



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

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National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
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NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 132 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ☆ 1890-2022

President's Report

Finally, the End of Pre-Funding!

On April 6, 2022, President **Joseph Biden** signed into law the Postal Service Reform Act. This law will finally repeal

the pre-funding mandate that has been an albatross around the neck of the USPS for more than 12 years. Although it was congress that caused our financial issues it sure took them a hell of a long time to fix what they broke.

For those who don't know, back in 2006 Congress passed the "Postal Accountability and Enhancement Act". Sounds nice, but part of that law required the Postal Service to massively pre-fund our future retiree health benefits 75 years into the future. And we had to fund that liability within ten years to the tune of about 5.5 billion dollars a year. Alas, we couldn't make these payments and this law has caused and exacerbated the financial disaster we've lived with since 2008.

The law also requires carriers to enroll in Medicare when they reach 65. This is something that national has called Medicare integration for the last few years. 80% of all carriers do this anyways. Medicare would become your primary insurance and your plan from the FEHB would become your secondary insurance. This should hopefully save the Service some money, as well as, save us some money on our premiums.

Some have feared that this legislation would try to take away our health insurance that we get from the FEHB but that isn't true. This part of the law doesn't go into effect until 2025 so you can expect a lot more information to come out regarding the implementation of the law as we get closer.

The Postal Service Reform Act also requires that the Postal Service maintain six-day mail delivery, which has been an-

other long-term Congressional goal of ours. No doubt these are some hard-fought victories for us but our fights are far from over.

While all of these fights were being waged in the halls of Congress, the past five or six years has seen a steady decline in the number of carriers on the workroom floor. The Service has failed to plan for the future. For years I could see we were heading for trouble as all the brothers and sisters who were hired in the mid to late 80's got closer to retirement. Well, they've all reached their minimum retirement age and they have more than enough years of service and they're retiring. A well-deserved retirement I might add.

A normal company with competent management would have seen this coming years ago and had a plan. Well, as we all know the Service is not a normal company (*which is a good thing*) and has no competent management (*which is a bad thing*). \$18.92 an hour is what a brand new CCA starts out as. They're not even vested in the Federal Employee Retirement System (FERS) or the Federal Employee Health Benefit plan (FEHB). Throw in a lousy work environment with way too many hours and you have a recipe for significant staffing issues. So, it's no surprise no one

(continued on page 8)



MICHAEL MURRAY
President

Branch 34 Election Recount Results

PRESIDENT:

1. Mike Murray.....879*
2. Jerry McCarthy804

EXECUTIVE VICE PRESIDENT:

1. Tom Rooney.....888*
2. Bob Simpson774

VICE PRESIDENT:

1. John Fanning.....840*
2. Bernadette Romans814

SECRETARY-TREASURER:

1. Keith Meredith.....839*
2. Richie Galvin.....819

FINANCIAL SECRETARY:

1. Bobby Damatin.....857*
2. Tony Scrivano.....777

CLERK, MBA-NSBA:

1. Lucy Warren683*
2. Adam DiFazio.....672
3. Roshon Butts226

HEALTH BENEFITS OFFICER:

1. Brian Manning916*
2. Joe DeMambro701

"BRANCH 34's CLAN" EDITOR:

1. Cathy Cooper928*
2. Sean Mullett687

SERGEANT-AT-ARMS:

1. Liz Purvis.....809*
2. Dan Kelley.....793

TRUSTEES:

1. Paul Roche837*
2. Samie Smith.....787*
3. Dan O'Connor.....780*
4. Scott Mulcahey756
5. Vigo Conte737
6. Justin Vo723

AREA STEWARDS:

1. Laura Fahey.....1,082*
2. Joe DeBerardinis880*
3. John Fucile.....879*
4. Dave O'Connor.....790*
5. Dino Blasé.....765
6. Steve Tinglof.....760
7. William Huber719

* Winner

Upcoming Meetings

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



It's an Honor to Serve as Your Branch EVP
Page 2

Leave It Better Than When You Got There!
Page 2

The Job of the Secretary-Treasurer
Page 3

How Soon They Forget
Page 3

The Revelation Log
Page 4

Vacation Planning
Page 4

This is Your "CLAN!"
Page 8

NALC & USPS Presents
"Hero Award" to
NQ's Brandon Airosus
Page 12

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

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

Link to Branch 34 Website



Retirement Seminar Scheduled for Sunday, September 25th

For the first time in well over three years, Branch 34 will once again be hosting a retirement seminar. On Sunday, September 25th at the Florian Hall in Dorchester we'll have a nationally trained NALC retirement expert conducting training on the complex federal retirement process. The training will go over both the Civil Service Retirement System (CSRS) and the Federal Employees retirement System (FERS). Other topics that will be covered in this training will include Social Security, Federal Employees Health Benefits (FEHB), Federal Employees Group Life Insurance (FEGLI), survivor benefits, FERS Special Annuity, Thrift Savings Plan (TSP) and Medicare. We'll be mailing out an invitation to all active members but seating is limited and those wishing to attend will have to RSVP. If you can't make it, there's no need to worry as we'll be having another one in the Spring of 2023. I plan to have one every six months as long as the need is there. If attendance lags we'll have one every nine or 12 months, whatever is called for by our members and their needs.

If you're within five years of your retirement age I highly recommend you attend one of these seminars to make sure you're prepared for retirement. You've worked hard for your retirement, let's make sure you're on the right path to ensure your retirement will be enough to cover your expenses.

— Michael Murray, President, Branch 34 Boston



BRANCH 34 STATION STEWARDS

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

It's An Honor To Serve As Your Executive Vice President

To say it's an honor to be writing to the members of Branch 34 from the position of Executive Vice President would be an understatement. Words alone cannot express the gratitude I have for the opportunity to represent the membership at such a high level. Over the course of the next three years, I will work vigorously to maintain the confidence the membership has entrusted in me. I am beyond appreciative to fulfill this duty.

For those members who may be unfamiliar with me, I would like to briefly summarize my background. Over the past twenty-three years, my Union steward career has placed me in various roles representing the NALC. My longest tenure was serving as Wollaston, aka "Wolly World," shop steward. The pride and joy I had serving all "Wolly World" cadets, past and present, is second to none. Along with my twenty-three years of in-house shop steward experience, your national officers granted me the opportunity to serve on the Region 14 Dispute Resolution Team (Step B) in the Boston office. Although I enjoyed my time on the B-Team, it fails in comparison to arguing cases in front of an arbitrator. There can be an abundant amount stress that can occur during a hearing. However, the excitement and thrill compounded with this pressure is my devotion.

Prior to outlining the goals for my upcoming term, I would like to pause and recognize fellow union brother **Bob Simpson**. Unfortunately, Bob was my opponent during this last election. Bob has dedicated over thirty years of his career representing carriers. Many of you may be unaware that Bob was Boston's first Step-B team advocate for the union. When it comes to interpreting our collective bargaining agreement at the Step-B level, Bob deserves much credit for generating an atmosphere of equality between the Postal Service and the Union. I personally would like to wish Bob and his family a long, healthy, and enjoyable future. May the road ahead of you be paved with good fortune.

At this time, I would like to present the path that President **Mike Murray** and I have mutually developed to enhance your representation with the objective to protect the membership's rights in various ways.

First, the focal point of the Executive Vice President job is to provide training and direct support to all front-line shop stewards serving Branch 34. As all members know, applicable to every and all unions, training is the key to every union's success. With the recent retirement of your Step-B team representative (**Mark Logue**), I was tasked with the responsibility of filling the Step-B position prior to my election as Executive Vice President giving National Business Agent **Rick DiCecca** time to find a full-time replacement. The time spent on the Dispute Resolution Team provided me with firsthand knowledge of your grievance presentation. Over the past decade, I have received and completed extensive training from our National officers. This extensive and crucial training is imperative for the role of Executive Vice President when educating all current and future shop stewards. Advancing their knowledge is the key to their success. My ultimate goal is to create and direct all steward training workshops using the guiding techniques, resources, and material provided by our national officers. With the addition of adding a national touch at the local level, I hope to strengthen the foundation of Branch 34 grievance presentation.

Second, just in case the stewards do not hear this enough, being a shop steward is the most thankless job in the union. You, the steward, are the eyes and ears of the union. Unfortunately, that comes at cost. Everyday your bombarded with complaints. Constantly getting shelled with question like, "Can Management make me do that?" or "Can management do that?" If that isn't enough, the union steward has the responsibility of policing the contract. Making sure the memberships rights are not being

trampled on by management while still having to hump mail in advert conditions. Not an easy task! So, from me to you....

