



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher

Volume 43 Issue 1

January 2019

Acton , Amesbury , Andover , Bedford , Beverly, Billerica , Burlington , Chelmsford , Concord , Danvers, Dracut , Gloucester, Haverhill, Holliston, Ipswich, Lowell, Lynnfield, Manchester, Marblehead, Maynard, Merrimac, Newburyport, North Chelmsford, North Reading , Peabody, Reading, Rockport, Salem , South Hamilton, Sudbury , Tewksbury , Topsfield, Wakefield , Wayland , Wilmington , Winchester



Front row left to right: Tony Bossi, Mike Kavanagh, Barry Doherty, NBA Rick DiCecca, President Dave Barbuzzi, Eileen Nutter. Middle row: Jack Lyman, Ken Dusombre, Randy Keller. Back Row: Steve Pickett, Rich Donlon, Bruce Johnson, Jim Nutter, Dan Wheeler, and Joe Stearns. Branch 25 showed strong support for new NBA Rick DiCecca and all the NALC National officers at the installation of officers in Washington, DC on December 1st.

President's Message

"What Are You Doing New Year's..."

Well, maybe not exactly New Year's Day, but close enough. Members of Branch 25 will have the opportunity to do something at a branch meeting that they have NEVER had the opportunity to do before. You will have the opportunity to hear the current National President Fred Rolando speak at our regular branch meeting.

I'm not going to deny it, I am definitely excited that our members will be meeting with Fred as he has agreed to install the officers of Branch 25. Some of the most informative meetings that we've had over the years are those meetings that immediately follow a rap session, a committee of presidents' meeting, or a national convention. The reason those meetings are so informative is because those of us that attend the meetings on your behalf take notes and then report to you when we return.

Well ladies and gentlemen, on January 8 you get to cut out the "middle man" and hear about the state of your Union from the President himself. This is a great opportunity for all of us, so take advantage of it and be sure to attend.

I am also looking forward to having a National Business Agent at many of our upcoming Branch meetings. I say many because there are certainly demands on our new National Business Agent's time and he will be attending other meetings throughout the region. Nonetheless, when he is able to attend, the information available to the branch will be that much more current. It's a good time to be a member of Branch 25.

Everything isn't all coming up roses, however. Staffing in many offices still remains a concern. I have received reports that there are carriers working over 80 and in a few instances over 90 hours in a week! This is unacceptable and certainly not sustainable.

Fatigue and stress are rampant this time of year. It seems like many of us are running on pure adrenaline (along with quite a bit of caffeine). Tempers can flare. Just remember one thing, it's not worth losing your job over engaging with someone, whether that someone be management or craft.

If you are subject to unjust treatment, document the treatment and seek out witnesses. No one has the right to treat anyone else in a less than dignified or respectful manner. It is unfortunate that I feel compelled to write this, but especially at this time of year with the stress levels so high, improper remarks are made. Our stewards on the workroom floor are a lot of things, but they are not certified therapists that provide professional help and counsel. Try to keep your eyes on your brother and sister letter carriers. If something seems amiss, talk

to them, see if everything is ok. Sometimes, just the fact that someone else notices and takes the time to inquire can make a world of difference to someone. It could even save a life.

I would like to welcome the following new members to Branch 25: Joseph Balesteri, Yuchen Lin, Gregory Shidler, Melvin Almonte, John Farrell, Justin McKiel, Nancy Roads, Zachary Clougher, Salvatore Frontiero, Stephanie Giannelli-Baker, Nicholas Myers, Timothy Blodgett, Roth Gill, B.P. Grigglesome, Tyler Hopping, A Jahaj, Christopher Parker, Caremen Suarez. I'm sure that your heads must be spinning! This is certainly the busiest time of year so you folks have received a "baptism by fire" into the postal service. I hope that the carriers in your respective offices have been treating you well and trying to watch out for you.

