



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

Volume 52, Number 5
April-May 2024

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

Address Service Requested



Non-Profit Org.
U.S. Postage
PAID
Boston, MA
Permit No. 54631

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 134 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ☆ 1890-2024

Upcoming Meetings

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



**The Most Important
Women You Probably
Haven't Heard Of!**
Page 2

**Good Members...
Great Union!**
Page 3

**Zero Tolerance in the
Workplace and
How to Deal With It!**
Page 3

**It's All By Design, But
What Are We Prepared
To Do About It?**
Page 4

The Making of a Union
Page 5

**"Stamp Out Hunger"
Food Drive Scheduled
for May 11th**
Page 7

**Performing A Good Deed
While on
Administrative Leave**
Page 10

**Cornhole Tournament
for Muscular Dystrophy
Association
Coming Up June 2nd**
Page 12

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

Link to Branch 34 Website



President's Report

Pivot This!

The Postal Service has been preaching its pivoting season effecting all offices covered under the umbrella of Branch 34. Their claim for pivoting is due to low mail volumes. So, I decided to research this to see if management has some room to pivot themselves. I would like to say I was surprised at the results, but after 30 years nothing really surprises me in the Post Office. Management has been stating publicly that mail volume has been declining for several years now. **What they fail to publicly mention is that one part of the company that isn't in decline is MANAGEMENT!!!**

In FY year 2023, the Postal Service took in roughly **79 billion dollars** in revenue. **Yes, that's Billion with a B!** The financial records of the Postal Service show a projected FY loss of 6.3 billion dollars. It should be noted, this is only a projected loss. The Postal Service does not have to adhere to the industrial accounting standards of GAAP (General Accepted Accounting Principles). The Postal Service states most of their deficit is due to the high raising cost of inflation and the decline in first class mail. If mail volume is down, then the question needs to be asked "What the hell are you managing?" Below is a breakdown of my research:

Buried in the back of the USPS FY 2023 annual report to Congress were some discouraging stats.

- In FY 2022, USPS employed 23,720 Managers and Supervisors
- In FY 2023, that number **increased** to 26,611 Managers and Supervisors
- In FY 2022, Postal headquarters in Washington DC employed 7251 people
- In FY 2023, that number **increased** to 7666 employees

It should be noted, in fiscal year 2016 Postal headquarters employed 3098 people. That equates to a 50% increase in the number of employees working at postal headquarters

While the report showed an increase in the number of city delivery letter carriers nationwide, it failed to mention a 1.8 million increase in the number of addresses schedule for daily delivery.

The report had the following stats related to the Clerk craft:

- In FY 2022, USPS employed 127,735 Postal Clerks.
- In FY 2023, that number **decreased** to 127,003.

As a famous Postmaster General once said, **there are too many people NOT touching the mail.** No company has ever

survived by increasing its management staff while at the same time decreasing the workers that deliver the product.

You might be asking yourself what this has to do with pivoting. During this so-called pivoting season, I am challenging management to get some skin in the game. The reports demonstrate there's an easy solution to the 6.3-billion-dollar loss. Statistics show roughly Forty percent (40%) of the revenue the Postal Service takes in goes to people not touching the mail, (Management). All it would take is a simple reduction of 2.1 percent of the **31 billion dollars that the Postal Service spends per year managing and supervising** it operations to negate the 6.3 alleged billion-dollar loss. Members, look around you, do you think the American public would notice a reduction of 2.1 percent of management costs to their Postal Service? After all it's the American public, under the constitution, that owns the Postal Service.

During this so-called pivoting season, management should recognize that pivoting has an adverse effect on it service to its customers. No postal customer wants their mail delivered after 8 pm at night. Unfortunately, this is happening more often than not. **Does anyone really believe a letter carrier pivoting 15 minutes off their assigned bids is going to make up a 6.3-billion-dollar loss? I hope not.** While the contract does call for limited times when letter carriers can be required to pivot, Management cannot instruct a Letter carrier to pivot due to the economic climate of the Postal Service or for the sole purpose of reducing work hours or overtime hours. No letter carrier can be disciplined for not completing a pivot. As Arbitrators have held, a letter carrier has a right to work his bid assignment and by inference has a right to have sufficient time to work his bid assignment. The only thing pivoting accomplishes is a decrease in the high standards of mail delivery all letter carriers supply their customers with.

So, the next time management asks you to pivot, advise them letter carriers have already pivoted their fair share of time. Also, inform them a measly 2.1% reduction in the number of people not touching the mail solves their financial problem instantly!

Update on the Contract

Everyone's asking about the contract. The National Association of Letter Carriers and the U.S. Postal Service have selected Arbitrator Dennis Nolan to serve as the neutral chair of a three-person interest

arbitration panel. The three arbitrators will set the terms of a new Collective Bargaining Agreement between the NALC and the Postal Service. Under the law, each side is allowed to appoint one of the three arbitrators to serve on the panel and represent their respective positions.



TOM ROONEY
President

As most you know, Arbitrator Nolan served as the parties' neutral arbitrator for the 2019-2023 National Agreement, which was near conclusion when the parties reached a negotiated settlement late in 2020.

As final preparations for interest arbitration are made, NALC and the Postal Service will continue to negotiate in an attempt to reach a tentative agreement. A memo will be sent to all carriers when an agreement is reached.

Kick-off to the 2024 National Convention Has Begun

The kick off to our National Convention in Boston has begun. Proposed amendments and resolutions must be submitted for consideration and received by the National Secretary/Treasurer Nicole Rhine by June 5, 2024. **If anyone has a resolution or an amendment for the convention, please send them to the hall so I can sign it and move it forward it to DC for consideration.**

Also National has scheduled the first site visit for the convention which will be April 11th. At this meeting, the national officers will let me know how many jobs are available to work the convention week. If anyone is interested in working, please call me, and let me know so I can put you on the list.

National is also looking for people to sing the national anthem each day. National also need a clergyman to do the morning prayer. If you know of anyone to start our convention, please let me know. All faiths are welcome.

"Quote of the Month"

"Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts."

— Molly Ivins



BRANCH 34 STATION STEWARDS

Allston.....	Liz Purvis*
Arlington.....	Sean Mullett Jonathan Colby
Auburndale.....	Melissa Hill
Back Bay.....	John DiBlasi
Belmont.....	Joshua Mahoney David D'Agostino
Braintree DMU.....	Chris Harris Angelo Bertoni
Brighton.....	Roshon Butts
Brookline.....	Dean Gonatas Jay Jackson
Cambridge - Central Sq.....	Robert Liberatore
Cambridge - Porter Sq.....	Wallace Washington Ben Cooper
Cohasset.....	Judi Aronson
Chestnut Hill.....	Thomas Conville
Dorchester Ctr.....	Bob McAuley
East Weymouth.....	Jackie Peruzzi
Fenway.....	Rick Coulliard
Fields Corner.....	James Hudson
Fort Point.....	Michael Gorham Elizabeth Purvis
Hingham/Hull.....	Michael Bertrand
Hyde Park.....	Joseph DeBerardinis
IMC - Chelsea.....	Emilio Leone Bob Haumann Tom Ciulla Dan Kelly Frank Walker
Jamaica Plain.....	Robert Damatin Charles Zimmerman
J.F.K. Station.....	Al Mosca
Kenmore.....	Mike Renna
Lexington.....	Ian Benson Anthony Falco
Malden.....	Brian Costello Christine Thompson
Mattapan.....	Ibrahim Mohamed
Medfield.....	Rich McChesney
Medford.....	Jon Holmberg Stephen White
Milton.....	Edson Perez
Needham.....	Brian Senior
Newton Ctr.....	Christian Rodriguez
Newton Highlands.....	Hilal Maid
Newtonville.....	Thomas Duff
No. Quincy.....	Cathy Cooper
No. Weymouth.....	Joe Baszkiewicz
Quincy.....	Amy Baker Brendan Finn
Revere DMU.....	Matt Mosca
Melrose.....	Luis Lora
Roslindale.....	Adam Difazio
Roxbury.....	John Carr John Galvin Samie Smith
Grove Hall.....	Justin Vo
Scituate.....	Justin Vo
So. Boston.....	Vacant
So. Weymouth.....	Angela Riva-Seelig
Stoneham.....	Joseph Mangano
Waban.....	Tom Keirstad
Waltham.....	Edward Walsh Brandon DeRubeis
Watertown.....	Charles Peterson
Wellesley Sq.....	Pavlos Salamasidis
Wellesley Hills.....	Kevin McMahon
Weston.....	Scott Mulcahey
West Newton.....	Rob Blouin
West Roxbury.....	Sandino Blaise
Weymouth Landing.....	Mario Venturelli
Woburn.....	Vigo Conte Duncan Morris
Wollaston.....	Dave Rooney

* Certified Station Steward

The Most Important Women, You've Probably Never Heard Of!!