THANK YOU. Moving forward, if a steward needs assistance, it will be provided. "Just grieve it" is not an acceptable response from our elected officials. Guidance and information will be given upon request. President **Mike Murray**, Vice President **John Fanning** and I are currently developing informational packets. The packets will include various scenarios and topics that effect the everyday working conditions of letter carriers. This is for a dual purpose. Outlining how to successfully argue grievances by using past precedent setting cases while minimizing the pressures of being a steward. Both equally important.

Third, we need a new home. The purpose of a union hall is to be accessible to all members. Our By-Laws mandates the Union hall is to be centrally located. With today's climate of corporations allowing and encouraging their employees to work from home, prices of commercial property should be coming down. I'm asking every member to keep their eyes open for a new hall location. If a member finds a location, please email me at: trooney@nalcbranch34.com

Fourth, my commitment to the membership is to be visible. The job of the Executive Vice President is to get out and represent the carriers at their stations not from behind a desk. I commit to being available to you in and out of the office. I will fight for all carriers' rights with the expectations of creating an atmosphere where carriers are recognized and treated with dignity and respect not only are they entitle to be most importantly deserved.

Finally, I would like to express heartfelt thanks to my family, friends, supporters. Of course, I cannot forget the cast of characters, including our outstanding

(continued on page 4)



THOMAS ROONEY
Executive Vice President

Leave It Better Than When You Got There!

First and foremost, to all the members of NALC Branch 34 I say thank you for having the confidence to elect me as your Vice President for the next three years. I do not take this opportunity lightly. I take this as a privilege to represent all of the brothers and sisters of this great Branch 34.

I would also like to take this opportunity to thank all of our previous Union Officers, full and part time. This thank you includes all previous administrations since the inception of our Branch 34 in 1890. Without their dedication and drive to protect the rights of letter carriers of our Branch we would not be recognized as one of the best Branches in the NALC.

I have observed Branch 34 from afar for my first 12 years as a member of the NALC, letter carrier, shop steward and union officer of Framingham Branch 334. I have been lucky enough to serve as a Shop Steward and Officer in Branch 34 for the last 24 years. What has impressed me the most has been the great leadership of this Branch. I have noticed the Officers, Shop Stewards and just the membership of this branch are always looking to "leave it better than when you got there."

You do not have to look far to these examples. Just attend a Union Meeting on the second Tuesday of the month and you will see the greatest example of "leave it better than when you got there." You

will see **George Adams** and **Fred Casey** with their tireless dedication and drive to help others with the Branch MDA drive. I know George and Fred don't want or need the recognition, but their work does not go unnoticed with me and should not with any Branch 34 member. Please ask what you can do to help them with this effort.

If you want a closer look at someone who is going to "leave it better than when you got there", just look in your own office at your shop stewards or OJI's working there. I was lucky enough to work alongside **Emilio Leone**, **Tom Ciulla**, **John Fucile**, **Bill Lang**, newly-elected **Bob Haumann** and many past Shop Stewards at the IMC. I have watched **Tim Young** and **Laura Gray** perform the difficult task as the OJI's of the IMC. Thank you to all of them. Thank you to all my brothers and sisters of the IMC and the rest of Branch 34 you all help and will "leave it better than when you got there."

I am excited about the changes and advancements we, as new Branch Officers, have planned for Branch 34 and its members. I can say that your newly-elected President **Mike Murray** has a fantastic vision for the future of our Branch, and he has the ambition and drive to accomplish his vision. Your Executive Vice President **Tom Rooney** is perfect for his position with his background and fresh ideas of the future in education and train-

ing of your Shop Stewards and all our members. **Keith Meredith** as your Secretary-Treasurer is also perfect for his position. He has a professional approach to all his tasks.

It is safe to say that all correspondences and finances are very secure with him in charge.

My goal as your Vice President is to be the best assistant to education and training this branch has ever had. I will also be sure all grievances from an Informal through Arbitration are prepared the best they possibly can. I promise to you my brothers and sisters to be steadfast and persistent in training and helping to protect the rights of all our members of the best NALC branch in the nation, Boston Branch 34. I promise to **"LEAVE IT BETTER THAN WHEN I GOT HERE"**.

It is going to take a collective effort by all our officers to attain our goals for the members of Branch 34. With the newly elected officers of our Branch from top to bottom I know we can attain our goals.

'WE WILL LEAVE BRANCH 34 BETTER THAN WHEN WE GOT THERE!'



JOHN FANNING
Vice President

The Job of Secretary-Treasurer

The job of Secretary-Treasurer is one of the most important jobs in the NALC. Yet, people always ask me “what do you do as Secretary-Treasurer? Like most jobs, there’s no simple answer to that question. I would like to give you a little background on why the job was created. The job was created to ensure that every precaution is taken to safe guard your money and property. The money and property which I’m referring to are the funds which are accumulated through the collection of union dues. Let’s start at the beginning. It begins with you. The dues paying members. You’ve heard the saying, “That, you are the union”. Well, that’s true, in more ways than one. Your union dues are the engine that keeps this proud union running. And let’s be clear, **EVERY PENNY OF YOUR UNION DUES IS SPENT ON REPRESENTING YOU, THE LETTER CARRIER.** Paying dues is an investment in yourself and your family.

One of the duties of the Secretary-Treasurer’s job is to make sure that we have a union official speak to all newly hired Letter Carriers. Explaining to the newly hire Letter Carriers all the benefits of becoming a member of the NALC. Your Branch’s Vice President **John Fanning** is in charge of this task. He is very successful at signing up new members.

Once the newly hired Letter Carrier decides to join the NALC, they complete a Form 1187 (AUTHORIZATION FOR DEDUCTION OF DUES). This form allows the Postal Service to deduct NALC dues from the pay of all NALC members, with the exception of the retired members.

Retired members should complete Form 1189, REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT FROM ANNUITY FOR PAYMENT OF ORGANIZATION DUE TO NALC. Newly-retired Letter Carriers should complete this form immediately upon retirement. It is important to include your CSA (Civil Service Annuity) NUMBER on the form or the form will be returned. You can find your CSA number on most paperwork returned to you from the Postal Service during the retirement process. If you have any question, contact the Branch.

Once these forms are completed, the Postal Service starts the process

Congratulations Retirees!

On behalf of President Murray, the Board of Officers and the Brothers and Sisters of Branch 34, we extend our wishes for a long, happy, healthy and well-deserved retirement to the following recently retired members:

Richard Parker Quincy
Edmund Keefe, Jr. Stoneham
Zhifan Dong Wellesley Hills
Diane Forster IMC/Chelsea
Jian Jin Wellesley Hills
Edward Kosta Revere
Stephen McNally Watertown
Robert Stengel, Jr. Revere

In Memoriam

Dustin DiBona
ACTIVE Member – Brighton

Victor Espada
ACTIVE Member – IMC/Chelsea

* Denotes Gold Card Member

Rest in Peace

of collecting the NALC member’s dues nationwide bi-weekly. All dues collected by the Postal Service are then electronically deposited to NALC headquarters. NALC Headquarter, at the direction of your National Secretary-Treasurer Nicole Rhine, then calculates the National per capita tax retention and retains that amount. The State per capita tax reimbursement is sent to the State Associations. The NALC National headquarters and the State Association use these funds to represent Letter Carriers. Nationals main focus is every letter carrier in the nation. While the State Associations concentrated on legislative issues.

The balance of the dues collected, after this process, is then returned to the local branches. This is called Branch dues reimbursement, which is also done on a bi-weekly basis. The branch uses these funds to represent the Letter Carriers of their branch. That’s where the job of the Branch Secretary-Treasurer comes in.

The Branch Secretary-Treasurer has a “Fiduciary” responsibility to safe guard branch funds. By law, they must handle all money and property that belong to the branch with honor and trust. They are also obligated by the NALC Constitution’s and the Branch’s Constitution of this responsibility. The Secretary-Treasurer is required to file financial reports with the Department of Labor per the Labor- Management Reporting and Disclosure Act. The Secretary-Treasurer is required to file payroll taxes with the I.R.S., along with other fiduciary duties. These are just some of the duties of the Secretary-Treasurer position. These duties are done with the assistance of the Branch President. They are the two Executive Board Officers whom are most responsible for safeguarding your money and property. Although, all of your branch officers are held to this high standard and they all take these duties very seriously.

