow brothers and sisters for trusting me in defending you and your rights under the National Agreement. Over the past three years you have made me a better Steward.

The past year has been a difficult time for all of us. So many different issues have emerged. People all over have dealt with COVID-19, becoming ill, our family members being ill, or tragically, losing loved ones. We are getting through this one day at a time. Most importantly to be remembered in these times; family first.

I have been doing a lot of EOD (Emergency Off Duty) cases over the past few

months. I would like to remind all of you, whenever you are being questioned by management or in some situations OIG, ask management this question “Is this going to lead to discipline,” and if the answer is yes, REQUEST A STEWARD! If you don’t have a steward in your office, call the hall and request one. Do not let management, OIG or anyone else talk you out of it or tell you that you don’t need one. You all have rights and are entitled to them no matter what. So, ask for a steward to protect yourself. You must ask, management will not ask for you.

As the holiday season approaches us so do the long hours and bad weather. Please be safe. Everyone should go home the same way we came to work. Safe and in one piece. Safety doesn’t take the Holidays off. Packages are going to increase more this year than in the past from what’s being projected. The store shelves are not as full. Our customers for the most part still don’t

feel comfortable going shopping so the increases could rise. This Thanksgiving is the 129th meeting between Woburn and Winchester. The classic this year will be held at Fenway Park. My son, a junior at Woburn High School, will be starting at right guard. GO TANNERS! Congratulations to fellow carrier Wayne McCue on 42 years of service in Revere/Melrose Annex. It was a pleasure to work with you and know you over the years. Enjoy all that you want to do now! Ski hard and best of luck in all your adventures. In closing, I would like to wish you all a Happy and Safe Thanksgiving. Enjoy your family and friends. Happy Holidays to you all from my family to yours!



DAVE O’CONNOR  
Area Steward

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:

- Ming Chin ..... Fort Point
- Joseph “Joe” Columbus ..... Woburn
- Donald “DJ” Jones ..... Stoneham
- Paul Leader ..... Kenmore
- Sandra Leonard..... Weston
- Kevin Mackin ..... South Weymouth
- Brian McCann..... Jamaica Plain
- Wayne McCue ..... Revere/Melrose
- Kathleen “Kathy” McGill ..... Watertown
- William “Bill” Moloney..... Kenmore
- David “Dave” Montague ..South Weymouth
- Michael “Mike” Reilly ..... Malden
- John Sassi.....Dorchester Center



The Woburn Letter Carriers from the Washington Street facility in East Woburn have been delivering reminder cards for the Henry Shaughnessy Memorial Food Drive that was held on Thursday, November 4th. Due to the pandemic, donations could not be picked up by the letter carriers with the public being urged to drop off food at the Woburn Council of Social Concern Office at 2 Merrimac St. (off Main St.) in North Woburn. With the carriers is Food Pantry Director Paula Matthews (center, middle row).



Branch 34 President Jerry McCarthy along with Branch 34 Trustee/Woburn Shop Steward Vigo Conte and Shop Steward Rich Bucca presenting the Ed Shaughnessy Memorial Food Drive cards.



# Branch 34 Thanks Supporters of the 12<sup>th</sup> Annual Henry Shaughnessy MDA Memorial Golf Tournament

On September 12, 2021, the Woburn Letter Carriers held the 12<sup>th</sup> Annual Henry Shaughnessy Memorial MDA Golf Tournament at Woburn Country Club. We had another great day weather in the 80s and a full field of 72 players. This could not happen without the carriers from Woburn retired and still working doing what they always do giving of their time to raise money for MDA. Thanks to their efforts and all the players, sponsors, and donors we raised \$11,300.00.

– Fred Casey, Branch 34 Golf Chairman

**Gold Sponsors**

Mr. Brian McEleney  
Start Liquors  
Cutting Edge Sports  
George Adams  
The Oaks Golf Links  
Petroleum Group, LLC  
Orange Theory Fitness  
Arbor Jet

**Hole Sponsors**

Ruel W. Longfellow  
Woburn Letter Carriers  
Lohman HVAC  
Bayside Engineering, Inc.  
Tedesco Law Office  
Boston Appliance Company  
Cusato Construction  
Brightview Country Club Heights  
Mail Handlers Union Local 301  
Friday Engineering  
John’s Sewer and Pipe Cleaning  
George’s Autobody  
Cummings Properties  
Micros Northeast, Inc.  
Woburn Glass Co.  
Martignetti Enterprises, Inc.

