



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

Upcoming Meetings

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



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nalcbranch34.com

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

Link to Branch 34 Website



President's Report

The Fork in the Road!

Let's talk about the direction management will take in the very near future in whether they put the priority on employee safety or capturing routes. A few months ago, Management stopped all Zoom meetings with the Unions where we worked together and shared information in this COVID-19 environment. Granted the Numbers were down, but COVID did not go away, it was just taking a nap. At the end of September both the COVID MOU's and EFEL leave are both set to expire and if they do the real fun will start. With the liberal leave policy gone attendance related discipline will soon follow. They showed their priority in what they did in Brookline last May. Management brought over 20 route examiners and most of the fourth floor for two weeks straight and conducted the most confrontational route examination I have ever witnessed. **Scot Florio** led this charge stating he was going to fix Brookline (without any good data or qualified replacements to carry these routes). We can all see now how that worked out, Brookline is a total cluster. Curtailed mail, customer complaints of not getting mail for a whole week, Supervisors and Managers delivering mail on a day to day basis. Didn't they go into Management because they couldn't or wouldn't carry Mail? I would get more results from talking to a rock than Scot Florio. Upper Management made/took the Brookline inspection personal and they could not have screwed it up any worse if they tried.

Management made a drama class out of the riff they had in late spring about how they were going to lose their jobs, be forced into retirement or sent to the Russian front. None of this happened, everyone still has a job and now Management has announced that they plan to fill 900 vacant supervisor positions prior to this year's peak holiday season (per Federal News Network). I'm confused, let's eliminate the jobs of the people who actually work and hire more people to watch the remaining workers, Brilliant! Staffing is one of the major issues here, after the CCA conversion on July 3rd, 2021 there were 153 CCAs left on the rolls. On 9/7/2021 I requested an updated CCA list and there are 183 CCAs on the rolls on this updated list. Upon looking at this list some of these CCA's are not working for the Postal Service anymore and have not been removed from this list. After this conversion I sent an e-mail to both **Mike Rakes** and **Dave Guiney** suggesting they convert these CCAs and then begin to hire PTF's. The difference in pay is only about \$2.00 per hour but the benefits may encourage more applicants. Management has done this in other parts of the country where they

have had issues with staffing. Still waiting for an answer as of today.

The Coronavirus did go dormant over the summer months until about August. The number of positive cases has been slowly rising since then. On May 7th, 2021 the number was 1,324 Fiscal Year to Date in the Massachusetts/Rhode Island district. On June 18th, 2021 this number rose to 1,367 FYTD and on 8/31/2021 we had in excess of 1,479 positive cases in the district. Now add 256 to each one of these numbers from FY 2020 and you can see how at the end of the summer these cases exploded. In the District, we have in excess of 1,750 positive test results for COVID since case #1 in 2020. Management ended the mask mandate on July 16th, 2021 but then reinstated it on August 27th, 2021. Social distancing does not work with route inspections and adding 20 to 25 people on a day to day basis in a station is a recipe for disaster. As of the writing of this article management has not uttered a word about reinstating informational meetings with the union or any other preventative measures since reinstating the mask mandates on August 27th. Just a quick example on today's COVID e-mail there were 11 reported cases in the district with six of them in Springfield. These numbers should raise a red flag with Management and route inspections should be put on the back burner. As for mandatory vaccine for

all Postal Employees, this will be required or weekly COVID testing, but the USPS is balking on the weekly testing option. Management has also told the Branch that all future Co-Op's will not be handled at the local level, that should be interesting.



GERALD (Jerry) MCCARTHY
President

Upcoming Events

The next monthly meeting will be on Wednesday, October 13th, 2021 (from the changes to the Branch By-Laws) at the McKeon Post. At this meeting, I will be entertaining ways to improve the number of members attending meetings as we have not had a quorum since March, 2020. We have come close (49) but this is not just our Branch issue, numerous branches are dealing with this same issue. We have Steward training on September 29th, 2021 and I have sent out a Carrier Flash to all Stewards on this issue. The Retiree Luncheon is scheduled for October 3rd, 2021 at Florian Hall. The Massachusetts State Letter Carrier Convention is scheduled on November 5th through the 7th, 2021 at the Doubletree in Hyannis.

Please stay safe and enjoy the upcoming holidays of Columbus Day, Veterans Day and Thanksgiving!

Branch 34 Official Election Notice

In accordance with Article 5 of the NALC Constitution, this is an official notice to all members of Branch 34 that nominations for the office of President, Executive Vice President, Vice President, Secretary-Treasurer, Financial Secretary, Editor, Sergeant-At-Arms, Clerk NSBA-MBA, Health Benefit Officer, Trustees and four Area Stewards will be taken from the floor at the January, 2022 Branch Meeting.

There will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

The election of officers for Branch 34 will be held at the March, 2022 Branch Meeting. There, the successful candidates for the office of President, Executive Vice President, Vice President, Secretary-Treasurer, Financial Secretary, Editor, Sergeant-At-Arms, Clerk NSBA-MBA, Health Benefit Officer, Trustees and four Area Stewards will be announced and they will serve from April 1, 2022 through March 31, 2025.

- Michael Murray, Secretary-Treasurer, Branch 34



BRANCH 34 STATION STEWARDS

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

Combined Federal Campaign: A Gift For Changing Lives

The Holiday Season is approaching, which makes me believe in this wonderful season of giving. You can pick up a newspaper, watch the news, or read online of bad times, and people struggling in their day to day lives. It makes you realize how fortunate we all are to be employed at the United States Postal Service. And as unionized, government employees, we have an easy way in which to make the lives of others better by donating through the Combined Federal Campaign (CFC). There are thousands of agencies that reach millions of people that are in need of essential services. From Brother and Sister Letter Carriers that were affected by Hur-

ricanes or Brush Fires, to others in need of mental health services, to families that struggle just to put food on the table. Even the NALC's flagship charity, the Muscular Dystrophy Association, which we have been associated in fighting neuromuscular diseases for over 54 years, can receive donations at the local, or national level through CFC. With a few strokes of your pen, your computer, or smart device, you can make a donation over 26 pay periods, and it's automatically deducted from your pay. It's that simple, and even the most modest of gifts, collectively, can change lives in very big ways. So, in this season of giving, seek out your CFC

office coordinator, or go online to givecfc.org, and make a difference in the lives of those less fortunate than ourselves, from September 1, 2021 through January 15, 2022. Think of it as a gift from the heart!

CFC makes it easy for all federal employees to donate and gives federal retirees an easy option for donating through deductions from their annuities. If donating online, an employee needs to register an account at givecfc.org. Every little bit helps. Take Care and Be Safe!



