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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 135 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ☆ 1890-2025

Brother, "Can You Spare a Dime?"

The phrase "Brother, Can You Spare a Dime" is associated with the "Great Depression" era, when unemployment and poverty were widespread. Asking for a dime from a fellow citizen was common practice during those days. The song, written by E.Y. Harburg and Jay Gorney, highlighted the plight of the American worker who built this great nation though blood, sweat and tears, who were now reduced to begging for a small handout to put food on the table or to provide shelter for their families. In the phrase the "Dime" symbolizes the overwhelming weight of the economic hardship Americans were experiencing. Americans were struggling for the most basic necessities in a time when our country was in the midst of a crushing economic depression.

History books tell us that for letter carriers, this phrase "Brother, can you spare a dime?" was more than just a lyric. It was a cry they heard daily coming from the doorsteps, alleyways, and porches along their routes. During the Great Depression, while the nation in the midst of a once in a life time financial disaster, letter carriers did not waver. They delivered news, magazines, and hope tucked inside envelopes, often serving as the only consistent presence in many shattered lives. This simple saying reflects something far greater: the unwavering spirit of compassion, resilience, and solidarity that letter carriers carry not only in their satchels, but in their union hearts. And today, as struggle rises again on new fronts, we ask, who says history doesn't repeat itself? And if you think history doesn't repeat itself, look around.

Today, the modern-day letter carrier experienced their version of national crisis's, like the great depression, in the form of COVID-19. Every day letter carriers all across the country showed up to work putting their lives on the line to keep the American public connected while providing the public with some sense of normalcies in their lives during a time when the country was in lockdown. Now, you may be asking why am I writing this? ANSWER:

BECAUSE I VOTED NO!

I voted NO on the contract between

the NALC and the USPS because I believe letter carriers deserve far more than what this agreement offers. After years of carrying the United States Postal Service on our backs — through a pandemic, understaffing, unbearable heat, and tripling parcel volumes — this contract feels like a slap in the face to the men/woman of the NALC union who show up, day after day, and give everything they have to keep this 250-year old intuition afloat.

Let's be honest: the wage increases are not enough. They don't keep up with inflation, let alone reflect the increasing demands of our routes. While everything around us gets more expensive — housing, gas, groceries — we're supposed to settle for incremental raises that barely move the needle. That's not a raise. That's a slow bleed.

And what about the PTF/CCAs? They continue to be treated like second-class employees, expected to work the most grueling hours for the least pay and with no real sense of stability. This contract doesn't fix that — it just continues the same old broken system. We should be fighting to eliminate this two-tiered workforce, not accepting it as the norm.

To make matters worse, this agreement does next to nothing to confront the ongoing crisis of forced overtime, unsafe heat conditions, and poor staffing levels. We're told to "do more with less," but we're human beings — not machines. Carriers are burning out. Some are getting injured. Some have even died from heat exhaustion. Yet the language in this contract related to safety and working conditions are vague, arbitral, and weak at best.

I respect the NALC as a whole and I have the upmost respect for all our national officers, and I know negotiations are tough. But respect goes both ways — and this contract doesn't show real respect for the sacrifices letter carriers make or the value letter carrier bring to the nation.

I voted no because I believe in this union, and I believe we can fight for more. We must fight for more.

Branch 34 is not asking for the moon. However, Branch 34 is asking to be treated with dignity, compensated fairly, and we want to be protected from

overzealous management with the design as to when we finish our appointed rounds we go home to our families and lives healthy and safe.



TOM ROONEY
President

Again, this contract does not deliver. So, I voted **NO** — proudly, and with purpose.

Remember, **"Without Change - Nothing Changes"**

Tom Rooney President



Here's a breakdown of the 2023–2026 National Association of Letter Carriers (NALC) contract with the U.S. Postal Service (USPS), covering everything from wage gains to workplace safety and modernization initiatives.

Term & Arbitration Background

Arbitration: the agreement was finalized via an interest arbitration award by Dennis R. Nolan on **March 21, 2025**.

The term of the 36-month agreement covers the period of May 21, 2023, through May 22, 2026.

Wage Increases & Cost of Living Adjustments (COLAs)

All city letter carriers will receive the following general wage increases:

- Nov 18, 2023: +1.3%

(continued on page 14)

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

Link to Branch 34 Website





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STATION STEWARDS**

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Auburndale	Melissa Hill
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	Frank Walker
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Medford.....	Jon Holmberg
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Milton	Bob Leighton
Needham.....	Brian Senior
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No. Weymouth..	Joe Baszkiewicz
Quincy	Amy Baker
	Frank Ruzzano
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Melrose	Luis Lora
Roslindale.....	Adam Difazio
Roxbury.....	John Carr
	John Galvin
Grove Hall.....	Samie Smith
Scituate.....	Justin Vo
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So. Weymouth.....	Angela Riva-Seelig
Stoneham.....	Ralph Cacuzza
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Waltham	Edward Walsh
	Brandon DeRubeis
Watertwon.....	Nicole Collins
Wellesley Sq..	Pavlos Salamasidis
Wellesley Hills.....	Kevin McMahon
Weston.....	Scott Mulcahey
West Newton	Rob Blouin
West Roxbury	Jason Fannon
Weymouth Landing.....	Mario Venturelli
Woburn	Cody Morris
	Duncan Morris
Wollaston	Bob McAuley

Article 8 Changes are going to be a bumpy ride

So, as you have all heard by now, there have been some major changes to Article 8 regarding overtime.

What do you mean there are 2 Different OTDL's?

Regularly Scheduled Day ODL (RSD) You can no sign up and work just splits up to 12 hours on your regularly scheduled day. If you sign up for this list you are making yourself available to work 12 hours every single regularly scheduled day.

Non-Scheduled Day ODL (NSD) You can sign up and work just your non-scheduled days (N/S). If you sign up for this list you are making yourself available for **ONLY 8 hours on your N/S day.**

Please remember when you bid your route your N/S days were listed in most cases as Sunday/Rotating

If you sign up for this list you are making yourself available to work 8 hours on SUNDAY!
SUNDAY IS A N/S DAY!

Can I sign up for both the RSD and the NSD lists or do I have to choose one or the other?

You may sign up for both lists. Or just the RSD list, or just the NSD list.

I signed up for both lists but I don't want to work Sundays can I get off just the NSD list?

Yes, if you signed up for both lists you may get off one and stay on the other, or you can get off both lists at the same time.

REMINDER If you decide to get off one or both lists, you must still put the request to get off the overtime list(s) in writing.

I signed up for both the RSD and NSD lists can I work 12 hours on my N/S?

YES, but only if you are signed up for both lists!

Work assignment List (WAL) You can also sign up for the work assignment list, which means you have made yourself available to work up to 12 hours on your regular assignment on a regularly scheduled day. **You can not work ANY OT on a Route other than your own, unless the OTDL is maximized to 12 hours.**

If you sign up for WAL- you cannot do splits on a route other than your own and you cannot work your N/S.

I heard I can volunteer to work above 12/60, is that true, and how does it work?

Yes, it is true. You may now "volunteer" to work more than 12 in a day or 60 in a week, but before Management is required to take "volunteers" they can still force all RSD carriers to 12 hours, then they can NON-OTDL (including WAL) carriers and NSD only carriers. In any forceable situation Management must force by juniority on a rotating basis

I am going to give you my personal opinion here do with it what you want, but any work over 12/60 is blood money and you do not have to work any hours at all ever above 12/60.

If you decide you are not working anymore than 12 in a day or 60 in a

week, then you can go home and not face any disciplinary consequences for simply ending your tour.

