



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

Volume 55, Number 1
April-May 2026

National Association of Letter Carriers
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BRANCH 34's CLAN

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Upcoming Meetings

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



Heat Safety...

Page 2

Customer Connect

Page 2

Where Is Your...

Page 3

80.5 Billion

Page 4

How To Get a Draw

Page 4

NEERMP

Page 5

Disability

Page 5

Advanced Sick Leave

Page 6

Nickel and Dime

Page 6

Retirees

Pages 7-10

In Memoriam

Page 11

More Things Change

Page 11

Inspection Season

Page 13

Staying Safe

Page 13

Cornhole

Page 14

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nalcbranch34.com

Link to Branch 34 Website



Pivot This! Part Two

Breaking news: “The United States Postal Service has been ranked the number one “Richest Broke Company in America.”

First and foremost, we are a service owned and operated by and for the American people. Our mission statement is “We keep America Connected.”

“Let’s take a look”

In the offices covered under the umbrella of Branch 34 and across the whole country, the Postal Service has been promoting its so-called “pivoting season.” Their claim for pivoting is due to low mail volumes. So, I decided to do a little research 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 have been declining for several years now. **What they fail to mention is that one part of the company that isn’t in decline is MANAGEMENT!**

In FY year 2025, the Postal Service took in roughly **80.5 billion dollars** in revenue. **Yes, that’s Billion with a B!**

Due to the hard work of the men and woman of the letter carrier union along with our sister unions the Postal Service reported an increase in revenue of **1.2 billion for fiscal year 2024.** That’s right, the postal service had an increase in revenue and they state, “We’re running out of cash”. Keep in mind, this all took place under a reduction in parcel post volume of allegedly 17-20%. Man, the letter carriers are good!

Where’s the money going

The financial records of the United States Postal Service showed a FY 2025 loss of 8.9 billion dollars. The Postal service claims this number is accurate because they are now adhering to the industrial accounting standards of GAAP (General Accepted Accounting Principles). But no one has seen or knows the name of the auditing or accounting firm that verified these numbers.

The Postal Service states the majority of their deficit is due to the high cost of

inflation and the decline in first class mail.

Please be seated and grab an adult beverage before reading the numbers below

Below is a breakdown of my research:

Buried in the back of the USPS FY 2025 annual report to Congress were some discouraging stats.

- In FY 2022 USPS employed 23,720 Managers and Supervisor.
- In FY 2025 that number **increased** to 27,770 Managers and Supervisors.

That’s an increase of **(4050) Managers and supervisors.**

- In FY 2022 Postal headquarters in Washington DC employed 7251 people.
- In FY 2025 that number **increased** to 8027 employees.

That’s an increase of **(776) personnel** working at headquarters.

It should be noted; in fiscal year 2016 Postal headquarters employed 3098 people. That equates to a 62% increase in the number of employees working at postal headquarters.

If mail volume is down, then the question needs to be asked “What the hell are you managing?”

Employees doing the work!

The report showed a **decrease** in the number of city delivery letter carriers and clerks nationwide, but it failed to mention the postal service added 4 million new addresses scheduled for delivery daily.

The report had the following stats related to the letter carrier craft.

- In FY 2024 USPS employed 178,559 Letter carriers.
- In FY 2025 that number **decreased** to 178,026.

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

- In FY 2024 USPS employed 126,391 Postal Clerks.
- In FY 2025 that number **decreased** to 120,928.

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. Keep in mind, by the

letter carrier delivering the product management pay checks clear. Allowing them to pay their rent or mortgages and live a comfortable lifestyle.



TOM ROONEY
President

Management, if you’re reading this article, and I know you do, please thank the letter carrier for your paycheck clearing. Without the letter carrier delivering the mail, your position wouldn’t exist.

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 8-billion-dollar loss. Statistics show roughly Forty percent 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 5 percent of the **40 billion dollars that the Postal Service spends per year managing, supervising** and operation support to negate the 8-billion-dollar loss. Members look around you, do you think the American public would notice a reduction of 5 percent of management costs to their Postal Service. After all it’s the American public, under the constitution, that actually owns the Postal Service.

Adverse effects of Pivoting

Not all pivots guarantee cost reduction. New investments in technology, training, or infrastructure changes can produce a reduction in costs. But if these investments are poorly planned or executed, they can increase costs rather than reduce them.

Moreover, postal services have legal obligations to deliver the mail. The law requires them to deliver to all addresses regardless of profitability. This limits the extent to which they can cut costs through route elimination or service reduction. Any pivot must

(continued on page 14)



BRANCH 34 STATION STEWARDS

Allston.....	Jack Gomes
Arlington.....	Sean Mullet Jonathan Colby
Auburndale.....	Melissa Hill
Back Bay.....	Ben Gardyna
Belmont.....	Johnsua Mahoney David D'Agostino
Braintree DMU.....	Chris Harris Angelo Bertoni
Brighton.....	Roshon Butts
Brookline.....	Dean Gonatas Yanique Wint
Cambridge - Central Sq.....	Robert Libatore Greg Parsons
Cambridge - Porter Sq.....	Wallace Washington
Cohasset.....	Judi Aronson
Chestnut Hill.....	Vacant
Dorchester Ctr.....	Steven Smart
East Weymouth.....	Brendan Coughlin
Fenway.....	Isol Tavico
Fields Corner.....	Mark Earl
Fort Point.....	Michael Gorham Liz 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.....	Bob Amiroulth
Kenmore.....	Mike Renna
Lexington.....	Ian Benson Anthony Falco
Malden.....	Brian Costello Christine Thompson
Mattapan.....	Vacant
Medfield.....	Rich McChesney
Medford.....	Jon Holmberg Steven White
Milton.....	Bob Leighton
Needham.....	Rita Mancuso
Newton Ctr.....	Christian Rodriguez
Newton Highlands.....	Hilal Maid
Newtonville.....	Thomas Duff
No. Quincy.....	Cathy Cooper
No. Weymouth.....	Joe Baszkiewicz
Quincy.....	Amy Baker Frank Ruzzano
Revere DMU.....	Matt Mosca
Melrose.....	Sam Shrestha
Roslindale.....	Adam DiFazio
Roxbury.....	John Carr John Galvin Samie Smith
Grove Hall.....	Justin Vo
Scituate.....	Vacant
So. Boston.....	Vacant
So. Weymouth.....	Angela Riva-Seelig
Stoneham.....	Ralph Cacuzza
Waban.....	Tom Kierstad
Waltham.....	Edward Walsh Brandon DeRubeis
Watertwon.....	Vacant
Wellesley Sq.....	Pavlos Salamasidis
Wellesley Hills.....	Kevin McMahon
Weston.....	Scott Mulcahey
West Newton.....	Rob Blouin
West Roxbury.....	Jodianne Reid
Weymouth Landing.....	Keith Marchione
Woburn.....	Andy Yi Vacant
Wollaston.....	Bob McAuley

Heat Safety Depends on YOU!



LAURA FAHEY
Executive Vice President

With the summer fast approaching, high heat and humidity will be here before we know it!!! For the newest carrier who maybe have not worked a full summer to the most seasoned carrier, who have worked upwards of 30 summers, a refresher on heat safety is exactly what we all need.

In the wake of numerous heat related tragedies, the Postal Service has instituted the Heat Illness Protection Plan (HIPP), which is a program that requires annual training for all city letter carriers.

HIPP is in effect from April 1st through October 31st annually, or any other time of year where the heat index is expected to be above 80 degrees for a specific work location, during workhours per the National Weather Service. You can download the app OSHA-NIOHS Heat Safety Tool, for free on your Apple or Android devices.

The training is quite simple, if your supervisor bothers to do what they are required to do. If you receive zero training, please see your steward immediately so that a grievance can be filed and you can receive the necessary training to keep yourself safe. This training is required every year and should be conducted on the clock.

First and foremost, every single letter carrier should be receiving stand-up talks and Director of Safety and Health of the NALC Manuel (Manny) Peralta Jr. states in the April 2026 Postal Record that he has received 22 stand-up talks from the Postal Service that should be given to you by your supervisor. These are not just your supervisors usual blathering on about nothingness. These are stand-up talks that could save your life or the life of a friend or family member if you recognize the signs

while off duty!!