March was Women's History Month, here is an introduction to a few women who have contributed to the labor history and activism from Boston, and Massachusetts.

Mary Kenney O'Sullivan was a book binder by trade and joined the Ladies Federal Union #2703. As a member of 2703 she formed and was President of Women's Bookbinding Union #1. In 1903 the American Federal Labor (AFL) convention was held in Boston. At the convention she helped gather women from all backgrounds and formed the Women's Trades Union League (WTUL). The purpose of the WTUL was to support and facilitate trades unions for women, educate its members, and fight for fair pay and labor practices, regardless of gender, age, or status. She was so influential at that time that she became the first woman to be a full-time salaried employee of the AFL.

Julia O'Connor was a telephone worker, who became fed up with working conditions. She quit her job and began to organize. By 1913, she had organized enough workers, the majority of whom were women to participate in a small strike. After the strike was over, membership skyrocketed across Massachusetts. In 1918, she became President of Boston Local 1A of the National Telephone Operators Department.

WWI ended and the telephone workers wanted a new contract, but Postmaster General Burleson refused to discuss a new contract with workers and did not allow the telephone companies to discuss a new contract with the workers either. On April 20, 1919, telephone workers had

enough, they put down their headsets, walked out and began picketing. After 2 days Postmaster General Burleson faced mounting pressure, because just like we are lost without our cellphones today, the people of Boston were lost without the telephone. Postmaster Burleson relented and allowed New England Telephone Company to directly negotiate with the strikers. Julia O'Connor negotiated a deal that protected the strikers from repercussions and immediately gained beneficial changes to the split shift policy.

Melnea Cass otherwise known as "The First Lady of Roxbury" became an organizer when in 1920 the 19th Amendment giving women the right to vote was passed. With the passage of the 19th Amendment, Melnea immediately got involved and organized women and women of color to register to vote.

In the 1930's, she was instrumental in helping to form Boston's local chapter of the Brotherhood of the Sleeping Car Porters. If you go to the Back-Bay train station you will see a statue of **A. Phillip Randolph**, the founder of the Brotherhood of the Sleeping Car Porters Union.

She founded Kindergarten Mothers, which supported and encouraged early education, and was President of the Women's Service Club which helped to ensure domestic workers had access to social security and other benefits. She also helped to found Freedom House, which advocated for African-American rights and addressed urban renewal, minority employment, education equality, among other things.

Melnea Cass also served as the

President of the Boston chapter of the National Association for the Advancement of Colored People (NAACP) from 1962-1964. The City of Boston declared, May 22, 1966, as Melnea Cass Day in recognition of her accomplishments.

Frances Perkins is one of the most influential women in labor history, that you probably have never heard of. Her family had deep ties to Newcastle, Maine but at some point, her family moved to Boston. She was born in Boston in 1880, and the family soon moved to Worcester.

Frances Perkins attended and graduated from Mount Holyoke College in South Hadley, Massachusetts. In her senior year, she took a class on economic history in America. Professor **Annah May Soule** had a lasting impact on Frances Perkins and required her students to visit mills along the Connecticut river to observe the working conditions. Frances Perkins said of the mills, "From the time I was in college I was horrified at the work that many women and children had to do in factories. There were absolutely no effective laws that regulated the number of hours they were permitted to work. There were no provisions which guarded their health nor adequately looked after their compensation in case of injury. Those things seemed very wrong. I was young and was inspired with the idea of reforming, or at least doing what I could, to help change those abuses."



LAURA WOOD FAHEY
Executive Vice President

(continued on page 11)

Good Members... Great Union!

Becoming a good Union member encompasses various aspects, and we are fortunate to belong to one of the largest Unions in the country, the National Association of Letter Carriers (NALC), which consists of 291,046 active and retired members. The only Union representing federal government employees in the United States larger than ours is the American Federation of Government Employees (AFGE), with over 300,000 members. The AFGE represents federal workers from various agencies and departments, making NALC one of the largest Unions in the country.

Our Union advocates for the rights and interests of City Letter Carriers, negotiating national collective bargaining agreements, benefits, and services for its members. Currently, we are actively negotiating a new collective bargaining agreement, with Arbitrator Dennis R. Nolan serving as the neutral Chair of a three-person arbitration panel. While there are no formal updates on negotiations at present, both NALC and USPS will continue to meet before and during arbitration in the hope of reaching a mutual agreement.

To be a good Union member, there are a few simple steps one can take as an individual. Firstly, staying informed about the Branch's activities, policies, and goals is crucial. This can be achieved by attending Union meetings, reading the CLAN, accessing the Branch website, utilizing the Branch 34 App, and checking postings on the Union bulletin board. Active participation in Union activities and events is encouraged, such as volunteering for committees, attending rallies, conventions, meetings, or engaging in discussions when Branch leaders are present at your station for stand-up talks.

The upcoming NALC National Convention, scheduled to be held in Boston from August 5-9, 2024, presents a fantastic opportunity for members to participate. Attendance, even as a guest, during any day of the convention is highly recommended. In our branch, we have a rich history of dedicated volunteers, such as George Adams, Vigo Conte, Fred Casey, Duncan Morris, Domenic Corsetti, Louie Post, John Lavoie, Cathy Cooper, and many others, whose efforts have significantly contributed to various initiatives such as MDA support, food drives, fundraising events, and Carrier Academy activities. Your volunteering efforts, no matter how small, contribute to the collective welfare of the Union.

Respecting the Union's rules, policies, and decisions, as well as demonstrating solidarity with union officers and fellow members, is essential. Letting management know that we stand together on every issue strengthens our collective bargaining power. Supporting and listening to union concerns and working collaboratively to address common issues fosters a stronger Union community. Additionally, showing appreciation for station and area stewards who tirelessly work on and off the clock is vital.

As Union members, we must advocate for workers' rights and fair treatment, whether it involves writing witness statements, voicing opinions, or actively participating in decision-making processes. By adhering to these principles, we uphold the values of solidarity and support that define our Union.

Joining the NALC grants us collective bargaining power, job security, higher wages, benefits, improved working conditions, training opportunities, political advocacy, and most importantly, solidarity and support. Encourage non-

members to join us in addressing workplace issues and fostering a fair and equitable work environment.



JOHN FANNING
Vice President

Let us all strive to be good Union members and contribute our part towards the betterment of our Union and community. As we enjoy the summer season with our loved ones, let us also take a moment to reflect on the true significance of Memorial Day, honoring and remembering the U.S. military personnel who made the ultimate sacrifice while serving in the Armed Services.

Wishing everyone a wonderful summer, filled with relaxation and quality time spent with family and friends away from the busy work environment.

Congratulations Retirees!

