



WAKE UP!

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Acton , Amesbury , Andover , Bedford , Beverly, Billerica , Burlington , Chelmsford , Concord , Danvers,
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Happy New Year from Branch 25



President's Message

If you knew the winning lottery numbers for tomorrow's drawing, would you buy a ticket today? Maybe that's too obvious. If you were provided with a legal competitive advantage, would you take advantage of it? I hope so.

Well, we try to give you a competitive advantage each month when we let you know the proper procedures for delivering parcels, when we advise you to do your job consistently and professionally each day, and when we implore you NOT to work off the clock. Now, I'd like to give the carriers from Lowell and Peabody even more of a competitive advantage.

You are going to be inspected in late May of 2018. After your inspection, management will choose a street time that is either the average of the week of inspection, or the average of 7 random weeks that you served your route, combined with the week after the mail count and inspection. These seven weeks consist of one week from each month preceding the inspection (excluding December). In other words, a week from each month from October 2017 through May 2018 will be used to come up with a representative time. October and November are already in the books, and fortunately they are two months where mail volume and parcel volume should have provided for good road times.

January is just around the corner, however, and you now control your fate. Never will it be more important than in the coming months to do your route the same professional way than it will be in the next 5 months. Be sure to follow all the rules regarding safety and efficiency. If a parcel has to go to the door because it doesn't fit in a mailbox or parcel locker, then follow the rules and ring the bell. Be sure to take your full ten minute breaks and your full 30 minute lunch. Do not case DPS or FSS mail. Do not work off the clock.

There is a reason why the end of May has been chosen by Operations Programs Support (OPS) as the time for your inspections. This is historically the lowest mail volume time of the entire year. There is a very good possibility that your street times will be shorter during the week of your inspection. That is why it is so important for you to be consistent from now until your inspection. You must use the competitive advantage of the advance knowledge of the inspection and establish a consistent, fair street time. Then, if you demonstrate a shorter time during inspection, we can argue that the volume during the inspection was abnormally low (if indeed that's the case).

Make no mistake, OPS is not coming to an office near you to help. They are coming to cut routes, cut

hours, cut budgets. Perhaps they will succeed. If they do, so be it. But, if they do, I would ask that you don't merely accept the results of an inspection performed during the lowest volume period of the year. I would ask that you instead continue to perform your job safely and efficiently, biding your time until the volume favors you.

If you are inspected in the spring and your office loses hours and/or route(s), then prepare to force OPS to come back in the fall. If your route is overburdened to the tune of 30 minutes/day on three or more days a week for six consecutive weeks, you qualify for a special inspection that must be performed within 28 days of your requesting it. Keep that in mind next October when the mail volume picks up. Don't worry, I'll remind you.

I'm not really big on New Year's Resolutions, but with 2018 right around the corner I'd ask that everyone consider a few. Don't work off the clock! If you observe someone working off the clock, hold management accountable. If management doesn't put an end to it, contact us.

Take your breaks and your complete lunch and follow all the safety rules, and every rule for that matter. It gets harder and harder as the staffing gets worse and the parcel volume continues to be absurd to not take shortcuts, but please don't. There are no thanks for skipping anything except for more work.

Support your steward. He or she gets nothing above and beyond pay for time worked and the personal satisfaction that they are trying to make a difference. It is always disheartening when a steward resigns. Most of the time the reason is not management in a particular office, but instead it is their fellow carriers that berate and harass them for not being able to simply snap their fingers and make things all better.

Attend a branch meeting, or better yet attend two or three. Life is hectic, we don't expect that you can attend all ten each year. However, it would be great if you the members took ownership of your Union. You never know, you may be inspired to become more involved.

Finally, 2018 is a branch election year. Stewards and Branch officers will be elected in the coming year. If you are interested in becoming involved in the branch now would be the time to ask questions and to perhaps seek training to "test drive" a position.

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

Another December rush has passed and as always, we will survive. Years ago, I can remember reporting to work early in December to load the parcels in the trucks to get a start on the day. As we got close to Christmas, we would sometimes deliver some parcels early in the morning before setting up our routes. Now at this time of year, if you don't come in early and actually deliver a truck load of parcels before setting up your route, there is a good chance they won't get delivered before 9pm, if at all. I spoke with many carriers and their managers about carriers delivering 200 or more parcels per day during December. Every year the parcel volume increases and that is now the reality of our jobs. I know the customers appreciate what we do, and they probably let you know that, and I have talked to many managers that are praising their carriers for their hard work. I hope they get that message to the work floor. I'm sure there will be a lull after Christmas, but I bet it won't last long. More and more customers are ordering as much as possible on-line and having it delivered by us to their homes, not just holiday gifts.