BERNADETTE ROMANS
Vice President

Where Is The Outrage? A Look Down the USPS Rabbit Hole

I don't think I'm the only person in the Postal Service who is experiencing the visceral disgust with what has now become our day to day work environment. No matter if it's the workroom floor, and the lack of employees showing up there. The ever-expanding hours of operation that were unacceptable at 7 PM, but are now seeing 8 PM and 9 PM as the new dinner hour. A pathetic lack of standards where if you're not a conspiracy theorist, you would still believe that the people running the show are intentionally doing everything in their power to destabilize the very core of our existence, and the complete and utter sabotage of our time-honored relationship with our shareholders: The American Public! And with dysfunction at an all time high, there is much to be concerned about.

In the Boston District, as of this writing, we have only 180 CCAs left for 50+ offices. This is by far the lowest levels that I have seen since the beginnings of that position. And there is no wondering why they have dipped so dramatically: Chaos! How could any new employee learn to do their job correctly, with a high degree of accuracy and quality when you are expected to work for just over \$18 an hour to start. No Retirement Account! No Health Insurance! No Life Insurance! Just a ridiculous amount of work, and hours to do it in. I know I beat these drums a lot in my articles, but this is the number one reason why the "Old Girl" has a lousy retention rate. And it is not a mystery, or bad luck! They walk-in-the-door, and three days to a week. later they are released into the wild as a Letter Carrier. And in a lot of offices the lack of follow-up with these newbies, coupled with the inept manual and automated distribution of the mail, laid on top of the new heights of systematic failure in managing employees, and the day to day operations of these offices is marking this institution for extinction. And with all that pressure that comes with time constraints, lack of experience, and the foul treatment that can accompany those inadequacies, they oft times bid us all a demoralized adieu! How can anyone be expected to succeed under such conditions?

This leads us to the next layer of distress in the work chain: the Career Letter Carriers. Some are out because of COVID-19, others are being overwhelmed with the long hours, no time off, no quality of life, and what it's commonly know as: "No Nothin"! Again, this is not an episode of "Unsolved Mysteries"! People are being burned out to the point of mental or physical exhaustion and injury, with no relief in sight. And everything is on the board: packages, splits, and even SPR's! And if it's your N/S, the next day can be a double whammy because of your

route not being completely delivered or a slew of "No Access" mail, packages, and SPR's sitting on your desk upon your return. You just never know what might await you. But the one thing you can be sure of is routes will be open with an over abundance of hours you'll be required to address! It's bad now, but what about the upcoming holiday season? What's the plan? What the USPS's new motto: "Priority You Once We Figure This All Out, Oh Never Mind!"

And unfortunately with all of these hours the next ugly layer that must be peeled back is with managers and supervisors from across the country that have been altering work hours as a cost saving measure, and to satisfy their bottom line. Arbitration after arbitration have shown these egregious and unlawful actions being taken by unscrupulous management staffing, yet little or nothing happens in line with what would take place in the real world. 99% of the time no one gets fired, and it is chalked up to job deficiencies that warrant training. Imagine having to train a thief to do the right thing? What a joke!

Over the past 3+ years Boston District Carriers have gotten a good dose of this illegally altered time-keeping, and with punitive actions almost nonexistent, it would be wise to monitor your paycheck, and the hours that you are credited with seeing you have regular, time and a half, and double time to calculate. Just because a ruling comes down or settlement have been signed off on does that equate into case closed, problem solved in the Postal Service. On the contrary, once a thief, always a thief! Employee beware! The only way our membership can get any satisfaction would be through forensic auditing on a regular basis. By definition, a forensic audit "seeks to derive evidence that could potentially be used in court, and is used to uncover criminal behavior such as fraud or embezzlement". And in this case the management laden OIG needs to be replaced with an outside party with no skin in the game! No offense! Training, that's Hysterical!

Under that layer of deceit is what is going at the national level of decision-making. Raise prices, relax standards of delivery, and cover your eyes and hold on for your dear life! We are the only industry ever to introduce automation and slow production down. Why don't we just close the doors, and board up the windows. Where is the research and development department? Where are the focus groups? Where is the quick,

reliable service that is suppose to be the standard bearer of this great organization? The powers that be have chosen to bury their head in the sand, and go in the opposite direction. A top notch Express Service: why not raise the price and take longer, (now up to a 6 PM next day threshold for failure). This along with the across the board price increases, and degradation of service that could lead you to believe the competition to our services is running the United States Postal Service. Oh ya, they are running the postal service!

This leads us to to the epicenter of our current woes: Corporate Postmaster **Louis DeJoy**. And boy does he have plans for the USPS! He is one year into his 10 year plan that will continue to push business away, and poison our market share of affordability. We have always been there as a service to the communities we work in, and we are wildly popular with our customers because of our face to face interaction six and sometimes seven days a week, right where they live. But we have yet another person in charge that thinks he's still a CEO, this one coming from XPO Logistics. Here's a person who now works for the government, yet recently awarded his old stomping grounds at XPO a contract in the hundreds of millions. No corporate insider shenanigans going on here! DeJoy left the corporate world, but he has no problem with reaching back, and enriching himself and those investments!

With this kind of leadership, which also includes a Board of Governors, with Biden appointed members that have so far been silent about DeJoy, nothing less than a war with the NALC, and our sister unions leading the way will stop the United States Postal Service's path into obscurity. Not having the staffing is a priority that must be addressed now. With or without a pandemic, if you don't front load the benefits when on boarding new employees, we look like any other job. If we don't have those carrots to dangle in front of them, why even consider doing one of the hardest jobs, (If not the hardest!), in the federal government? The retention numbers speak for themselves.

With all of the damage that continues to be inflicted on the Postal Service, it begs the ultimate question: Where Is The Outrage?



BOBBY DAMATIN
Financial Secretary

Correction

In the last *Branch 34 CLAN*, retired Arlington Letter Carrier **John Anastas'** name was spelled incorrectly. The editor apologizes for this error.

Dare To Compare at *opm.gov*

As I write this article open season is more than two months away. At this time the 2022 benefits haven't come out yet but by the time the next issue of *Branch 34's CLAN* gets delivered it will probably be towards the end of open season and I want to share an easier way for you to pick your health benefit plan.

Anyone who's been on liteblue knows it can be a very frustrating experience trying to get anything done. Why would the PO make anything easy? This is especially true when you're trying to compare health benefit plans. The Federal Employee Health Benefit program (FEHB) has a lot of different plans to choose from and

going back and forth trying to compare one plan to another can be overwhelming on liteblue.

Fortunately, there's a better and easier way to compare plans. At *opm.gov/insure* you can compare up to three plans side by side so you can make the best decision for you and your family. I reprinted a comparison of our NALC high option plan vs Blue Cross and Blue Shield's standard plan for your convenience. As I said at the beginning of this article the 2022 benefits aren't out yet so the prices and benefits you see are from 2021.