Article 8.5.D states in part: *However, if the ODL does not provide sufficient qualified full-time regulars for required overtime, Article 8.5.D permits management to move off the list and require non-ODL carriers to work overtime on a rotating basis starting with the junior employee. This rotation begins with the junior employee at the beginning of each calendar quarter. Absent an LMOU provision to the contrary, employees who are absent on a regularly scheduled day (e.g. sick leave or annual leave) when it is necessary to use non-ODL employees on overtime will be passed over in the rotation until the next time their name comes up in the regular rotation.*

How TF are they going to keep the list equitable?

The two lists RSD and NSD only need to be equitable with the people on those lists, so they should either be keeping the lists separately.

So, if you are only on the RSD list then you need to be equitable with only the other carriers on the RSD list.

If you are on the NSD list, then you only need to be equitable with the other carriers on the NSD list. *(Please note, equitability for NSD carriers has zero to do with what set you are on, it is by all carriers on the NSD list.)*

Next issue, I am on both the RSD and the NSD, I came in on my N/S day can I work more than 8, you can! Please make sure your OT hours are tracked properly. Your first 8 hours for your N/S day should be charged on the NSD list and all hours above 8 on your N/S Day get charged to the RSD list.

If I had to guess every single Steward in Branch 34 will be filing an equitability grievance at the end of the quarter so please inform Management if you think the list will be unequitable at the end of the quarter, and begin to document where Management has charged carriers incorrectly for on the wrong list, or while on Annual or Sick Leave.

Management has been charging letter carriers when they are on leave, we now have a pre-arb on that, which says they should be utilizing the BYPASS button, and we should be holding them to it. Additionally, M-00754 states in part

"1. An employee who cannot be contacted for work on his/her non-scheduled day will not have that call recorded as a missed opportunity."

"2. The day in question also will not be counted as a day where the employee was available for overtime."

I want to volunteer to work more than 12 in a day or 60 in a week how does that work?

Management is not required to utilized volunteers to work more than 12/60, before going off the list.

So just because Jimmy who is on the RSD wants to work 15 hours on Tuesday, does not mean Management is required to use Jimmy for 15 hours. Management would have to give Jimmy 12 hours of work, and then they could go off the list and give Julie who is NON-OTDL the other 3 hours.

Article 8.5.G states *"that full-time employees not on the "Overtime*

Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked

up to twelve (12) hours in a day or sixty (60) hours in a service week. Volunteering to work beyond 12 hours in a day and/or 60 hours in a service week does not change this requirement nor does it create any entitlement or obligation to work beyond those hours."

Additionally, you are in on your N/S and they need to force off the list, then NSD carriers go into the rotation with WAL carriers and NON-OTDL carriers.

So, they forced every carrier on the RSD, the NSD, the WAL and off the list there are hours left, what happens?

If you told the boss at 8 a.m. when you walked through the door that you would volunteer for 2 hours then they will come see you to volunteer for 2 hours and be advised once you have volunteered there is no turning back, you will be required to do what you volunteered for. So be careful what you volunteer for. You may think your getting the mail room as a volunteer, but you may be volunteering for a Criss cross delivery up hill. Just saying always know beforehand exactly what you're "volunteering" for

Quick question I volunteered to work more than 12/60 how do I get charged for it.

Super simple, you don't! You cannot be charged for any work over 12/60, and any work above 12/60 will not be counted towards equitability.

I know it will be a long summer of Management screwing up the list, and grievances being filed, but your Stewards, Area Stewards and Branch Officers will be able to answer any questions you may have.

On a personal note May 30th 2025, was a day that I will not soon forget, as 7 carriers, I had the pleasure of being friends with all retired on the same day. **Bernadette Romans** former Vice President NALC Branch 34 out of Jamaica Plain, Cheerio! **Keith Meredith** former Secretary-Treasurer NALC Branch 34 out of Roxbury, you know what's up! **Mazie Collier** Charlestown/IMC former CLAN Editor NALC Branch 34 (**2 more Collier's to go**). Two of the greatest to come out of Malden **Frank Cavicchio** and **Ken Mayo**, you have both left a void in Malden and Kenny its so quiet in there now, especially since the singing telegram left with you that day! To **Bill Gormley** out of Charlestown/IMC formerly of Somerville, you are my favorite **Uncle Bill**. And to this other guy I think his name is **Paul Fahey**, and maybe I'm married to him? Congratulations, I wish you all nothing but health, happiness, good luck and good fortune!

I hope every carrier has a great summer! Enjoy, stay safe and have fun!



LAURA FAHEY
Executive Vice President

NALC Perspective: What “One Big Beautiful Bill” Means for Letter Carriers

The recently passed federal budget package, called by some in Washington DC as the “one big beautiful bill,” carries many implications for public workers, especially USPS City Letter Carriers, both active and retired. As Vice President of Branch 34, I take it as my responsibility to break down how this bill affects the lives, livelihoods, and futures of our brothers and sisters in Branch #34.

Here are some of the Key Wins for our Letter Carriers.

Listed below are things this bill does not do:

- It does not privatize the Postal Service.
- It does not cut federal retirement benefits.
- It does not impose further reductions on COLAs for retirees.

Due to strong labor lobbying, especially by the NALC and AFL-CIO many harmful provisions that had been in early drafts of the bill were removed. That is a direct result of our union’s voice in Washington DC.

Appropriations for the Postal Service



JOHN FANNING
Vice President

This bill includes funding that will help keep postal operations strong, particularly in the area of **infrastructure upgrades and fleet modernization**. While the USPS is primarily self-funded, federal support for capital improvement including **greener vehicles and safer equipment** will help make our jobs easier and safer. It also sends a clear message that Congress is not abandoning the Postal Service.

Protecting Retiree Benefits

For our retired members, the bill:

- **Maintains current levels of federal retirement payments**, including CSRS and FERS.
- **Preserves access to FEHB (Federal Employees Health Benefits).**
- **Allows for full Social Security COLA adjustments** without offsets or caps this year.

Labor Protections and Bargaining Power

One of the most underreported but crucial aspects of the bill is that it **does not erode collective bargaining rights**. Some in Congress sought to tie USPS funding to drastic labor “reforms” that would weaken our ability to grieve management abuses or negotiate strong contracts. Those efforts failed—because **NALC stood strong**.

Challenges Ahead

This bill, while a relief in many

ways, is **not a silver bullet**.

- It does not **address the toxic work environments** many carriers face.
- It does not reduce the **crushing workload** or **mandated overtime** that continues to plague our profession.
- It certainly does not resolve the **retention crisis** or the dangerous understaffing across hundreds of delivery units.

What it does do is buy us time and preserve the tools we need to keep fighting these battles from a position of strength.

What’s Next? Stay Engaged

We cannot afford to be passive. This bill passed because union members made noise. We wrote letters, made calls, walked the halls of Congress, and organized our locals. As we look to the next legislative session, NALC will:

- Demand real **funding for USPS hiring and retention**.
- Fight back against any effort to **undermine your retirement or healthcare**.

Let’s be clear: this “big beautiful bill” was not a gift. It was earned through unity, activism, and persistence.

In Solidarity,
John Fanning

Vice President, NALC Branch #34

Automatic Payment for Hours Worked Beyond Daily and Weekly Limits

Effective July 1, the new language in Article 8, Section 5.G.3 went into effect. However, the Postal Service’s payroll system is not yet equipped to automatically compensate letter carriers who voluntarily work more than 12 hours in a service day or 60 hours in a service week.