Be sure to take advantages of the resources available to you. Both the national union and your local union have websites and they are nalc.org and nalcbranch25.com. The national union also has a convenient app for smart phones with a member section that only members can access. The most important advice that anyone can give you as a new employee is to be safe, please. Follow the safety rules and don't take any chances.

At the time of printing this month's Wake-Up!, the branch has filed 268 grievances on behalf of our members. That equates to just over 22 grievances per month spread out amongst 36 stations. I often joke that if you are a Union official, you would like your job to be like that of the mythical "Maytag Repair Man", you know, the guy that sits around bored all day. Your shop steward and your branch officers would like to be bored also, that would mean that management is following the contract and that carriers aren't being disciplined. We've got a ways to go before we would be classified as "bored". Even though we would prefer to not have to file grievances, your stewards and officers are more than capable.

Speaking of more than capable, I recently received notification from our new National Business Agent Rick DiCecca that there is going to be a regional rap session with three days' worth of training. I'm putting this out there now so that any of our stewards, especially the newer ones, that would like to participate may start to inquire about the details. There are no important tools that we can provide to the next generation of Union leaders than knowledge and information. Take advantage of any opportunity to gain them that presents itself. Happy New Year!

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

For many years we as a branch have been reminding the members that the numbers you create with your street times could be used in the future to evaluate your routes. Well, we thought a joint process to evaluate and adjust routes would have come to be by now, but that is not the case. The Postal service will begin their inspection schedule starting in February in the Branch. Inspections have been scheduled in 4 of our stations and that number could possibly go up. The times used to deliver on the street in the 7 months prior to the inspections, not including December, June, July or August will be used to compare with the actual week of inspection street times. These times are also to include any assistance provided to your route during those time periods. The Form used to calculate these times shows the actual assistance if the time punches were correct. Sometimes we see that the assistance is not included, therefore lowering the street time for that particular day. That is why we always ask that you keep a simple journal of your day that includes what time you punched to the street, what time you returned and punched out, and any assistance provided to you or that you provided to another route. I know this seems trivial, but this may prove to be useful in the future.

Just so everyone understands the process to request the administrative leave that was granted as a result of the Day of Observance for former President Bush. If you were granted administrative leave for the day, either because you actually worked the Day of Observance, or it was your NS day, you would apply for the administrative leave just as you would apply for annual leave, according to your Local Memo of Understanding. You also must use the leave within 6 months of the Day of Observance and it must be used at one time. You can also use it for already scheduled annual leave. Some managers may not have been made aware of the process, so if there are any issues contact your steward or call the Union office.

The report of the Presidents Task force on reforming the Postal Service has been made public. I won't get into the whole report but one thing the Task Force suggests is the revocation of the right to negotiate wages by Postal Unions. This is unacceptable and in no way do we want to leave it up to Congress to tell the Postal Service how much to pay us. We are lucky that we should remain to have friends in Congress that will not be fooled into buying into this, but we need to be ready to contact our Reps in the House and Senate if necessary. The report does talk of changing the pre-funding requirement of retiree health benefits but that is the most obvious detail necessary. I expect more from the NALC on the report in the near future.

I know everyone has been working a ridiculous amount of hours this year and hopefully the Postal Service can find the way to hire and retain more

employees this coming year, but it starts with treating the new employee as just that, a new employee. Instead of trying to impress on them that time is more important than service, they should actually be stressing the fact that new employees need to actually learn how to deliver mail and parcels safely and efficiently. Speed will come as they get more familiar with the job. This is no secret in almost any business of this type that repetition breeds efficiency but your high level managers need those numbers immediately, and that is passed through the lower level managers to the new employees way too soon. Maybe a little patience will result in retaining some employees, although I'm not sure they really care.

I hope everyone had time to enjoy Christmas and all the other holidays and has a great New Year.

Keep your head up!

Paul Desmond

TRUSTEES REPORT

In accordance with Article 6 Section 9 of the NALC Constitution for the Government of Subordinate and Federal Branches, on Tuesday October 16, 2018 trustees Ronald J Noviello and Daniel J Raske audited the financial books and found them in order.