As the comparison tool below shows the NALC plan is substantially less

expensive than Blue Cross and Blue Shield. **Saving you over \$100 for a family plan every pay period!** The reason is simple, we don't have a CEO making \$10 million a year and a bunch of VP's making a million or two a year. Any profits made from the plan go back into the plan. And that allows our plan to offer better benefits. You can see for yourself that our plan has better benefits than Blue Cross and Blue Shield in many areas.



MICHAEL MURRAY
Secretary-Treasurer

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Founded May 1971

AWARDS

International Labor Communications Association

GENERAL EXCELLENCE - LOCAL UNION PUBLICATIONS - CIRCULATIONS OF 2,500 TO 9,999
First Place, 2003

National Association of Letter Carriers

BEST ORGANIZED - LARGE BRANCH

First Place, 2018
First Place (tie), 2014

GENERAL EXCELLENCE - LARGE BRANCH PUBLICATIONS - MORE THAN 1,500 MEMBERS

First Place, 2018
First Place, 2016
First Place, 2014
First Place, 2012
First Place, 2010
First Place, 2008
First Place, 2002
First Place, 1996
First Place, 1994
Second Place, 2006
Second Place, 1992
Third Place, 2004
Honorable Mention, 1982
Judges' Commendation, 1988

BEST EDITORIAL OR COLUMN

Honorable Mention, 2016

BEST STORY

First Place, 1996
Third Place, 1990
2 Honorable Mentions, 1992
Honorable Mention, 1990

BEST CARTOON OR PHOTO

First Place, 2006

PROMOTING UNIONISM

First Place, 2018
Third Place, 2018
Third Place, 1992
Judges' Commendation, 1988

BEST WEBSITE

First Place, 2018

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

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Jerry McCarthy, Associate Editor
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2021 FEHB Plan Comparison Details

The information contained in this comparison tool is not the official statement of benefits. Before making your final enrollment decision, always refer to the individual FEHB brochure which is the official statement of benefits. The amounts shown below indicate what you will pay for each class of service. When you see a plus sign (+), it means you must pay the stated coinsurance AND any difference between your Plan's allowance and the provider's billed amount. When a "yes" appears indicating that there is coverage for a specific service, you must check the plan brochure for your cost share. NOTE: HDHP plans require that the combined medical and pharmacy deductible be met before traditional coverage begins.

Costs & Network

Disclaimer: In some cases, the enrollee share of premiums for the Self Plus One enrollment type will be higher than for the Self and Family enrollment type. Enrollees who wish to cover one eligible family member are free to elect either the Self and Family or Self Plus One enrollment type. Check premiums on our website at www.opm.gov/fehbpremiums.

Plan Selection Comparison Tool

Plans	Blue Cross and Blue Shield Service Benefit Plan (Standard)	NALC (High)
Plan Links	[Website], [Brochure] [E], [Summary of Benefits], [Provider Directory], [RX Pricing Tool]	[Website], [Brochure] [E], [Summary of Benefits], [Provider Directory], [RX Pricing Tool]
General Information - State	Massachusetts	Massachusetts
General Information - Enrollment Code - Self	104	321
General Information - Enrollment Code - Self & Family	105	322
General Information - Enrollment Code - Self Plus One	106	323
General Information - Carrier Code	10	32
General Information - Telephone Number	1-800-411-2583	888-636-6252
Biweekly Premium	\$120.09	\$91.47
Biweekly Premium	\$273.82	\$219.45
Biweekly Premium	\$292.31	\$190.88

Plans - Networks	Blue Cross and Blue Shield Service Benefit Plan (Standard) - In-Network 1	Blue Cross and Blue Shield Service Benefit Plan (Standard) - Out-of-Network	NALC (High) - In-Network 1	NALC (High) - Out-of-Network
Annual Deductible	\$350.00	\$350.00	\$300.00	\$300.00
Annual Deductible	\$700.00	\$700.00	\$600.00	\$600.00
Annual Deductible	\$700.00	\$700.00	\$600.00	\$600.00
Type of Account	None	None	None	None
Medical Account Contribution	N/A	N/A	N/A	N/A
Medical Account Contribution	N/A	N/A	N/A	N/A
Medical Account Contribution	N/A	N/A	N/A	N/A
Net Deductible	\$350.00	\$350.00	\$300.00	\$300.00
Net Deductible	\$700.00	\$700.00	\$600.00	\$600.00
Net Deductible	\$700.00	\$700.00	\$600.00	\$600.00
Annual Out-of-Pocket Maximum	\$5,000.00	\$7,000.00	\$3,500.00	\$7,000.00
Annual Out-of-Pocket Maximum	\$10,000.00	\$14,000.00	\$5,000.00	\$7,000.00
Annual Out-of-Pocket Maximum	\$10,000.00	\$14,000.00	\$5,000.00	\$7,000.00
Member Cost with Medicare A & B Primary - Deductible Waiver	Deductible Waived	Deductible Waived	Deductible Waived	Deductible Waived
Member Cost with Medicare A & B Primary - Out-of-Pocket Maximum	\$5000	\$7000	N/A	N/A
Member Cost with Medicare A & B Primary - Primary Care Office Visit with Medicare A & B Primary	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing Or + Difference Between F and Billed Amount
Member Cost with Medicare A & B Primary - Specialty Office Visit	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing Or + Difference Between F and Billed Amount
Member Cost with Medicare A & B Primary - Inpatient Hospital	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing
Member Cost with Medicare A & B Primary - Outpatient Hospital	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing
Member Cost with Medicare A & B Primary - Part B Premium Reimbursement	No	No	No	No
Primary/Specialty Care - Preventive Care	Member Pays Nothing	35% + Difference Between Plan Allowance and Billed Amount	You pay nothing	30% +
Primary/Specialty Care - Primary Care Office Visit	\$25	35% + Difference Between Plan Allowance and Billed Amount	\$20	30% +
Primary/Specialty Care - Specialist Office Visit	\$35	35% + Difference Between Plan Allowance and Billed Amount	\$20	30% +
Primary/Specialty Care - Plan Requires Referral to See Certain Specialists	No	No	No	No
Emergency & Urgent Care - Emergency Care	15%	15% + Difference Between Plan Allowance and Billed Amount	15%	15% +
Emergency & Urgent Care - Urgent Care	\$0 Or \$30	\$0 + Difference Between Plan Allowance and Billed Amount Or 35% + Difference Between Plan Allowance and Billed Amount	\$20 15%	30% + Difference Between Plan Allowance and B
Emergency & Urgent Care - Out-of-Pocket Waived	No	No	No	No
Surgery & Hospital Charges - Doctor Costs Inpatient Surgery	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	30% + Difference Between Plan Allowance and B

See more of the FEHB Plan Comparison Tool on page 10.



Why is the Union Important? An Ex-Union Member Tells His Story

(The following letter last appeared in "Branch 34's CLAN" in 2013.)