Under Article 8, Section 4.G, any hours worked beyond these limits are eligible for an additional 50% pay—calculated from the carrier’s base hourly straight-time rate. Until payroll systems are updated to apply this pay automatically, the Postal Service and NALC have agreed to an interim process, and is outlined in the Memorandum of Understanding (MOU) M-02009 which reads in part:

The parties acknowledge that the Postal Service payroll system may not be updated by July 1, 2025, to automatically compensate city letter carriers at the pay rate of two and one half (2 1/2) times the base hourly straight time rate as required under Article 8, Section 4.G. Until the payroll system is updated, the parties agree to the following procedure:

- Management will designate a representative in each district to review the work hours of all city letter carriers each pay period.
- The management designee will identify the city letter carriers who have worked in excess of 12 hours in a service day and/or 60 in a service week during the preceding pay period.
- The management designee will input adjustments in GATS to compensate all city letter carriers an additional fifty (50) percent of the base hourly straight time rate for all hours worked in excess of 12 hours in a service day and/or 60 hours in a service week.
- A record of the adjustments, to include the name of the employee, employee identification number, finance number, number of hours worked, and the GATS adjustment input, shall be provided each pay period to the NALC at the national level.
- Any disputes regarding the proper payment input in GATS shall be addressed by the national parties.

Though this memorandum addresses the issue of automatic payment, it is still crucial for Letter Carriers to track their hours carefully and ensure Management stays in compliance with the MOU. Payments could possibly be a pay period behind. (Ex: hours for pay period 15 could and should be in your paycheck for pay period 16). Be sure to notify your Shop Steward should you feel Management has failed to comply with making these payments.



JOE DEBERARDINIS
Area Steward

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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, 2024
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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Blood Leave

There always seems to be a critical need for blood and platelets. For those who donate to the Red Cross you know what I'm talking about as the calls, texts, mailings and emails never stop. It's for a good cause and if you have the time **(the PO is going to pay you)** and don't mind needles it is worth your while to be a donor.

Older carriers 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. Management no longer hands out notices or publicizes it but blood leave is still alive and well in the Employee Labor Relations Manual (ELM). Also, our new Collective Bargaining Agreement (CBA) has added additional days employees get paid to donate bone marrow, stem cell, blood platelet, and organ donations. I've reprinted all of the relevant language below.

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 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.

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.

Just like the government to use a lot of words to say very little. There's not a set time you get paid to donate blood but years ago we used to get four hours for every donation and that seems like a reasonable amount of time.

In our new contract the parties signed a Memorandum of Understanding (MOU) that increases the amount of time we get for donating: bone marrow, stem cell, blood platelet, and organ donations. The MOU is reprinted below and I strongly encourage everyone to donate what they can.

Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations

As to the time limitations applicable to bone marrow, stem cell, blood platelet, and organ donations, the parties agree the amount of administrative leave that can be granted per leave year to cover qualification and donation is determined by the number of days recommended by the treating physician or hospital, not to exceed the following for:

a. A full-time or part-time regular career employee is limited to:

(1) for bone marrow, up to seven (7) days;

(2) for stem cells, up to seven (7) days;

(3) for blood platelets, up to seven (7) days; and

(4) for organs, up to thirty (30) days.

b. A part-time flexible (PTF) or city carrier assistant (CCA) may

be granted leave up to the limits set forth above. The amount of leave that may be granted will be based on the employee's average daily work hours in the preceding 26 weeks, but not to exceed eight (8) hours per day.

These limitations are more than double what is allowed for in the ELM and what we used to be entitled to. I encourage everyone to take advantage of this new MOU and do your civic duty. I donate platelets every few weeks and it's easy and painless.

If you're interested it takes about 2 ½ hours and you have your own TV with Netflix. Call the Red Cross at 1-(800) 733-2767 and fill out your 3971, when you get to "Type of Absence" check off other and write in blood leave.

If you can't find a blood drive the Red Cross has permanent donation centers in Weymouth, Kingston, Framingham, Danvers, Tremont St in Boston and in Dedham. There are hospitals that take donations as well like Children's Hospital on Longwood Ave. in Boston.

Michael Murray
Secretary-Treasurer
Branch 34 Boston



MIKE MURRAY
Secretary - Treasurer

As a Matter of Fact...

In this ongoing series reviewing the sections of an 8190 form, this article will focus on Block 1: 'Grievant's Name (Last, First, Middle Initial).' Typically, you will list the grievant's last name first, followed by their first name and, if applicable, their middle initial. If the grievant does not have a middle initial, you may skip that section. In cases with multiple grievants, simply write 'Class Action' in that space. That concludes this month's article...

On second thought, let's discuss Block 17, specifically, what facts need to be included in your case files. To effectively outline the necessary facts, we first need to clarify what constitutes a fact. According to the Oxford New American Dictionary, a fact is "a thing that is known or proved to be true." When writing about facts in your articles, it's essential to consider: can you verify the truth of your statement? I can know that "Homer at the Bat" is the best episode from the golden age of the Simpsons, but is that a provable statement? If not, then we are in Opinion Town, and much like an argument with Barney Gumble over the greatest British Prime Minister, a "wrong" opinion can take you out of the game.

We all know that names, dates, and contractual language are facts. We know that we can prove these things as easily as pinning every unsolved crime in Springfield on Steve Sax. Although they may seem insignificant, these facts form the foundation of your case: answering the Who, What, Where, and When. The Why and How will come into play later.

As you prepare your grievances, ensure you include all relevant facts: the carrier's seniority date, the route they cover, and how many hours they worked on the specific date(s) in question. While stating that Don Mattingly's sideburns are too long is an opinion, the fact that Mr. Burns instructed him to shave them off is concrete.

While we're having some fun here, it's important to recognize that our cases will be far stronger when built on a solid foundation. Ideally, we would like every grievance to be resolved at the lowest level. Unfortunately, with the Shelbyville Plant-level-management the Postal Service is currently employing, this will rarely be the case. So, shop stewards—both new and seasoned—we urge you to take the time to articulate your case through proven facts. This way, when an Area Steward opens that folder, they won't feel lost like Ozzie Smith in the Springfield Mystery Spot.

In closing, I want to express my gratitude to all of the Branch's shop stewards for the vital work you do. It's not all magic shows and nerve tonics, and I hope you receive the recognition you deserve. Keep up the excellent work, team; we couldn't do it without you!



ADAM DIFAZIO
Area Steward

Pay Table Changes Implemented July 12

Pay Table Updates

The Postal Service has notified NALC that the elimination of Table 2 Steps AA and A was completed and took effect on July 12, 2025 (Pay Period 16-2025). As a result, all city carriers previously in Steps AA and A have been advanced to Step B and have begun a new 46-week waiting period before progressing to the next step.

Back Pay

USPS has confirmed that retroactive pay calculations are still in progress, with payments expected in the Aug. 29 paycheck. The back pay will cover the general wage increases effective Nov. 18, 2023, and Nov. 16, 2024 (including the additional 1% increases for City Carrier Assistants on those dates), as well as the first four cost-of-living adjustments for career carriers.

Be sure to keep informed on the National Association of Letter Carriers website, nalc.org, for future updates.

Stay safe and enjoy your summer vacation!



CATHY COOPER
Area Steward

Training for Success

As promised, the branch has made training one of our primary focuses in strengthening and advancing our union. As I always say: *Do better every day!*

Recently, we hosted an **Advanced Steward Training** at the McKeon Post, with tremendous input from our officers and an outstanding turnout from our stewards. Your current administration has gone all in to ensure our membership is represented by the most prepared and professional personnel possible. Whether the issue is **Discipline, Contractual Rights, or Route Inspections**, we are committed to equipping our stewards and every member with the tools necessary to succeed.

This year alone, the branch has invested thousands of dollars into training. We've conducted multiple **New Steward Training classes, Advanced Steward Trainings, and dozens of Route Inspection Training Classes**. Another Route Inspection class is scheduled this week for Malden, and additional classes will be added as we approach the formal inspection season.



According to **M-39 Section 211**, the designated inspection season consist of:

Selecting Period for Mail Counts and Route Inspections

These inspections will be conducted between the first week of September and May 31, excluding December.