Here are three types of heat illness and their symptoms to be aware of;

- **Heat Cramps:** Intermittent, involuntary muscle spasms
- **Heat Exhaustion:** Feelings of dizziness or lightheaded; heavy sweating; cool, pale or clammy skin; nausea or vomiting; a rapid or weak pulse and muscle cramps
- **Heat Stroke:** Throbbing headache; excessive sweating; red, hot, dry skin; high body temperature; a rapid strong pulse, or a loss of consciousness

Report all instances immediately to your Supervisor and/or Manager and remember **CALL 9-1-1** if needed. Additionally, if you do suffer from heat illness you can file a CA1 for an injury on duty. You would of course follow all procedures just like you would for any other traumatic injury, including a CA-16 (Authorization for Treatment), acceptable medical documentation from a qualified physician (MD) and a firm diagnosis.

What are a few things you can do to help prevent Heat Illness and go home safe and sound at the end of the day to your family?

STAY HYDRATED

- Drink Water (every 15-20 minutes)
- Drink sports drinks with

electrolytes

REST, SHADE, COOL

- Take rest, shade and cool down breaks as needed
- IF YOU THINK YOU NEED ADDITIONAL BREAKS BECAUSE OF THE HEAT SUBMIT A PS 3996 FOR AUXILLARY ASSISTANCE.

FOOD

- Eat Light meals (No full turkey dinner with all the fixings)

CLOTHING

- Light and loose
- Hats

On another note; We are seeing a large uptick in letter carriers who cannot get a response from their local Occupational Health Specialist regarding answers to their questions about their on the job injuries, restrictions, last day of Continuation of Pay (COP) etc. If this is happening to you please see your steward immediately to have a grievance filed due to Managements willful delay in the processing and or payment of your claim.

To get in touch with Occupational Health directly call (617-654-5501), or email ma-ridistrictohc@usps.gov Please make sure you put your name and claim # in the subject line and keep copies for your grievance if needed.

Heat Exhaustion	Heat Stroke
<p>ACT FAST</p> <ul style="list-style-type: none"> • Move to a cooler area • Loosen clothing • Sip cool water • Seek medical help if symptoms don't improve 	<p>ACT FAST</p> <p>CALL 911</p> <ul style="list-style-type: none"> • Move person to a cooler area • Loosen clothing and remove extra layers • Cool with water or ice
<p>Dizziness Thirst Heavy Sweating Nausea Weakness</p>	<p>Confusion Dizziness Becomes Unconscious</p>
<p><i>Heat exhaustion can lead to heat stroke</i></p> <p><i>Heat stroke can cause death or permanent disability if emergency treatment is not given</i></p>	
<p>Stay Cool, Stay Hydrated, Stay Informed!</p>	

Customer Connect

I've been here for 19 years, and since day one I've been told or heard of all the financial problems the post office has been facing. While I do find it odd that the financial problems seem to coincide with contract negotiations make no mistake about it, there are real challenges that lie ahead. As a hard-working letter carrier, you may think your influence is small and as carrier on one route out of over 235,000 I can understand that feeling, and you may think what could I possible do to help with the fiscal challenges facing the post office?

What if I told you letter carriers, through the customer connect program, have brought in over 3 billion dollars in revenue! With all due respect to our coworkers in other crafts, what craft can compare to the letter carrier in ability to generate revenue and put the post office in a favorable light? Make no mistake about it, while you may only be responsible for your assignment, the most influential postal employee where you are delivering mail is in fact you, The Letter carrier.

I've talked about it before in previous articles, the letter carrier is not just the worker doing their rounds, we are a very important part of the communities we

serve, we are a part of the fabric of this great nation. What company or service can trace their roots to pre-revolution times back to the original colonies. Think of what you deliver out there and how much trust our customers have for the letter carrier.

Let's now use that trust they have in our abilities, use the relationships we've developed with our customers to then sell and market our services and generate revenue. Who do you think the customer is going to trust? Suits in DC who can't hold mail? Local management that never answers the phone? Or the letter carrier the customer sees everyday they trust to deliver their mail.

What to do then! As a City Carrier Academy instructor, we teach about customer connect in module 11 and we go over some of the strategies or what to look for as ways to generate revenue. I'm looking for customers that are already shipping things using our competitors, that's a customer already just need to get them to use USPS. I'm looking for new businesses that are interested in advertising locally. Restaurants always want to get the menus out to the neighborhoods, EDDM is an excellent way to accomplish that.

Why? Why should you do this? For starters the post office faces fiscal challenges and the quickest fix is generate more revenue vs costs. But as a union, I

want you to consider this for a moment. While it certainly does seem like we are always in contract negotiations, imagine if NALC could approach the bargaining table and be able to show how much letter carriers bring in for the post office. What if we could argue that letter carriers don't cost the post office money we generate money.

The post office faces challenges without a doubt, but I truly believe if the post office is going to survive it needs to save itself, and the ones who are going to do the saving are the hard-working letter carriers! Thank you for all the hard work you do everyday and if you have any questions about customer connect don't hesitate to reach out.



GUS FERNANDES
Financial Secretary

Where Is Your Career and USPS Headed?



JOHN FANNING
Vice President

I thought this little article from Aimee Picchi a reporter at CBS News on Google was worth re-printing. Thank You Aimee.

USPS suspends contributions to employee pensions after warning of "cash crisis"

By Aimee Picchi
April 9, 2026 / 10:45 AM EDT / CBS News on Google

The U.S. Postal Service is suspending its contributions to the Federal Employees Retirement System, a pension plan for its workers and other civil servants, as the agency struggles with mounting losses that put it at risk of running out of funds.

"The United States Postal Service is heading toward a cash crisis," USPS spokesman David Walton said in a statement to CBS News. "The step we are now taking to suspend FERS payments helps conserve cash for our operations and other necessary payments."

The USPS contributes about \$400 million a month to its employee pension plan, the agency said in a *statement* on Thursday. The postal service said it will continue to send worker contributions to the retirement plan and will also transmit employer automatic and matching contributions, as well as employee contributions to the Thrift Savings Plan, another retirement program for federal workers.

Out of cash in a year

The temporary halt in contributions to the USPS program comes after Postmaster General David Steiner *warned* Congress last month that the postal agency is heading for a financial crisis without a course correction. Those changes could include raising the cost of a first-class stamp to 95 cents or reducing delivery from its current six days per week schedule to five or fewer, he said.

Without such changes, Steiner said, the USPS could run out of cash within 12 months, which could result in a stoppage of mail delivery.

The USPS has for years struggled with high costs and dwindling mail volume, culminating in a \$9 billion loss in 2025. Although the Postal Service has a *10-year plan* to reduce expenses and restore profitability, the agency still faces major financial challenges as mail volume continues to decline and delivery costs rise.

On Thursday, USPS Chief Financial Officer Luke Grossmann said in a statement that the risk of "insufficient liquidity for postal operations dramatically outweighs any longer-term risk to the pension funds from not making the currently due payments."

Suspending payments to FERS will free up about \$2.5 billion in the current fiscal year, the postal agency said. The USPS said in March that it plans to *temporarily hike* postage prices to cover mounting fuel costs due to the *Iran war*. The agency said it will add an 8% surcharge on some

postage prices beginning April 26, with those added costs remaining in place through Jan. 17, 2027.

Edited by Alain Sherter

I would like to ask when we are in such a financial crisis how can the United States Postal Service justify inspecting Letter Carrier routes, adjusting those routes so poorly that they need to re-inspect those routes again within the next year? Why are these USPS inspection Team Leaders still employed at the USPS?

The Incoming Mail Center (IMC) in Chelsea, MA had their City Carrier Routes adjusted just (9) nine months ago and are rumored to be on the Inspection List this September. That's right just (9) nine months ago! These routes were so badly adjusted that the IMC is constantly on the radar in the District and Nationally for the most overtime, attendance, curtailed mail (if even reported), and several other hot topics with the higher ups. Maybe the USPS could find savings in other places like route inspections. Why are these USPS Inspection Team employees still working? Why wasn't the NALC Branch 34 Boston allowed to have any input with these route adjustments and mapping? I know you will all find this surprising to here that USPS went as far to tell the Branch #34 Inspection team that they were not doing the re-mapping, when it was actually all completed by them. This is a process that historically Branch 34 always had some type of input. Why are USPS Team Leaders; **Scott Florio, Tenzin Losal, and Jeff Carter** still collecting a pay check? It seems to me that there could be some significant cost savings in this area. It probably costs the USPS in the area of \$400,000 every time they inspect an office similar to the IMC.