Beginning balance as of \$314,622.76
December 31, 2017

Ending balance as of \$335,162.50
June 30, 2018

Board of Trustees

Ronald J Noviello Daniel J Raske

Calendar of Events

January 1	New Year's Day
January 8	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 6:45
January 20	Martin Luther King Jr. Birthday
January 24	Compliment Day

David J. Barbuzzi President
 Paul G. Desmond Executive V.P.
 Dan Wheeler Vice President
 Andy Coan Secretary
 James P. Nutter Treasurer
 Kenneth Dusombre Health Benefits Rep.
 Jim Salvati Safety Officer
 Jack Lyman Sergeant At Arms
 Ron Noviello Chmn. Board of Trustees
 Dan Raske Trustee
 Bruce Johnson Trustee
 Anthony Bossi Assistant Secretary
 John McNulty Assistant Treasurer
 Bob Cronin MBA-NSBA Rep
 Peter Godino Assistant Safety Officer
 Richard Donlon Asst Health Benefits Rep
 Ron Noviello Workers' Comp Rep.

Barry Doherty Jim Cavaliere
 John Avant Larry Salo
 Mark Murch L J Chopelas
 Jim Moran Ed Chisholm
 Bob Van Etten Chris Petros
 Mark Gangi Charlie Craig
 Joseph Booth Derrick Linnane
 Bruce Johnson John Moore
 Sarah Mellor Mario Ianetti
 Linda Johnson Joseph D'Amato
 John Thomas Ron Noviello
 John Miner Donald MacDougal
 Andie Coulter Joe Scimone
 Jim Highet Pat Worth
 Ken Dusombre Janice Earnshaw
 Mike Cahill Marcia Gadreau

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

RETIREMENT GRATUITY

THANK YOU

To NALC Branch 25 Members,

Thank you so much for the check and the plaque I received this week.


More than 25 years have passed since I started working at the Post Office, it has certainly been a rollercoaster of an adventure. I have many good memories and that's what I will hold onto. I would not be where I am today without my job there. I am proud to call myself a letter carrier and I know when I was there I worked hard. However, I am glad to be finished.

God Bless those of you who are still trudging through snowbanks and also those who do not have to anymore. A special thank you to those who helped me along the way. You know who you are.

With much appreciation.

Janice Ruggiero

In this issue of the Wake-Up! you will see something new. Pursuant to a motion made at the November branch meeting a retiree gratuity voucher will be published in the "Wake-Up!" on a regular basis, publishing space permitting. In order to claim a retirement plaque and gratuity, retirees must have been a member in good standing at their date of retirement and will have four months from their retirement date to remit the voucher to the branch office. Let your brother and sister Letter Carriers recognize your years of dedication and hard work!

 **BRANCH 25 RETIREE GRATUITY VOUCHER**


Name: _____
 (as it will appear on plaque)

P.O. Retiring from: _____

Phone number: _____

Retirement date: _____

Please note: Retiree must be a member is good standing at date of retirement. Retiree has 4 months from retirement date to remit this voucher to the branch office. Please mail to: NALC Branch 25
 2500 Main St, Suite 201, Tewksbury Ma, 01876



Just For The Health Of It

Continuing my series of articles featuring add-on benefits available to NALC High Option Plan members, this month's focus deals with a scourge on a large segment of American society (including children). That scourge is obesity.

The negative effects on healthy living are numerous, among them, heart attack, stroke, high blood pressure (which in itself has a large subset of negative effects), high cholesterol and diabetes. The good news is that since obesity to a large extent is directly related to one's lifestyle it can be dealt with successfully. The Weight Talk Program through Optum is a free weight-loss program to help members achieve a healthier lifestyle and consequently a healthier life.

Among the program's offerings are:

1. Special attention for those who are severely obese or have type 2 diabetes.
2. A full year of coaching support.
3. A welcome kit with helpful components.
4. A Fitbit Zip wireless tracker.