Dear Former Brother and Sister Union Members:

I am writing to you to, hopefully, warn you to avoid what has happened to me and my other machinist brothers and sisters in this plant. We were once members of the International Machinists' Union and had the usual gripes about union dues, slow grievance procedures, seniority disputes, incentives, overtime arguments, etc.

We thought of our stewards and union officers as freeloaders with jobs that command no respect, and we thought that the company would treat us just as good with or without them.

We were in agreement when someone said, "The union is selling us out." We never thought that it was the company who was really selling us out.

Well, that was in 1978, and we no longer have these problems. In October 1978, we voted to break away from the international union. We are now nonunion, and we no longer have dues! We no longer have seniority disputes because we are placed by ability, which means whoever is the boss's pet. It is the same with overtime.

Our grievance system is no longer slow; it is nonexistent. We don't have an absentee problem. If you miss one day, you must have a doctor's slip; so, most people with absentee problems were fired long ago and had nobody to represent them.

Our incentive now is: Do more work or you will be disciplined for refusal to work. All this for less money; smaller

hospitalization benefits; fewer holidays; and, if it is an emergency, seven days without overtime pay... which is almost every week.

Our ex-stewards and union officers are no longer a problem. Most of them have been discharged on one technicality or another or have been set up with a discharge situation – How did this happen? Well, one night at a local tavern, a supervisor I know got drunk and was laughing and bragging to a friend about how they got rid of the union. This is what I overheard from my booth.

The supervisor said the company hired a large firm out of Chicago at several hundred dollars an hour to come and train supervisors and foremen in the skill of union busting. Supervisors were threatened that if they disclosed this information they would be fired. He explained that there are a lot of companies in the business of union busting now.

These companies think the time is right for union busting because of high inflation, frequent plant closings, conservative Republicans and Democrats being elected, and because of a general fear of a job loss in a lot of plants.

He said they held a lot of management classes and were taught how to bust the union. Some of the things they were taught were: (1) try to confuse seniority, then blame the union for the confusion; (2) delay grievances for as long as possible; (3) increase discipline for minor offenses; (4) threaten employees if they file a grievance; (5) convince employees that all the benefits are company-given, not union-negotiated; (6) get stool-pigeon, big-mouth employees to criticize union officials and union dues – every area has them, you know who they are; (7) convince employees that it is the union who is to blame for any problems that arise; and (8) convince employees that the company is the big brother, the

good guy; and the union is the enemy.

When I heard this, I realized they had followed the game plan perfectly. All of these things happened to us, and they were laughing at us the whole time. I felt I had to write this letter to warn you how easily we were led down this road of disaster. I only hope that, in some way, this will help you avoid what happened to us.

Don't go back 40 years in time like we have. I cannot sign this letter in fear for my job and family. Hopefully, someday I will be back with you without fear. It is a terrible lesson to learn.

Respectfully,
Ex-Union Brother in Oklahoma
(Reprinted from Valley Beacon Local 1365 IAM, North Andover, MA.)

Blood Leave

As many of you have heard there is a critical need for blood at this time. A lot of blood drives had to be cancelled due to the coronavirus for obvious safety reasons. But the Red Cross is still accepting donations at their permanent donation centers. And there are hospitals that take donations as well.

Carriers that have been around a long time may remember a time when they'd get a notice from management letting them know they're eligible to get paid four hours for donating blood. Well those notices have gone away but blood leave is still alive and well in the Employee Labor Relations Manual (ELM). I've reprinted it below to let carriers know they can get paid while doing their civic duty.

519.51 Blood Donations 519.511 Policy

All postal employees are urged to cooperate fully with the public blood donation programs for the health and security of their community. The time necessary includes the time required for travel and the time required by the medical facility to process the blood donations.

519.512 Time Allowed

The following provisions concern time allowed for blood donations:

- a. General Allowance. Postal employees may be excused for that

period of time deemed reasonably necessary to cover any absence from regular tours of duty to make voluntary blood donations, without remuneration, to the Red Cross, the community, or other nonprofit blood bank. This regulation does not apply to those employees who participate in this program on their own time, off duty.

- b. Additional Time. In the case of employees in occupations for which the blood bank recommends additional time off following the blood donation, the time necessary includes the additional time recommended by the blood bank. Every effort should be made to have blood donations for such employees scheduled near the end of their tour of duty.

519.513 Restrictions

The following provisions concern restrictions on time allowed for blood donations:

- a. The time allowed may in no instance exceed 8 hours. A full day's administrative leave may be granted only when there are unusual circumstances, such as in rural areas where consider-

(continued on page 5)

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!

Missed, But Not Forgotten!



Retired Malden Carrier Paul Kelly who retired a few years ago was missed by the Branch when he retired. Branch 34 President Jerry McCarthy, Malden Retiree Paul Kelly and his wife Linda.

The Woburn Corner

It is an honor being a Shop Steward in Woburn. During my years as Shop Steward I have learned a great deal from our carriers. I have grown up with them. They have taught me above all that they just want to be treated fairly with dignity and respect.

Over the years I've had a lot of help from many different people. My first mentor, **Henry McLaughlin**, former steward became much more. I looked up to him like a big brother. His wisdom and teachings molded me to the steward I am today. He enlightened me to that above all we are all equal. Supervisors and Postmasters are just titles. Letter carriers and stewards alike are titles, but these titles hold much more weight to the membership.

Stewards are looked upon in good times and bad. But above all WE represent the branch. WE are the eyes and ears.

WE are the ones to hold management accountable for the dignity and respect of our brothers and sisters.

The greatest lesson taught to me by officers past and present is we are just renting the positions. We are here to represent our fellow carriers to the best of our abilities.

Through all my years what sticks out the most to me comes from retired costeward **Fred Casey**. He told me **Vigo**, "There is an 'I' in Unions, but it's never alone" It's always between the U and S. That quote has inspired me day in and day out. In my belief that is the best distinction of a Union...US!