"More Supervision" Doesn't Mean Better Service. Across the country, the United States Postal Service remains what it has always been at its core: a craft-driven workforce. With approximately 600,000 to 640,000 employees nationwide, more than 90% are craft employees—letter carriers, clerks, and mail handlers who perform the essential, day-to-day work of moving the mail. Management, by comparison, makes up roughly 10% or less of the workforce. That translates to a ratio of about 9 craft employees for every 1 supervisor or manager. My daughter is a nurse where her manager oversees approximately 100 nurses and they are saving lives not delivering mail. On paper, that structure makes sense. The work is labor-intensive, and the system depends on the skill, knowledge, and dedication of craft employees. But as many carriers—especially in the Branch 34 area—know all too well, the reality on the workroom floor tells a more complicated story. While the national ratio suggests a relatively lean management structure, the day-to-day experience inside delivery units often feels very different.

In a typical medium to large station there are 40–80 carriers, 2–4 supervisors, 1 manager or postmaster. This not the case in Branch 34 offices as evident in the IMC. They have (4) four Managers working in one building, with (4) four different ideas on how to run the operation. This is causing conflicting orders. There are at least (9) nine carrier supervisors. Carriers frequently interact with multiple members of management in a single

day: opening supervisor issuing morning instructions, closing supervisor changing plans later in the day, a 204B (acting supervisor) stepping in at times with zero experience. Managers very rarely walking the floor or watching the day to day operation. This is a system where supervision feels constant, layered, and at times overwhelming. **There are no signs of understaffed management—there are signs of mismanaged supervision.**

Instead of clear, consistent direction, carriers often receive conflicting instructions from multiple supervisors, midday changes driven by shifting priorities, pressure from district-level instructions filtering down through management. Even in offices where the ratio is technically appropriate, this overlap creates the perception—and the reality—of excessive supervision. A 1:15 ratio of Supervisor to craft can feel like 1:6. For carriers, this often leads to confusion, mixed messages, and an increase in grievances.

It's important to be clear: The National Agreement does not limit the number of supervisors the Postal Service can employ. Management has the right to direct the workforce, assign work, and determine staffing. Those rights are not unlimited. Under the contract and handbooks supervisors cannot harass or intimidate employees. They cannot require carriers to work faster than a safe pace (M-39), they must apply rules consistently and fairly, and they cannot create unsafe or unreasonable pressure.

This is where the real issue lies—not in how many supervisors exist, but in how they behave and how they are deployed. From a Branch standpoint, the argument is not simply that there are too many supervisors. That argument alone will not win a grievance. What does win is demonstrating conflicting instructions from multiple supervisors, repeated or unnecessary street observations, pressure based on unrealistic projections (such as DOIS being treated as a requirement), disparate treatment of individual carriers, and unsafe expectations or rushed performance. In other words, the focus must shift from quantity to the conduct of supervision.

Talk to carriers across Branch 34, and you'll hear a common theme: "It feels like there are more supervisors than carriers some days." That feeling doesn't come from the numbers—it comes from constant oversight, multiple voices giving direction (like four different managers in one building), and changing expectations throughout the day. This creates stress, confusion, and, ultimately, inefficiency—the very thing management claims to be trying to improve. Maybe try removing all in management off their details and see how many of them are really needed for the operation of delivering mail.

The Postal Service is, and always will be, a labor-driven organization. Craft employees carry the mail, serve the public, and keep the system moving. Management plays an important role—but when supervision becomes excessive, inconsistent, or misused, it undermines both employees and operations. At the end of the day, the strength of the Postal Service doesn't come from layers of management—it comes from the men and women who do the work.



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

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.

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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.

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80.5 Billion Dollars Earned and... Going Bankrupt?



MIKE MURRAY
Secretary - Treasurer

That is how much revenue the Postal Service reported for the 2025 fiscal year, but this was offset by 89.8 billion in expenses. If only there were easy and practical ways to reduce costs for our employer.

That is how much revenue the Postal Service reported for the 2025 fiscal year, but this was offset by 89.8 billion in expenses. If only there were easy and practical ways to reduce costs for our employer.

I know what everyone is thinking and you're right: the bloated and ever-increasing management ranks. But there are other ways the Service can save money and should have all along. Let's explore some of these solutions.

Let's start with our good friends in management. These useless, failed craft employees have been bleeding the PO dry for decades. I started my career in February of 1996 and it didn't take long to realize there was a limited need for management. Letter Carriers were professional and responsible and took care of their routes and their customers. The only thing the supervisor did was pass out the overtime and negotiate with the carriers on their 3996. Carriers from this era remember the back in forth with the supervisor: "if I give you an hour what will you give me?" "If you give me two I'll clean it" and that's how the morning routine worked. I've maintained for years the supervisor should be a part-time job as once the carriers leave there is nothing else to do.

Now the supervisor has no authority to approve a 3996 and if the mail doesn't get delivered they don't care. Just deliver the parcels and SPRs and we'll just let the mail stack up. This perverse mindset drives mail out of the mail stream and hurts the relationships we have built with our customers. Have

you ever wondered what happens after you leave in the morning? Well let me tell you, not much.

The manager and their supervisors hang around and sit through telecoms and fill out reports that are all BS because that's what the multiple layers of management above them want to see. Ignorantly, I used to think that when GPS was deployed it would be a huge benefit to the PO as there would no longer be any need for the station supervisors and a manager. We can be supervised from anywhere so why have them in every station across this country anymore? Unfortunately, the opposite has happened. When I started there were two supervisors and a manager in Dorchester Center. When I was there a couple of weeks ago there were three supervisors and a manager. Why? There's less routes, less carriers, substantially less mail to throw and now there's GPS. Filling out reports that mean nothing, and are full of inaccuracies so that people with jobs that shouldn't exist have something to pretend to do is not a good hat do you expect from people with no business acumen?

If you're thinking they'll eventually cut back on the uselessness that is management you're going to be disappointed as a few weeks ago I received a postcard from the PO soliciting to "Become a Front-Line Supervisor with USPS". The postcard goes on to talk about a "robust career path, mobility and ongoing training and development". BS! If they were honest they'd tell you there's several questions you need to answer to see if being a supervisor is for you:

- Do you have a problem lying?
- Do you have an issue with stealing?
- Do you have ethics and morals?
- Do you have people skills?
- Do you have a work ethic?
- Are you able to do physical work?

If you answered no to the above questions you're exactly what they're looking for. Good luck!

That idiotic postcard is not all I got from management. I also received the

"Area and Regional Update" and what a page turner it was. There are pictures of management officials throughout this publication as if anyone cares who the New York 2 District Consumer Affairs Manager is? (not a joke, it's a real job title) Some of these officials even wrote, or had ChatGPT write an article. Here are some of my favorite quotes:

- "We'll also continue to ensure employees have the equipment to complete their jobs with the addition of new and existing equipment..." If we already have the existing equipment why would we need this individual to ensure that we have it? You know what equipment City Letter Carriers need? Uniforms. 30 years ago, everyone was in uniform, now, not so much as they're so expensive and management doesn't get the new employees their uniform allowance when they pass their probation. Is there anything these people can't screw up? Why not take the supervisor out of the equation and have a way where the new employee can notify HR through the scanner that they've passed their probation and that orders the employees uniform credit card?
- Concerning the Christmas Season "Our Logistics and Transportation Strategy team began preparations last September by identifying regional needs, securing capacity and deploying additional equipment." WTF does any of that mean? Deploying additional equipment? What equipment? From where? Wouldn't that leave the location where it was taken from in need of that equipment? If not, why was it there in the first place? Securing capacity? What do you have to do to become part of this "Logistics and Transportation Strategy team?"

We succeed in spite of these people

and would flourish without them, their hefty salaries and their flowery word salads.

Former Postmaster Louis DeJoy created S&DC's to consolidate delivery units to save transportation costs. Here in Boston we have one in Braintree where they moved all of the Weymouth delivery units into the building. I just assumed this meant getting rid of the retail units in some of the Weymouth's as they're all within a couple of miles of each other. Nope. We were notified that the PO recently resigned their leases in East and North Weymouth to continue the retail window. What business would rent 3,000 sq. feet of retail space when they only need 300? If you said the USPS you would be right.

So, why combine delivery units, add routes due to the travel time just to hold onto the buildings the carriers vacated in the first place? The dispatch trucks still have to go to these buildings to pick up the outgoing mail and money from the window. This doesn't make business sense but then again promoting the laziest nincompoop to become a supervisor isn't the work of the next Bill Gates.

I've lived in the town of Abington for 17 years and just recently noticed that we have another USPS retail window 2 miles from the main PO where the carriers work. Why? Extrapolate these poor decisions out to every city and town across this country and think of all of the money that is wasted.

Our "superiors" waste a lot of money and the money these failures waste would be better served as our salaries and raises.

Fire Brittany.