The above list is by no means all-encompassing, as there are many other helpful advantages to enrolling in the program. For more information or to enroll you can go on line at www.nalcwellbeing.com or by calling the toll-free number at 844.305.0758.

As always, if you think I can be of assistance, contact me through the branch office.

Keep on truckin'

Rich Donlon



VETERANS' CORNER

First, I hope everyone had a great holiday. My son (the most dangerous man on the planet will be coming home). For my non-jarheads out there the most dangerous man is a Boot Lieutenant with either a compass or explosives.

The holidays may be hard on some people so reach out and see if you can help always take their call. You never know their true feelings.

Buddy check was a mission started by people who care about you. It was formed August 22, 2016. It's there for you as a veteran to check in on your fellow brother and or sister. Sometimes it is your strongest friend who needs your help so look out for them. Make the call to an old friend and wish them Happy New Year and see how they are doing.

On a personal note I would like to welcome Liam Daily to Branch 25!! Congrats! Your dad is my oldest friend. I am proud to say that and don't believe all the stories.



Always, Semper Fi
Andie Coulter

I'm strong because I've been weak,
I'm fearless because I've been afraid,
I'm wise because I've been foolish.

"The Joker"

To the members of Branch 25

A little over 34 years ago I began my career as a Letter Carrier in the Andover, MA post office. I attended my first meeting at the Bunting Club in Lowell, MA and was introduced to president emeritus John "Jack" Barry. I made the mistake of introducing myself as "just a new carrier" and member of Branch 25. Jack set me straight at that point and moving forward gave me the opportunities and education to be a Union activist and leader.

When Jack retired I was given the opportunity to run for executive vice president with President Randy Keller. I served in that roll until I was appointed as a Regional Administrative assistant for retired NBA John Casciano. I stayed in that role for 20 years.

Throughout my first 34 years, no matter what position I chose to run for or hold as a member of the NALC and more importantly Branch 25, the membership has always been there for me. Your support has never wavered no matter what the troubles of the day were. Almost 6 months ago Branch 25 was there for me once again when we attended the National convention in Detroit. On Thursday of the convention I was nominated and elected by acclamation as the National Business Agent for Region 14. I was surrounded by my brothers and sisters from Branch 25 and region 14 once again unwavering support.

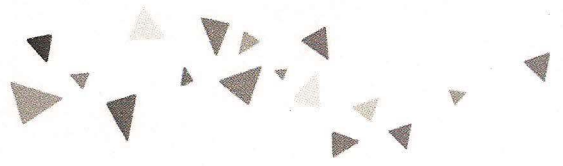
On December 1st I was honored to be officially installed as National Business Agent, a position I have dreamed of for many years. I was able to share that moment with my wife Cathy, my children and their significant others, my brother, sister and my 89 year old Father. I was also honored to have my second family present, lead by our Branch President Dave Barbuzzi his wife Jean and one of the largest and loudest delegation of Branch members to once again support me in my new role. In the excitement of the evening I never had an opportunity to express my sincere gratitude to each of the members and their significant others who made the trip solely to support me. For that I express my apologies, but I would like to take this opportunity to thank you now. Your support humbles me.

Thank you Dave, Jean, Jimmy, Elaine, Randy, Mary, Jack, Dan, Barry, Ken, Bob, Alice, Tony, Steve, Joe, Mike, Richie, Bruce, and to every member of Branch 25. It is an honor and privilege to say I am a member of Branch 25 and I will always have your back. I am just a phone call away. I look forward to visiting with all of you on the workroom floor as I do all the members of Region 14.