VIGO CONTE
Trustee

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:

Edward "Eddie" Boyd...East Weymouth
Scott Ciulla..... Braintree
Paul Crampton Woburn
Richard "Richie" DiNapoli..... JFK
James "Jimmy" Doyle.....Fort Point
Thomas "Tom" Duggan..... Woburn
Mitchell "Mitch" Frankel
.....Cambridge Central A
Paul Kelly..... Malden
Richard Lincoln Cohasset
John O'Leary Back Bay
Beth Perez Jamaica Plain
Paul Riley Milton
Thomas "Tom" Ring Braintree
Robert "Bobby" Thomas.. Jamaica Plain

In Memoriam

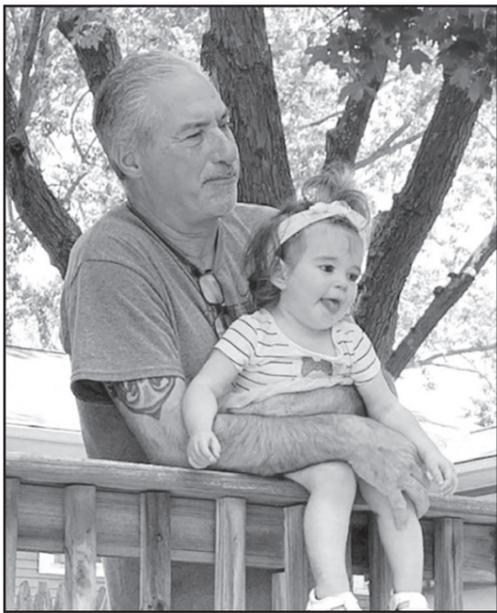
Andrew Cicerano
ACTIVE Member – Medford

David P. Goodrich
ACTIVE Member – Weston

John "Jack" Pinto
Retired Member – Back Bay

* Denotes Gold Card Member

Rest in Peace



Dave with his granddaughter Hope.

In Memoriam

Weston's David Goodrich

On August 29, 2021, the Weston PO lost one of the best guys anyone's ever met. It was the day **David Goodrich** passed away.

My condolences, thoughts, and prayers go out to the entire Goodrich family. Dave left behind his two children, **Katie** and her husband **James** and **David Peter II** and fiancé **Stephanie**, as well as, Dave's mother **Rose**. Dave's pride and joy was his beautiful granddaughter **Hope**, Katie and Jim's little

girl.

Most of the conversations I had with Dave revolved around him spending the weekends with his granddaughter, Hope. Dave was a great letter carrier, a proud sailor in the United States Navy, a fantastic father and the greatest Papa there ever was. Dave was a family man who loved his family first and foremost, but Dave had more than just one family. Dave had his postal family as well and I'm proud to say I was allowed to be a part of that.

Dave carried in several stations in his over 30 year career with the Postal Service, Watertown, Medford, and Lexington. In each of these stations I have had carriers reaching out to me with disbelief and broken hearts. Here in Weston, **Chris Cavanaugh** was not just a co-worker was more like a brother to Dave. One of Dave's greatest pleasures was listening to Chris complain every morning about anything and everything and I loved to get him started on Chris.

Dave and Shop Steward **Dave Demarco** would spend each morning out back filling their bird feeders and feeding the squirrels and chipmunks before they started each morning, that was their quality time. Dave also gained a gift from his stay in Lexington, that's where he and **Joe Russo** first met. From the first day they met they became inseparable and have been best friends for decades. A true friendship like that only comes around once in a lifetime.

Dave also had his customers, another family to him, and they loved him just as much as the rest of us. They have reached out to his fellow carriers with cards and condolences. The station has been receiving calls of sympathy from his customers every day since then. Weston's Facebook Page has been filled with beautiful posts about the carrier he was to all of the people he touched in this town. There will be many sad faces and broken hearts trying to get pass this loss but a person like Dave leaves an impact on all that knew him.

That was quite evident as I walked into the funeral parlor. Along with family and close friends I saw co-workers from all around. Not just letter carriers but clerks, mail handlers and managers from every station he had ever worked in. Dave was just one of those guys that was loved by all. For myself, it's just not the same pulling into the post office parking lot anymore. I'll always miss and cherish the evenings after work when Dave, Chris and I would drop the tailgate of my truck and talk and laugh over a cold beer about life. That's one memory I will never forget. The office is quite and somber without his presence and we all know things will never be the same without him there.

Even as I write this article, I have stopped many times to pull back the tears. For all that knew him we'll have to remember that God has blessed us all with his presence; and even if it wasn't as long as we all wished Dave gave us more than a lifetime of himself to all of us. Rest in peace my brother, till we see each other again.



RICH GALVIN
Clerk, NBA/NSBA



From left to right: Chris Cavanaugh, Dave Goodrich and Joe Russo.

Blood Leave...

(continued from page 4)

able travel may be involved. It is not intended that a full day's administrative leave be granted any employee for donating blood when the blood bank or facility is nearby.

- b. Administrative leave for blood donation may be granted during a regular tour of the employee's basic workweek, but only on the date of the blood donation. It is not granted to employees on suspension or in any nonpay status.

519.514 Facility Arrangements

For group donations, postmasters or installation heads make arrangements with the blood bank to provide facilities (mobile) for on-site participation or arrange the hours of donation to present the least interruption and cost to the Postal Service.

519.52 Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations

519.521 Policy

Career postal employees who wish to donate bone marrow, stem cells, blood platelets, or organs may be granted administrative leave, subject to the limitations in 519.522, with appropriate management approval. Administrative leave is not available to bone marrow or organ recipients.

519.522 Time Limitations

Except as otherwise specified in the collective bargaining agreements, the maximum administrative leave that can be granted per leave year to cover qualification and donation is limited to the following:

- a. To a full-time career employee:
 1. For bone marrow, 3 days.
 2. For stem cells, 3 days.
 3. For blood platelets, 3 days.
 4. For organs, 14 days.
- b. To a part-time career employee:
 1. For bone marrow, 1 1/2 days.
 2. For stem cells, 1 1/2 days.
 3. For blood platelets, 1 1/2 days.
 4. For organs, 7 days.

For anyone interested in donating platelets it takes about a 2 1/2 hours to donate and you have your own TV with Netflix. I donate platelets about once a month but you can donate platelets every 48 hours but with a total of 24 times per year. For blood it's every 8 weeks. If you're interested in donating call 1-(800) 733-2767 and fill out your 3971. When you get to "Type of Absence" check off other and write in blood leave.

— Michael Murray,
Branch 34 Secretary-Treasurer

RETIREES SAVE THE DATE!

Branch 34 Retiree Luncheon
Sunday, October 3, 2021
12:00 noon – Florian Hall
55 Hallet Street, Dorchester, MA

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

Branch 34 Salutes Its New Retirees

Braintree Thomas "Tom" Ring



Janice Pistorino congratulates Braintree's Tom Ring on his retirement.



Braintree retiree Thomas "Tom" Ring along with Shop Steward Robert O'Donnell and Branch 34 President Jerry McCarthy.

Woburn's Thomas "Tom" Duggan



Woburn retiree Thomas "Tom" Duggan along with Branch 34 Executive Vice President Bobby Simpson, Branch 34 Vice President Bernadette Romans and Branch 34 President Jerry McCarthy.



Branch 34 President Jerry McCarthy recognizes Tom Ring with retirement jacket and watch as Braintree Shop Steward Robert O'Donnell looks on.

Milton's Paul Riley



Branch 34 President Jerry McCarthy, Milton retiree Paul Riley and Milton Shop Steward Robert Leighton.



Woburn's Tom Duggan showing off his watch with Branch 34 Jerry McCarthy.