On behalf of President Tom Rooney, 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:

Teddy Collins.....	IMC
Ed Haggerty.....	IMC
Jim Harris.....	Weymouth Landing
Jerry Hill.....	West Roxbury
Dave Mariani.....	Waltham
Leo McDonough.....	Mattapan
Dan O'Connor.....	Watertown
Mike Riley.....	Hyde Park
Phil Rugnetta.....	JFK
Doug Sabin.....	IMC
Jim Seid.....	Roxbury
Robert Sheehan.....	Cambridge
Scott Trainito.....	IMC

Zero Tolerance in the Workplace and How to Deal With It!

The Branch receives numerous calls and inquiries from carriers being bullied, harassed or intimidated by their supervisor or manager. Normally, the disrespectful behavior starts off pretty simple. In most instances, it involves the same supervisor(s).

For example, a carrier submits a 3996, requesting assistance. The supervisor disapproves the request and tells the carrier "to keep it to eight hours". Then the supervisor tells the carrier "I'm going to need you to do time on another route". When the carrier informs the supervisor that they will be unable to complete their assignment, along with the overtime assignment in the allotted time: this is when the bullying and intimidation begins.

The supervisor starts questioning the carrier's work ethic and begins berating the carrier on the workroom floor, in front of their co-workers. Vociferating how the carrier always shows stationary time, how they are going to be walked with the carrier. Or if the carrier doesn't follow their instruction they can expect to be disciplined.

If you are confronted or find yourself engaging with an unprofessional supervisor, **stay calm and ask for your steward.** The steward will attempt to diffuse the situation and speak to the manager on your behalf regarding the incident.

Carriers understand that management has the right to ask and investigate why they may not be able to follow their instruction. What Management needs to understand, is that, they should ask or investigate in a respectful way. Threats, bullying and intimidation is definitely not the way to motivate people. It actually has an adverse effect, and benefits no one.

When a carrier responds to the unprofessional behavior exhibited by their supervisor or manager, by demanding to be treated with respect; management tells them to get their steward. They are given a PDI (pre-disciplinary interview) with discipline to follow, or placed in EOD status (emergency off-duty) for their conduct. **Why?** Because management created a hostile work environment with their disrespectful behavior and needed a way to justify it.

The way management justifies it, is to place the blame on the carrier who is just trying to get the mail delivered. The carrier gets discipline, but what happens to the supervisor who initiated the incident?

When the steward speaks to the manager about the unprofessional behavior of their supervisor(s), one of two things happens.

1. The professional managers will address the situation and correct the unwarranted actions with the supervisor(s) involved.

2. Unfortunately, we do have some managers who justify and excuse the unacceptable behavior exhibited by their supervisor(s). The steward is told by these managers, that the reason(s) why the situation escalated is that supervisor(s) is under a lot of pressure to get their job done. The carrier approached the supervisor at the wrong time. The supervisor was busy trying to sell the overtime, etc.

None of these are good reasons to treat Carriers with disrespect. As a matter of fact, **there are no acceptable reasons for treating people with disrespect.**

If the manager is unwilling to address the unprofessional behavior of the supervisor, you have a right to file a grievance. In most instances, the steward will request union time for the aggrieved carrier. While you are on union time, the steward will ask you to write a statement

about the incident. When writing your statement, be as detailed as possible. Be sure to include the date, time and location of the incident. Along with any witnesses.

There are numerous provisions in our contract, the M-39 and the Employee Labor Relation Manual which addresses the issue of "Dignity and Respect" and gives the steward the necessary tools to file a grievance.

Article 14 Safety and Health

Section 14.1 clearly states "It is the responsibility of management to provide safe working conditions in all present and future installation and develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility..."

The M-39, Section 115.4 Maintain Mutual Respect Atmosphere

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.

665.24 Violent and/or Threatening Behavior

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

Joint Statement on Violence and Behavior in the Works States in part

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intended our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives. If, at any time, you feel that management is in violation of any of these policies, speak with your steward. Exercise your right to work in a work place that is free of bullying, harassment and intimidation.

★★★★★★★★★★★★

"I'm not concerned with your liking or disliking me...All I ask is that you respect me as a human being."

— Jackie Robinson



KEITH MEREDITH
Secretary-Treasurer

BOSTON, MA
NATIONAL ASSOCIATION OF LETTER CARRIERS
BRANCH 34's CLAN
400 WEST CUMMINGS PARK, SUITE 3950
WOBURN, 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.

Any articles submitted for publication in **BRANCH 34's CLAN** must be typewritten, double-spaced and received at the Branch office no later than the close of business on the first of the month of publication: January, March, May, July, September, and November. The Editor reserves the right to amend articles and/or delay their publication due to the limited availability of space.

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.

BRANCH 34's CLAN enters the Postal Service as third-class, non-profit material. Any change of address should be sent to: Editor, NALC Branch 34, 400 West Cummings Park, Suite 3950, Woburn, MA 01801-6396.

Cathy Cooper, Editor
Tom Rooney, Associate Editor
Laura Wood-Fahey, Associate Editor

2022-2025 BRANCH 34 NALC BOARD OF OFFICERS

Tom Rooney	President
Laura Wood-Fahey	Executive Vice President
John Fanning	Vice President
Keith Meredith	Secretary-Treasurer
Robert Damatin	Financial Secretary
Cathy Cooper	Editor, Branch 34's CLAN
David O'Connor	Area Steward
Joe DeBerardinis	Area Steward
Sean Mullett	Area Steward
Brian Manning	Health Benefit Officer
Elizabeth Purvis	Sergeant-at-Arms
Adam DiFazio	Clerk, MBA/NSBA
Paul Roche	Chairman, Trustees
Dan O'Connor	Trustee
Samie Smith	Trustee

MDA Corner

By George Adams, MDA Chairman

On March 21st, 2024, Muscular Dystrophy celebrated a milestone with the Food and Drug Administration (FDA) granting approval for the drug Duvyzt to treat children and adolescents afflicted with Duchenne muscular dystrophy (DMD). This approval is significant given that approximately 5,000 children are diagnosed with this form of muscular dystrophy annually. DMD typically manifests in early childhood, predominantly affecting boys although it can also impact girls. Diagnosis often occurs between ages 3 and 6 when early signs of profound muscle weakness emerge, such as delayed motor skills development leading to difficulties in sitting, standing, or walking, necessitating the use of a wheelchair. The progressive degeneration of muscles in DMD eventually compromises lung and heart function, making it a fatal condition over time.

This advancement reflects the crucial backing provided by the National Association of Letter Carriers (NALC) for 72 years. Our job is not done as there are 47 different types of muscular dystrophy.

Gratitude is extended to all letter carriers, particularly those in Branch 34, for their invaluable contributions toward Delivering the Cure.

Your dedication is commendable, and your ongoing commitment is deeply appreciated. Keep up the good work!

It's All By Design, But What Are We Prepared to Do About It?

In just a few clicks on your phone or laptop you can have whatever products you want, in hand, with very little wait time. In this technological age of the compulsive consumer, I think anyone who accesses these types of delivery services finds it preferable to have something sooner than later. The same can be said about our industry that we work in, where customers are looking for a similar dynamic in the deliveries that are scheduled to arrive daily. So can someone explain to me why the USPS is not embracing this market, but instead is burying the old, tarnished eagle's head in the sand. The on-demand genie is out of the bottle, and it's never going back in. With customers receiving requested goods and services quickly, and at an affordable price, why would we bet our future on a service named "Ground Advantage"?

Common sense should see the Postal Service pivoting in a fast-paced direction. But noooooooo. Instead, they have slowed customer deliveries, increased our prices, pushed carrier start times later, and have many members on the street to the tune of 7, 8, and 9 PM.