Management has already alluded to a very aggressive inspection season here in Boston. Carriers should prepare themselves now in case your zones are selected. The keys to succeeding in route inspections is to carry your route Professionally, safety, and provide excellent service every single day to our customers. If you perform your duties correctly and consistently, the times will speak for themselves.

Thank You For Showing Up

To all who made the effort to attend the training—thank you. Your fellow members depend on your leadership and knowledge. We must continue to lead, guide, and protect our members in an environment that often operates under intense scrutiny. When we train together, we grow stronger together.

A special thank-you to the officers whose hard

work made this training a success:

President Tom Rooney: For organizing and overseeing the event. From booking the hall and coordinating food to assigning responsibilities, Tom made it all happen. He also spoke powerfully on one of our biggest current issues—**Stationary Events**.

EVP Laura Fahey: For creating and providing complete training packages for every steward. Laura and I worked late into the night to ensure every training manual included the full set of PowerPoint presentations. Laura also covered critical updates on Article 8 overtime language and the specifics of OWCP.

VP John Fanning: Delivered a vital session on the importance of being present and involved in PDIs (Pre-Disciplinary Interviews). He emphasized that stewards play a key role, regardless of what local management might say—this is your day in court.

Area Stewards Joe DeBerardinis and Adam DiFazio: Presented a step-by-step PowerPoint on how to build a strong case file, a must for any effective grievance.

Treasurer and Arbitration Advocate Mike Murray: Gave valuable insight into what it takes to win a case in arbitration and what is required to support the NALC position.

Route Inspection Team Leader Rich Galvin and Angelo Berton conducted a detailed PowerPoint session on route inspections. This class will be offered multiple times throughout the year and is open to all letter carriers, not just zones scheduled for inspection. I strongly encourage everyone to attend. Whether you're under inspection or not this training is of utmost value. There's so much information to the topic attending more than once will help set it in stone.

Moving Forward

Every steward left that day's training with greater knowledge, confidence, and tools to better serve our members. The literature and materials provided will help improve the working environment for all letter carriers in our branch.

The day also included lively and in-depth discussions on a variety of topics. Dialogue that is critical in developing the inquisitive mindset required to be an effective steward.

Here in **Branch 34**, we believe that extensive and continuing training is key to our strength. We remain committed to doing the hard work needed to stay one of the strongest branches in the NALC and we strive to *be better every day*.



RICHIE GALVIN
Route Inspection Team Leader



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

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The Honorable Richard E. Neal

Cannon House Office Bldg., Rm. 372
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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



The Value of Mentorship

The Post Office, as many of you are very familiar with, has been having an ongoing staffing issue. In fiscal year 2024 the USPS hired 46,617 new city carriers yet lost 31,088 city carriers, for a 33% retention rate. Not great to say the least! There is a lot of work that needs to be done to improve that, so much so that in our new contract, there's a new program being implemented to address these issues. With that said I want to talk about what we, letter carriers of branch 34, can do to help our newest brothers and sisters as they start their new careers as city letter carriers.

I have been so fortunate in my career to have benefited from great mentors since my first day, almost 19 years ago! It continues to this day as well. I work at the hall once a week and I have the great honor to be able to learn from all four of our full-time officers. What I've learned here, has made me not just a better union official, but a better letter carrier and has giving me what I need to go out and be a better mentor to others.

Now how can we better mentors? We need to use our best resources as a branch and you know what that is? That's us! I truly believe we are the best educated, most equipped and well positioned Branch in the country to help our new carriers. I'm not going to do the exact math, but there's just under 2500 active carriers and if you average 10 years of service per carrier, that's over 25,000 years of experience our Branch has!

Now let's use all this knowledge and expertise we've gained to then pass it along to ensure a bright future for Branch 34. There's no cure all or words

of wisdom that can just make new employees seasoned carriers overnight, it's the little things you do as a mentor, the little pieces of advice that, over time, can help build carriers up. Showing a new carrier where they can sweep the mail for that new route they're on, telling them where in the lot they can find their vehicle, explaining about the weird backdoor dock delivery. All these little pieces of advice will go a long way over a city carrier's career! It shows that if you care, and if you care the new employee will then start to care as well.

So why should we as carriers become mentors to the next generation of letter carriers? **"Making it worse for others doesn't make it better for you."** I was a PTF for almost 8 years, being a new employee is hard enough and has plenty of challenges that I could not be happier that carriers make regular MUCH faster. We should want the next person to have it easier than we did, that's what union solidarity is all about. USPS is facing and will face many challenges ahead and I'm proud to say Branch 34 will rise to each one of them, but not one of us can do it alone. That's why we need to rise up together, help one another and lift the next generation up so our union only grows!



GUS FERNANDES
Financial Secretary

A Memo to All Branch 34 Letter Carriers: Scanners Are Not Working

Management has been monitoring the non-transmitting of data though our assigned scanners. One simple piece of equipment, the scanner on our belt, is becoming a dangerous threat not only to our reputations but also a direct threat to our livelihoods.

Lately, we've seen too many brothers and sisters pulled in the office after clocked in, working their ass off in the heat and humidity only to be slapped with "Emergency Placement in Off Duty Status" because their scanner "didn't transmit." Management isn't waiting for explanations; they're imposing suspensions on the spot. Please be careful!

Brothers and sisters, take a minute in the morning after clocking in and really examine your scanners. After you log on the scanner goes straight to the screen prompting you to answer yes or no if you have completed your truck check, which we get time for in our fixed office time. I would recommend all Letter Carriers after completing the truck check to go to the home screen of your scanner and under all options available choose Option O, as I call it, the How Am I Doing Report,

Now, as we all know the scanner is not fully accurate, I recommend

checking the scanner every morning and specifically focus on the Option "Device Health". As of now I have identified three different color codes, Green for Healthy, Yellow for Not Healthy and Red for Needs Replacement. If the Device Health has a yellow box, click on it and a list of errors should appear. Example, the list will inform you as to when there are signs of a degrading battery.

Keep in mind, the MDD scanner could begin green in the beginning of the day and turn yellow throughout the day.

I strongly recommend if you are seeing the Yellow NOT HEALTHY, **talk to your steward AND report it immediately or as soon as you are in contact with management and document the conversation with date and time conversation occurred.** This is a way to get a head of wrongfully being placed in an Emergency Placement in Off Duty Status.



CHRIS HARRIS
Area Steward

Unions were established to help provide a platform for workers to collectively address the concerns of working conditions without the fear of retaliation. Unions not only address those concerns but also negotiate for improvements for a better working environment. All union members have a voice that provides each member with a direct voice to vote on wages and working conditions. Recently Branch 34 members voted against our recent contract with a powerful percentage voting NO. I am a firm believer that union members need to participate in order for the union to work for you.

In the same way they give us a voice on our working environment, unions also give workers a voice to help their local communities. Letter carriers have shown their commitment to serve goes beyond their mail routes, by participating in local events. Each year letter carriers across the country participate in the largest one-day food drive to help local food pantries. This year I had the privilege to be a food drive coordinator along with teammates Cathy Cooper and Amy Baker. I am proud to say that my fellow co-workers out of the Boston S & DC collected a total of 6429 lbs of food for Weymouth and Braintree food pantries.

Union members also contribute to help raise money for MDA by supporting various fund-raising events. In the last few years I have helped sell raffle tickets for Branch 34 Annual Cornhole Tournament. This year nearly \$8000.00 was raised. The corn hole tournament is a great way to have fun with fellow carriers throughout the district. But most

importantly, the event would not be a success if the volunteers didn't help and the you the members didn't support it by buying the raffle tickets.

There are many ways to help support Branch 34. If you never been to a union meeting, it is a great opportunity to hear what's going on locally and nationally. It's also a great way to meet fellow brother and sisters throughout the Boston area. If going to the meetings is not feasible then try volunteering to help support the state convention, national convention, Stamp out hunger drive, satchel drives, delivering letters to Santa or try organizing your own event.