Woburn's Paul Crampton



Woburn Shop Steward Vigo Conte, Branch 34 President Jerry McCarthy, retiree Paul Crampton and Woburn Shop Steward Rich Bucci.



Woburn retiree Paul Crampton enjoying his celebration.

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



**NALC BRANCH 34
 SUPPORTS YOU!**

UNION-MADE HALLOWEEN

AFLCIO.ORG/HALLOWEEN

- Baby Ruth
- Bit-O-Honey
- Butterfinger
- Hershey's Kisses
- Jolly Ranchers
- Kit Kat
- Red Vines
- Smarties
- Sour Patch Kids
- Tootsie Rolls
- York Peppermint Patties

AFL-CIO

JFK's Richard "Richie" DiNapoli



JFK retirees welcome Richie DiNapoli to the club.



Branch 34 President Jerry McCarthy presenting Richie DiNapoli with his retirement jacket and watch.



JFK retiree Richard "Richie" DiNapoli admires his retirement cake.



JFK retiree Richie DiNapoli along with Branch 34 President Jerry McCarthy.

IMPORTANT!!

ALL LETTER CARRIERS

Knee and Hip **ARTHRITIS** is the Silent **OCCUPATIONAL DISEASE** That No One Tells You About.

If you...

1. Have had a hip/knee replacement; or
2. Have been diagnosed with leg arthritis; or
3. Have chronically sore knees; or
4. Have had knee surgery for **ANY** reason; then

**YOU MAY BE ENTITLED TO:
SUBSTANTIAL COMP BENEFITS**

For more information call:

**Shapiro
& Associates**
ATTORNEYS AT LAW

844 DOL Atty
844.365.2889

Serving Federal Employees for Over 40 Years!

Branch 34 Salutes More Retirees

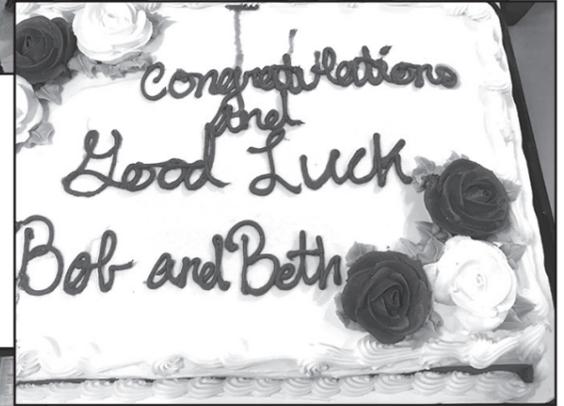
Jamaica Plain's Beth Perez and Robert "Bobby" Thomas



Jamaica Plain retirees Beth Perez and Bobby Thomas.



Branch 34 President Jerry McCarthy, Jamaica Plain Shop Steward Charles Zimmerman, retirees Bobby Thomas and Beth Perez along with JP Shop Steward/Branch 34 Financial Secretary Bob Damatin and Branch 34 Vice President Bernadette Romans.



Beth and Bobby's retirement cake.



JP's finest celebrating Beth and Bobby's retirement.



Branch 34 President Jerry McCarthy recognizing both retirees.



Beth and Bobby admiring their watches as Branch 34 Financial Secretary Bobby Damatin, as well as coworkers look on.



Branch 34 President Jerry McCarthy congratulating JP's Beth Perez and Bobby Thomas.

Cambridge Central A's Mitch Frankel



Branch 34 Vice President Bernadette Romans recognizes Cambridge Central A retiree Mitch Frankel.

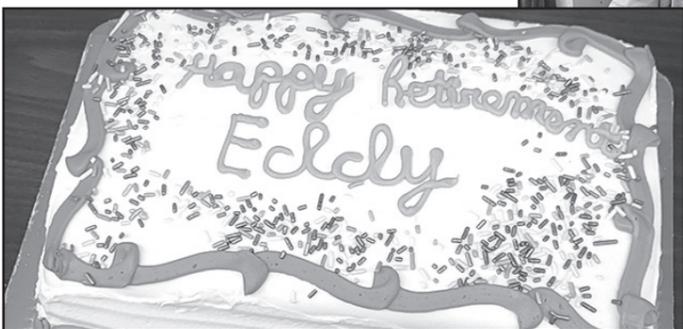


East Weymouth's Edward "Eddie" Boyd

East Weymouth Retiree Eddie Boyd and Branch 34 President Jerry McCarthy.



Eddie Boyd from East Weymouth's retirement cake.



Eddie Boyd and his East Weymouth co-workers enjoying his retirement celebration.

Route Inspections vs. Co-operative Adjustments

The summer is over, and management is beginning its threat of 6-day mail counts and inspections by offering an alternative... Co-operative Adjustments. "We want, we want, we want" is the drum they'll beat in every office they go into. They'll tout the mail volume is down and their DOIS projections indicate the routes are all under eight hours. In many instances management will tell you exactly what they have projected is their savings if they do a six-day count and inspection, followed by "what we really only want" is the aux assignment or two routes; and in bigger offices, four or five (or more) full-time routes. Their game is to "fish" now to see which offices will take the bait. "If you agree to a Co-operative Adjustment today, we won't take as much", they'll say with a wink. What concerns me, and should concern everyone involved, is management's attempt to get an agreement by talking directly with the letter carriers on the workroom floor and bypassing any discussions with the Branch President. Their attempt is to negotiate the terms and conditions of the Contract on the workroom floor, which they are prohibited from doing! This constitutes a violation of Labor Laws and an unfair Labor Charge should be filed. Management's attempt to undercut the NALC, the Contract, and the Branch leadership must be met head-on in the form of a grievance and labor charge.

What is also concerning is if the numbers have already been determined by management how then is it a "Co-operative" Adjustment? Think about that last sentence for a moment. Using their numbers, agreeing to give up what they want without a process in place to determine the value of the routes; how

then is that a "Co-operative" Adjustment? The MIRAP, JARAP, and CDRAP were "joint" processes; there is nothing "co-operative" about the offer's management is making these days. Management wanting to sit and ask the carriers what they are willing to absorb without providing a joint review of data, how is this a Co-operative Adjustment?

Let's review for a minute management's responsibility in maintaining the routes to as close to eight hours as possible. One requirement is to perform a unit route review prior to scheduling a full six-day mail count and inspection. This would require management to correct any deficiencies in an office in order to obtain a true evaluation of an office when an inspection is performed:

- Are letter carriers performing any work prior to punching onto the clock?
- Are carriers performing a complete vehicle inspection and wiping down their trucks per COVID protocol after punching in?
- Are carriers properly punching onto street time in the morning when they pre-load parcels into their trucks and are they using the Load Feature when they do so?
- Are carriers taking their full two ten-minute breaks and 30-minute lunch every day?
- Are carriers instructed to utilize clean and sanitary rest rooms when nature calls and the ability to drive to such a facility?
- Are carriers allowed to case DPS, FSS, or circulars; better yet does management turn and look away or do they correct the practice?