With just these examples, is this what the gang at L'Enfant Plaza, (USPS

HQ), led by **Louis DeJoy**, considers a cutting-edge business model of the 21-Century? Or is there a more nefarious plan afoot? The answer is yes, one that damages our longtime, stellar reputation with the American Public, with self-inflicted wounds which weakens a storied institution that was created right alongside the birth of this nation.

The smartphone has changed the way we approach life, with endless apps, bringing a customized, individualized experience. And what did people do: they adapted to the new technology. But I don't see that happening in the United States Postal Service. Everything seems to be going in the opposite direction. It's almost a defeatist attitude: If you can't beat 'em, kill the Golden Goose, (or in our case the "Golden Eagle"). Where is the innovation, where is the adapting to a changing world? It seems like we're going in the opposite direction. On a regular basis, the price of a postage stamp goes up, the price of package delivery goes up, but what does the customer get in return? An organization that now delays their deliveries, and sometimes doesn't even make an attempt on any given day, because people don't show up for work, there are not enough craft employees to

run the office efficiently or can't find enough people to take the job in the first place. These types of circumstances are firmly in the hands of management, and they do damage on both sides of the ball. In the customers eyes, we are failing them because we're so slow to their doors, looking like a dinosaur, because of what we portray to them: a diminished service that is headed for extinction.

How many times have you been approached by customers, even friends, and they tell you they saw the mailman on their route at an ungodly hour. It makes us look bad, it makes us look incompetent, and not a business of the future, but a pastime. And when customers aren't getting proper service, and not getting the value out of what we do, we are and will become irrelevant.

In-house, it's a morale killer, having to work late into the night, becoming an everyday event, forcing people to make decisions about their personal lives, and their work ethic, sometimes no matter if you're on the overtime list or not. You might have young children, and you'd like to get home and see them, but instead you're peeking through their bedroom door to see them, snuggled away, and fast asleep when you get home at said, ungodly hour. Or are you running your route, (the "Rocketship's"), not taking your lunch and breaks, and eating time to do something other than work, or you have a second job you have to get to because you have to support your family, because of the current economic turmoil.

Now stay with me because this gets better, (It really doesn't), because we're going to apply a ration of common sense to what goes on in the Post Office AM. Again, we are in the 21st Century, we are up to our eyeballs in technology that impacts us from the time we clock-in, until you finish your workday. It tracks you on the street, it determines the amount of work you have for the day, it can track a package all the way across the country, and in some offices they can even sort package down to the route, without human contact. But the one thing this technology can't do is get you a better start time so you can get to the street earlier, and home to your family at a decent hour.

Everything else needs to be streamlined, efficient, and effective except you leaving earlier. Blame in on logistics or take your pick of the plethora of excuses to explain this away. But to me it more by design, to make carriers unhappy if they must stay late or put members in a position where they'll run their route, give up their lunch and breaks, do the "old dump and run", with customer's deliveries, and even throw off the clock in order to get out earlier.

And an exhausted, worn out, workforce becomes what? It becomes sick, injured, depressed, and burned out. You have the dog chasing the tail, because of what management has put in place, letting the dominos tip over, and over, and over. Pivot into the future? Nope, with eyes glazed over, they've decided this is the way to go. It's unconscionable, it's despicable, and downright self-destructive, BOOM. They're the Captain of the USPS Titanic, they've seen the iceberg, and are now steering in its direction.

And after putting in all those work hours, in all sorts of conditions, you have yet another job. Hold onto your hats, Brothers and Sisters, but you also

have to pay very close attention to your paystub. The Oracles of Pay Anomalies are fast at work, (definitely not fast), changing clock hits, taking your annual when you put in for sick



BOBBY DAMATIN
Financial Secretary

leave, and a host of other unauthorized adjustments that we should just consider as mistakes, right? They must think that this is a cost-effective way to save the Postal Service money. And with all the 12 and 60 maximization grievances going on all over the district, as well as other payouts and settlements for other contract violations, you wanna make sure that the adjustments that they make in GATS, (the system used to make these adjustments), or any other monies actually end up in your paycheck. If I had it my way every post office in the nation would be independently audited on a quarterly basis to make sure we have every penny coming that we have earned and deserve. But I digress, again, (It's hard not too).

For some unknown reason, another obvious issue that gets a good leaving alone and is rarely talked about is right under our noses every Sunday: Amazon. Sure, they supply us revenue through "Amazon Scraps", being the deliveries, they'll lose money on, or their drivers don't feel like doing "their version of the "old dump and run" on customer's stairs, (how is that acceptable). But what is ignored, whether it's by political donations, ad buys in the media, or other controlling interests they have a grip on, this behemoth of a monopoly goes unchecked. Whatever happened to antitrust laws in this country because Amazon's tentacles are everywhere.

They're a retailer, a manufacturer of countless products, a marketing platform, a payment service, a creditor, a book publisher and store, an auctioneer, a television and films producer and the owner of the viewing platform, and a provider of cloud server space, just to name a lot.

But more importantly to us, a delivery, and logistics network. You have to start somewhere, and that takes gumption. The question we have to ask is if the current NALC leadership and our employer would be up to the task? Let's just say you don't wanna know my answer.

The current dynamic prevents any possible chance of fair competition, yet they continue with little or no regulation. They undercut the United States Postal Service when they should be legally challenged, and if successful, restricted, regulated, or drummed out of our industry. Amazon Prime, as well as the underpaying of their non-union workforce cuts into our bottom line. This scab infested business needs to be eliminated. I bet UPS and FedEx would concur.

If we don't get moving creatively and become innovation driven, it could be the beginning of the end. If nobody's willing to fight the good fight and strengthen our foot hold in the industry that we created, our young folk in the job may never see the 38 years that I have experienced. It's time to get into the fight, a fight for our survival.

Just Talking To You!

By Jay Jackson, Steward

Brothers and Sisters **GOOD MORNING, GOOD AFTERNOON, and GOOD NIGHT.** Now that I have your attention, I will continue repeating myself to all Brothers and Sisters **PLEASE KEEP TRACK OF YOUR TIME!!** Your hours worked, overtime, penalty overtime, leave used, leave requested, compared to leave management gave you. Get into the habit of looking at your paystubs whether the one mailed to you or logging into liteblue to check your virtual timecard. Immediately, yes immediately bring it to your shop steward's attention if it shows time is missing or not requested so an investigation can be conducted, and a grievance be filed. Brothers and Sisters if you agree with **Article 34** that states a fair day's work for a fair day's pay then check your time weekly, daily, don't matter just check it. If you don't check your time, it is possible you might have shorter hours along with money or time that is owed to you.

Brothers and Sisters, Management usually is in violation of numerous Articles in the National Agreement, J-Cam, and even LMOU. **BUT** how many of you Brothers and Sisters are? or you know a fellow Brothers or Sisters that are as well? Yes, out there are carriers in violation as well, and what I am talking about is Article 41.3(k) that reads: **Supervisors shall not require, nor permit, employees to work off the clock.** Ever want to "Get a head start" before your begin tour? Say "I'm not going to get auxiliary help today, I never do?" or say, "It's going to be hot and or cold today?" Brothers and Sisters that do work **OFF** the clock are in violation of Article 41.3(k) as well as supervisors and managers that allow the carrier(s) to do so. Please, if you can explain a benefit of working off the clock at your station, call 781-281-1133 and let any of the branch officers know along with myself. How does this help you, co-workers, and assignments at the station?

I Am Just Saying

1. **Close mouth, don't get fed** – How can employees know if their rights are being violated if they don't ask their steward, communicate through Branch 34 mobile app, or call Branch and speak with an officer. If something doesn't seem or sound right with what management said to you, get a second opinion and ask to make sure.