How Soon They Forget

I would like to preface this article by Thanking each and every Letter Carrier for their selfless efforts in working through the most dangerous and lethal health crisis in most of our lifetimes. Placing your personal health and safety in the path of a multiple years pandemic is a testament to the vital, and essential unionize workforce of the NALC. Connecting the Country and getting people what they needed when most of the world was on hold, and essentially on lockdown, we kept showing up to do our jobs. Where, on a daily basis, you could of potentially contract COVID-19 through exposure to your customers, or fellow employees, not enough can be put into words to praise your value to the “American Way of Life”. Because of your commitment to our communities we serve and instilling a sense of normalcy where little or none could be found, and by working through these difficult times, many a Letter Carrier was overtaken by this life-threatening disease.

Not one employee of the USPS came away from this chain of events unscathed. Loved ones, our co-workers and customers became victims of Covid-19, further weighing on our lives, and psyche as we continued to get the job done. Without Letter Carriers persevering through the worst of these times, this organization could very well have been looked at in an entirely different light when Postal Reform was being moved through the House and Senate. But now that the grips of this debilitating world event are starting to subside, so have the memories of these decision makers in Washington DC.

So, let’s refresh their memories on how this was accomplished, essentially utiliz-

In my next branch article, I will continue with the duties as Secretary-Treasurer.

Now, I would like to take a minute to thank all the candidates who sought to represent you over the next three year in our most recent branch election. It is not an easy task to get up every morning, traveling station to station, explaining to the membership why you are the best candidate for the position of the office that you are seeking. Spending so much time away from your family, vying for a job that people say “I could never do that job”. What people don’t understand is that representing letter carriers is a rewarding job. The majority of the carriers stand behind the union. They may not agree with everything that the union does, but they do understand what the union stand for. They do understand the need for a union and are proud union members. That’s why these candidates stand in the freezing cold asking for your vote. It is easy to be cynical of your representatives when things don’t go your way. Instead of being cynical, stand up and get in the fight. Go to union meetings, become a shop steward, or even a branch officer. **GET OFF THE SIDELINES AND GET INVOLVED.** So, thank you to all the candidates willing to stand up and try to make this a better union.

I would also like to thank all the members who put their trust in me and elected me to this position. I accept this position with great humility and honored. I’m grateful for the trust that you bestow me as your Secretary-Treasurer. A special thanks to the carriers at the Roxbury and Grove Hall stations for their unwavering support over the last three decades.



KEITH MEREDITH
Secretary-Treasurer



BOBBY DAMATIN
Financial Secretary

ing the remaining workforce while our co-workers had succumbed to the effects of COVID-19. Those that couldn’t work and were required to remain home for weeks, and months on end were not replaced by a multitude of new hires. No, all that work fell on the knees, hips, and backs of the remaining workforce. And a sort of rotation went on, as some were able to return to work, and still others got sick. This snowballed into routes routinely being left in on a daily basis. When those routes eventually went to the street with two and three days worth of mail, it was the Letter Carrier’s tireless work ethic that got the job done, day in and day out! On the list, off the list, and until further notice, non-scheduled days became just another day of work. Start at 6 AM or having to carry till 8 and 9 PM became routine. Our CCA’s were sent from their employing stations to other offices around the District, placing them time and time again into environments where they could be more readily exposed. Area managers, managers, and supervisors were even made expendable, being required to put satchel to shoulder for hours on end. When I say nobody was spared, I mean nobody was spared. And on any given Sunday, usually a day of rest had now become a requirement and not an expectation. This led to mass burn-out and a weakening of the remaining membership. Because of these conditions,

(continued on page 8)

BOSTON, MA

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34’s CLAN

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Founded May 1971

AWARDS

International Labor Communications Association

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

National Association of Letter Carriers

BEST ORGANIZED - LARGE BRANCH
First Place, 2018
First Place (tie), 2014

GENERAL EXCELLENCE - LARGE BRANCH PUBLICATIONS - MORE THAN 1,500 MEMBERS
First Place, 2018
First Place, 2016
First Place, 2014
First Place, 2012
First Place, 2010
First Place, 2008
First Place, 2002
First Place, 1996
First Place, 1994
Second Place, 2006
Second Place, 1992
Third Place, 2004
Honorable Mention, 1982
Judges’ Commendation, 1988

BEST EDITORIAL OR COLUMN
Honorable Mention, 2016

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

BEST CARTOON OR PHOTO
First Place, 2006

PROMOTING UNIONISM
First Place, 2018
Third Place, 2018
Third Place, 1992
Judges’ Commendation, 1988

BEST WEBSITE
First Place, 2018

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Cathy Cooper, Editor
Michael Murry, Associate Editor
Tom Rooney, Associate Editor

2022-2025 BRANCH 34 NALC BOARD OF OFFICERS

Michael Murray	<i>President</i>
Tom Rooney	<i>Executive Vice President</i>
John Fanning	<i>Vice President</i>
Keith Meredith	<i>Secretary-Treasurer</i>
Robert Damatin	<i>Financial Secretary</i>
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Dan O’Connor	<i>Trustee</i>
Samie Smith	<i>Trustee</i>

Don't Be A **SCAB!**

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

Back Bay

ROBERT A. ROMIKITIS

Braintree

MOLLY LONG

Brookline

CHRISTINE M. BAILEY
LINDA M. HAZELL

Cambridge - Porter Square

BLANCA I. TEEBAGY

Chelsea Carrier Annex (IMC)

JOSEPH REGNA..... CCA

Fenway

BEVERLY A. SCANLON

Hingham-Hull

MARK J. DION

Malden

EILEEN M. FINN

Medford

GERALD M. LYTES

Milton

CHARLES S. ROSEN

Needham

TAMI L. JOHNSON

Newton Highlands

ROBIN I. DEVITTO

Scituate

KAREN M. LYNCH


Stoneham

TINA M. DOHERTY

Waltham

DAVID BAHM

We apologize in advance if your name appears on this scab list in error. This information is forwarded to us from our National Headquarters and we do our best to ensure its accuracy. If you are still not in the Union, it's time to step up and pay your fair share. No excuses. Contact your Station Steward to join **NOW!**



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

The Revelation Log

I know, I know everyone keeps wondering how month after month I keep coming up with witty, entertaining and informative articles to pass on to the membership. Well, the answer is simple, Management literally writes them for me with their brilliant ideas and micro-managing and lucky for you, they have not disappointed us this month either.

The higher ups in Management have come up with a real \$\$\$king doozy of an idea this time. While I am not exactly sure who brainstormed this one, I will say its super special!!! First and foremost, as with most things in the PO they gave it a name. The decided to name their new baby the "Revelation Log". Now what does this "Revelation Log" do you ask. Well, let me tell you. It is a log of every alleged misdeed a horrible employee like us might make. If we miss a scan on a SPR we're in the "Revelation Log". If we miss a flats before letters scan we're in the "Revelation Log". If we have alleged stationary time we're in the "Revelation Log". Basically, all the bulls#\$t that can be solved by asking a few simple questions is now being put into this "Revelation Log". Now I know your all pondering why they would want all this information. **The answer is simple, they are not collecting it to give you an award!!!**

When I heard about this "Revelation Log" I thought it sounded familiar. I felt like I had heard something similar before and low and behold I had. I had never heard of a "Revelation Log," but I had heard of The Book of Revelation. I'm not the most religious person ever, I usually go to church for weddings and funerals but even I knew that it sounded religious.

So, I google searched what The Book of Revelation was and low and behold it is the final book of the New Testament and its purpose was to prepare and strengthen Christians so that they would remain faithful against the impending persecution. Now I'm going to say that I think Management's new "Revelation Log" has been created to strengthen Management so they will remain faithful against the impending persecution or discipline they will try and impose on Letter Carriers!!!!

Now to add insult to injury, at some

point soon, your scanner will be utilized as your timecard. You will have to punch in and out and make all your moves on it. It doesn't seem like the worse thing ever until you find out that they will at some point begin to use the data from your scanner to try and evaluate your route to 8 hours. In essence they are going to try and do your 99's and Inspections via your scanner data!!!! So **BE WHERE YOUR SUPPOSED TO BE WHEN YOUR SUPPOSED TO BE THERE!!!!!!** I feel like I've said this a million times, but that scanner is your best friend or your worst enemy!!!! Make it your best friend!!!!

I strongly encourage you all to begin doing the following to help protect your route and street time.

One thing that will begin to help protect your route is the **LOAD TRUCK** feature on your scanner. I advise all of you begin using that **LOAD TRUCK** feature tomorrow!!! It will protect your route and show how long it took to load your truck which is considered street time and you should be on a street function when you load your truck. The second thing we all should be doing is the Expanded Vehicle Safety Check every day and with a buddy!!! There are 27 things on this check list, and you should be checking them every single day!!!! Again, on a street function!!!