How to Get a Draw/Emergency Salary

I was recently involved in a situation where the PO didn't code an employee correctly and that resulted in them not getting their check. In such a situation the employee doesn't have to wait to see if their check shows up or wait for the next pay period to get paid, they should request a draw/salary advance. The contractual language that covers this issue is found below and it just authorizes the PO to issue you a check for 65% of the estimated gross and when you do get paid you simply pay back the draw/salary advance. Should be easy enough, but unfortunately the management ranks are filled with failures who cannot figure out how to do their jobs. In the station I'm talking about failure is the rule, not the exception.

After verbal requests for a draw/salary advance proved unsuccessful I sent multiple emails to Labor Relations with the below contractual language to get this resolved and the employee paid. I even sent one to the Area-Manager after a couple of days of inaction as I was astounded that

the PO couldn't execute this payment when the information on how to do it is provided to them.

Incredibly, even with this information and multiple levels of management involved, local management still couldn't process the draw/salary advance, which is in direct conflict with the clear language below. I swear it's like an Abbott and Costello routine with some of these clowns. After several days I furnished the steward all of the emails I had sent to everyone with the directive to file a grievance (I don't know where the term "draw" came from but that's what we've always called it).

Hopefully, to avoid that situation from happening in your station the following language is provided so you know when a draw/emergency salary is warranted and when it is not. Everyone should take notice of this language so management's laziness, and flat out incompetence doesn't result in a brother or sister going without pay. The first paragraph can be found in the Handbook F-1 which

reads in relevant part:

Field unit managers or supervisors are authorized to initiate local money order payments for payroll check deficiencies including non-receipt of a payroll check following procedures in Handbook F-101, Field Accounting Procedures, chapter 23. And the following language can be found in the obscure Handbook F-101. I've taken the liberty of emphasizing the relevant parts.

23-3.1.1 Authorized Conditions

Postmasters and supervisors are authorized to issue emergency salary to an employee in the following circumstances:

An employee receives a salary check that is substantially less than the amount due. Use AIC 554.

An employee does not receive a salary check, which is listed in the payroll register as being issued. Use AIC 754.

New employees, including casuals, do not receive a salary check due to a late PS Form 50, Notification of

Personnel Action. Use AIC 554.

See part 23-3.2 for information on issuing an authorized emergency salary.

23-3.1.2 Unauthorized Conditions

Postmasters and supervisors are not authorized to issue emergency salary in the following circumstances:

The direct deposit amount is validated in the payroll register. The employee must contact his or her bank for resolution.

b. The claim is for less than a full day of pay.

c. The employee has been terminated.

d. For equipment maintenance allowance.

e. For an employee business expense.

f. For back pay awards.

g. For grievance settlements, if payment is due to the employee within 60 days.

h. Employee receives a check and the check is subsequently lost or destroyed. (Follow procedure in part 23-1.6.)

23-3.2 Issuing Emergency Salary
23-3.2.1 Forms Used

NEERMP: More Acronyms, More Violations

PTFs, CCAs, and local shop stewards, please familiarize yourself with the New Employee Experience, Retention, and Mentoring Program (NEERMP). This last June, a Stand-Up Talk about NEERMP should have been conducted on all workroom floors throughout the country. In July 2025, M-02010 was released. M-02010 is a jointly-developed document providing the mutual understanding of issues related to the New Employee Experience Retention and Mentoring Program (NEERMP). Months ago, shop stewards should have received a Steward Reference Manual from Region 14 which is a very helpful tool. New carriers are informed of this program while in the Carrier Academy. Success of NEERMP relies on two things. First, and most importantly, Management adhering to provisions set forth. Secondly, if the provisions are not followed, the stewards must file the grievance on behalf of their new brother or sister.

Every station is different, depending on local management, when it comes to repeated contractual violations. In my current station, I have had to file multiple grievances since November regarding NEERMP/Article 8 violations for PTFs. Some of these grievances have been resolved at Informal A level. Other grievances have been resolved at Formal A level. And currently, one grievance will be going to DRT. NEERMP/M-02010 (Joint Questions and Answers) can easily be found online at NALC.org if you would like to review all the information.

Some essential components of NEERMP include, but are not limited to; scheduling, work locations, and work hour limitations. The NEERMP states, in part:

Following completion of the Carrier Academy, workhours and work locations for CCAs and PTFs will be limited as follows (week 1 begins the week the new employee begins OJI training):

- **Weeks 1 through 8** - restricted to working only in their employing office. This includes restricting these employees from working in hubs outside of the employing office.
- **Weeks 1 through 4** - limited to a maximum of 8 workhours per day and 40 workhours per week, including OJI training.
- **Weeks 5 through 8** - limited to a maximum of

10 workhours per day and 56 workhours per week.

- **E f f e c t i v e** beginning **week 9 - 11** limited to a maximum of 11.5 workhours per day (consistent with Employee and Labor Relations Manual, Section 432.32), and 60 workhours per week.
- **E f f e c t i v e** beginning **week 12** limited to a maximum of 11.5 workhours per day (consistent with Employee and Labor Relations Manual, Section 432.32).

Note: CCAs and PTFs are unavailable beyond the hours specified above during weeks 1-11.

- All CCAs and PTFs will receive a defined work schedule, identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.
- All newly hired city letter carriers will receive training on Sunday/Dynamic Delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Stewards, should management fail to adhere to these provisions, please file a grievance. If you require assistance, any grievance I have previously filed can serve as a useful template. Feel free to contact me or reach out to the Union Hall for guidance. Furthermore, if NEERMP violations are continuous in your office, I encourage you to file an Article 15 grievance which should include all prior NEERMP grievance resolutions from your office.

PTFs and CCAs, if you believe your rights have been violated, please do not hesitate to speak with your shop steward or call the Union hall directly. As new employees, the volume of information and rules is overwhelming. It is understandable to feel frustrated when your rights are violated. Please be aware that it is Union's job to fight for you and support you. Stay Strong!



LIZ PURVIS
Sergeant-at-Arms



Massachusetts Congressional Delegation

U.S. SENATE

The Honorable Elizabeth Warren

Hart Senate Office Bldg., Rm. 309

Washington, D.C. 20510

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The Honorable Edward J. Markey

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Disability



KEITH MARCHIONE
Clerk-MBA

As an illustrious Area Steward once said "I know a guy who sells Union life Insurance." My Name is Keith Marchione Branch 34's Mutual Benefits Officer and I sell more than Union life insurance. The Union provides disability insurance. Disability is an inability to perform the duties of your regular occupation for the period stated in your policy. For consideration of disability, you must discontinue working, remain under regular and appropriate care of a physician, and proof of loss must be provided.

Disability Income insurance helps cover you when the unexpected happens. The MBA Individual Disability Income Policy provides the following if you are unable to perform the duties of your job for a period (as stated in your policy).

If you are interested in obtaining Disability Income insurance contact me or The Union Hall. All brochures and information are available online through NALC website in the Mutual Benefits section.

- Fraternally, Keith Marchione

You select the plan that meets your needs

Benefit period:	6 months or 12 months
Benefit Amount:	\$650 / month \$1,350 / month; or \$2,000 / month

Biweekly Premium Rates

Issue Age	6-Month Benefit Period			12-Month Benefit Period		
	\$650	\$1,350	\$2,000	\$650	\$1,350	\$2,000
18-29	8.25	14.00	19.50	11.00	19.25	27.00
30-39	8.75	15.25	21.50	12.00	21.50	30.25
40-44	9.75	17.00	24.00	13.50	24.25	34.50
45-49	10.50	19.00	26.75	15.00	27.50	39.25
50-54	11.75	21.50	30.50	17.00	31.50	45.25
55-59	13.50	24.75	35.50	19.75	37.25	54.00

If you wish to pay your premiums directly to the MBA office you may do so on a monthly or annual basis. Electronic funds transfers (EFTs) are also an option for paying your premiums.

*To calculate an annual premium, multiple the appropriate biweekly premium amount by 26 (pay periods per year). For a monthly premium amount, divide the annual premium amount by 12.

**TO OUR TROOPS:
THANK YOU FOR YOUR SERVICE AND YOUR SACRIFICE
NALC BRANCH 34 SUPPORTS YOU!**

Advanced Sick Leave

As Career Letter Carriers we all accrue sick leave as a contractual benefit. The maximum accrued sick leave one can earn is 104 hours a year, with no carry over limit. If not abused, this benefit can serve as short-term disability insurance, something the Postal Service does not offer.

ELM Section 513.221

Sick leave is credited at the end of each biweekly pay period in which it is earned. Sick leave (earned and unused) accumulates without limitation.