The answer to the above is 99% of the time NO! It is not because all of which is mentioned above is a required daily function of a letter carrier, but because it takes too much time to perform. Management wants to take time and not give time. If you think management is going to account for this lost time you should seriously think again.

Also keep in mind that the OPS management team has a limited pool of other managers (supervisors and postmasters) they can pull from to assist in conducting full-blown route inspections. What this means is as much as they'd like to inspect every office on their radar, the folks in OPS know they must pick and choose where they send their teams to. Obviously, they'll send them to the offices where they believe they'll get the most bang for their buck. So, the more offices who agree to Co-operative Adjustments means there are less offices for OPS to worry about sending teams to inspect.

If management approaches you on the workroom floor and begins to solicit you or your fellow carriers about a Co-operative Adjustment refer them to your

Branch leadership. It is your Branch leadership that should be involved with any proposals. I will close with this: every letter carrier determines the value of their assignment by the way in which they set up and deliver the mail each day. If a proper vehicle inspection is followed, proper clock rings when pre-loading parcels are performed, use of the Load Feature when loading parcels, following all the safety rules, taking DPS and FSS directly to the street, carrying a third bundle (collate 4th bundles on park-and-loop routes), performing all PM duties, and many more functions, no matter how much time they take to do, I can assure you your assignment is over eight hours and management should be cutting the assignment, not adding to it.

"Perfecting a craft or skill, takes a great deal of hard work; the end result will be amazing!" - W.K. Corvo



RICHARD J. "Rick" DiCECCA
National Business Agent



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the Cure
with MDA®

Line 19 & 21

Two most important line items on the 1838c Carrier Worksheet while under inspection is line 19 & 21. Line 19 is your vehicle inspection (notice 76) that you do every day as an office function. The base minimum allowance is three minutes. That is laughable. As soon as you input the

begin time on line 19 the clock starts and you and a co-worker must "buddy up" and do your 27 point vehicle inspection and must be done properly and completely, if not you will significantly shorten your actual time it will take for both of you to do it. That time does not end until you

are back in the office at your case when you put an end time to that line 19 on the 1838c carrier worksheet. Walking to and walking from will be credited. Vehicle inspection (notice 76):

U.S. Postal Service Expanded Vehicle Safety Check

1. Look under body for oil and water leaks.
2. Inspect two front tires for inflation and wear.
3. Check hood latches.
4. Check front for body damage.
5. Check left side for body damage.
6. Check left door lock.
7. Check for rear end leaks.
8. Check all rear tires for inflation and wear.
9. Check rear for body damage.
10. Check rear door lock.
11. Check right side for body damage.
12. Check right door lock.
13. Open door and move into driving position.
14. Start engine. (If in enclosed area, wait until after step 21.)
15. With assistance - adjust pot-lid and left front mirror.
16. With assistance - check headlights, tail

- lights, brake lights, 4-way flashers, and directional signals, front and rear.
17. Adjust right side rear view mirror.
18. Adjust center rear view mirror.
19. Check steering wheel play.
20. Check accident report kit.
21. Check window locks.
22. Check windshield wipers and washers.
23. Check horn.
24. Check gauges (gas gauge requires 30 seconds for "warm-up").
25. Check foot brake (no more than two inches free play).
26. Check hand brake.
27. Check seat belt and fasten.



DAN KELLY
Sergeant-at-Arms

Line 21 is another very important line item on the 1838c Carrier Worksheet. Line 21 is office work not covered by this form that is work necessary and of a continuing nature. First day you're under inspection right after you have your introduction with the examiner (line 22, office activities not performed on a continuing basis) you should put yourself on a line 21 and go **READ** Management's Bulletin Board!!! You will get credit for up to five minutes per week. Other examples of line 21 are the throwback case, retrieving your parcel hamper or cage, separating parcels/SPR's, retrieving equipment, putting stool and UBBM on ledge, shutting case light off, edit route book, replenish satchel, replenish forms, verifying hold mail or even taking hold mail that was in the DPS from the street to bundle it with the hold or holds, safety talks, returning empty equipment, placing attempted parcels and returning parcels to designated location. Management does not want you to know this because they are trying to give you the bare minimum which is nine minutes. Have you ever had Management's dry run and notice they have minimum events of line 21? It's because they don't want you to know what you should be credited for!!! Last time I had Management's dry run it was with **Clown Florio** and it was an absolute joke!!! Remember, **THEY ARE NOT YOUR FRIENDS!!!** They're here to take your job!!!

Travel Within Times, Parcels & Deviating

Park and loop routes are heavily impacted when it comes to travel within times and COR (Carrier Optimal Routing) Travel within time begins when you move your vehicle from one park point to another. The clock starts when you start your vehicle and ends when you turn your vehicle off (see COR Guide M-01766 Chapter 10 - Validations, page 93) In other words, "key to key." When delivering an oversized parcel (or SPR that didn't fit in your satchel when you did your previous hit) between one park point to another you must be in parcel delivery time after you pull over safety and as soon as the key is the off position. If you have to deviate from your line of travel in between any park point because of a street address or addresses that is not in the line of travel, parcel delivery time begins as soon as you leave that line of travel and ends when you return to that line of travel. The reason is COR only associates Travel Within Time with the park points for your assignment. If Travel Within is applied to **ANY** of the duties listed above, COR will eliminate this time (See COR Guide M-01766, Chapter 10 - Validations, page 94) Take notes under inspection, write down anything that you might think that the examiner will deduct or not give you credit for. On another note, football season is here!! **GO PATS!!!**

ATTENTION RETIRED LETTER CARRIERS:
Anyone who meets the 50 year requirement to receive a GOLD CARD, please contact the Union Office at 781-281-1133 to provide and receive more information.