Woburn Police Relief Association  
N.V.A. Wealth Management  
G.W. Gately, Inc.  
Construction & General Laborers Union, Local 22  
DermPhysician of N.E.  
Moramarco Chiropractic  
Clair & Swymer Construction  
Salem Five Charitable Foundation  
Avenue Management LLC  
Wild Birds Unlimited  
Woburn Redi-Mix Concrete  
Michael Murray,  
Br. 34 Secretary-Treasurer  
Lawton & Lawton Attorneys  
Mayor Scott Galvin  
IBEW Local 1505  
E.A.Spry & Company, Inc.  
Divine Smiles  
Garrett Nagle & Co., Inc.  
A&B Landscape Service  
Launch & Learn Educate Center  
Kenny Wellen  
Middlesex Essex Postal Employees FCU  
Bob Mee Realtor  
Jaton Management  
Lamacchia Realty

Paul Matheson  
J&J Landscaping  
Mike Concannon and Family  
Congressman Stephen Lynch  
Mark Lesses & Joanne Lutz  
Robert Simpson,  
Br. 34 Executive Vice President  
Jerry McCarthy, President, Br. 34  
Laura Fahey, Br. 34 Area Steward  
Bemadette Romans,  
Br. 34 Vice President  
Douglas Webber  
Woburn Golf and Ski Authority  
Edible Arrangements, Beverly  
Encompass Health Rehabilitation Hospital of New England  
Sean Mullett, Br. 34 Editor  
Arlington VFW  
Rick DeCecca,  
NALC Business Agent - Region 14  
Dan O’Connor, Br. 34 Trustee  
Vigo Conte, Br. 34 Trustee  
Boston Letter Carriers MBA  
ABC Massachusetts  
Chili’s Reading  
Stor-U-Self Woburn

**Cart Sponsors**

Lawton Real Estate  
Tom Coleman  
Lynch-Cantilion Funeral Home  
UPS Store Woburn  
Joe O’Neill  
Bob Damatin,  
Br. 34 Financial Secretary

**Prize Donors**

Dunkin’ Donuts  
Whole Foods Market  
Olympia Sports  
Wegman’s  
Verizon Wireless  
Krave  
Green’s Grille  
Ed Gevazzi  
John Boswell  
Alex Kurchinsky  
Ben Gatti  
Hasty Pudding Club  
Bukowski Tavern  
Tasher Studios  
Boston Restaurant Association  
BJ’s Wholesale Club  
Scrub-A-Dub  
Bob’s Discount Furniture  
The Studio Café  
Stop & Shop  
Medford Mobil  
Ixtapa  
Olympia Grille  
Bickford’s Grille  
Kappy’s Liquors  
Biltmore & Melo  
Star Market  
Campbell’s Scottish Highlands Golf Club  
Chowder Heads  
Brian Smille Candy  
Winter Hill Brewing  
Fantasy Hair Design  
Bob Hyldburg  
ADEGA Restaurant

## This is a Time of Non-Stop Craziess!

In many industries and businesses, the Holidays are a time to enjoy the company of family and friends, relax, and refuel. For others, like letter carriers, it is a time of long hours and busy days and for the Postal Service it is a time of non-stop craziness. In 2020, with the height of the COVID-19 Pandemic, coupled with a lack of foresight to prepare and staff properly, the Service failed in numerous communities because we could not process and deliver all the mail, mostly parcels, before Christmas. We were hammered in the media and our reputation as a public service was tarnished, which was no fault of letter carriers. In most industries, one would take the criticism and failures to correct its short comings to make sure it did not repeat itself in the following year. But this is the United States Postal Service, which has historically failed to

learn from its letdowns, catastrophes, fiascos and disappointments.

As we look around New England, it is evident most offices are understaffed on the delivery side of the house to get the mail delivered. The Service has been beefing up the processing side of the house by hiring career mail handlers and clerks to process the mail but have failed miserably in hiring on the carrier side of the house. To try and work through these shortages the Service has begun using CCAs early in the mornings, starting them as early as 6am, to deliver parcels before the regular carriers report to work. This, in and of itself, does not violate the Contract, but we must be vigilant in monitoring and enforcing Contract compliance. For instance, CCAs working hold-downs have the contractual right to work the hours of the assignment. That would include the setup and delivery of the assignment they have the hold-down on. If other letter carriers are assigned any part of the CCAs hold-down, to a point where the CCA now works less than 8-hours on the hold-down assignment, a grievance should be filed. Please be sure to contact my office with any questions related to this issue.

Despite the Service’s goal to deliver 15 to 20 percent of the parcels before 9 am, there doesn’t seem to be any operational changes made in order to get parcels to the delivery units and scanned for a 6 am to 9 am delivery schedule. This might not be an issue if the Service had the wherewithal to have a discussion with the Union prior to implementing, but that would make too much sense. By the Service’s ideology, it’s

better to fail miserably than to accept the good advice from the letter carriers who actually do the work year-round.

With the shortage of staffing and the inability of the Service to move applicants through the hiring process in a timely manner, the burden will fall on the shoulders of every letter carrier in every city and town across Region 14, and on a broader scope, the entire country. Full-time, Part-time, and CCA carriers may be required to work long hours over multiple days, but it must be within the contractual rights found in Article 8 of the National Agreement. For all letter carriers, including those who are on the overtime desired list (OTDL), there is a penalty overtime exclusion period. From December 4<sup>th</sup> thru December 31<sup>st</sup>, 2021 (Pay Periods 26-21 thru 01-22) no letter carriers will receive penalty overtime pay, but there’s a contractual disclaimer that goes along with this; only career carriers on the overtime desired list can work more than 12 hours in a day and 60 hours in a service week during this December period.