513.222 Part-Time Employees

Part-time employees are not credited with sick leave that exceeds 13 days (104 hours) per 26-period leave year.

Sometimes life throws us a curveball, and an unexpected serious health condition can quickly deplete a Letter Carrier's earned leave, even when balances start out high. In some cases, recovery may take months before the carrier can return to work.

Once leave is depleted, income stops entirely. This leaves employees facing significant and often overwhelming financial hardships at their most vulnerable moment.

Though the Postal Service doesn't offer short-term disability insurance they do offer advanced sick leave for such instances. The following language from the ELM sets the USPS policy on Advance Sick Leave.

513.5 Advanced Sick Leave

513.51 Policy

513.511 May Not Exceed 30 Days

Sick leave not to exceed 30 days (240 hours) may be advanced in cases of an employee's serious disability or illness if there is reason to believe the employee will return to duty. Sick leave may be advanced whether or not the employee has an annual-leave

or donated-leave balance.

513.512 Medical Document Required

Every request for advanced sick leave must be supported by medical documentation of the illness.

513.52 Administration

513.521 Installation Heads' Approval

Officials in charge of installations are authorized to approve these advances without reference to higher authority.

513.522 Forms Forwarded

PS Form 1221, Advanced Sick Leave Authorization, must be completed and forwarded to the Eagan ASC when advanced sick leave is authorized.

513.53 Additional Sick Leave

513.531 Thirty-Day Maximum

Additional sick leave may be advanced even though liquidation of a previous advance has not been completed, provided the advance at no time exceeds 30 days. Any advanced sick leave authorized is in addition to the sick leave that has been earned by the employee at the time the advance is authorized.

513.532 Liquidating Advanced Sick Leave

a. Liquidating advanced sick leave is not a substitution of annual leave for sick leave to avoid forfeiting the annual leave. Advanced sick leave may be liquidated in the following manner:

b. Charging the sick leave against the sick leave the employee earned as it is earned upon return to duty.

Charging the sick leave against an equivalent amount of annual leave at the employee's request, provided the annual-leave charge is made prior to the time such leave is forfeited because of the leave carryover limit.

While the ELM includes provisions for Advanced Sick Leave, approval is not guaranteed. A Letter Carrier who is out of work due to a serious health condition must formally request it, and the Postal Service is not required to approve that request.

That said, the ELM does allow for Advanced Sick Leave to be granted in cases of serious illness or disability, particularly when there is a reasonable expectation that the employee will return to duty. In most situations, this expectation exists, as employees requesting advance leave are generally anticipated to return and work long enough to repay it.

If a request for Advanced Sick Leave is denied, the carrier should

immediately contact their Shop Steward so the circumstances can be reviewed and, if appropriate, challenged through the grievance process. It should be noted, that if your request for Advanced Sick Leave is approved, you will be responsible for repaying the advanced leave. Your sick leave balance will show a negative amount equal to the leave advanced, and it may take several months—or even years—to repay this balance. For example, a full advancement of 240 hours would require 60 pay periods which is just over two years to fully repay.

Please note that while the Postal Service does not provide short-term disability insurance, the Union offers such coverage through our Mutual Benefits Association. For more information on what is offered, reach out to our local Mutual Benefits Officer Keith Marchione.



JOE DEBERARDINIS
Area Steward

Sick Leave Accrual. Full-time and part-time employees accrue sick leave as shown in ELM Section 513.21:

513.21 Accrual Chart

Employee Category	Time Accrued
a. Full-time employees	4 hours for each full biweekly pay period—i.e., 13 days (104 hours) per 26-period leave year.
b. Part-time employees	1 hour for each unit of 20 hours in pay status up to 104 hours (13 days) per 26-period leave year.

Nickel and Dime



ADAM DIFAZIO
Area Steward

Being a carrier is tough; it's not all tan lines and ripped calf muscles. Lately it seems like the Postal Service it is trying to save some cash.

Whether it's undertime pivots, overtime reduction or some other utilization of carriers in new and exciting ways the Postal Service will quell their financial woes. Our bosses have conducted stand up talks to spread the message of insolvency and our impending bankruptcy. They've told us that to save to Post Office the carriers are going to have to tighten their belts. Gone are the days of eight hours of work for eight hours of pay, we're gonna need something closer to nine or ten hours of work for eight hours of pay.

Now I want to keep having a job as much as the next guy, but I'm not sure this aging letter carrier can do

much more than is already expected of me. I really do want to help, truly, and I thought maybe I could join a brainstorming session, to come up with some cost cutting measures.

I think it's important that we make sure the carriers are the only craft impacted by the new cost cutting measures. After all we're currently reducing the station manager's responsibilities, while holding virtual job fairs to search for new higher-level employees. We the carriers really need to watch our spending; it'd be a shame if the Postal Service was unable to hire more supervisors. When I walk into a station for a grievance, the window clerk, and three supervisors are almost not enough bureaucracy for me to get through to find out the manager is running late because it's "free donut day" at Dunks.

Management's newest *cost cutting idea* is to have the station managers hand off their grievance responsibilities to "Labor". That's right, your manager, who strolls in a few hours into the day and leaves for a phone in zoom on their ride home before the carriers get off

the street just doesn't have the training to handle their job as a Formal A Representative for the Postal Service. Sure, they got sent to a training in Orlando (or some other wretched hive of scum and villainy) to learn tips and tricks for winning grievances. But that wasn't enough. Their new order, is to have big brother fight their battles for them. As we know adding a middle man will add significant cost and headaches to the Grievance Arbitration Procedure, so we're going to need everyone to pivot even harder to help offset the cost of having two separate bosses handle poorly issuing discipline.

We should all have pride in knowing that the amount of money we're saving is helping the postal service keep the lights on in empty buildings all over the country. I shudder to think of the shame I would feel if the Service was not paying a few people to make sure the air conditioning is regulated on a sleepy Saturday afternoon. Speaking of which, the joy I felt when I heard from some hard-working letter carriers that we were helping a few of the other crafts secure their daily nap times can

barely be described. I'd hate to think my greed and laziness was keeping people from catching up on some much-needed rest.

While we can all joke about the postal Service putting the weight of all of our jobs on the shoulders of the carriers (nicely tanned shoulders with torn rotator cuffs), it's getting to be time that the rest of the service starts to pull their own weight. While Letter Carriers are out there in snow, rain, heat, and gloom of night we're no longer able to swiftly complete our appointed rounds due to management's refusal to believe that we are already running on a skeleton crew. Maybe look around for somewhere else to cut some cost. It's not up to me but I think we can start with by peeking into why it's necessary to have three different computers playing the same telcon at the same time in an empty building. Or two high level bosses handling the same grievance. But mostly how we think we can solve this supposed crisis by having one carrier do one and a half people's jobs.

Retirees



LEFT: President Tom Rooney and the Auburndale carriers wish Alex Salud a Happy Retirement. RIGHT: President Tom Rooney and steward Melissa Hall present Auburndale's newest retiree Alex Salud his official Retirement jacket.



ABOVE: Malden carriers celebrate Bob Healey on his retirement. LEFT: Letter carriers Byran Nardone, Chris Dineen, Retiree Bob Healey, carriers Paul Murray, Craig Hannifan and Fred Lever wish Bob a happy and healthy retirement from their "corner."



ABOVE: The carriers of West Newton wish Denise Duffy a fond farewell after 40 years of service. LEFT: Executive Vice-President Laura Fahey presents Denise Duffy with a well-earned NALC watch and jacket



Needham Carriers along with President Tom Rooney wish Jerry McIssac a happy retirement.



ABOVE LEFT: Executive Vice President Laura Fahey presents Joe Naughton his jacket and watch. ABOVE RIGHT: The Carriers of Jamaica Plain congratulate Joe on his retirement. RIGHT: Jamaica Plain Steward Bobby Damatin and Joe. BELOW RIGHT: The carriers of Jamaica Plain are really going to miss you Joe.



ABOVE LEFT: Stewards Christine Thompson and Brian Costello with retiree John Samson. ABOVE RIGHT: L-R Letter carriers Paul Smith, Jimmy Sickler, Retiree John Samson, Letter carrier Alice Macklin, and Jeff Mate wishing their fellow truck driver farewell. BELOW: Malden Carrier celebrating John on his retirement.