Rick DiCecca, NBA

NALC Region 14

Momentum



Coping with holiday stress

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

Handling holiday stress

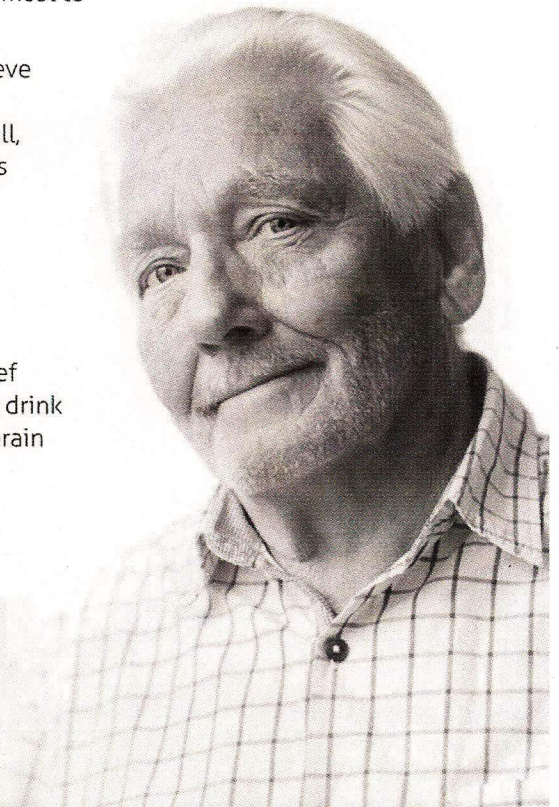
- ✓ Plan to manage your typical holiday stressors this year. Don't seek the "perfect" holidays. Instead, have realistic expectations—and take one day at a time.
- ✓ If you have a workout routine, continue it over the holidays. At least take walks after big meals. Exercise burns extra calories and cuts stress.
- ✓ Be sure to unplug by yourself for short periods of relaxation between holiday tasks or events. This helps you unwind and stay on a healthier track..

Positive change is possible!

As a new year begins, it's a good time to think about making healthy changes in your life. While many people fail to stick with their New Year's resolutions for long, you can take a different approach for 2019. Start by thinking about what you realistically want to accomplish personally and professionally this year—then develop a measurable, achievable plan for progress.

You'll have more powerful planning if you begin by plotting your goals against your core values. If you've identified potential goals that align with what you (and only you) value, you'll have a better chance of success.

- Remove non-essentials in your life so you can focus on things that matter most to you and avoid distractions.
- Whatever it is you want to achieve anew, break it down into small activities at first. Repeating small, positive behavior changes helps you rewire your brain's neural pathways, to adopt healthier habits.
- Try attaching your new desired action to a well-formed current behavior, such as fitting in a brief meditation after you have a hot drink each morning. This helps your brain incorporate the new behavior.



Don't hesitate to access your program if holiday blues are making everyday life difficult for you. You can obtain free helpful advice and counseling at any time.

Log on to www.EAP4YOU.com today!

Magellan
HEALTHCARESM

WAKE UP

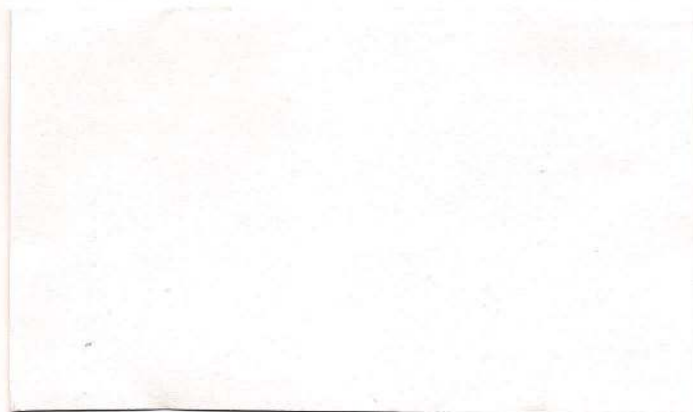
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I WANT YOU...

*at the next meeting
January 8, 2019*



The members and officers of Branch 25 wish our newly installed national officers the best for their coming four-year terms. Pictured above are the National Association of Letter Carriers National Officers being installed by President Emeritus Bill Young on December 1, 2018 in Washington, DC.