Before you know it, most stations will be choosing their prime-time vacations for next year, and some already have depending on their local agreements. For the first time, all of the stations in the branch will be including CCAs in the prime-time picks. I know most CCAs don't have a large bank of annual leave built up, but hopefully they will get some well-deserved time off. With the addition of 6 paid holidays, this should help also. CCAs are also included in non-prime annual leave but the method to request leave is different in each station, check your local memos.

At this time next year all full-time regular city carriers will be elevated to level 2 pay regardless if you are assigned to a route or a T-6 position. This obviously is a pay increase but also benefits every carrier as far as determining the high-three average for retirement annuities and increases the amount contributed to TSP by both the employee and the USPS match. That can add up to a lot over 30 years or more. Another provision we have had calls on recently is the conversion memo of CCAs with 30 months of relative standing. This isn't as simple as it looks. The actual language states that CCAs will be converted to career status if they had 30 months of relative standing upon the date of ratification of the agreement and must be employed in offices of 100, 125 or 200 workyears. Eligible CCAs in 200 workyear offices will be converted to full-time regular. Those eligible in 100 and 125 workyear offices will be converted to PTF status. After one year the parties will consider another one-time conversion.

The new agreement accomplished a lot as far as benefits go for career carriers and CCAs, but it didn't change the atmosphere on the workroom floor in some stations. This past year showed how much our street times can increase when the parcel volume goes through the roof. Even management's projections for street times sometimes showed 3-4 hours, or more, of OT or assistance necessary to complete the routes. In some of these stations, management is still trying to push the carriers by insisting they finish by an unreasonable time. Don't sacrifice your safety in order to complete your route before when you are actually capable of finishing. Some managers will tell you they want you to be safe, but unfortunately their main concern is the numbers. These routes may be adjusted on the times you are using today. I'm hoping this is the year that the Postal Service goes through with trying to implement parcel routes in some of our stations, but I am not holding my breath. It would make too much sense. The Postal Service talked about having pilot sites for this a few years ago but I haven't heard of it implemented anywhere.

I hope everyone had a Merry Christmas or anything else you may have celebrated, and a happy healthy New Year.

Keep your head up and be safe.

Paul Desmond

Calendar of Events

January 1	New Years Day
January 2	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
January 4	National Spaghetti Day
January 8	National Clean Your Desk Off Day
January 9	Law Enforcement Appreciation Day
January 11	Bread and Roses Strike, 1912
January 15	Martin Luther King Jr. Day
January 21	NFL Championship Games
January 22	United Mine Workers Founded, 1890
January 28	Holocaust Remembrance Day

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Your "Wake-Up!" is produced in-house at the Branch 25 Union office each and every month.

Congratulations Retirees



Holliston carrier Tim Fitzgerald receives his plaque at the November meeting

"Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds". This is the time of year carriers want to slap the guy who came up with that quote! Although it is inscribed on a NY post office it isn't the official motto of the USPS. Unfortunately, we are required to deliver through these conditions. The trickiest situation may be the gloom of night. Delivering in the dark was long ago determined through arbitration to not be an unsafe act by itself. However, if a carrier feels that a delivery is unsafe to make, they should not attempt it.

Inform a supervisor upon return to the office and fill out form 1571. The 1571, undelivered mail report should be filled out any time mail is brought back for any reason. The best thing to do for the dark is have some form of head light whether it be the baseball hat with built in lights from the USPS or one you purchase yourself. Days will slowly get longer soon!

Stay safe,

Jim Salvati
Safety Officer

Lyrics trivia; "A winter's day in a deep and dark December"



The Trickle Feels Warm

Much discussion is currently taking place regarding the Republican Tax Bill. Which class of people stand to benefit or be harmed and to what degree? Does the economy receive a stimulus from providing more income to the poor and middle class, which then can purchase more goods and services? Does reducing the corporate rate incentivize them to invest in job growth and higher wages and benefits? Depending on your view of for or against, it seems you are able to find an economic expert to extol the merits of your position.

It is generally accepted that since the wealthy pay the majority of taxes, then an across the board tax break would benefit them more sizably than the poor and middle-class workers. For example, if you earn \$100,000 and get a 5% break you receive \$5,000. If you earn \$1,000,000 and get the same 5% break you get \$50,000. In real dollars there is a difference of \$45,000 even though both are receiving the same 5% tax break. Now if you take the \$5,000 and divide it by 52 weeks you have an extra \$96.16 per week to spend. Or in the \$50,000 example you have \$961.60 per week. It is reasonable to expect you may spend your \$96 a week. In theory, the projection is the wealthy will invest their savings in the American economy, thereby producing jobs and wages. Is that a reasonable conclusion? Once again it depends which expert is doing the explaining.