Retirees

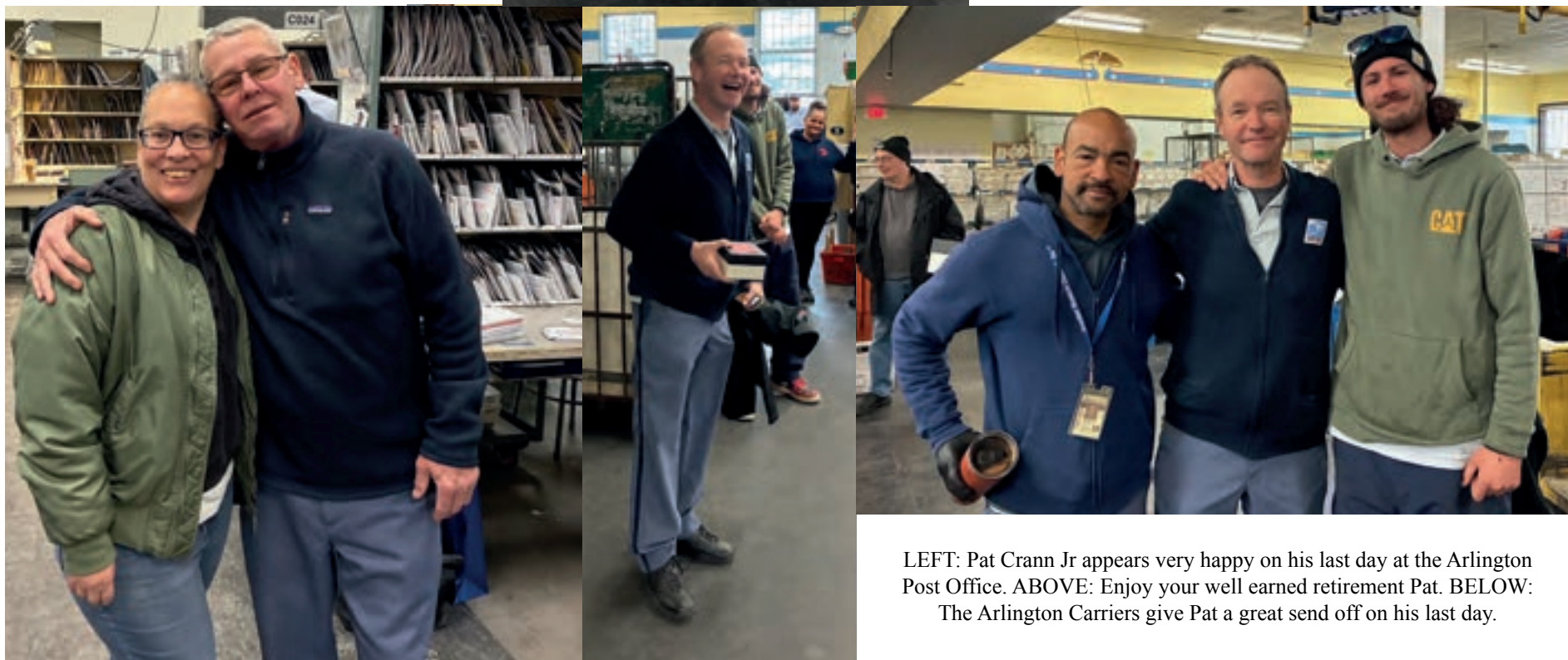


LEFT: Letter Carrier Charlie DiBlasi wishing his brother John well on his retirement. CENTER: Carriers of Back Bay wish John DiBlasi well on his retirement. RIGHT: Executive Vice President Laura Fahey, Charlie DiBlasi, John DiBlasi and President Tom Rooney



ABOVE: John, enjoy your well-earned retirement. BELOW: Executive Vice President Laura Fahey and John. BELOW BOTTOM: The Revere/Melrose carriers say goodbye and wish John Shaw well on his retirement.

LEFT: Vice President John Fanning presents John Sheehan with his retirement jacket. RIGHT: Pat Sheehan joins the guys at IMC to wish his brother John well in retirement.



LEFT: Pat Crann Jr appears very happy on his last day at the Arlington Post Office. ABOVE: Enjoy your well earned retirement Pat. BELOW: The Arlington Carriers give Pat a great send off on his last day.



Retirees



ABOVE: Past retirees welcome Mike to the club. RIGHT: President Tom Rooney congratulates Mike on his retirement. BELOW: South Weymouth carriers wish Mike Jarrett a Happy Retirement.



ABOVE: Trustee Angela Riva Seelig presents the Union gold watch to her sister Rita. LEFT: President Tom Rooney congratulates Rita on her retirement. BELOW: Quincy Center carriers wish Rita Riva Murphy a Happy Retirement after almost 40 years of service.



ABOVE Fort Point carriers wish Charlie well on his retirement. LEFT: President Tom Rooney presents Charlie's Barros with his NALC Retirement jacket and watch. BELOW: L-R Richie Galvin, steward Liz Purvis, Charlie, President Tom Rooney, and Steward Mike Gorham



Retirees



LEFT: Carriers and clerks who worked in the “Old Bay” wish Nancy farewell.
 BELOW LEFT: Steward Jon Mullin, Nancy DiStasio and past Steward Lucy Warren.
 BELOW RIGHT: Retirees Roberta O’Donnell, Lisa Konzione, Kathy MacDonald and Lew Kneeland wish Nancy well and came in to take her to breakfast



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

Mike Jarrett – So. Weymouth	John DiBlasi – Back-Bay
Rita Riva-Murphy- Quincy	Pat Crane– Arlington
Ed Donohue – IMC	Alex Salud – Auburndale
Darryl McLellan – Jamaica Plain	John Shaw- Melrose
Bob Healy - Malden	Steve Bossi – Brighton
John Lloyd - Malden	Jerry MacIsaac – Needham
Charlie Barros – Fort Point	Paul Riccardi- Waltham
Nancy Distasio – Back-Bay	

Retiree “Thank You” Luncheon

It’s that time of year to say “Thank You” to our retirees for paving the way in building a strong and powerful NALC Boston Branch #34 union.

Retired letter carriers are the backbone of the union. They share experience, support current workers, protect benefits, and keep members united through knowledge, guidance, and a lifetime of commitment to the union way of life. For that, I speak for all members in saying “**Thank-You.**”

With that said, if you are one of the recent fifty-four members who has joined the ranks of the retired, you may be unaware of our yearly get together of Branch 34 Retired Members, **the Retirees Luncheon**. This event consists of a great meal with complimentary beverages (open bar) and the promise of no longwinded speeches. The luncheon will be held at noon on **Sunday, May 17, 2026** at the Florian Hall which is located at 55 Hallet Street in Dorchester, MA.

If you are long time Retired Member who has never attended the Annual Branch 34 Retiree Luncheon, now would be the perfect opportunity to ring up an old buddy who you’ve lost touch with and make a date to catch up on old times.

If you are a regular at the affair, you know that it is always an afternoon well spent!

I would also like to remind all Retired Members that we rely on you to inform us when you, or someone you know, reaches the milestone of 50-years of continued membership. Any member who has completed fifty-years of membership shall be given a Life Membership Gold Card which shall entitle him or her all the privileges of membership in NALC without payment of dues or per capita taxes. If you meet the criteria, contact the Branch office for further information.

In closing, the Branch 34 Board of Officers and I hope each and every one of you are enjoying a healthy and active retirement and look forward to seeing you on **Sunday, May 17, 2026** at Florian Hall which is located at 55 Hallet Street in Dorchester, MA. Time of this event is 12:00pm-3:30 pm.

Please RSVP by calling the office at (781) 281-1133 and let us know who will be attending.

Sincerely and Fraternaly
Tom Rooney
President, NALC Branch 34 Boston

The more things change the more they stay the same.

The Formal A Meetings are now being transitioned into meeting with Area Stewards and Labor relations. As of now Roxbury, Brookline, Back Bay, Fort Point, and Revere are now met between Labor Relations and the Area Stewards. It is very imperative that the Shop Stewards in each station make the most of their 14 days of informal a time limits. Please make sure you have you RFIs signed by both parties as we need the casefiles to be built to the strongest it can be from the ground up. If Management does not provide requested information, it needs to be made aware in the case file and a 17/31 needs to be filed. If you need more than the 14 days, an extension needs to be in the case file. In regards to a case being moved to the Formal A Level if a resolve can not be reached, the grievance needs to be mailed the day of the meeting with the Supervisor. There is nothing worst than losing a good case due to the grievance being deemed untimely.



CHRIS HARRIS
Area Steward

In Memoriam: Branch 34 Past President Edward “Eddie” Masiello 1939-2026

Branch 34 is deeply saddened to learn of the passing of Former Branch 34 President Edward R. Masiello of Stoneham (formerly of Medford) on January 15, at the age of 87. Born in Boston, he lived a life guided by devotion to his family, service, and quiet strength.