Branch 34 letter carrier Jill McDonough of South Boston, created a hat and glove drive 12 years ago to benefit the South Boston Neighborhood House (Ollie House). She annually sets up a donation box in the retail store entrance for customers and fellow carriers to donate to help locals keep warm. Retired Braintree letter carrier Paul Gately, would annually set up a Toys for Tots display on the workman floor. He would post letters to Santa from local children listing what their wish list is for Christmas. Carriers would bring in a new toy that would be distributed at Christmas to a child in need. I encourage all Branch 34 members to get involved and help our union to be stronger and more successful. We are stronger when we stick together and help each other.



ANGELA RIVA SEELIG
Trustee

Union Life Insurance

Recently I've received a few text messages from union brothers and sisters asking me why a name brand insurance guy was in their office. Many may not know that the NALC actually offers cheaper and better options:

Insurance and Annuity products of the MBA:

Short-term Disability and Hospital Confinement:

- Individual Disability Income
- Hospital Plus

Whole Life:

- MBA Whole Life
- Paid Up at Age 65 MBA Whole Life Insurance
- Paid Up in 20 Years MBA Whole Life
- Independence - Single Premium Whole Life

Term Life:

- MBA 10-Year Renewable & Convertible Term Life Insurance
- MBA 5-Year Renewable & Convertible Term Life Insurance
- MBA 20-Year Term Life Insurance
- MBA Term to Age 65 Life Insurance

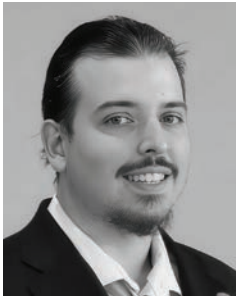
Annuities:

- MBA Retirement Saving Plan
- MBA Family Retirement Savings Plan
- City Carrier Assistant Retirement Savings Plan
- MBA Immediate Annuity

Group Insurance available to branches:

- Accidental Death
- Supplemental Term Life

These insurance plans offered by the MBA are designed to give NALC members and their families the best possible protection for the lowest cost. If you are interested in signing up for any of these, reach out to the union hall or contact the MBA office at 202-638-4318. Lastly, I would to thank the membership for electing me the local MBA, it's an honor and privilege to serve the members of branch 34.



KEITH MARCHIONE
Clerk-MBA

Food Drive

On May 10th the NALC held its annual food drive, coordinated by Cathy Cooper and Angela Riva-seelig. This is a great day for carriers, with the help from our amazing customers, to give back to the communities we deliver in. All food collected is donated to local food pantries and distributed to people in need. This year we collected 166,965 pounds of food. Great job everyone!



Brighton carriers dropping food at the local pantry



S&DC stewards Angela Riva-Seeling, Chris Harris and Mario Venturelli



Wellesley Hills carriers making a difference for their community.



Wojo from Wollaston



Brendan Finn from Quincy Center



Boston S&DC carriers pitching in for a great cause.



Cornhole Tournament

The 4th annual corn-hole tournament was held Sunday June 8th at the Heritage hall in Milton. What a great turnout. More people attended this year than last year. Lots of fun and great food and prizes. First place winners where Chris Ruf and Donnie McPhee out of Fort point. Second place went to Steven Lewis and Dominic Lewis out of Brighton and third place went to Matt Graham and Jeremy McNeil out of the Braintree S&DC, fourth place went to Liam McCarthy and Jason Polito out of Cohasset/Scituate.

Thank you to everyone who turned out to play or just watch. And A big thank you to Justine Lomanno, Cathy Coopers daughter who did so much work to make this year's tournament a great success. And of course, a big thank you our Area steward Cathy Cooper and Trustee Angela Riva-Seelig, and all the amazing volunteers for putting the whole thing together. In the end the tournament raised over 8000 dollars for MDA. Hope to see everyone back next year and bring a friend!



1st Place winners Chris Ruf and Don McPhee with Branch 34 President Tom Rooney



2nd place went to Dominic and Steven Lewis out of the Brighton PO, with Branch 34 President Tom Rooney



State Representative Bruce Ayers with Cathy Cooper and Branch 34 President Tom Rooney.



3rd place went to Matt Graham and Jeremy McNeil out of Weymouth, with Branch 34 President Tom Rooney



Coming in 4th place out of Scituate-Cohasset Liam McCarthy and Jason Polito {not shown}, with Cathy Cooper and Tom Rooney



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Congratulations Retirees!



Congratulations to Charelstown's Bill Gormley and Mazie Collier on their retirement



Vice President John Fanning with Charelstown's Bill Gormley and Mazie Collier



President Tom Rooney, shop steward Mike Bertrand congratulate Bill Robinson on his retirement



Retiree Paul Gaglio out of West Newton and President Tom Rooney.



President Tom Rooney, Shop steward Kevin McMahon celebrate Janice Martin's retirement



Theresa with Back Bay steward Ben Gardyna and Lucy Warren



Bay Back carriers say good-bye to carrier Theresa Taylor-McGuinness

Congratulations Retirees!



North Quincy carriers say good-bye to Jim Dodd.



Jim Dodd with fellow carrier Brandon Airosus.



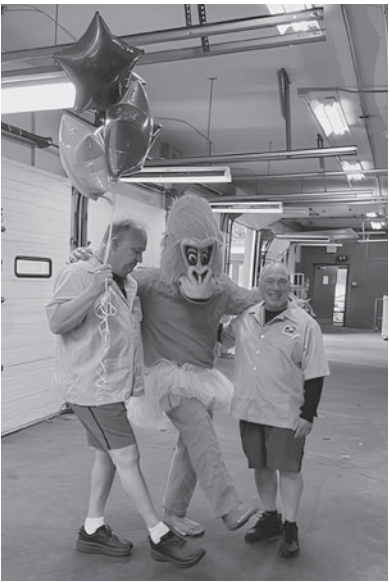
Enjoy your retirement, Jack!



Medford carriers give Jack McCarthy a big send off for his well-earned retirement.



The Malden carriers celebrate Ken Mayo and Frank Cavicchio on their retirement.



Ken Mayo and Frank Cavicchio having some fun



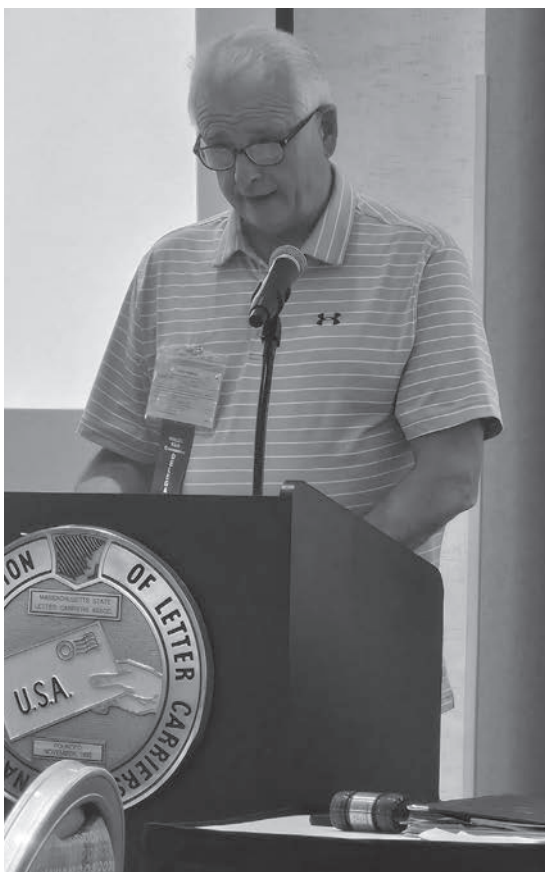
Congratulations to Arlington's Jane Chambers and Steve Mavropoulos on their retirement

State Convention

The Massachusetts State Letter Carrier's Association held their 93rd Convention the weekend May 16-18th at the Double Tree in Hyannis. There was a great line up of speakers, LMOU training, as well as an election of State Executive Board. It was very informative weekend, and nice to meet carriers from other Branches in Massachusetts.