My fear is after paying bonuses to CEO's for holding down wages and eliminating benefits, after rewarding stockholders for the profits of the corporations, the investment will then be put towards technology and research and development. True some new jobs will be created. I foresee it also true that technology will continue to provide innovation, that will also replace many of the current jobs, especially labor-intensive jobs. Just review what has happened in the clerical, bookkeeping, and accounting fields. The numbers of these careers have greatly been reduced. In our department and grocery stores self-check outs are expanding more and more.

The number of cashiers now needed have been greatly reduced. Letter carriers, or for that matter postal employees, have seen technology and innovation reduce our ranks and increased productivity. Stifling wages and

always attempting to reduce our benefits. It is understood technology will keep developing new methods. Many of those are replacing jobs. It is also recognized tomorrow's workforce has to educate and train for the jobs that will be available in the future. The NALC has spent much resources to insure the USPS is embracing and adapting to those jobs, that are to exist in our industry. The question, in general, is how many of these jobs will be created, over how many they will replace. Does the competition for these jobs created, allow for reducing wages and eliminating benefits? Will good paying jobs with good benefits result? I am reluctant to believe that will be the goal of bonus seeking CEO's, and the stockholders looking for their dividends. True, some jobs will be created, replacing more that will be lost.

I may be pessimistic on the intentions and patriotism of the upper 1%. As reported they are awash in money, kept overseas in safe havens, and seeming to maximize their wealth, rather than seeking only a fair return on their investments. If their wealth gives them every luxury they can imagine, why do they choose to squeeze another drop from working Americans? When NFL commissioner Roger Goodell's need is a lifetime of health insurance for his family, and lifetime use of a private jet, it doesn't feel right to me. When a Da Vinci painting goes for a bid of \$450 million, I lost faith that the incentive to invest in good paying, good benefit jobs, is the intent of the 1%.

If the tax breaks given are to incentivize investment in jobs it should be indexed to wages, benefits and employment of the labor force. Maybe include a shorter work week which would increase employment and reward all of us. Now, should I express my thoughts on what budget cuts will be needed in order to "build a wall" and pay for a \$1.4 trillion increase to the deficit?

Happy New Year,

Jim Nutter
Treasurer

Congratulations Retirees



Peabody's Tom Karolides



Burlington carriers join in Branch 25 on wishing Tony Rogers a happy retirement



Dave Bell joins the ranks of retirees from the Beverly office



Haverhill's second retiree in as many months, Frank Sapienti



Debbie Gleason-Hamel of Haverhill receives her retirement plaque at the November meeting

Check Out Our Website

Did you know that Branch 25 is online? You can find us online at nalcbranch25.com. You can find the latest branch and national NALC news, branch calendar, a ton of useful links and branch contact information. You can even read the Wake Up online and get Jim Salvati's lyrics trivia answer for this month.



Tewksbury letter carriers go Red on Fridays

Many of us have friends or family members currently on active duty, serving our country overseas. This is called deployment. Red Shirt Friday was started on December 23, 2014. Red stands for Remember Everyone Deployed. It is a small way of showing support to our brave troops who are overseas protecting our freedom.

The letter carriers from Tewksbury have been doing this for awhile. All of the NALC veterans have joined in. In Tewksbury we have Army, Air Force, Sea Bees (Navy) and Marines standing tall together in solidarity for support of our troops. It is a simple task to wear a red shirt under your uniform. I ask you to join in and show your support.

Semper Fi,

Andie Coulter

Branch 25 Veteran's Coordinator

For more information or to help support Red Shirt Fridays go to RedShirtFridays.org



Josie Batista	Peabody
Collin Bennett	Danvers
Lisa Caferella	Gloucester
Anthony Crumbling	Danvers
Christopher Davis	Beverly
Joseph Deleoidi	Danvers
Ryan Dellus	Gloucester
Ana C. Dias	Salem
Robert Gleason	Haverhill
Carolyn Gurriss	Gloucester
Maganow Hassan	Wakefield
Brandon Hou	Dracut
Kristen Jean	Tewksbury
Jorge Joga	Lowell
Jerry Kacherian	Ipswich
Renee Peterson	Salem
Steven Pickett	Wakefield
Debra Thibeault	Tewksbury
Steven Zukofski	Haverhill

Branch 25 Training Update

Congratulations to Billerica letter carrier, Tony Bossi! Tony recently completed the joint NALC/USPS Step B Team training in Potomac Maryland. Tony is now certified to serve at the DRT(Dispute Resolution Team). The Step B Team is the third link in the chain of the NALC grievance process, coming after the Informal and Formal A meetings and before a potential arbitration. The Step B Team is not only an important part of the NALC grievance process but also a tough week of training to become certified. Good job Tony!

WAKE UP

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*at the next meeting
January 2, 2018*

FEDERAL EMPLOYEES

Knee and Hip ARTHRITIS is the Silent
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- If You ...
1. Have had a hip/knee replacement; or
 2. Have been diagnosed with leg arthritis; or
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