Ed proudly served in the United States Armed Forces and later built a career as a letter carrier, a role he truly loved. He served Branch 34, The Massachusetts State Letter Carriers’ Association, and National Office of the NALC in a variety of capacities. As an Officer of Branch 34, Ed served as a Branch Trustee, Full time Secretary-Treasurer, Full Time Executive Vice President, and Full Time President in three different terms. Ed’s first term as President came in January 1979 when he became acting President of Branch 34 when then President Jack Hughes vacated the position to become National Assistant-Secretary-Treasurer. In the following term April



1, 1979 Ed returned to his position of Executive Vice President of Branch 34. Ed also was elected President of Branch 34 for two different terms in the 90’s.

Eddie was a City Letter Carrier from 1958 until his retirement in 2008. Ed worked out of the McCormick station until its closing and then finished his career in Fort Point. President Masiello will be remembered for his strong character, gentle humor, and kind presence, and he will be deeply missed by all who knew him. God Bless Eddie and the entire Masiello family.

-John Fanning



In Memoriam

Edward R. Masiello – Fort Point
William Mannix - Waltham
Myles Preston - Waltham
Mark Pryor - Roslindale



Apply NOW for the 2026 Branch 34 Letter Carriers Scholarship Program

Branch 34 has always preached the importance of education. As you know Joseph P. Considine Branch 34 has established a scholarship program to help qualified students among the children of our Members whether active, retired or deceased. This year, six (6) one-year college scholarships carrying stipends of \$1,000 each will be awarded by a committee of Boston area educators to the highest-ranking candidates. Academic and personal aptitude will be their only criteria. No Member of the National Association of Letter Carriers will be involved in the decisions in any manner.

Winners of a Branch 34 Letter Carriers Scholarship must attend an accredited two- or four-year college or university offering a course of instruction leading to bachelor's degree. The scholarship award will be sent in the student's name, payable to the college at which he/she is enrolled. The stipend will be credited to the recipient's account and used in accordance with the scholarship policy of the college.

Qualifications The student must be a legal dependent of a Member of the NALC Branch 34. He/she must be a high school graduate who in 2026 will enter the freshman class of an accredited college or university.

How to Apply

- 1) Cutout, complete and return the application, no later than May 22, 2026, to the address printed below. Be careful to answer every question completely, accurately and legibly.
- 2) Register for and take the College Board SAT 1/ACT. Scores should be reported on the attached application. If taken more than once, report your best scores. Consult your high school guidance counselor for advice and information on registration and the site of the test. The test fee is your responsibility.
- 3) At an appropriate time, the selection committee will send the applicant a Biographical Questionnaire, and a School Report Form. These must be completed and returned according to the instruction enclosed with the forms. Scholarship recipients will be notified no later than June 30, 2026. However, a scholarship award will not become effective until a winner is definitely enrolled in an approved college or university.

MAIL TO:

**Bernard Pekala, Chairman
Scholarship Selection Committee
44 Old Stage Coach Road
Bedford, MA 01730-1247**

Application for 2024 Branch 34 Letter Carrier Scholarship

Please print or type all entries except for signature

National Association of Letter Carriers Joseph P. Considine Branch No. 34, AFL-CIO Student'

Name: _____

Email Address: _____

Home Address: _____

Phone: _____

Name of Secondary School attended: _____

Graduation Date: _____

Address of Secondary School: _____

Phone: _____

Scholastic Aptitude Test Scores (if already taken)

Critical Reading: _____

Math: _____

Written: _____

Scholastic Aptitude Test Date(s): _____

Name of parent who is a Member/Deceased Member of Branch #34: _____

Relationship: _____

Signature of Applicant: _____

Date _____

Inspection Season Update

As of today, management's only selection for Formal Route Inspection this spring season in Branch 34 is Woburn. **Keep in mind this does not preclude management from adding zones moving forward.** The M-39 section 211 states the Inspection season begins the first week of September and runs to May 31 excluding the month of December.

211 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 chosen to inspect all the zones in the Woburn S+DC even though these zones were recently inspected under the TIAREAP Joint process just a short time back. That being said, if the company is so financially distraught, why are we spending vast amounts of money doing Formal Route Inspections at all? Furthermore, why are we inspecting zones which have just recently been inspected? This doesn't seem to be fiscally responsible for a company who claims to run out of money this year. Additionally, management has made the claim they will be unable to make payroll before the end of the year. If that was the case then why spend the last of our money on inspections? The ironic part to our economic crisis is management has extensive plans in place to invest heavily in more technology and automation moving forward. In addition, management is looking to higher even more managerial personal at this time. The Postal Service is investing billions into S+DC buildings, most that we don't even own. Computer software and programs that do nothing to expedite delivery service to the customer not to mention the management personal to run the useless reports every day. Management continually claims there is no mail, and now we have no money to make payroll with claims to be total out of money by 2027. The answer to this problem, management at the highest-level plan is too higher more bosses and buy more machinery. How in the world will this help the company financially? Did we not learn anything from the FSS fiasco. Yet this is what has been presented to congress recently.

271 Special Count and Inspection

As you may or may not know the language in the M-39 states that all routes should be as near 8 hours as possible.

242.122 The proper adjustment of carrier routes means an equitable and feasible division of the work among all of the carrier routes assigned to the office. All regular routes should consist of as nearly 8 hours daily

Staying safe

Safety is one of the most important parts of our job. Every day brings new challenges, and staying alert can make all the difference. One of our biggest risks we face is the environment itself, icy walkways in the winter, extreme heat in the summer, or the occasional hurricane we have all delivered in. Having the right footwear with good traction, dressing in layers, and staying hydrated are all

work as possible.

I have had several carriers reach out to me recently inquiring about the 271g process. This avenue enables any letter carriers who believe their route to be over 8 hours the opportunity to be inspected. It also provides the same rights to management as well. The 271-paragraph states, when a carrier route over a six (6) week time periods demonstrates 30 minutes over 8 hours on more than three days in a week's period of time it qualifies for a Special Route Inspection. Whether it be overtime for the regular carrier or in the form of delivery assistance the same terminology applies.

271 Special Route Inspections

Special route inspections may be required when one or more of the following conditions or circumstances is present:

g. If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request.

For any steward out there the 271 process can actually apply to the individual route as well. So that overburdened route in your office that everyone continually bids off of as soon as the can may actually qualify for a special inspection even though the route maybe vacant. To see if a route qualifies for a Special Inspection put in a Request for Information. You should request a Work Hour Work Load report for the individual route over a 6-week span of time. This should give you a good idea how the route stands providing the data is accurate.

Now when requesting a 271g be very cautious when you request a Special Inspection. The language that states management must complete them within 30 days, and thus may bring you into the summer months. Management is required to respond to these requests expeditiously. So, if a 271g is requested in May or later you will be getting inspected June or July. The exclusion period of June, July, and, August for Route Inspections does not apply to Carrier Requested 271g.

As I constantly say, be aware of your times every single day. Work professionally and safely at all times, and provide the American Public with the service they deserve. Remember this is the peoples Postal Service given to us by The Constitution of the United States and every postal customer deserves efficient, reliable, and professional service 6 days a week.

ways we can help to prevent injuries.

Another safety concern we face is animal encounters, dogs can be unpredictable, even in familiar neighborhoods. In my office some of the carriers have been dealing with angry wild turkeys (may sound funny but these things are mean). Make sure you stay alert, and use your satchel or other barriers if needed. Reporting these hazards not only helps to protect you, but other carriers who may be covering your route.

Always trust your instincts, if a

OFFICE TIME

Which brings us to our next dispute between the parties, Office Times. I have heard it from several stations now, "You only have one hour to get out of the office." I have even heard management stating you are only allotted 40 minutes of office time or there is no longer any Fixed Office Times (FOT). Nothing could be further from the truth. No matter what doom and gloom these people try to instill fear into carriers about the state of the Post Office. the National Agreement and Handbooks are still fully enforced.

Our Office times are strictly based on two factors, our FOT and the amount of case mail volume which the route receives on a daily basis. **Provided the mail is being counted correctly.**

M-39 section 122 documents these factors.

122.21 Establishing Leaving Schedule

The leaving time for the carrier is determined by the following:

- Workload. The normal workload for the route;
- Availability of Mail. The time all the mail for the same day's delivery is available
- Necessary Office Time. Time required to case this mail, withdraw, tray or strap out mail, obtain parcel post, and complete other required office duties

The M-39 section 222.214 shows time allowances for office function and page 114 has a conversion chart for mail volume to time values. This paragraph is a must read if management starts telling you to get out of the office. Know your base numbers and make sure you know your projected times. Make sure to check the Work Hour Work Load to ensure management is counting your mail accurately each day. Knowledge of your route data will be monumental when combating managements attack on your Office Times.