**Vehicle Safety Checks
via M-41 Section 832.1**

Inspect vehicle as described on Notice 76, Expanded Vehicle Safety Check (see Exhibit 832.1) for deficiencies, body damage, or inoperable items.

**U.S. POSTAL SERVICE EXPANDED
VEHICLE SAFETY CHECK**

1. Look under body for oil and water leaks.
2. Inspect two front tires for inflation and wear.
3. Check hood latches.
4. Check front for body damage.
5. Check left side for body damage.
6. Check left door lock.
7. Check for rear end leaks.
8. Check all rear tires for inflation and wear.
9. Check rear for body damage.
10. Check rear door lock.

*It's An Honor to Serve As
Your Executive Vice President...*

(continued from page 2)

clerical craft in Wolly World, for all the support and having the confident in me to be able to discharge my duties and responsibilities as NALC Branch 34 Executive Vice President. It will not be forgotten. As for members who did not support me, I will aim to prove you

wrong. I pledge to work tirelessly to gain your support to unite this union. Please remember, A **UNION** is like a toolset, not one member can build a union. It takes every member working side by side. Ultimately, creating a powerful and respected Union.



As always, Buy Union Products, Fly Union Airlines and always stay Union Strong!

For my fellow Asian union brothers and sisters

购买工会产品，乘搭工会航空公司，永远支持工会

And my Spanish speaking brothers and sisters.

¡Compre productos de Union, Fly Union Airlines y permanezca Union Strong siempre!



LAURA WOOD FAHEY
Area Steward

11. Check right side for body damage.
12. Check right door lock.
13. Open door and move into driving position.
14. Start engine. (If in enclosed area, wait until after step 21.)
15. With assistance — adjust pot-lid and left front mirror.
16. With assistance — check headlights, tail lights, brake lights, 4-way flashers, and directional signals, front and rear.
17. Adjust right side rear view mirror.
18. Adjust center rear view mirror.
19. Check steering wheel play.
20. Check accident report kit.
21. Check window locks.
22. Check windshield wipers and washers.
23. Check horn.
24. Check gages (gas gage requires 30 seconds for "warm-up").
25. Check foot brake (no more than 2 inches free play).
26. Check hand brake.
27. Check seat belt and fasten.

Note: This check list has been programmed to take the driver in a logical sequence around the RHD vehicle with a minimum of lost motion. For LHD vehicles - work from right side to rear to left side beginning at Item 5. Items 15 and 16 - if no assistance readily available, handle personally.

Something else that we have all gotten away with that I again urge us all to begin doing is at every single address if the package doesn't fit in the mailbox you are required, via M41 Section 321.4 to determine if someone is available at the address by ringing the doorbell or knocking on the door. If no one is available to receive the parcel, follow the procedures in 322.311 and 322.312.

M 41 Section 322.311 states

a. Uninsured parcels or parcels that do not require a signature may be left in an unprotected location such as a stairway or uncovered porch when the mailer participates in the Carrier Release Program by endorsing the parcel "Carrier - Leave If No Response" or the addressee has given written directions for an alternate delivery location. PS Form 3849, Delivery Notice/Reminder/Receipt, with the "It Is Located: _____" block completed, must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate location.

b. By following the mailer's or addressee's instructions, the Postal Service provides customers with a more convenient way to receive parcels. Carriers are not liable for loss or theft where these instructions and postal regulations are followed.

c. Mailers who participate in the Carrier Release Program understand that there are unsecured areas where the Postal Service will leave parcels and also that carriers will leave packages without protection from inclement weather.

In other words, parcels can only be left in the mailer or customer states to leave the package and even if they have stated they want the package left, you are required to leave it in a safe location and fill out a peach puppy to tell the resident where the safe location you left it is. It is time that we begin to do the job they way they want it done because as a lot of you have heard me say, if you do it the way they want you'll never finish a route. I still believe that today!!!!!!

The three simple things listed above should be done every single day. If you aren't doing these things, you are leaving street time on the table. We own the street!!! We need to stop letting them slowly take away our street time.

Vacation Planning

First and foremost, I would like to thank the membership for your support in electing me – to represent you – for the next three years, as your Area Steward!

As I am writing this, **Prime Time Vacations** (Choice Vacation) are fast approaching and by the time this is published, will be in full effect.

Article 10 contains the National Agreement's general provisions concerning the leave program.

Article 10.3.D of the National Agreement

1. Employees who earn 13 days annual leave per year shall be granted up to ten (10) days of continuous annual leave during the choice period. The number of days of annual leave, not to exceed ten (10), shall be at the option of the employee.

2. Employees who earn 20 or 26 days annual leave per year shall be granted up to fifteen (15) days of continuous annual leave during the choice period. The number of days of annual leave, not to exceed fifteen (15), shall be at the option of the employee.

3. The subject of whether an employee may at the employee's option request two (2) selections during the choice period(s), in units of either 5 or 10 working days, the total not to exceed the ten (10) or fifteen (15) days above, may be determined pursuant to local implementation procedures.

The Boston LMOU states: there shall be one choice vacation selection each year for a period of up to fifteen (15) working days.

4. The remainder of the employee's annual leave may be granted at other times during the year, as requested by the employee.

Boston LMOU Article 10

C. ISSUANCE OF OFFICIAL NOTICES OF APPROVED VACATIONS

1. Management shall furnish a copy of Form 3971 to each carrier, indicating the vacation period approval for him/her.

2. A list of approved vacations will be posted and a copy furnished to the Shop Steward.

D. CHOICE PERIOD

1. City Carrier Assistants shall be included in the onboard complement when determining the number of carriers allowed off during the choice vacation period.

All CCA's - be sure you have been canvassed for CHOICE PERIOD vacation.

2. ...the choice period in the Letter Carrier Craft shall commence on the second Saturday in May and run for a period of 23 consecutive weeks.

CHOICE PERIOD vacations for 2022 run from May 14 – October 15.
3. The first full week in February, Management will publicize on bulletin boards in each station/branch that bids for vacations will be accepted from March 1 – March 31.

4. Beginning the first full week in March, Management will circulate a chart amongst Career and CCA Carriers, by seniority and relative standing respectively, who will indicate his/her choice vacation selection. Each Carrier will be shown the updated chart when making his/her selection. The Carrier will complete Form 3971, in duplicate, confirming his/her choice vacation selection. Granting leave under such

provisions must be contingent upon the employee having a sufficient leave balance when the leave is taken.

As of the end of March 2022, everyone should have had the opportunity to choose a CHOICE PERIOD vacation. If you have not been canvassed, then you should contact your Shop Steward.

5. A carrier who has selected a choice vacation in accordance with #3 above and during the period for selecting a choice vacation, cancels his original selection, must wait until the procedure in #3 above has been exhausted before making another choice selection.

6. A carrier who, in accordance with #3 above, does not select a choice vacation will be assigned a vacation by Management. The length of the assigned vacation will be consistent with his/her leave category. Rejected assigned vacations will be treated in accordance with #13 below.

7. Any Letter Carrier who has been awarded a choice or non-choice vacation, and who bids or is reassigned to another station/branch, shall be entitled to the vacation awarded.

For those carriers that have bid into different assignments, be sure to bring your approved Form 3971 with you to your new station.

8. All Letter Carriers will start their vacations on a Monday and return to work on Monday following the vacation, unless that Monday is a holiday or a non-scheduled work day, in which case they will return to work on Tuesday following the end of their vacation.

Any carrier who requests a part of any full week of vacation annual leave to be canceled forfeits entitlement to said full week off, and the balance of said week shall be handled per #14 below (and per #7 in the non-choice period).

If a carrier cancels part of his/her vacation week all remaining leave becomes incidental. Simply put this means the remaining days chosen in that week are up for grabs. So, by canceling any of the days in your already approved vacation week you are risking losing other days. Be careful when doing this as you could be denied days because of seniority, as long as the requests are in (9) days prior to the week.

9. No Letter Carrier will be called in on his non-scheduled day while he/she is on vacation. For purposes of this agreement, holidays, and non-scheduled days at the conclusion of a vacation are to be considered vacation days. This shall apply to the choice period and incidental leave of five (5) days or more.

10. In the Letter Carrier Craft, there shall be one choice vacation selection each year for a period of up to fifteen (15) working days.

Jury duty or attendance at National or State Conventions during the choice

period will be charged to the choice vacation period, except that five (5) certified delegates will not be charged to the choice vacation period; with the provision that as a minimum such employees will be granted not more than two weeks (10 days) additional leave during the choice period.