Limitations regarding full-time employees not on the ODL or Work Assignment List, PTFs, and CCAs are governed by ELM Section 432.32. These rules apply during the penalty overtime exclusion period. Non-OTDL carriers and CCAs cannot be scheduled, required, or volunteer to work over the Article 8 limitations. This is in conjunction with the language found in ELM Section 432.32 (*Maximum Hours Allowed*).

This does not mean management in many locations will try to get carriers

to work or even schedule them beyond these limits, but if so, it must be met with a swift grievance requiring a cease/desist plus monetary resolve.

Rural delivery of any kind, including parcels and SPRs, is the sole responsibility of management. There are no contractual provisions that require or allow for management to schedule a city carrier to deliver a rural assignment. In fact, Article 7.2 of the National Agreement specifically excludes rural carrier assignments being delivered by city letter carriers. In too many offices management is taking carriers away from the city routes to deliver rural assignments and not only are non-OTDL letter carriers being forced to work overtime to cover for those city letter carriers delivering rural routes, but there are city routes going undelivered as well. When this happens it too must be met with a swift grievance requiring a cease/desist plus monetary resolve. Again, please contact my office for any guidance on this subject if needed.

The non-stop crazy of the Peak Season does not mean management has a free pass to violate the rights of every city letter carrier. Please remain vigilant in reporting these violations to your Stewards or Branch Officers and request a grievance be filed.

In closing, I would like to wish each and every letter carrier a happy, healthy, and safe Holiday Season.

**“Obstacles don’t have to stop you. If you run into a wall, don’t turn around and give up. Figure out how to climb it, go through it, or work around it.”**

– Michael Jordan



**RICHARD J. “Rick” DICECCA**  
National Business Agent

### In Memoriam

**Marcia Braveman**  
*Retired Member – Newtonville*

**Joseph “Joe” Galluzzo, Jr.**  
*Retired Member – Arlington*

**Cornelius Manning**  
*Retired Member – Wollaston*

**James “Jimmy” Ruggerio**  
*Retired Member – Quincy*

**Francis “Frank” Scanlan, Jr.**  
*Retired Member – Brookline*

**Donald “Donnie” Shea**  
*ACTIVE Member – Milton*

\* Denotes Gold Card Member

Rest in Peace

★ To Our Troops! ★

Thank You For Your Service and Your Sacrifice!

**NALC BRANCH 34 SUPPORTS YOU!**





# 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://ewss.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://ssp.usps.gov/ssp-web/welcome.xhtml>  
If you forgot your password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number ----- 0 0 3 4 9 5 2 5 3 5  
*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

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://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

#### 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:  
----- 0 0 3 4 9 5 2 5 3 5

### 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: 0 6 4 0 0 0 0 1 7
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:  
----- 0 0 3 4 9 5 2 5 3 5

### 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: \_\_\_\_\_

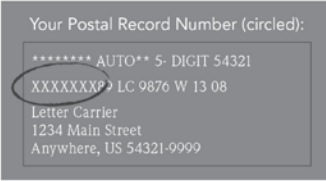
Address: \_\_\_\_\_

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 1.800.424.5186 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 2022

## ROTATING NON-SCHEDULED DAYS



Jerry McCarthy, *President*  
Bob Simpson, *Executive Vice President*  
Bernadette Romans, *Vice President*  
Michael Murray, *Secretary-Treasurer*  
Robert Damatin, *Financial Secretary*  
Sean Mullett, *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 2022

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

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

### APRIL 2022

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

15: GOOD FRIDAY  
16: PASSOVER BEGINS  
17: EASTER SUNDAY  
18: PATRIOTS DAY

### JULY 2022

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

4: INDEPENDENCE DAY

NO BRANCH MEETINGS IN JULY & AUGUST

### OCTOBER 2022

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

4: YOM KIPPUR BEGINS  
10: COLUMBUS DAY  
31: HALLOWEEN

### FEBRUARY 2022

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

14: VALENTINE'S DAY  
21: PRESIDENT'S DAY

### MAY 2022

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

8: MOTHER'S DAY  
30: MEMORIAL DAY

### AUGUST 2022

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

8-12: NALC BIENNIAL CONVENTION IN CHICAGO

### NOVEMBER 2022

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

8: ELECTION DAY  
11: VETERANS' DAY  
24: THANKSGIVING DAY

### MARCH 2022

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

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

### JUNE 2022

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

14: FLAG DAY  
19: FATHER'S DAY  
20: JUNETEENTH CELEBRATED

### SEPTEMBER 2022

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

5: LABOR DAY  
25: ROSH HASHANAH BEGINS

### DECEMBER 2022

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

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