Swearing in of elected State Officers



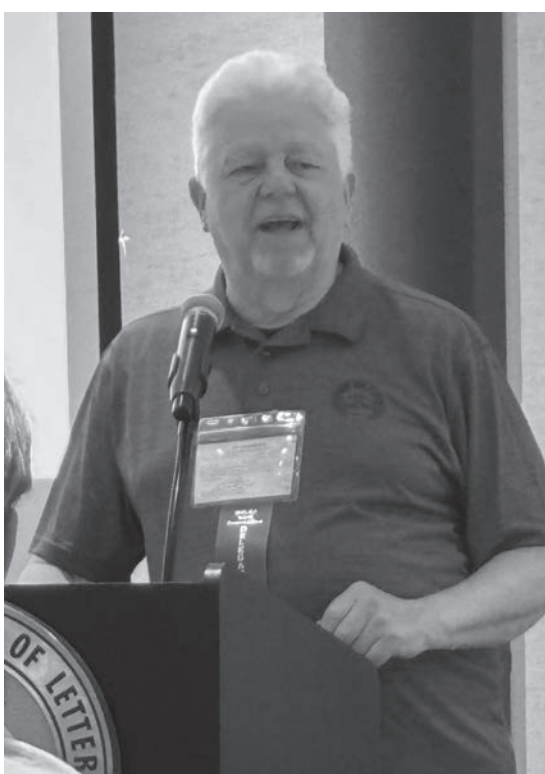
Branch 34's Bobby DiMartin



Roshon Butts and Sami Smith with NALC Secretary -Treasurer Nicole Rhine



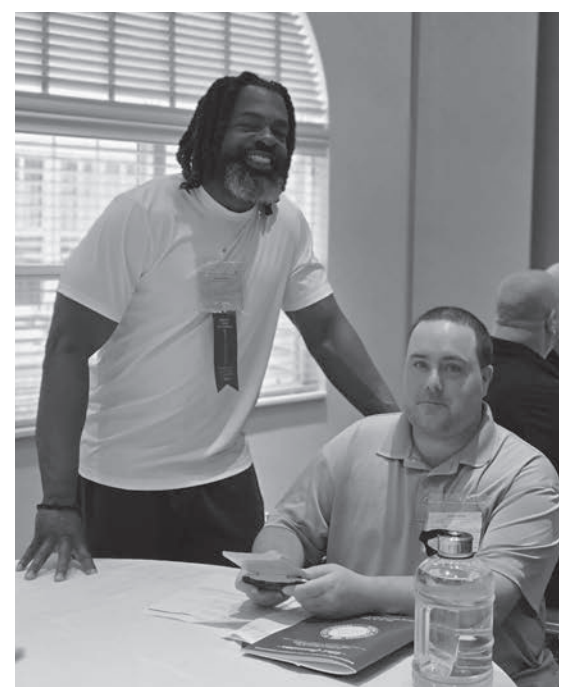
US Representative William Keating showing support and sharing stories of his days of a letter carrier.



MSLCA President Scott Doughty



Mass AFL-CIO President Chrissy Lynch showing her support for Massachusetts letter carriers.



Branch 34s own Pierre Blanc and Chris Harris

Privatization Isn't a Conspiracy — It's a Checklist

BY HARMAN BADWAL
City Letter Carrier, Malden

For years, postal workers have been told that privatization of the USPS is just a scare tactic. But when you look at the policies and leadership decisions made over the past two decades, it becomes clear that privatization isn't just coming. It's already underway. This isn't a theory. It's a checklist. And it's being carried out step by step.

What's Already Been Done

- Created a two-tier pay system (Table 1 vs. Table 2): Split carriers doing the same job into different pay scales, weakening unity and bargaining power.
- Increased reliance on non-career employees: A cheaper, less protected, and more disposable workforce undermines stability and long-term service.
- Consolidated operations into S&DCs: Centralizing delivery removed services from local communities, making them easier to cut or outsource.
- Installed corporate-aligned leadership: Figures like Louis DeJoy and David Steiner come from private shipping and financial sectors, not public service.
- Blocked USPS from expanding services: Postal banking, broadband, and licensing programs have been repeatedly shut down despite public interest.
- Cut infrastructure and service standards: Sorting machines were removed, delivery was slowed, and window hours were reduced. All of it chipped away at public trust.
- Forced USPS to pre-fund retiree benefits: No other federal agency bears this burden. It was designed to manufacture a financial crisis. (Repealed in April 2022)
- Contracted out delivery and transportation: Routes once worked by union workers now go to private contractors.
- Canceled major parcel contracts (FedEx, UPS, DHL): USPS gave up huge volumes of business, letting competitors take over what we once delivered.

- Rolled out the "Delivering for America" plan: A corporate-style re-branding that puts parcels and profits ahead of people and public service.
- Aggressive discipline and surveillance: Carriers face discipline for minor infractions, often based on scanner data. This creates a hostile work environment meant to drive turnover.
- Signed weak national contracts: Repeated agreements with low raises, minimal protections, and extended use of non-career positions have chipped away at morale, bargaining leverage, and job quality.

What Could Be Next

- Gig worker delivery: App-based carriers with no rights or benefits could replace traditional career letter carriers.
- Real estate liquidation: USPS owns billions in land and facilities, and all of it could be on the table for private sale.
- Privatizing core operations: Sorting and transportation might be handed over to private logistics companies.
- Eliminating the Universal Service Obligation (USO): The legal duty to serve every address could be scrapped, starting with rural and low-income areas.
- Splitting USPS into separate entities: Mail and parcels could be separated, with parcels spun off to a private company.
- Opening First-Class Mail to competition: Private firms could cherry-pick profitable routes, leaving USPS with only the hardest, least profitable ones.
- Federal benefit cuts: Increasing FERS contributions and reducing retirement payouts would make postal careers less attractive and easier to dismantle.
- Union decertification efforts or legislative restrictions: Future leadership or Congress might try to weaken NALC's power with right-to-work laws or other labor changes.
- Reclassification of postal work to reduce protections: Management or lawmakers could try to

reclassify certain roles to limit bargaining rights or change retirement eligibility.

What You Can Do

This isn't just about our jobs. It's about whether the American people will continue to have a Postal Service that serves everyone, not just where it's profitable.

We've seen this playbook before: **Underfund. Undermine. Outsource. Then privatize.**

We can still stop it. But only if we speak up.

Seriously — stop running your routes like it's the Olympics. Come on, guys. They're cutting your benefits and gutting your job. Slow it down. Don't make it easy for them to cut our jobs.

Call your representative: (202) 224-3121
Tell them to support legislation like H.Res. 70, which confirms that the USPS should remain a public, unionized service.

Ask your family, friends, and neighbors to call too. This affects every household, not just postal workers.

Educate the public. When I carried in Melrose, Revere, Wellesley Hills, Belmont, and now Malden, most customers had no idea how low our wages were or how poorly management treated us. Once I started having those conversations, many were shocked and supportive. People care, but they need to know what's really happening.

This isn't a party issue. It's a people issue.

A Word of Thanks

As of today, more than 200 members of Congress have signed on to support H.Res. 70 and are standing up for the Postal Service and the workers who keep it running.

To those members — thank you. To the rest — we're watching. We're waiting. Do the right thing.

The Postal Service was never meant to make Wall Street richer. It was meant to serve the people. Let's keep it that way.