2. **Not what you said, what you can prove** – Create a paper trail, get confirmation on paper. Management at times tends to forget words and agreements between themselves and carriers. Don't get caught up with management saying this and that, have support for what you are saying with paperwork. **BROTHERS AND SISTERS, YOU HAVE A VOICE USE IT!**

EAP

Pick up the phone and call (800) EAP-4YOU or go online www.eap4you.com. First part of reaching out, wanting to speak to someone is recognizing there is a problem or concern with not only you but someone else as well. Please know EAP is available 24 hours a day, 7 days a week. When time of need you need someone to lean on just to speak with, get things off your chest, vent a little bit. Having someone to lean on, talk with, helps you to better equip yourself with the struggles and or difficulties life is throwing at you. When you lean on someone for support, advice, help, or guidance you are showing your strength not weakness by reaching out. Reaching out for help reduces the cause of stress. One of the reasons to reaching out might make what you are going through easier or possibly manageable for you to move forward. Ignoring the problem or issue doesn't mean it will go away, it is possible whatever it is might get worse. I ask you how can you address what isn't revealed? The following are the four "C's" and reason to help you understand:

- COUNSELING** – A process of growth
- CONSULTATION** – When you need advice
- COACHING** – Setting and achieving goals
- CRITICAL INCIDENTS** – When tragedy strikes if you feel you need help or just to reach out, you have a number to dial and website to log onto

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.



Fleet workers voted overwhelmingly to join Local 201.

The Making of a Union

By Tony Scirvano, Retiree

If you've read my previous articles, you'd know I've been following the process of a non-union shop becoming a union. As a recap, I was working part time at a car rental agency. The mechanics are unionized by Local 201 who represents GE employees. The mechanics went on a day long strike and cost the company serious money. They were quickly awarded their most lucrative contract ever. This resonated with the people that I worked with, and some started talking about unionizing. What started as whispers between a few has grown into an outright grass roots campaign to unionize.

When I started with the USPS, we had a NALC union rep come in and give us a speech about what the union does and how to sign up. No real effort on my part to become a member. Sign a form and bang, I'm in. As I became more involved in union activities, I read about the **Strike of 1970** and being from around here was lucky enough to meet and get some first-hand stories of how that strike went down. I was fascinated with those stories, but nothing really compares to being a part of the process. Now I hear carriers having gripes about our union today.

Why does the Union do this or why don't they do that? Why does it take so long to get a contract? What's taking so long with my grievance? Where's my back pay? Imagine having no union and having to negotiate that by yourself. Imagine no raises unless the company decides to give you one. No vacation. No set schedule. No holiday pay. No guarantee of hours after working for a company for several years or terminated without **JUST CAUSE**. The struggle is real for non-union shops. You're at the company's mercy.

The employees here decided that enough was enough but didn't know where to go or how to start. One day Local 201 was in the building and they were approached by a couple of employees. It started with about five of us. A quick meeting at their union hall in Lynn was held... three people showed up. A roadmap was laid out on how to organize the shop by units. Drivers talked to drivers. Everything was very clandestine. No one wanted to the boss to know because this could mean immediate termination.

Five hundred texts were sent with more people joining in daily. **People of influence** were identified. Who was willing to step up and take a stand?

Who was for unionizing, but wasn't ready to be acknowledged? Who was dead set against this? Some people were afraid of losing their only means of employment. Some had no idea what a union was all about. Take a minute to reflect on what group you'd be in if the NALC was being newly formed. Would you risk losing your job to gain benefits?

Organizing started with a small step. What were the things that were most important to the workers? In this shop there were a few things that we as NALC members take for granted. A set schedule where you were notified prior to being called in. Paid holidays. Time and a half pay for holidays if you were scheduled in. We decided to rally around getting at least six paid holidays or overtime if you were scheduled. This brought a number of employees into the mix. This was a small step for an individual, but a huge step for unionism.

More meetings were held, the first at the union hall, then in a parking lot between shifts and during lunches and finally at a nearby hotel conference room after work. Hampering these efforts besides management and a general lack of knowledge about unions, was that workers here spoke many different languages. Again, centers of influence were identified, and the word was spread to every employee. The company was not too pleased and sent out a few managers to stem the cry of unionism. They gave a half hour "presentation" which

actually inflamed more employees, who decided a union was for them. The managers claimed the company couldn't afford to pay more and 90% went to the workers and the other 10 to pay expenses. All of a sudden, the company became a charity making **ZERO DOLLARS**. Dignity and respect were now on the table after these **managers completely ignored** what the workers had to say.

More meetings ended in a **union card drive (75% signed)** and a petition for recognizing the union sent to the company and DOL. The local gave out wristbands and buttons to wear in a show of solidarity. The company of course rejected recognizing the union and sent out a flyer saying employees don't need a union.

There's a 30-day period to verify signatures, before DOL will run an election to see if the union will be ratified. The 30 days passed, and a rally was held outside the company HQ. Employees along with local 201 active and retired members held signs and made speeches. It was invigorating to see the passion. These people were working hard for a lot of the benefits we NALC members take for granted.

I'm happy to share that the NLRB held a vote and the union passed 54-6. The fight for rights and representation is real. It's been an amazing process so far and I'll keep you updated on the next step. Contract negotiations. The word of the day is **solidarity**. Be safe.

Reminder

BRANCH 34

RETIREE LUNCHEON

SUNDAY, MAY 19TH 2024

12 NOON-3:30 PM

RSVP BY MAY 16TH 2024

(781) 281-1133

FLORIAN HALL

55 HALLET STREET

(FIREFIGHTERS HALL NEAR NEPOSNET CIRCLE)

DORCHESTER, MA 02124

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

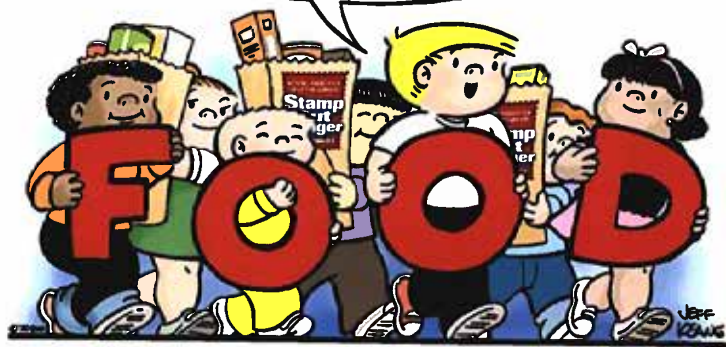
Ninth Congressional District

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

MAY 11, 2024

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



The 30th Annual Letter Carriers “Stamp Out Hunger” Food Drive Scheduled for May 11, 2024

We are truly grateful for the stability of our dependable jobs, allowing us to provide for ourselves and our loved ones. However, we recognize that not everyone is as fortunate, which is why the opportunity to give back through The Letter Carrier “Stamp Out Hunger” Food Drive holds special significance. Since its inception in 1992, this annual event has made a tremendous impact, collecting roughly 1.4 billion pounds of food nationwide.

For the past 24 years, the dedicated Boston Letter Carriers of Branch 34 have volunteered their time and efforts to collect donations for this worthy cause. Their daily visibility and unwavering commitment to serving our communities seven days a week have been instrumental in making this event the success it has become.

We extend our heartfelt thanks to the local food drive coordinators who have worked tirelessly to lay the groundwork for Food Drive Day. Their dedication and passion for helping those in need are truly commendable.

As we approach May 11th, let us all join together in solidarity to make this year’s food drive the best one yet. Whether it’s donating food items, volunteering your time, or spreading the word, every contribution makes a difference. Together, we can make a meaningful impact and help alleviate hunger in our communities.

Thank you for your support and participation. “Let’s make a difference together!”



Blast from the Past! - Branch 34 members participate in the first Food Drive!

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!

In Memory Vincent "Vinny" Walsh

Vincent "Vinny" Walsh, a dedicated 40-year veteran Letter Carrier out of Needham, tragically passed away on January 17, 2024, while carrying out his beloved duty.