It is understood that in no instance may an employee serving as a juror or as an elected delegate bump an employee from his/her properly assigned vacation period.

With respect to employees called for jury duty, it is incumbent upon the employee, immediately upon receipt of notice as to the period for which he/she has been called for such duty, to notify his/her immediate supervisor.

11. In the Letter Carrier Craft in the Boston Post Office, sixteen percent (16%) by station or branch shall be allowed off each week during the eighteen weeks commencing with the week in which June 1, falls. In all other weeks in the choice period, there will be allowed fourteen percent (14%) off. For the purposes of administrating the above provision, the onboard compliment of Career and CCA City Letter Carriers as of February 28th will be applied during the choice vacation period. Granting leave under such provisions must be contingent upon the employee having a sufficient leave balance when the leave is taken.

12. In those instances where figuring the appropriate percentages does not result in a whole number, if the fractional result is .1 or higher, the next higher whole number shall be considered the correct figure - e.g., 2. 1 and above would become 3 employees.

13. Any open vacation weeks in the choice period can be requested by Career and CCA City Letter Carriers in increments of one or more days up to nine (9) days preceding the service week of the requested leave and said day or days will be filled according to seniority and relative standing respectively. Incidental leave approval for CCA's for Sunday only will be based on management discretion.

14. All leave requests made after nine (9) days preceding the service week of the requested leave may be granted depending on service needs

As the summer fast approaches be sure to take time with family and friends. We are all working extremely long hours, take advantage of this benefit we all have. **ENJOY YOUR SUMMER VACATIONS AND BE SAFE.**



JOE DeBERARDINIS
Area Steward

Massachusetts Congressional Delegation

U.S. SENATE

The Honorable Elizabeth Warren
Hart Senate Office Bldg., Rm. 309
Washington, D.C. 20510
202-224-4543 Fax: 202-224-2417
www.warren.senate.gov

The Honorable Edward J. Markey
Dirksen Senate Office Bldg., Rm. 255
Washington, D.C. 20510
202-224-2742 Fax: 202-224-8525
www.markey.senate.gov

U.S. HOUSE OF REPRESENTATIVES

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The Honorable Richard E. Neal
Cannon House Office Bldg., Rm. 372
Washington, D.C. 20515
202-225-5601 Fax: 202-225-8112
neal.house.gov

Second Congressional District

The Honorable James P. McGovern
Cannon House Office Bldg., Rm. 370
Washington, D.C. 20515
202-225-6101 Fax: 202-225-5759
mcgovern.house.gov

Third Congressional District

The Honorable Lori Trahan
Rayburn House Office Bldg.
Washington, D.C. 20515
202-225-3411 Fax: 202-226-0771
trahan.house.gov

Fourth Congressional District

The Honorable Jake Auchincloss
Longworth House Office Bldg., Rm. 1524
Washington, D.C. 20515
202-225-5931 Fax: 202-225-0182
auchincloss.house.gov

Represented Communities: Brookline, Newton, Needham, Wellesley, Dover, Medfield, Millis, Medway, Milford, Hopkinton, Hopedale, Bellingham, Franklin, Norfolk, Wrentham, Plainville, Foxboro, Sharon, Attleboro, North Attleborough, Mansfield, Norton, Easton, Seekonk, Rehoboth, Taunton, Raynham, Dighton, Berkley, Lakeville, Freetown, Somerset, Swansea

Fifth Congressional District

The Honorable Katherine Clark
Rayburn House Office Bldg., Rm. 2448
Washington, D.C. 20515
202-225-2836 Fax: 202-226-0092
katherineclark.house.gov

Represented Communities: Arlington, Belmont, Framingham, Lexington, Lincoln, Malden, Medford, Natick, Revere, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester, Winthrop, Woburn

Sixth Congressional District

The Honorable Seth Moulton
Longworth House Office Bldg., Rm. 1127
Washington, D.C. 20515
202-225-8020 Fax: 202-225-5915
moulton.house.gov

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The Honorable Ayanna Pressley
Longworth House Office Bldg., Rm. 1108
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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

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Ninth Congressional District

The Honorable William Keating
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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



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ALL LETTER CARRIERS

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

If you...

1. Have had a hip/knee replacement; or
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3. Have chronically sore knees; or
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844.365.2889

Serving Federal Employees for Over 40 Years!

Branch 34 Salutes Its Retirees

Brighton's Peg O'Leary



Brighton's Peg O'Leary makes her last punch.

Brighton Carriers.



Lexington's Maureen Anderson



Lexington Shop Stewards Anthony Falco and John Lucey pose with new retiree Maureen Anderson.



Branch 34 Executive Vice President Tom Rooney and Branch 34 President Mike Murray wish Lexington's Maureen Anderson a healthy and happy retirement.

Lexington Carriers.



Cambridge's Leo Lodi

Cambridge Shop Steward Rob Liberatore and Branch 34 VP John Fanning wishing Leo Lodi luck on his last day at work.



The carriers in Cambridge wishing Leo Lodi good luck in his retirement.

Revere's Ed Kosta



Branch 34 Executive VP Tom Rooney and President Mike Murray congratulating Ed Kosta on his retirement at the Union Hall

Allston's Jim "Doctor" Dyer



Allston's Jim "Doctor" Dyer shows off his retirement jacket presented by Branch 34 Executive Vice President Tom Rooney.

Allston Carriers.



Allston's Jim "Doctor" Dyer helps himself to his retirement party food table.



This is Your “CLAN!”

First, I would like to thank all of the members for granting me the opportunity to be your “Branch 34’s CLAN” Editor. The encouragement from my family, friends and co-workers is gratefully appreciated and will always be remembered. A special shout out goes to Al and Jim, (they know who they are), thank you for your support!

The “CLAN” newspaper was created by the 27th president of Branch 34, **Vernon Harris**, serving from 1971-1975. Since the creation, the “CLAN” has been recognized nationally and has won numerous awards throughout the decades. To name a few, the branch has been awarded first place in the following

categories **General Excellence-Large Branch Publications-More Than 1,500 Members Award, Best Story Award and Promoting Unionism Award.**

The goal of my tenure is to provide the membership with informative articles regarding contractual information, change in route inspections and current policy written by your elected officers. But you’ll notice something new in this edition, along with new articles we’re bringing back cartoons. Hopefully we can have a laugh together at the expense of management. Also, you’ll notice more pictures of **YOU**, not the officers. We are a very large branch, with the ability to bid from station to station. So, don’t be shy

“Get your picture in the CLAN.”

For all our retired letter carrier, we are in the process of designing a “Retirement Section.” The object is to update the retirees with information regarding issues that will affect their pension/benefits. If any retiree is interested in writing a column, please reach out to at the email address provided below. We will also use this section to advise those who plan to retire in the near future with information on a smooth transition from active carriers to retired.

In closing, “Branch 34’s CLAN” is an all-union members newsletter. If anyone so desires to add or write an informative article on information most needed

by the members, feel free to do so. I can be reached at ccooper@nalcbranch34.com.

On a final note, I will strive to keep the high standards and integrity of the “CLAN” you have become accustomed to. Please, become active in the “CLAN.” The success of the Clan rests with all of us. Again, thank you for the opportunity to serve as your “Branch 34’s CLAN” editor for the next three years. It’s an honor I do not take lightly.



CATHY COOPER
“Branch 34’s CLAN” Editor

How Soon They Forget...

(continued from page 3)

Letter Carrier well-being were placed in jeopardy, with tremendous physical, emotional, and mental distress that has had lasting effects.

But through it all, our Membership somehow rallied together to keep the USPS moving forward, coming together each day knowing full well it was going to be a long road to hoe each time you strapped on the bag. Now, as we start to finish the days of the new normal, and transition back to just normal, it seems those who needed us the most during that crisis, have moved on to yet another global catastrophe. The heroic efforts of Letter Carriers, “Essential Letter Carriers” have all but been forgotten.

There was legislation in the works in Congress to recognize those efforts with monetary compensation for those that couldn’t just call it in from home. The Senate Democrats proposal, the “Pandemic Premium Pay to Reward, Retain, & Recruit Essential Workers”, where Sen. Chuck Schumer touted a total maximum premium pay of \$25,000 for each essential frontline worker earning less than \$200,000 per year and \$5,000 for each earning \$200,000 or more per year. Initially, it received a lot of positive feedback from the exposure in the press. The “Hero Pay” or “Hero Fund” was what should’ve happened for each and every one of you that came to work under such conditions. Locally we had plenty of support in the public for what we were doing. One example of that was when we did the “Call for Action” last year to be placed on the list to receive the COVID-19 vaccines that Governor Baker was preventing us from receiving. That

outpouring of support put us on that list and displayed just how important our services were to the remaining infrastructure.