"The Post Office is established for the convenience of the people, and not for the profit of it."
— Benjamin Franklin

Don't Be A SCAB!

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

Braintree
MOLLY LONG

Brookline
CHRISTINE M. BAILEY
LINDA M. HAZELL

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

Fields Corner
DANIEL AISENBERG

Hingham-Hull
MARK J. DION
AIDAN O'CONNOR

Medford
GERALD M. LYLES

Needham
TAMI L. JOHNSON

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!



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- Nov 16, 2024: +1.4% (retroactive paid)
- Nov 15, 2025: +1.5%
- The first full COLA will be \$978 annually effective August 26, 2023, paid retroactively
- The second full COLA will be \$353 annually effective March 9, 2024, paid retroactively
- The third COLA will be \$978 annually effective September 7, 2024, paid retroactively
- The fourth COLA will be \$416 annually effective March 8, 2025, paid retroactively
- The fifth COLA will be effective in September 2025
- The sixth COLA will be effective in March 2026

The future value of the remaining two COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and January 2026.

Wage Schedule Changes

MOU Re: Modification of City Carrier Pay Tables - Additionally, Steps AA and A will be eliminated from Table 2. All city carriers in Steps AA and A will be advanced to Step B and begin a new 46-week waiting period to be completed before advancing to Step C. After implementation of this change, the total time to reach top step will be reduced by 46 weeks.

Additionally, effective within 180 days of the arbitration award, the annual rate at Step P in Tables 1 and 2 will be increased by \$1,000.

City Carriers Assistants (CCAs)

In lieu of COLAs, City Carrier Assistants will receive an additional 1% increase on the effective dates of the three general increases, for a total of 2.3% in November 2023 (paid retroactively), 2.40/0 in November 2024 (paid retroactively), and 2.5% In November 2025. Additionally, within 180 days of the date of the arbitration award, City Carrier Assistant hourly rates in Table 3 will also be increased by an additional \$0.50 per hour. This increase is in addition to the cumulative increases mentioned above.

Retroactive Pay (Back-Pay):

A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first four COLAs (totaling \$2,725 annually).

Back pay includes retirees, with annuities adjusted retroactively via OPM Processing time will vary due to volume.

Uniform Allowances:

- May 21, 2025:** \$536 + \$125 for newly eligible carriers
- May 21, 2026:** \$549 + \$128 for newly eligible carriers.

CCA carriers are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

Unused portions of an eligible employee’s annual allowance for uniform and work clothing will be carried over and available for use beginning twelve (12) months after the end of each anniversary year. An eligible employee’s uniform or work clothing allowance balance may not exceed the sum of two (2) years of the employee’s annual allowance entitlement. This uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the date of the interest arbitration award.

Employee Complement:

The CCA caps found in both article 7.1.C.1 and Article 7.1.C.2 will remain the same.

MOU Re: City Carrier Assistants Conversion to Career Status This MOU, continued for the life of the 2023 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing.

Health Insurance: Career letter carriers

There are no changes to the Postal Service’s cost share of health benefits premiums. The employer contribution will remain at 72 percent over the term of the contract, and will be capped at 75 percent of any given plan’s premium.

City Carrier Assistants

The agreement maintains the Postal Service’s biweekly contribution of 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Work Hours & Overtime

Article 8 Sections 2, 4, and 5 have been modified to increase overtime protections and provide more opportunities for letter carriers, as well as the introduction of a new pay rate.

Section 2. Work Schedules

A new Section 2.D has been added which provides all full-time carriers with the right to terminate their tour of duty when reaching their respective work hour limits without being subject to disciplinary action. For full-time employees who are not on an “Overtime Desired” list or on the Work Assignment list, this means that they may clock out and leave when reaching eleven and a half (11.5) hours of work in a day or sixty (60) hours in a service week. For full-time carriers who are on an “Overtime Desired” list or on the Work Assignment list, this means that they may clock out and leave when reaching twelve (12) hours of work in a day or sixty (60) hours in a service week.

Section 4. Overtime Work

A new Section 4.G has been created which guarantees pay at the rate of two and one-half time the base hourly straight time rate for any work beyond twelve (12) hours in a day and sixty (60) hours in a service week.

Section 5. Overtime Assignments

Article 8.5.A was modified to create new ODLs, one for employees desiring to work up to 12 hours per day on their regularly scheduled days only and one for employees desiring to work only overtime for eight hours per day on their non-scheduled days. Employees may sign both lists and are eligible to work up to 12 hours per day on their regularly scheduled days and their non-scheduled days. Article 8.5.C.2.b has been modified to make it clear that overtime must be equitably distributed amongst employees who are on the same ODL. Employees are no longer able to indicate a preference to work in excess of to 10 hours on a scheduled day.

Additionally, Section 5.G.3 has been created to provide a new opportunity for ODL carriers to volunteer to exceed twelve (12) hours of work in a day or sixty (60) hours of work in a service. ODL carriers cannot be forced to work beyond the applicable work hour limits

Lay off Protection:

The no-lay off clause that protects letter carriers after six years of service as a career employee is retained in the 2023 National Agreement.

Sub-contracting of Letter Carrier Work:

The existing prohibitions against contracting out city carrier work is continued for the duration of the 2023 National Agreement.

City Delivery and Workplace Improvement Task Force:

This long-standing memorandum has been modified to reorganize the task force for the purpose of jointly seeking methods to improve the cultural and operational environment city delivery offices.

This task force will develop he processes necessary to examine conditions, to develop solutions, and to test alternative procedure in city delivery offices related to creating a positive work environment/culture where everyone is treated with dignity and respect; evaluating the workplace culture and developing solutions to address the causes of conflicts between management and city letter carriers; efficiency and use of space; staffing and scheduling; route evaluation; safety; contractual compliance; and business growth.

New Employee Experience, Retention, and Mentoring

This new MOU creates guidelines related to the onboarding, retention, and mentoring of new employees.

Prior to leaving Carrier Academy city letter carriers will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit and instructions for completing time reporting records.

- All newly hired letter carriers will receive an equipment package including a new USPS-branded reflective vest, mail satchel, and hat. They will also receive an introduction and familiarization with the employing office conducted jointly by USPS and

NALC representatives.

- The guarantee of being given a minimum of one nonscheduled day each service week, except during the penalty overtime exclusion period, for employees in their ninth week and beyond.

Limited work hours and work locations during their first eight (8) weeks following completion of the Carrier Academy

- A defined work schedule identifying anticipated nonscheduled days, start and end times, and route assignment!
- Training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.

Progress reviews that will be conducted at 30-, 60, and 80-day intervals. Copies of these reviews will be provided to the local union.

Access to updated route books and maps and reasonable time to review prior to delivering a new route assignment.

- To the extent possible, newly hired letter carriers will be provided with consistent route assignments.
- New employees are prohibited from performing work outside of the city letter carrier craft during their first 90 workdays or 120 calendar days, whichever comes first. A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace.

Joint Workplace and Improvement Process

MOU Re: Joint Workplace Improvement Process (JWIP) - This MOU from the 2019 National Agreement has been restructured to reaffirm the parties’ commitment to improving the workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, for area/regional teams to oversee the process and implementation of any necessary improvement plans, and for district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

Local Implementation

The local implementation period will be May 27, 2025, to June 26, 2025.

Route evaluation and adjustment

MOU Re: Fixed Office Time in a Joint Route Evaluation and Adjustment Environment—This new MOU recognizes the need to modify methods for determining fixed office time to fit office activities in the current work environment by recording most office activities other than casing mail and pulling down mail as either recurring or non-recurring. Activities previously recorded under Lines 8,13 and 15 would now be recorded under Line 21. When determining minimum line-item values in the modified method, the MOU would prohibit such values from being less than indicated values

for the following line items:
Line 14—Accountable—2 minutes
Line 19—Vehicle inspection—3 minutes
Line 20 —Personal needs—5 minutes
Line 21—Office work not covered—10 minutes.