On Saturday, March 23, Vinny's family, including his daughter Kelly, son Patrick, sisters Jean and Kathleen, brother Dave, and grandchildren Logan, Aria, Cameron, and Cody, among others, gathered at the Needham office. NALC Branch 34 President Tom Rooney presented Kelly and Patrick with retirement jackets and watches, honoring Vinny's decades of hard work and dedication on his cherished route.



Branch 34 Salutes Its Retirees!

Somerville's Bob Donahue



Somerville retiree Bob Donahue with his fellow carriers.



Retiree Bob Donahue, Branch 34 Vice President John Fanning and Branch 34 President Tom Rooney.

Branch 34 President Tom Rooney, Rose Connolly and Steward Tom Ciulla.

Everett's Rose Connolly



Everett retiree Rose Connolly with Branch 34 Vice President John Fanning.

Roxbury's Jimmy Seid



Branch 34 Secretary-Treasurer Keith Meredith and Jonathan "Skate" Edge wish longtime Roxbury carrier Jimmy Seid congratulations on his retirement.



Everett's Ed Haggerty

Branch 34 Vice President John Fanning with Retiree Ed Haggerty.



Retiree Ed Haggerty waving his last goodbye to fellow Everett carriers.

Grove Hall's Camilo Pichardo-Mendez



Grove Hall Steward Samie Smith & Mrs. Pichardo-Mendez congratulate Camilo on his retirement.

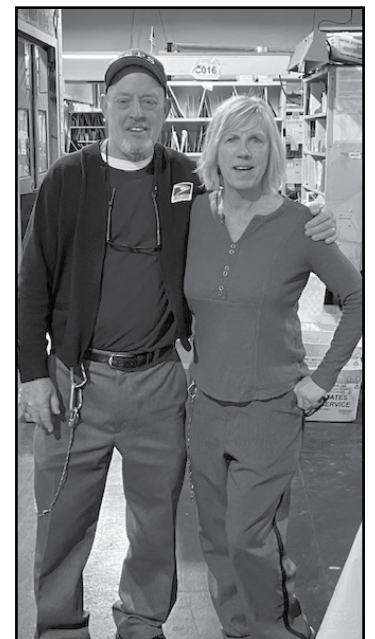


IMC's Teddy Collins



Teddy Collins with his fellow Charlestown carriers.

Retiree Teddy Collins of Charlestown with Vice President John Fanning.



Charlestown's Teddy Collins with former long-time union steward Mazie Collier.



Grove Hall wishing Camilo Pichardo-Mendez congratulations on his retirement.

Somerville's Doug Sabin



Retiree Doug Sabin & the Somerville Carriers.



Branch 34 Vice President John Fanning congratulates Doug Sabin on his retirement.

Revere's John Taylor



Revere retiree John Taylor with Area Steward Dave O'Connor and Branch 34 President Tom Rooney.

Field Corner's Mike McGillicuddy



Jimmy Hudson wishing Fields Corner Retiree Mike McGillicuddy congrats.

The West Roxbury Carriers wish Jerry Hill good luck on his retirement.



Letter Carriers in Fields Corner wish Mike McGillicuddy congratulations on his retirement.

IMC's Sonny McNeil



IMC carrier Sonny McNeil on his last day with Letter Carrier David Sacco. Like Danny DeVito and Arnold Schwarzenegger in "TWINS".

Needham's John Galvin



Former National Business Agent John Casciano, Needham retiree John Galvin and Shop Steward Brian Senior.

Cambridge's Bill Crescitelli



Bill with his fellow Cambridge carriers.

Cambridge Steward Ben Cooper, Retiree Bill Crescitelli, Branch 34 President Tom Rooney and Cambridge Steward Wallace Washington.



East Boston's Scott Trainito



East Boston Steward Bobby Haumann, Scott Trainito and Chief Steward Emilio Leone.

East Boston retiree Scott Trainito with Branch 34 Vice President John Fanning.

West Roxbury's Jerry Hill



West Roxbury Steward Sandino Blaise congratulates Letter Carrier Jerry Hill on his retirement.

JFK's Phil "Philly" Rugnetta



JFK carriers wish Phil "Philly" Rugnetta congratulations on his retirement.



Phil "Philly" Rugnetta receive congratulations from JFK steward Alex Mosca.

1838C Counts and 3999 Street Analysis

Some of you may have notice a big push to conduct Counts (1838C) and walks (3999) on your routes by management lately either by your local supervisor or by an outside managerial person. They are actually known as **PS Form 1838C Carrier Counts and PS Form 3999, Carrier Street Analysis**. For the most part they are to be done on a yearly basis. Some delivery unit keep thorough records and actually perform them on route as required.

M-39 211.1

In order to achieve and maintain an appropriate daily workload for delivery units and routes, management will make at least annual route and unit reviews.

The actual 1838C Count of mail requires management to provide the letter carrier 24 hours or one days' notice prior to conducting a physical count of mail and Line Items on a route.

M-39 141.2 Special Office Mail Counts

When management desires to determine the efficiency of a carrier in the office, a count of mail may be made. The carrier must be given one day's advance notification of this special count. Use Form 1838-C to record count and time items concerned. The carrier must be advised of the result of the office mail count.

In addition, whenever a count of mail does take place, the carrier has the right to verify the actual mail volume count.

221.13 General Rules for Making Count

221.131

The carrier should count and record the mail every day except on the day of inspection when the mail must be counted and recorded by a manager. On one or more days during the count week, each route will be inspected

by a manager. When management performs the mail count the carrier serving the route, upon request, may verify the mail count.

Now when management decide they want to walk a route and perform an actual 3999 **NO** advanced notice is required. Carriers should keep in mind management is expected to examine carriers on the street.

M-4, sec. 16 Supervision

Carriers may expect to be supervised at all times while in performance of their daily duties.

There are methods and behaviors in which management must conduct themselves on the street while perform these 3999. Your delivery supervisor or manager has the authority to instruct in a manner in which an outside supervisor cannot.

232 Conduct of Route Examiner

232.1 The route examiner must:

a. Not set the pace for the carrier, but should maintain a position to observe all delivery points and conditions.

b. Not suggest or forbid any rest or comfort stops but should make proper notations of them.

Currently under the new route inspection process TIAREAP all 3999 conducted under this agreement whether the route or zone be a part of TIAREAP **REQUIRE** Carrier Consultation. This means the carrier who performed a 3999 must be given a consultation within three days whenever possible. In addition, the carrier **MUST** be provided an unedited version of the 3999 24 hours prior to that consultation. The carrier is then given an opportunity to add any documentation or comments to the packet. I strongly suggest requesting the audit trail for that 3999 and the Work Hour Work Load for the day that 3999 was conducted.

This language can be found in TIAREAP M-01983 page 12.



RICHIE GALVIN
Branch 34 Route Inspection
Team Leader and Region 14
MA/RI District Lead Team

- This process is applied to all PS Forms 3999 performed after the signing of the Technology Integrated Alternate Route Evaluation and Adjustment Process MOU.
- PS Form 3999
- In both selected and non-selected zones, all PS Forms 3999 conducted during the life of this agreement will be reviewed with the regular carrier or agreed to replacement carrier.
- Within three business days (whenever possible) of performing a PS Form 3999, management will explain the examiner's comments and the reasons for any time recorded as nonrecurring street time, as well as any editing of the original PS Form 3999, to the carrier. The carrier will have the opportunity to write his/her comments on an attachment to the original unedited copy of the PS Form 3999. The carrier will be provided a copy of the unedited PS Form 3999 one day prior to discussing it with management.
- An unedited copy of each PS Form 3999 along with examiner and carrier comments and the Audit Trail Report(s) will be provided to the appropriate adjustment team.