How soon they forget how essential we were during these last few years. Letter Carriers making Voting by Mail possible when many wouldn’t even think about going to the polls. It was the essential Letter Carriers getting the essential medicines to seniors and those more susceptible customers that needed their prescriptions. When all is said and done, hundreds of millions of test kits for Covid will be delivered to our customers all over the country to make sure they can continue to monitor their health when it comes to COVID-19.

I understand that we weren’t the only workers that were on the front lines and this is not about who did more, or who did less. But what it is about is some very special people who didn’t look for a parade in their honor, or a medal to be dangled from their necks. What was accomplished during this very dangerous time in our lives was nothing less than heroic. A big part of getting through these difficult times was due in large part to the United States Postal Service Letter Carriers.

To date across the country, states have recognized the contributions of many essential employees but with smaller monetary amounts. Here in Massachusetts some workers received \$500 but had to be income qualified to receive the compensation. Look, if you progressively damage your knees, or hips in performing your duties, a NALC Representative, lawyers from Boston, and around the country that specialize in these injuries can

get you a six-figure pay-day. But, if you walk out the door every day for two years to go to work during a global pandemic, putting your life, health, and well-being on the line in service to others, as of right now, you get nothing! I understand that Postal Reform was just passed and signed by the President. Countless others and I are grateful for that taking place. But reform has nothing to do with compensating Letter Carriers for working under such traumatic, long term circumstances.

I would be remiss if I did not mention the memories of our own postal management, where most of the decision making these days is also coming out of Washington DC. And they wasted little time after the pandemic subsiding to institute many a station’s reward for a job well done: Start Time changes! They don’t have to pay any money back to the treasury and we’re finally trending in a positive financial direction. The first thing post-pandemic they need to do to say is “Thank You” to Letter Carriers! Absolutely pathetic!

Congress needs to revisit and reevaluate what essential workers meant to this country over the last two plus years. Without the collective efforts of these people, including Letter Carriers, things could’ve been a whole lot worse. We are a true testament to how resourceful, dedicated, and brave ordinary citizens can be in service to their country, and that should never be lost on the people we elect to represent us, or the organization we work for.

Finally, the End of Pre-Funding...

(continued from page 1)

wants to work here.

One way to address this issue is by hiring carriers as career employees and doing away with the CCA classification and they finally agreed to do that in the Boston installation on May 24th. We have about 140 CCA’s in the Boston installation and they’ll be converted to PTF’s “as soon as administratively practicable, but no later than 60 days from the date of this agreement.” So, that’s some good news for our CCA’s and it hopefully begins to address our staffing issues here in Boston.

The agreement is brand new as we go to press with this issue of the “CLAN” (I had to rewrite it to include this agreement) and there are some questions I have that remain unanswered. I will keep you all posted on all the details of this agreement as these questions get answered.

Since being elected President of Branch 34 I’ve been to a number of stations to introduce myself to all of the Brothers and Sisters and to inform them on all of the issues that affect us. If you haven’t seen me in your station yet, you will see me soon enough. For far too long we’ve not had a regular presence on the workroom floor other than during someone’s retirement. That will change for the next three years as I will be visible in your station.

Speaking of retirement, another thing I’ve never liked is every picture of a Brother or Sisters retirement in “Branch 34’s CLAN” having to include a full-time officer. I’d rather see pictures of the carriers in the stations. That’s not to say there won’t be pictures of carriers with one of your full-time officers but it won’t be a prerequisite any longer. All pictures from a retirement will be posted on our website, nalcbranch34.com.

In closing, Brothers and Sisters we work for you. If there’s anything you need or question answered all you have to do is call. We’re open Monday through Friday 7 AM – 6 PM and on Saturday from 7:30 – 4:00 and there’s a full-time officer scheduled to work each hour I just listed.

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Political Fund!



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1.877.4PS.EASE
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or <https://ewss.usps.gov>

MBA Individual Disability Income

By Richie Galvin

During my terms as Mutual Benefits Officer for the Branch I have often been asked about Disability Insurance for letter carriers over the years. While in past training, representatives have asked our National Director of Mutual Benefits Jim Yates the same question. Jim explained the complexity of this matter because of legalities that differ from state to state but assured us all that he and his team determined the need for disability insurance to be paramount for the membership. Well after years of hard work National has put a plan in place for letter carriers.

The plan is called **MBA INDIVIDUAL DISABILITY INCOME**. Disability is defined as a physical or mental condition that limits a person’s movements, senses, or activities. When we apply this theory to work it means an inability to earn income. For most people being out of work and out of income can be devastating. The NALC recognized the importance of this issue and develop a plan to just for us. Individual means just that, the policy only covers the letter carrier. It does not cover spouses or any family members.

Qualification requires you to be unable to work at all. It also requires you to be actively under medical care of a physician and provide suitable documentation.

Additionally, you may not be working or collecting income from any other source as well.

- Total Disability also refers to:
- Impaired speech
 - Hearing in both ears
 - Sight in both eyes
 - Use of both arms
 - Use of both legs
 - Or use of one arm and one leg

The plan has an option to cover you for a 6 month or 12 month period of time. The plan also has 3 different benefit payments. You can choose from \$650 - \$1,350 - \$2,000 pay outs.

The prices for the plans are based on pay outs **AND** your age.

Age	BIWEEKLY PREMIUM RATES					
	6-month period			12-month period		
	\$650	\$1350	\$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	\$25.75	\$35.50	\$19.75	\$37.25	\$54.00

There are terms that apply to preexisting conditions that you must consider and research before making any selection.

The plans do have a guarantee renewal and may also be carried until 65 years of age. Like all insurance policy or investments, I always encourage you to do your homework, speak with family members or a professional before making any decision.

At this point I would to say congratulations to Lucy Warren on becoming the new Mutual Benefits Officer for Branch 34. For any questions or advise, contact the branch and they will get you in touch with Lucy.

CCAs Be Aware! Don’t Let Management Take Advantage of You!

The Basics of Hold-Downs

It’s been quite some time since I found myself in the basement of the GMF for “good start” training. It is now called “the carrier academy” and is conducted at various locations. Over the course of years, some things have changed while other things have not. I am very grateful that the foundation of my letter carrier career originated in an office where the senior carriers informed me of my rights. I was not always pleased with the answers that were provided, but we abide by the National Agreement. Like it or not. So many of you are a CCA and just beginning your career. You have a long road ahead of you. Be knowledgeable of what you are entitled to thanks to union negotiations.

Your seniority is crucial. Do not allow Management to misinform you that a “hold-down” on a temporarily vacant route can’t be placed because you don’t meet the seniority requirements. Or because you haven’t completed your probationary period. I’ve heard this at my office and other offices as well. The JCAM states in relevant part:

Opting on Temporary Vacancies. Article 41.2.B.3, 41.2.B.4, and 41.2.B.5 provide a special procedure for exercising seniority in filling temporary vacancies in full-time duty assignments. This procedure, called “opting,” allows carriers to “hold-down” vacant duty assignments of regular carriers who are on leave or otherwise unavailable to work for five or more days.

Full-time reserve, full-time flexible, and unassigned full-time letter carriers may opt on vacancies of fewer than five days where there is an established local past practice (Article 41.2.B.3).

Eligibility for opting. Full-time reserve letter carriers, full-time flexible schedule letter carriers, unassigned full-time carriers, PTFs, and CCAs may all opt for hold-down assignments.

CCAs may opt for hold-down assignments 60 calendar days from the date of the first appointment as a CCA. Once a new CCA has met this requirement there is no additional waiting period for applying for/being awarded a hold-down when the employee is reappointed as a CCA or converted to career. If a newly-hired CCA previously served at least 60 calendar days as a CCA or career city letter carrier, this rule does not apply.

So, you’ve been awarded a “hold-down”, but the supervisor tells you that you’ve been removed or “bumped.” What does that mean? There are situations that this can occur. First, the most common

reason, is because the Full-Time Regular Carrier was asked or required to work overtime on his/her non-scheduled day. In turn, this displaces, i.e., bumps, the Utility Carrier. If nothing is available on the Utility Carrier’s string (the 5 routes which consist of his/her assignment), then they will bump a CCA holding a route on that string. Secondly, if the Utility Carrier was asked or required to work overtime on his/her non-scheduled day and nothing is available on their string. Again, he/she can bump you. Lastly, although extremely uncommon in the current postal environment, bumping may happen to provide work for a Full-Time Regular. Full-time employees are guaranteed forty hours of work every week and must be provided this.