As always, the letter carrier craft is constantly under attack because of the financial condition in which management has put us all into.



RICHE GALVN
Route Inspection Team Leader

Don't Be A SCAB!
Urge them to pay their fair share and join Branch 34!

Braintree
MOLLY LONG
DJAMPI TOUZI

Brookline
CHRISTINE M. BAILEY
LINDA M. HAZELL

Cambridge Porter Square
AIDEN MAST

Chelsea Carrier Annex (IMC)
JOSEPH REGNA
STEVE LIPPI

Fields Corner
DANIEL AISENBERG

Grove Hall
SOULEYMAE BALDE

Hingham-Hull
MARK J. DION
AIDAN O'CONNOR

Medford
GERALD M. LYLES

Needham
TAMI L. JOHNSON

Newton Highlands
ROBIN I. DeVITTO

Quincy Center
FRANK SCARNIC

Revere
LUIS LORA
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!



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



AMY BAKER
Clan Editor

situation feels unsafe, take a step back and follow proper procedures. Safety (should) always come first. Mail delivery is what we do and is obviously important, but making it home safe is what matters most.

Pivot This! Part Two

(continued from page 1)

balance efficiency with these public service requirements.

There is also the risk of misalignment with customer needs. If a pivot focuses too heavily on cost-cutting without maintaining service quality, it can lead to customer dissatisfaction with our service, ultimately reducing revenue and negating any saving.

In conclusion, contractually pivoting is to be used when management can identify genuine undertime or to deal with staffing shortages, but relying on it too much can make the overall system less stable and more chaotic.

Simple analogy: Imagine your school bus driver changes every day and doesn't know the route. You'd probably get picked up late, dropped off wrong, or take longer to get home, that's what pivoting does to mail delivery.

In the end, management should recognize that pivoting has an adverse effect on its service to its customers. No postal customer wants their mail delivered after 6:pm at night.

Unfortunately, this happens more often than 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.

Does anyone really believe a letter carrier pivoting 15 minutes off their assigned bids is going to make up an 8billion-dollar loss? I hope not.

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 5% reduction in the number of people not touching the mail solves their financial problem instantly!

How to fix the problem!

In closing; I want to speak about something that's not just gaining momentum but igniting real energy within the ranks of the letter carrier union: "\$30 for 30." That means a \$30-an-hour starting wage for letter carriers, and a management structure of one management personnel for every 30 employees.

Let's be clear, this is not just a slogan. This is about dignity and respect. Letter carriers are out there every single day busting their asses, in the heat, the cold, the rain, and the snow, doing work that keeps America connected. They didn't stay home when a once in a lifetime pandemic stuck. They showed up for the American people. And its long past time their pay reflects the value of that commitment.

First: A \$30 starting wage isn't radical it's realistic. It's what it takes to bring people into this job, to keep experienced carriers from walking away, and to recognize the essential role the letter carriers play in our communities.

Second: 1 letter carrier-to-30

manager ratio means a workplace that actually works where carriers aren't harassed daily, given the support they need to complete their jobs, and where management is accountable instead of overextended or disconnected.

This is about fairness. It's about respect. And it's about drawing a line and saying: enough is enough. We can do better for the letter carrier doing the work and for the service the American people rely on.

I wholeheartedly support "\$30 for 30" and I believe it's time we make it a reality.

"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

How to Get a Draw/Emergency Salary

(continued from page 4)

If the net amount cannot be determined for an emergency salary authorization, the unit manager may authorize an amount equal to 65 percent of the estimated gross as a guideline to calculate the net amount due.

If an employee receives a payroll check that is less than the amount due or the payroll register does not show that a check was issued to the employee, the supervisor completes top and bottom of the appropriate form and provides the form to the employee.

PS Form 2240 for nonrural carriers.

23-2.1 Payroll and Missing Check Adjustments

If an emergency salary issuance is authorized by the employee's supervisor, follow the procedures for issuing an emergency salary in part 23-3.2. Fully complete the emergency salary advance authorization and receipt section at the bottom of the form and obtain the employee signature when the advance is issued.

23-3.2.2 Emergency Salary Issued for Non-receipt of a Salary Check

All employees (rural and non-rural) will be issued a Salary Advance using the AdjustPay module for a missing check. The AdjustPay Salary Advance (missing check) process will perform the following functions:

- AdjustPay will auto-populate the original check amount.
- AdjustPay will automatically process a stop payment on the original check.
- AdjustPay will produce an AdjustPay Emergency Salary Issuance (PS Form 1608) which will be printed, signed and presented for processing at an RSS Full Window Service Post Office window to issue the advance.

This language should resolve this issue if it should ever present itself in your office. But if you have a situation like the one described above and management takes their usual cavalier attitude or they're just grossly incompetent, towards your pay or a fellow brothers and sisters pay, call the Hall so we can work to get this situation resolved.



Join Us for the 5th Annual Cornhole Tournament Benefiting MDA

NALC Branch 34 is proud to host our **5th Annual Cornhole Tournament on Sunday, June 7th from 12:00 PM – 5:00 PM at Heritage Hall in Milton**—and we're inviting all members, family, and friends to be part of another great day supporting an even greater cause.

This event continues to grow each year, bringing together letter carriers from across our branch to raise money for the **Muscular Dystrophy Association (MDA)**—a cause that has long been at the heart of our union. Thanks to your support, our past tournaments have raised just over \$25,000, and we're looking to make this year our biggest yet.



CATHY COOPER
Area Steward

Play, Watch, or Just Come Support

Whether you're competitive or just coming for a good time, there's something for everyone:

Bring a partner, bring your station, or just come out and enjoy the day.

- \$50 per person to play
- \$25 to attend and watch
- Food, DJ, prizes and raffles

Sponsor a Board

Can't make it but looking for another way to support the event? You can sponsor a cornhole board for just \$50—either individually or as a station. It's a simple way to contribute, show support for MDA, and represent your office at the event.

Support from Your Route

Letter carriers are uniquely connected to the communities we serve every day. If you have a business on your route that may be interested in supporting this event, we encourage you to reach out!

We are currently seeking donations such as **gift cards, merchandise, services, or experience-based items** (tastings, classes, tours, etc.) for our raffle table. Every donation helps us raise more funds and makes the event even more exciting for attendees. Your relationships on your route can make a big impact!

We Need Volunteers

To make this event run smoothly, we're also looking for volunteers to help before and throughout the day. If you're not playing—or even if you are and can spare some time—we could use your help with:

- Sponsors/Donations
- Selling raffle tickets (prior to & at the event)
- Event set-up
- Sign-in / Registration
- Event photographer
- Event break-down
- Even helping out for a short time makes a big difference!

Be Part of Something Bigger

This tournament is more than just a day of cornhole—it's about coming together as a union to support families affected by muscular dystrophy. Every dollar raised goes toward research, care, and advocacy through MDA.

Let's continue building on what we've started and make year five the best one yet!

All information will be sent out soon to every station. In the meantime, for more information, to volunteer, or to get involved, please contact Cathy Cooper at: ccooper@nalcbranch34.com



firstprioritycu.com

Members Are Our First Priority

Since 1924

- ▶ Convenient Locations and Hours
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- ▶ Mortgage Products: Residential, Jumbo, Commercial
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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

Knee and hip arthritis is the silent occupational disease that no one tells you about.

If you have...

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

Then you may be entitled to additional program benefits

Contact us!

IFW LAW GROUP

SCHEDULE AWARD ATTORNEYS

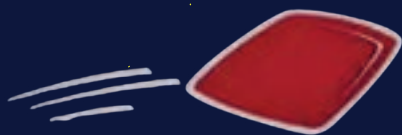
ifw@ifwlawgroup.com

(844) 365-2889

13860 Ballantyne Corporate Place, Suite 240

Charlotte, NC 28277

NALC BRANCH 34 PRESENTS



The 5th annual

CORNHOLE TOURNAMENT

BENEFITING THE
MUSCULAR DYSTROPHY ASSOCIATION



SUNDAY, JUNE 7th

12:00 – 5:00 PM

HERITAGE HALL

114 Granite Avenue
Milton, MA 02186

\$50 per player
\$25 per non-player

RSVP

By Friday, May 29th to reserve your spot/team.
Cash prizes for 1st, 2nd & 3rd place teams!



QUESTIONS?

CONTACT: CATHY COOPER

CCOOPER@NALCBRANCH34.COM

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.