If anyone has any question, comments, or concerns pertaining to anything route inspection related, please feel free to reach out to me. As always, it's my pleasure to help or guide in any way.

Don't Be A SCAB!

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

Back Bay
ROBERT A. ROMIKITIS

Braintree
MOLLY LONG

Brookline
CHRISTINE M. BAILEY
LINDA M. HAZELL

Cambridge - Porter Square
BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)
JOSEPH REGNACCA

Fields Corner
DANIEL AISENBERG

Hingham-Hull
MARK J. DION
AIDAN O'CONNOR

Malden
EILEEN M. FINN

Medford
GERALD M. LYLES

Milton
CHARLES S. ROSEN

Needham
TAMI L. JOHNSON
KRYSTAL VEZINA

Newton Highlands
ROBIN I. DeVITTO

Revere
JASON MOORE

Roxbury
NOEMI MANZANARES

Stoneham
DONNA CHAPLIN
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!**

Spring Has Sprung!

I would like to thank the Membership for recently electing me as Area Steward. It is an honor and a privilege to represent **YOU**, the Brothers and Sisters of



SEAN MULLETT
Area Steward

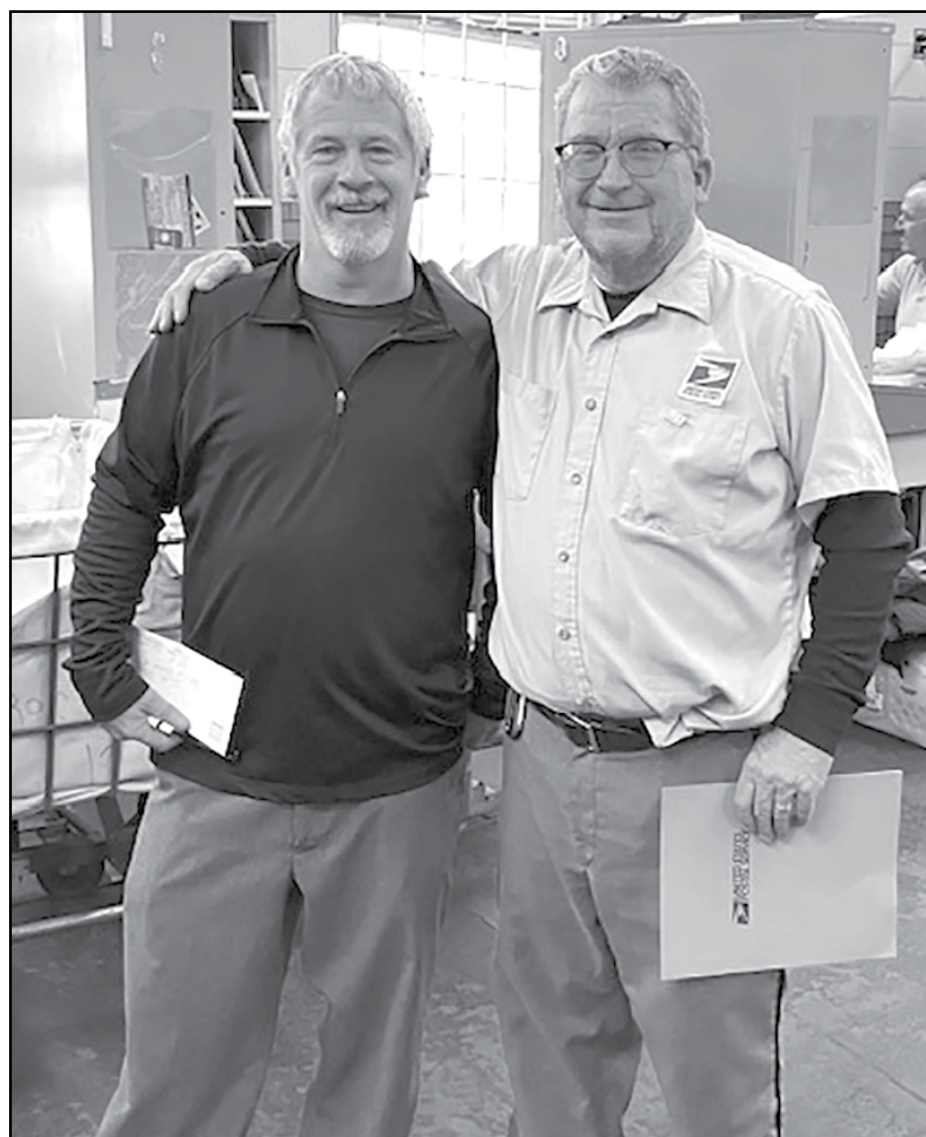
Branch 34. I would also like to thank **Chris Harris and Jay Jackson**. Your professionalism and courteousness during the campaign was a welcomed change from prior elections.

Congratulations to hometown of Everett's own "Semper Fi" **Robert Gautreau** of the Arlington PO on 40 years of combined Service!

164 Years ago on April 3, the Pony Express began. The first riders departed St. Joseph, Missouri. For \$5 an ounce, letters were delivered 2,000 miles to California within ten days. 164 years later, it costs 60 cents an ounce and letters still take 10 days! Doc Brown was on to something when he said, "Too bad the post office isn't as efficient as the weather service."

Thank you all again.

In closing, Hard work pays off, dreams come true, bad times don't last, but bad guys do.



Everett Boys - Rob DiSimone and Robert Gautreau.



MOVING?

Give Branch 34
Your New Address!

MOVED?
Change of Address

If you have moved, please notify the Branch directly, Personnel does not notify us of change of addresses.

Name _____

Address _____

City/State _____

Zip _____

Send change of address to:
Branch 34 NALC
400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396

Performing a Good Deed on Administrative Leave

Want to do something to help others while getting paid? It's simple. Donate your blood. This has been written about in the past. However, newer carriers, and even seasoned carriers for that matter, may be unaware of the provisions outlined in the Employee Labor Relations Manual (ELM). If you are unsure about donating blood due to health conditions, log onto www.redcrossblood.org. The Red Cross provides eligibility criteria listed in alphabetical order so you can see if you qualify to be a donor. Also listed on the Red Cross website are numerous donations centers across the state. Boston, Danvers, Dedham, Weymouth, Kingston, Raynham, Worcester, and Springfield, we all live or work near a donation center. If you decide to donate or have further questions about donating, you can call the Red Cross directly at 1-800-RED-CROSS. Once you have a donation scheduled, fill out PS Form 3971 and request **OTHER** leave for the type of absence. Write blood leave. Below, the ELM states in part:

519.5 Medical Events 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:

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.

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:

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 considerable 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.

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:

To a full-time career employee:

For bone marrow, 3 days.
For stem cells, 3 days.
For blood platelets, 3 days.
For organs, 14 days.

To a part-time career employee:

For bone marrow, 1 1/2 days.

For stem cells, 1 1/2 days.

For blood platelets, 1 1/2 days.

For organs, 7 days.

Cohasset Carriers, please check your Local Agreement (#19 Section 2) for further language on Blood Leave. Thank you to all the carriers of Branch 34 who provide blood donations. It is greatly appreciated!



ELIZABETH PURVIS
Sergeant-at-Arms

The Most Important Women, You've Probably Never Heard Of!!!...

(continued from page 2)

In 1910, Frances Perkins began working for the New York City Consumers League. At that time, she worked closely with the women and children employed by the Triangle Shirtwaist Factory, to improve their working hours and conditions. She was devastated when on March 25, 1911, a fire at the factory resulted in tragedy when 146 workers were killed, because the doors were locked, and the factory did not have adequate emergency exits.