As a CCA maintaining a hold-down, you must also maintain the schedule of the route assignment. Every route is on a specific “set.” You will hear Full-Time Regulars in the office ask each other “Hey, what set are you on?” or “What’s your NS (non-scheduled day off)?” The response will be A, B, C, D, E or F. Six sets. Vast majority of routes have a rotating day off. This enables six-day delivery, provides carriers with rotating days off, and ensures jobs (Utility Carrier positions). Very few routes have a fixed day off. Saturday fixed NS Day routes do exist, but they are few and far between. Know what set the route your maintaining is on. Know what your NS Day is every week. Do not allow Management schedule you differently. Do not allow Management to coerce or intimidate you into changing it. You are obligated to maintain the schedule of the route on which you placed a hold. This includes the start time and the hours (8 hours a day/40 hours a week). Management cannot change the start time of the route you are holding down, nor may they switch your NS Days. They can, however, require you to work overtime on your regularly scheduled day and on your NS Day. The JCAM explains this:

Schedule Status and Opting. Employees on hold-downs are entitled to work the regularly scheduled days and the daily hours of duty of the assignment (H8N-1M-C 23521, June 2, 1982, M-00239). These scheduling rights assumed by all hold-down carriers, whether full-time or part-time, create some of the most perplexing problems in the opting process. In the area of schedule status, two key distinctions must be considered. First, there is a difference between a guarantee to work and a right to

days off. The second distinction involves the appropriate remedy when an opting employee is denied work within the regular hours of a hold-down.

Scheduled Days and Opting. The distinction between the guarantee to work certain scheduled days and the right to specific days off is important. An employee who successfully opts for a hold-down assignment is said to be guaranteed the right to work the hours of duty and scheduled days of the regular carrier. It must be noted, however, that days off are assumed only in the sense that a hold-down carrier will not work on those days unless otherwise scheduled. In other words, a hold-down carrier is not guaranteed the right to not work on non-scheduled days.

Of course, this is the same rule that applies to the assignment’s regular carrier, who may, under certain conditions, be required to work on a non-scheduled day.

For example, suppose there is a vacant route with Thursday as the scheduled day off. The carrier who opts for such a route is guaranteed the right to work on the scheduled work days, but is not guaranteed work on Thursday. This does not necessarily imply that Thursday is a guaranteed day off; the carrier on a hold-down may be scheduled to work that day as well, either on or off the opted-for assignment.

However, management may not swap scheduled work days with days off in order to shift hours into another service week to avoid overtime or for any other reason. To do so would violate the guarantee to work all of the scheduled days of the hold-down.

If any of these three things has happened to you as a CCA:

1. If you are a CCA with more than 60 days seniority and you’ve been denied a hold down
2. If you are currently on a hold down and believe you were unrightfully removed from your hold down
3. Management is changing the route schedule

Speak to your Shop Steward. If your office does not currently have a shop steward, please call the Union Hall to inform us of these violations. Your Union representation is essential. Upholding the National Agreement and representing you is our job.

As a CCA, there has been and will be a tremendous amount of information tossed in your direction. It can be overwhelming. Gradually, you will absorb more and more. All the information provided to me at the beginning of my career as a PTF and throughout the numerous years as a FTR, I have attempted to progressively retain. If it wasn’t for the carriers and union reps that have taught me during my career, I would have been none the wiser. And for that, I would like to say Thank You. I am forever appreciative of the knowledge and guidance that has been bestowed upon me. It granted me the opportunity to become your Sergeant at Arms. I am indebted to the membership of Branch 34 for voting and supporting me in this most recent election. Young and old, active and retired, high seniority and low seniority, always remember we are all Brothers and Sisters on the same team.



ELIZABETH PURVIS
Sergeant-at-Arms

DO YOU KNOW WHAT A STATIONARY EVENT IS ? YES, IT WAS THE 89 DAYS YOU WORKED AS A CARRIER!



Workhour Limitations

I cannot begin without first and foremost conveying my appreciation to the membership of Branch 34. Thank you for re-electing me as your Formal A Representative (Area Steward). It has been, and it will continue to be, an absolute honor to represent the membership. Over the next three years, I will continue to provide the members of Branch 34 with the best representation. In addition, I will strive to supply the membership with the correct information and valuable knowledge set forth in our National Agreement. So again, thank you for the support! I am truly humbled.

A frequent problem occurring in numerous offices is workhour limitation violations. Carriers are overburdened with working excessive hours. Management should NEVER impose exceeding these limitations. Workhour limitations are implemented to protect carriers' health and safety. Workhour violations are completely unnecessary and should be grieved. These provisions are covered in Article 8.5.G.

NALC-USPS Joint Contract Administration Manual - July 2021 Page 8-19 through 8-20 states:

Maximum Hours—60 Hour Limit. National Arbitrator Mittenenthal ruled in H4N-NA-C 21 "Fourth Issue," June 9, 1986 (C-06238) that the 12-hour and 60-hour limits are absolutes—a full-time employee may neither volunteer nor be required to work beyond those limits. This rule applies to all full-time employees on the ODL or Work Assignment List except during the **Penalty Overtime Exclusion Period (December)**.

Limitations regarding full-time employees not on the ODL or Work Assignment List, PTFs, and CCAs are governed by ELM Section 432.32. ELM Section 432.32 rules apply during the penalty overtime exclusion period (December). (Step 4, E94N-4E-C 96031540, February 25, 1998, M-01272).

The 12/60 limitations are inclusive of all hours, including any type of leave taken, consistent with the 20-hour overtime limit (see M-00859 below).

Accordingly, holiday leave pay is credited toward the 12/60 limitation. Additionally, if an employee works on a holiday for which holiday leave is paid, those hours worked in excess of the holiday leave hours paid would also count toward the 12/60 limit (Step 4, I90N4I-C-94023487, June 9, 1994, M-01180).

In H4N-NA-C 21 "Third Issue," September 11, 1987 (C-07323) Arbitrator Mittenenthal ruled that an employee sent home in the middle of a scheduled day, because of the bar against employees working more than 60 hours in a service week, is entitled to be paid for the remainder of his or her scheduled day.

On October 19, 1988 the national parties signed the following Memorandum of Understanding (M-00859):

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12 or 60 hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the

Employer may exceed the 12 and 60 hour limitation with impunity.

As a means of facilitating the foregoing, the parties agree that excluding December, once a full-time employee reaches 20 hours of overtime within a service week, the employee is no longer available for any additional overtime work. Furthermore, the employee's tour of duty shall be terminated once he or she reaches the 60th hour of work, in accordance with Arbitrator Mittenenthal's National Level Arbitration Award on this issue, dated September 11, 1987, in case numbers H4N-NA-C 21 (3rd issue) and H4C-NA-C 27 (C-07323).

National Arbitrator Snow held in A90N-4A-C 94042668, November 30, 1998 (C-18926) that the Memorandum of Understanding above (M-00859) provides the exclusive remedy for violations of the 12 and 60 hour work limits in Article 8.5.G.2.

Article 8.5.G Violations During a Service Week. The remedy of 50 percent of the base hourly straight-time rate provided in the Memorandum above applies for each hour worked in excess of twelve on a service day (excluding the penalty overtime exclusion period [December]) by a full-time employee. The remedy of 50 percent of the base hourly straight-time rate also applies for each hour worked by a full-time employee in excess of the sixty during the same service week (excluding the penalty overtime exclusion period [December]) in which the full-time employee has exceeded twelve hours in a service day. For example, if during the same service week, a full-time employee worked 14 hours on Monday and

ended up with 62 hours for the week on Friday, four hours would have been worked in violation of the Article 8.5.G restrictions. The appropriate remedy in this example would be four hours of pay at 50 percent of the base hourly straight-time rate two for Monday and two for Friday. In this example, the carrier should have been instructed to clock off and go home on Friday when the sixtieth hour was reached. The employee would then be paid any applicable guarantee time for the remainder of the service day.

In those circumstances where the same work hours of a full-time employee simultaneously violate both the twelve hour and sixty hour limits, only a single remedy of 50 percent of the base hourly straight time rate is applied. For example, if a full-time employee worked 14 hours on Friday, resulting in a 62 hour workweek, only two hours would have been worked in violation of the Article 8.5.G restrictions. The appropriate remedy in this example would be two hours of pay at 50 percent of the base hourly straight time rate (Step 4, J94N-4J-C 99050117, September 6, 2001, M-01445). (Emphasis Added)

As stated above City Carrier Assistants and Carriers not on the overtime desired list workhour limitations fall under Article 8 and ELM Section 432.32 via Article 19 of the National Agreement.