Other Contractual Provisions:

Article 2

Article 2.1 • The language is changed to include pregnancy as a protected class and to replace the term “handicapped employees” with “individuals with disabilities”.

Article 8

Article 8.3 — All Part-Time Flexible and City Carrier Assistant employees will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned nonscheduled day by the Wednesday preceding the service week.

Article 10

MOU Re: Monetization of annual leave — This new MOU provides career employees the opportunity to sell back up to forty (40) hours of annual leave prior to the beginning of the leave year if they are at the carryover maximum and they have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

MOU Re: CCA Advanced Annual Leave A new MOU that states upon completion of an initial 360-day appointment as a City Carrier Assistant, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced forty (40) hours of annual

leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

MOU Re: PTF Advanced Annual Leave — A new MOU that states forty (40) hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

MOU Re: Bereavement Leave — This MOU from the 2019 National Agreement provides city letter carriers up to three workdays of leave to make arrangements necessitated by death of a family member or attend the funeral of a family member. The 2023 National Agreement adds grandchildren to the existing list of defined family members.

MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations This new MOU defines the amount of administrative leave granted and time limitations applicable to bone marrow, stem cell, blood platelet* and organ donations for letter carriers.

Article 11

Article 11.1. Holidays Observed - Amended to add Juneteenth as an official designated holiday for full” time employees.

Article 11.7. Holiday Part-Time Employee — Modified to update the pay calculation for PTFs to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay per se, Article 11.7 provides that the holiday pay regular carriers receive is built into the regular hourly rate for PTFs.

Article 12

Article 12 -- Article 12 has been

amended to remove any sections and/or language which do not apply to the city letter carrier craft.

Article 12.2.B Previously, supervisors who return to the city letter carrier craft began a new period of seniority unless they returned within two years. This is now modified to one year.

Article 12.5.C.8 • Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF city letter carriers, has been deleted.

Article 14

Article 14-3.C - This new section establishes Joint Labor Management Safety Committees at the District level, for each of the 50 USPS Districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly.

MOU Re: Air-Conditioned Vehicles - This new MOU requires the Postal Service to make every effort to acquire vehicles equipped with air conditioning for use by city letter carrier craft employees. If USPS plans to acquire vehicles without air conditioning due to the climate in a particular geographic location or other factors, the issue must be discussed with the NALC.

MOU Re: Electronic Grievance System - This new MOU establishes a task force at the national level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties in the grievance procedure. The parties will explore the potential functionality of the electronic grievance system including, but not limited to, electronic grievance forms for all steps, push notifications when

grievances are appealed to the next step, time stamps to record dates and times of actions taken, responses to information requests, and the management and storage of documents.

Article 16.7 Modified to allow employees placed in an off-duty status the option to utilize their accrued annual leave during this period.

Article 17-7. Dues Checkoff Changed to reflect that NALC will be taking over the dues processing for our members. Historically, the Postal Service has been responsible for allocating the dues to the local branches via postal finance numbers, which, at times, created allocation errors. This contractual change allows NALC to control the dues allocation process and verify that the distribution of funds to branches and state associations is properly completed.

MOU Re: Article 23 Rights of Union Officials to Enter Postal Installations This new MOU affirms that, upon reasonable notice to the Postal Service, authorized representatives of the Union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the Collective Bargaining Agreement. The MOU clarifies that this right applies to elected or appointed national, area, and local officers as well as other representatives, regardless of whether they are active USPS employees or retired. The MOU requires the Postal Service to provide officers and/or NALC representatives, who are in a full-time Leave Without Pay (LWOP) status or retired, a USPS identification badge to enter postal facilities within their respective local(s).

Branch 34 Is Proud To Announce Its 2025 Scholarship Winners!

On behalf of Branch 34 I have the distinct pleasure to report the following winners of the 2025 National Association of Letter Carriers Boston Branch 34 Scholarships (listed in order of the Scholarship Selection Committee ranking with parent name).

Each of the five recipients will receive a \$1,000 Scholarship from Branch 34. Congratulations to all the winners on a job well done. We commend you and wish you our best in your pursuit of higher education.

Tom Rooney
President NALC Branch #34 Boston

Scholarship Award Winners

1. Marwa Yeznasni = **Member** – Nasreddine Yeznasni, Watertown
2. Iris Gjoka = **Member** – Agim Gjoka, Hingham/Hull
3. Daime Desire = **Member** - Sandino Blaise, West Roxbury
4. Violet Palmer = **Member** – Gregory Palmer, Hingham/Hull
5. Gabriel Fasten = **Member** – Marc Fasten, Brookline

Once again, Congratulations to all the winners, best of luck for a successful and rewarding future.

Election Notice for Branch 34 Delegates to the 2026 NALC Biennial National Convention in Los Angeles

The election of delegates to the NALC Biennial National Convention will be held at the November Branch 34 meeting.

Nominations will be taken from the floor and 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.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the NALC National Convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The Sergeant- At-Arms will validate proof of attendance with the regular monthly meeting signature book.

Michael Murray
Secretary-Treasurer
Branch 34 Boston

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.

Summer Heat

Well, summer has finally arrived and mother nature is making up for her late start. Temps are rising and the humidity is through the roof. As our customers head for the beach, or a neighbor's pool, letter carriers don't have that luxury. A lot of carriers are still driving LLV's and CRV's that having nothing more than a small fan to "keep them cool". When it's 90+ degrees and you have to get out of your truck to cool off, you know your in for a long day. Carriers need to take extra precautions to stay safe in this type of weather. Hydrate, wear light clothing, and try and find a cool place to take your breaks. Another important thing for all carriers is knowing the signs of heat issues. To the right is a chart from the CDC website going over heat related illnesses. Please familiarize yourselves with it and don't hesitate to notify management if you feel you are getting into trouble. Stay safe out there, take your vacations and try and enjoy your summer.



AMY BAKER
Clan Editor

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, healthy, happy and well-deserved retirement to the following recently retire members:

- Derek Chandler – Brighton
- Wai Foong – W. Newton
- Paul Blend – W. Newton
- Janice Martin – Wellesley Hills
- Thersa Taylor – Back-Bay
- Bill Robinson – Hingham
- Jane Chambers - Arlington
- Steve Mavropoulos– Arlington
- Mark Secheyco – Newton Highlands
- Mary “Mazzie” Collier– IMC
- Ken Mayo – Malden
- Frank Cavicchio – Malden
- Bob Spinney - IMC

HEAT-RELATED ILLNESSES:		
SIGNS	HEAT STROKE	WHAT TO DO
<ul style="list-style-type: none">• Red, hot or damp skin• Confusion• Losing consciousness		<ul style="list-style-type: none">• Call 911 immediately• Move worker to a cooler place• DO NOT give the person anything to drink
SIGNS	HEAT EXHAUSTION	WHAT TO DO
<ul style="list-style-type: none">• Cool, moist skin• Dilates pupils• Thirst• Tiredness or weakness		<ul style="list-style-type: none">• Give the worker plenty of water• Cool worker with cold compresses and ice packs• Loosen Clothes
SIGNS	HEAT CRAMPS	WHAT TO DO
<ul style="list-style-type: none">• Cool, moist skin• Dilates pupils• Thirst• Tiredness or weakness		<ul style="list-style-type: none">• Worker should rest for at least a few hours before returning to strenuous work• Give the worker plenty of water
SIGNS	HEAT RASH	WHAT TO DO
<ul style="list-style-type: none">• Red, raised bumps on skin, particularly on neck or chest• Worker may complain of itchy irritable skin		<ul style="list-style-type: none">• Keep rash dry• Use a powder to soothe rash• Move worker to cooler, less humid area

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