In 1933, Frances Perkins was appointed by President Roosevelt to be the Secretary of Labor. Her appointment meant that not only was she the Secretary of Labor, but she was the first female Secretary of Labor, *the first woman ever appointed to the Presidential cabinet, which also made her the first woman to be considered in the Presidential line of succession.*

Her most important contribution by far was designing the Social Security Act (SSA) of 1935. She was also instrumental in establishing the Fair Labor Standards Act (FLSA) of 1938 which included a federal minimum wage, 40-hour work weeks, overtime pay and child labor laws. Not only did Ms. Perkins help to establish and craft the FLSA but she also established unemployment insurance

and workers compensation.

Now you look at the accomplishments I just listed, and you might be saying holy S%&t, she is responsible for just about everything that we still use today. Everything Frances Perkins achieved as the Secretary of Labor would be incredible on their own, but when combined and accomplished in just a five year span the work she did is astounding. Everything she accomplished almost 90 years ago is still relied upon by almost every single worker in this country.

Ask yourself where would you and your family be without federal minimum wage, 40-hour work weeks, overtime pay, child labor laws, unemployment insurance, workman's compensation, and social security? If your answer is worse off than you are now, then you realize how important Frances Perkins and her contributions are to workers everywhere.

Then ask yourself if Frances Perkins is one the most influential and significant not just women but person in labor history that you have never heard of?

I would like to express my condolences to recently retired letter carrier **Joe "Sandman" Sands** and his family and friends at the Back Bay Annex.

The Devil Wears Gore-Tex!

Spring appears to be upon us. Punxsutawney Phil saw his shadow or didn't see his shadow; I'm still not quite sure which is which. Either way, letter carriers are showing off their ample calves all over Boston. Boots are being placed lovingly in the bottom of our lockers, unused for another snowless winter, (a big thanks to the hairspray lobby of the mid to late 80's). I've hung up my allowance-busting Gore-Tex coat, which seemed like a great purchase a year ago. That was until I realized I had an ink blot on my last stainless uniform shirt and didn't have the allowance funds left to purchase a new one. We all know the workroom floor is no place for a walking Rorschach test, so I tried stain remover, chemicals, home remedies, holistic options, but nothing worked.

For a time, I was able to hide the stains, or the rips, or the mismatched buttons with a sweater, but the wool eventually faded, the zippers began to stick, and even without the help of Rivers Cuomo the unraveling began. My seemingly unremarkable decision to spend an entire uniform allowance on a winter coat turned out to be the most devastating fashion choice of my life, and that's saying something coming from a guy who bought a flannel shirt because it had a secret pocket for a beer.

When I first was hired as a letter carrier, almost as long ago as my average

reference, the older carriers always had more uniform clothes than they knew what to do with. It was a common practice for them to gift shirts and used coats to younger carriers.

Those days are long gone, with the cost of uniforms growing faster than our allowances, and the quality dropping at a rate that rivals the seasons of "The Office" after Michael Scott left.

I'm not sure I have a solution to this problem, but I know when I look around the office, I shouldn't see thirty brothers and sisters who look like they work for 15 different employers. With our current contract negotiations rumored to include changes to the uniform allowance policy, I yearn for a day when I can hand down a gently used fleece jacket to a new carrier without the fear of only finding a replacement through Stock-X.

Thanks for reading, and as always, you can reach me at adifazio@nalcbranch34.com to discuss hacks for stretching a uniform allowance or questions regarding MBA insurance plans. You can also contact the MBA office directly at 800-424-5184 or online at nalc.org/mba.



ADAM DIFAZIO
Clerk, NBA/NSBA

Contribute to the Letter Carrier Political Fund!



Call PostalEASE at
1.877.4PS.EASE
(1.877.477.3273)
or <https://ewss.usps.gov>

Join Us For a Day of Fun and Fundraising: Branch 34's 3rd Annual Cornhole Tournament

Looking for a fantastic way to make a difference while having a blast? Look no further! NALC Branch 34 is thrilled to announce our **Third Annual Cornhole Tournament**, all in support of the **Muscular Dystrophy Association (MDA)**. With the incredible success of our past events, raising over **\$12,000 in total**, we're back and aiming higher than ever before.



CATHY COOPER
"Branch 34's CLAN" Editor

Mark your calendars for **Sunday, June 2nd, from 12 noon to 5 pm**, and get ready for an unforgettable day at **Heritage Hall in Milton, MA**. Whether you're a seasoned pro or just looking to join in on the fun, there's something for everyone at the Cornhole Tournament.

Last year, we saw a remarkable increase in attendance, and this year, we're hoping to continue that trend with even more participants. And why wouldn't you want to be a part of it? Picture this: a day filled with friendly and somewhat fierce competition, music, and a photo booth to capture memories with friends and family. All for a great cause.

Registration is open! Teams of two can register for just \$100, or \$50 per person, while spectators can join in on the excitement for just \$25. Your ticket not only grants you entry to the event but also includes a donation to the MDA and access to delicious food and our provided entertainment. Registration closes Friday, May 31st. All attendees can register online using poster QR codes or visiting: <https://forms.gle/T5ZvPmgorAAwveV68>

But what if cornhole isn't your thing? There are plenty of other ways to get involved and to make a difference. **We're on the lookout for volunteers** to help with various tasks throughout the day, from setup to registration, t-shirt and raffle sales, event photography/videography, and break-down. Your support, big or small, is invaluable in making this event a success. Additionally, **we need help getting sponsors** for our event. If you know any local businesses you visit often, we'd appreciate any leads or support you can offer. Sponsorships help fund the event and benefit the Muscular Dystrophy Association. Please feel free to contact me at ccooper@nalcbranch34.com with any questions or if you'd like to volunteer.

Feeling lucky? **Try your luck with our raffle**. Stay tuned for details on this year's great prizes. In previous years, lucky winners have walked away with Yeti products, outdoor oven, deluxe beach chairs, gift cards, and more. This year's lineup promises to be just as exciting. Tickets will be available through your office steward, at the Union Hall, during Union meetings, or at the event. Winners need not be present.

We firmly believe that **it takes a village to make a difference**, and we couldn't do it without the support of our incredible community. So, whether you're tossing bean bags or lending a helping hand behind the scenes, know that your contribution is making an impact on the lives of those affected by muscular dystrophy.

Join us on June 2nd for a day of fun, competition, philanthropy, and friendship. Whether you win or don't win, we ensure you all will have a great time. Let's come together to make this our biggest and best event yet, all while supporting a cause near and dear to the NALC. **See you at the Cornhole Tournament!**

NALC BRANCH 34 PRESENTS



The 3rd annual
CORNHOLE
Tournament

BENEFITING THE MUSCULAR DYSTROPHY ASSOCIATION


★★★★★

SUNDAY, JUNE 2ND

12:00 - 5:00 PM

**Heritage Hall
114 Granite Ave
Milton, MA 02186**

RSVP

By Friday May 31st to reserve your team

★★★★★

\$50 per player
Cash prize for 1st, 2nd & 3rd place teams!
\$25 per spectator



QUESTIONS? CONTACT: CATHY COOPER [CCOOPER@BRANCH34.COM](mailto:ccooper@branch34.com)



firstprioritycu.com

Members Are Our First Priority

Since 1924

- ▶ Convenient Locations and Hours
- ▶ Home Equity Loans/Lines of Credit
- ▶ Online Mortgage Center
- ▶ Mortgage Products: Residential, Jumbo, Commercial
- ▶ Auto Loans & Personal Loans
- ▶ Checking and Savings Accounts

- ▶ Certificates of Deposit, IRAs, Money Market Accounts
- ▶ Business Accounts
- ▶ Free Online Banking & Bill Payment
- ▶ Mobile Banking, eStatements, Telephone Banking and more

Contact us to become a Member today!

Federally insured by NCUA. Shares and Deposits in excess of NCUA limits are fully insured by MSIC.

800-949-7628 | 100 Swift St., East Boston | 25 Dorchester Ave., Boston