NALC-USPS Joint Contract Administration Manual - July 2021 Page 8-20 through 8-21 states:

Maximum Hours—12 Hour Limit. The overtime limits in Article 8.5.G apply only to full-time regular and full-time flexible employees. However, ELM Section 432.32 provides the

following rule that applies to all employees:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters, Postal Inspectors, and exempt employees are excluded from these provisions. (Emphasis added)

Because this language limits total daily service hours, including work and mealtime, to 12 hours, all letter carriers not on the ODL or Work Assignment List (including PTFs and CCAs) are effectively limited to 11½ hours per service day. This is true whether or not a meal break is taken. This rule also applies during the penalty overtime exclusion period (December). (Emphasis Added)

Your virtual timecard is an easy and efficient way to tabulate your workhours. Often, Postal Management will fail to inform you (as they should) if you are going to exceed workhour limitations. Speak up and inform Management when you are going to exceed any workhour limitations. If any of these violations are happening in your office, please inform to your shop steward and request a grievance to be filed.



JOHN FUCILE
Area Steward

Ask Yourself This...

Why are you working? Maybe you want to pay off your car, buy a house or a boat, send your kids to college or if you're like me you just enjoy eating. Whatever your reason, you're grinding every day. And everything now is so expensive, rent, food, gas. The Post Office pays you every two weeks, but do you pay yourself?

What if I told you I could double your money and make you a millionaire? Would you do it? I'm no financial wizard, but it's a no-brainer to invest in yourself by contributing to the Thrift Savings Plan. It's one leg of the FERS retirement system that you probably fall under. The Postal Service gives you 1% and then matches your first 3% contribution 100%. Your next 2% contribution is matched 50%. That simply means when you put in 5% you get a total of 10% added to your account (your 5% + USPS 5%). You just doubled your money. How much money is that? In 2021 there were almost 100,000

TSP MILLIONAIRES. That's only about 1.5% of all TSP enrollees, but you have got to start somewhere right?

Maybe you're afraid to "play" the stock market? TSP has several different plans to suit your risk tolerance. There are five basic funds that you can choose from:

- G invests in government bonds
- F invests in fixed income investment grade securities
- C invests in mid to large sized US company stocks
- S invests in small to mid-sized US company stocks
- I invests in non-US company stocks of all sizes

Lifestyle funds are ladder every five years starting with 2025 through 2065 and diversify your investment using different percentages of each of the individual funds depending on the length of time until it matures.

Don't think you can do it? Go to TSP.gov and play around with their calcula-

tor. I plugged in 25 years at a starting pay of \$45k. A 1.3% raise each year and at 4% annual compounding you'd have \$200k, at 8% you'd have \$380K and at 12% you'd have \$750K. Who couldn't use that kind of cash at retirement to fall back on? Increase your contribution to 10% and it's just over \$1M. Does it take sacrifice and discipline? Yes, it does, but aren't you worth it?

What if you're not a career employee yet? The NALC offers a retirement plan with contributions as low as \$15. The maximum contribution for the CCA plan is \$6000/yr (\$7000/yr over 50). This plan is fully transferable to the Thrift Savings Plan upon career appointment or it can be continued through the MBA until you retire. For CCA plan contact the branch or MBA Tues or Thurs 800-424-5184.

So, let's play, "Who wants to be a millionaire?"

— Tony Scrivano,
Retiree

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.

Branch 34 Donates \$21,589.08 to MDA in 2021

	St. Pat's Shamrocks	Hats	Office Raffles	Satchel Drive	Tonic Cans	Office Collections	Walk A Thon	New Year's Day Swim	Special Collections	Golf Tournament	St. Valentine Roses	T-Shirts	Total
Allston													.00
Arlington													.00
Auburndale	150.00	150.00				50.00							350.00
Back Bay	236.00												236.00
Belmont													.00
Braintree													.00
Brighton													.00
Brookline	71.50												71.50
Cambridge Central													.00
Cambridge - Mooney St.	265.00												265.00
Charlestown IMC													.00
Chelsea													44.00
Chestnut Hill													.00
Cohasset													.00
Dorchester Center	198.00	125.00		1,776.68									2,499.68
East Boston													.00
East Weymouth													.00
Everett													.00
Fenway	105.00												105.00
Fields Corner													.00
Fort Point													.00
Hingham / Hull	650.00	75.00											725.00
Hyde Park	185.00												185.00
Jamaica Plain	255.00					200.00							455.00
JFK	265.00												265.00
Kenmore													.00
Lexington													.00
Malden													.00
Mattapan													.00
Medfield	50.00												50.00
Medford													.00
Melrose													.00
Milton	212.00												212.00
Needham	200.00												200.00
Newton Centre	125.00												125.00
Newton Highlands													.00
Newton Upper Falls													.00
Newtonville	75.00												75.00
North Quincy	1,269.00					73.00							1,343.00
North Weymouth													.00
IMC North													.00
Quincy	235.00												.00
Revere													.00
Roslindale													.00
Roxbury-Grove Hall	200.00			200.00									400.00
Scituate	50.00												50.00
South Boston													.00
South Weymouth						150.00							150.00
Somerville													.00
Stoneham													.00
Waban													.00
Waltham	260.00												260.00
Watertown													.00
Wellesley Square	35.00												35.00
Wellesley Hills													.00
West Newton													.00
West Roxbury													.00
Weston	1,000.00												.00
Weymouth Landing													1,000.00
Winthrop													.00
Woburn	713.00	227.05	690.00			38.00			137.65	114.00		190.10	13,895.80
Wollaston	120.00												.00
													21,589.08

Branch 34 / MDA 2021 Top Ten

1. Woburn \$ 13,895.80

2. Dorchester Center .. \$ 2,499.68

3. North Quincy..... \$ 1,343.00

4. Weston \$ 1,000.00

5. Jamaica Plain \$ 455.00

5. Roxbury-Grove Hall \$ 400.00

7. Auburndale.....\$ 350.00

8. Camb.-Mooney St. ...\$ 265.00

9. JFK.....\$ 260.00

10. Waltham.....\$ 260.00

Thanks to all who donated to MDA in 2021!



Branch 34's Letter Carrier of Distinction
North Quincy's Brandon Airosus

North Quincy's **Brandon Airosus** has worked as a letter carrier in the United States Postal Service for nearly 25 years. I have had the pleasure of working along side him for the last 15 years. Brandon is the on-the-job instructor (OJI) in our office and is always willing to help other carriers whether it's in the office explaining a "new" route or directing them on the street. Brandon is also loved by the customers on his route of over 15 years for his consistent service, pleasant attitude and willingness to help.

On a mild day in November after a long day of carrying his route, Brandon set off to do the late collection for overtime. At approximately 5 pm in rush hour traffic he was about ten cars away from the very busy intersection of Hancock Street and Billings Road. A Taekwondo class had just ended resulting in a large crowd of people trying to cross the already congested street. As traffic began to move, a young girl who had been accompanied by an older family member darted away and into the street. The small girl ran in



North Quincy's Brandon Airosus receives the Postmaster Hero Award from Boston Postmaster David Guiney.



Branch 34 President Mike Murray presents the NALC Hero Award to North Quincy's Brandon Airosus.

front of Brandon's CRV, straight into the oncoming traffic and struck by a vehicle. Brandon immediately put his truck in park, turned his hazards on and raced to the aid of the crying little girl. He immediately got the girl off the street to the safety of the sidewalk where her family member stood in panic. At the time, there was a language barrier between Brandon and the family member so he didn't hesitate, Brandon called 911 and continued to tend to the young girl's injuries until EMS arrived minutes later. When the Paramedics took over at

the scene, they praised Brandon for his quick and clear reactions to the incident. At this point Brandon left the scene and humbly returned to his duties. Brandon was recognized by the USPS and awarded the Postmaster Hero Award given by Boston's Postmaster, **David Guiney**. Brandon also received the NALC Hero Award presented by Branch 34's President, **Mike Murray** and Executive Vice President, **Tom Rooney**. Well done, Brother!

— Cathy Cooper
"Branch 34's CLAN" Editor

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SAVE UP TO \$1,750 OFF YOUR REAL ESTATE TRANSACTIONS!

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"Unlike huge franchises that only see numbers and dollar signs, I see individuals, goals and futures. I build relationships and earn trust."

*Lender restrictions may apply

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