2021 FEHB Plan Comparison Details

(continued from page 3)

Plans - Networks	Blue Cross and Blue Shield Service Benefit Plan (Standard) - In-Network 1	Blue Cross and Blue Shield Service Benefit Plan (Standard) - Out-of-Network	NALC (High) - In-Network 1	NALC (High) - Out-of-Network
Surgery & Hospital Charges - Hospital Inpatient Cost Per Admission	\$350	\$450 + 35% + Difference Between Plan Allowance and Billed Amount	\$350	\$450
Surgery & Hospital Charges - Room & Board Charges	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	35% +
Surgery & Hospital Charges - Other Inpatient Costs	Member Pays Nothing	Member Pays Nothing	Member Pays Nothing	35% +
Surgery & Hospital Charges - Doctor Costs Outpatient Surgery	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	30% + Difference Between Plan Allowance and B
Surgery & Hospital Charges - Other Outpatients Costs	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	35% + Difference Between Plan Allowance and B
Lab, X-Ray & Other Diagnostic Tests - Simple Diagnostic Tests/Procedures	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	30% +
Lab, X-Ray & Other Diagnostic Tests - Complex Diagnostic Tests/Procedures	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	30% +
Lab, X-Ray & Other Diagnostic Tests - Enhanced Lab Network	N/A	N/A	Yes	N/A
Prescription Drugs - Separate Annual Out-of-Pocket Maximum	None	None	3100	3100
Prescription Drugs - Separate Annual Deductible	None	None	None	None
Prescription Drugs - Separate Annual Deductible	None	None	None	None
Prescription Drugs - Separate Annual Deductible	None	None	None	None
Prescription Drugs - Retail Generic	Tier 1: \$7.50	45% + Difference Between Plan Allowance and Billed Amount	20%	50% +
Prescription Drugs - Retail Brand	Tier 2: 30% Tier 3: 50%	45% + Difference Between Plan Allowance and Billed Amount	Tier 2: 30% Tier 3: 50%	Tier 2: 50% + Difference Between Plan Allowance Amount Tier 3: 50% + Difference Between Plan A Billed Amount
Prescription Drugs - Specialty	Tier 4: \$50 Or Tier 4: 30% Tier 5: \$70 Or Tier 5: 30%	Member Pays All Charges	Tier 4: \$200	Member Pays All Charges
Prescription Drugs - Mail Service Pharmacy Benefit	Yes	No	Yes	No
Prescription Drugs - Mail Order Pharmacy Restriction	Yes	N/A	Yes	No
Prescription Drugs - Specialty Pharmacy Restriction	Yes	N/A	Yes	No
Treatment Therapies - Applied Behavioral Analysis (ABA)	15%	35% + Difference Between Plan Allowance and Billed Amount	15%	Member Pays All Charges
Treatment Therapies - Chiropractic	\$25	35% + Difference Between Plan Allowance and Billed Amount	\$20	30% +
Treatment Therapies - Occupational Therapy	\$25 Or \$35 75 Combined Visits	35% +	\$20	30% +
Treatment Therapies - Physical Therapy	\$25 Or \$35 75 Combined Visits	35% + Difference Between Plan Allowance and Billed Amount	\$20	30% +
Treatment Therapies - Speech Therapy	\$25 Or \$35 75 Combined Visits	35% + Difference Between Plan Allowance and Billed Amount	\$20	30% +
Dental - Preventive Dental for Adults	Yes	Yes	No	No
Dental - Preventive for Children	Yes	Yes	No	No
Dental - Minor Restorative for Adults	No	No	No	No
Dental - Minor Restorative for Children	No	No	No	No
Dental - Major Restorative for Adults	No	No	No	No
Dental - Major Restorative for Children	No	No	No	No
Dental - Orthodontic	No	No	No	No
Vision - Routine Eye Exams	No	No	No	No
Vision - Eye Exams for Medical Condition or Non-Surgical Treatment	Yes	Yes	Yes	Yes
Vision - Eyeglass Frames & Lenses	No	No	No	No
Vision - Contacts	No	No	No	No
Alternative Care - Alternative Care	Yes	Yes	Yes	Yes
Plan Costs - Per Person Deductible				
Plan Costs - Annual Maximum Benefit Per Person				

So, take the time to compare your Health Benefit Plan vs. the NALC's Health Benefit Plan and see if we can't save you money while also improving your health care!



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 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

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

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter your employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

Using Postal EASE – Enroll by PHONE

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

ENROLLMENT BY PHONE

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

1. When prompted, select "1" for PostalEASE
2. Enter your 8-digit Employee ID Number and your USPS 4-digit PIN
3. Select "2" for payroll options
4. Select "1" for allotments
Disregard instruction to complete Allotment Worksheet and select "2" to continue.
5. Select "3" to ADD a new allotment
6. Enter the following Financial Institution Routing Number: 0 6 4 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: _____

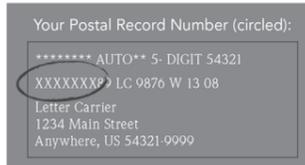
Address: _____

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
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!

Honoring SSG Rob Pirelli

Anyone who's been to Branch 34's union hall has seen the folded up flag with the picture of Staff Sergeant (SSG) **Rob Pirelli** displayed in honor of his memory. I knew nothing of this soldier's story until retired Fort Point letter carrier **Bob Degraan** called the union hall one day and our conversation led to the Pirelli family.

Bob Degraan worked with Rob's father, **Bob Pirelli**, who was a former Marine, in Ft Point. As you would imagine, the senior Pirelli was an extremely proud father of his Green Beret son. As Degraan tells the story everyone who worked in Ft

Point was proud of Rob as well. Everyone who worked there would help coordinate fund raisers and send care packages for our troops serving us overseas. Degraan began listing all of the names who pitched in but it got so long I couldn't list them all.

He told me there was a documentary made about Rob called **Danger Close**. If you Google it with its creator's name, **Alex Quade** you can watch it on YouTube and I highly recommend you do. The movie tells the story of Rob's Special Forces unit in Iraq. They were stationed along the Iranian border which at one time was an Al-Qaeda sanctuary.



Retired Fort Point Carrier Bob Pirelli with his son Rob and his wife Nancy.



This flag with the picture of SSG Pirelli is proudly displayed at Branch 34's Union Hall in Woburn.



For security the unit had to build a camp for themselves and most of that work fell to Rob as he was a Special Engineer who's job it is to build stuff and to blow stuff up. Since he built it, the unit decided to name it Combat Outpost Pirelli and he painted his own insignia on the Outpost. Tragically Rob was killed while out on patrol.

After some time had passed Alex Quade, who is a reporter, and knew Rob from previously going out on missions with his unit, told both his family and his Special Forces unit that she'd try and find out if his Outpost was still there. To

his family and the Green Beret's he left behind, that Outpost was a physical reminder of him. That he was still there and that he hadn't been forgotten; they wanted to know if the outpost was still there. And it was still there. It was still being used as shelter for American forces.

Unfortunately, before Alex could finish her mission Bob Pirelli had passed away on September 11, 2012. At some point the wall with his insignia had to be taken down for security purposes and Alex brought it back to America. She gave pieces of the wall to members of Rob's unit, as well as, to his family. They decided to attach it to his father's tombstone and that is where it is today.

Combat Outpost Pirelli isn't the only thing that has Rob's name on it. Rob was a big fan of hockey and because he played his father took a part-time job announcing games in their hometown of Franklin. And they haven't forgotten him there either as the hockey rink is named the "Robert Ryan Pirelli Veteran's Arena".

As Veteran's Day approaches we should all take a moment to pay our respects to those brave men and women who take that oath to protect us. God bless them, God bless the Pirelli family and God bless every Gold Star family!

— Michael Murray
Branch 34 Secretary-Treasurer

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