



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher

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Pictured l-r: Branch 25 Trustee Dan Raske, Burlington retiree Dave Sicard, new Burlington retiree John Carrabino, Dave Barbuzzi, new Burlington retiree Al Holbrook, and Branch 25 Trustee John McNulty. We wish John and Al a long, happy and healthy retirement!!

President's Message

"It's Never Too Late..."

Is it? I hope not. I hope that we can get through to you at some point so that the rest of your career, however long that may be, is a little bit easier. It's in your control believe it or not. All you have to do is commit to learning your job and then double down that commitment and do your job properly.

For those of you in one of the seven offices that will be inspected in this upcoming route inspection season, that commitment must start now. You should receive this Wake-Up! sometime during the first week of February. For those that are being inspected in May, you can impact 40% of your average street time beginning the day after you read this article. I'll explain.

When you are inspected, management gathers data during the week of inspection on your office time and your street time. Just as important, however, is the fact that management gathers data on your street time for the 7 months prior to your inspection (excluding December, June, July, and August). September, October, and November shouldn't be bad as those months yield flat volume and parcel volume leading up to Christmas that contribute to fairly good street times. January through May however, may not provide such favorable volumes. Couple the decline in volume with carrier bad habits and you could face a low average street time for your 1840B time.

So what's an 1840B time? Glad you asked. One week from each of the 7 months that precede the inspection are selected and the street time for the regular carrier only is extracted. Management then comes up with an average time for each day of the week. If you don't properly punch for auxillary assistance or if you don't fill out a 3996, this time won't be reflected and your street time will be shorter. If you skip lunch or breaks, your street time will be shorter. If you meld your mail together into fewer than 3 bundles your street time will be shorter. If you pee in a bottle instead of driving to a rest room your street time will be shorter. If you rush to get out of work to make your second job or your other life activities, your street time will be shorter.

The point is, before the inspection even starts, management has pretty much already made up their minds that this 1840B time is the maximum amount of time that you will be credited for your street time. It doesn't matter to them if you skipped lunch or did any of the things referenced above. If you did your route in 6 hours the 7 months prior to inspection, you have an uphill battle trying to get more than 6 hours during the week of the inspection.

If you are someone that does any of those things, please, stop now. There is still time to impact your 1840B time. The Branch will continue to provide inspection training throughout the inspection season. If

you have the opportunity to attend one of the sessions, please do.

There is one thing that you can do immediately without attending training. Deliver parcels properly. It is alarming how many carriers, new and veteran, are not delivering parcels properly. It is disturbing that management encourages you not to deliver parcels properly. I've had countless discussions (read arguments) with local managers and OPS people about the proper delivery of parcels and even when I point out the requirements in the M-41, they still dig their heels in to improper practices.

So there can be no confusion, no doubt in any letter carrier's mind, I have published the proper parcel handling procedures on the back cover of this month's Wake-Up! Please cut this out and keep it with you during your inspection. If you are instructed to do anything differently than what the M-41 says, obey the instruction and immediately ask for Union time to file a grievance.

There are a couple parts of the procedure that are worthy of discussion. First, look at the phrase "...if no one is available to receive the parcel..." The only way to determine if someone is available to receive a parcel is to knock on the door or ring the doorbell. You must do this. You are not supposed to just go to the door and drop the parcel on the stoop. The mailer and the customer receiving the parcel are paying for better service than that. Provide the service.

The next significant phrase is "PS Form 3849... must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate location." This is particularly important in apartments and condos that have a concierge service in a separate building such as the condo office building. This means that if you deliver a parcel to the concierge box, you MUST then leave a 3849 in the customer's mailbox telling them where the parcel is. There are too many letter carriers that simply leave packages with a building manager. Some do this because they've been instructed to and some do it because they're taking a shortcut. Please, do it right. There is no other single factor that impacts your route's evaluation more than proper parcel delivery.

One other reference that bears publication comes from page 41-28 of the JCAM. *"The only proper instruction before and during route inspection is that the carrier deliver the route 'in exactly the same manner as he does throughout the year.'"* If management gives you any other instruction, obey and file a grievance. They're coming to take something from you, help us to help you keep it.

Stay informed!

Dave Barbuzzi

Executive Vice-President's Report

By the time you read this we will be getting ready to start the inspections in this branch. Last month I said we had 1 station scheduled but as of now we have 7 stations scheduled to be inspected between now and May. I personally don't think OPS goes into the inspections with the plan of adding routes so that leaves one alternative, they plan to take routes away as a result of these inspections. If this happens so be it, but let's not give it away. If you are in one of the 7 stations scheduled for inspections then you probably already know it, but the rest of the branch should be preparing to be inspected at any time between now and the Fall of 2021. The time punches you currently make will determine the random time card analysis, also known as the 1840B time, which is looked at by management when making evaluations from an inspection. If you do a piece of another route, whether it is on the street or in the office, make sure you are making the proper time punches. We want all the routes getting proper credit. I don't think I have to tell anybody that working off the clock and skipping breaks is a bad idea, but if this is going on, it definitely will have a negative effect on your evaluated times. If everyone does the job the way the manuals direct us, then we should have fair evaluations. Be safe and efficient and deliver parcels to the customer at the door.

I am really getting tired of carriers telling me that a supervisor, or 204B, is telling them that a request for OT or assistance is not valid or necessary. We are not obligated to argue or negotiate about the times estimated on Form 3996. We simply are obligated to notify management when we feel that we can not complete our assignment in 8 hours and give a reason. Make your best estimate. If your supervisor, or 204B, tells you that the route should not need assistance on any given day that you request it, simply ask if you should finish the route. That is all you need to know. Tell them you are not here to argue. If they want to argue they can call the Union office. Too many 204Bs that have absolutely no knowledge of a particular route have all of a sudden become experts as to why a route either does or does not need assistance. If they want to come out to the street and observe that is their right, by the way we are all on a GPS tracking system so your manager can see where you are at all times anyways. Don't refuse to fill out Form 3996 because you don't want confrontation. It is part of your job. If it persists, request a steward and file a grievance.

We still do not have an agreement on the National Agreement and it will probably be a while before any decision is rendered by the Arbitrator, but our contracts and manuals still remain intact. The NALC and the Postal Service have finished hearings on the case consolidation grievance, but they still have to submit briefs to the arbitrator before any award is made on that issue, but it may be a couple of months. Carriers have

asked if there will be any retroactive increase in pay when the National Agreement is settled, but that will also be decided as part of the arbitration award. It has happened in previous contract negotiations so it would be expected, but nothing is guaranteed. One of the other postal unions has recently agreed to a new contract that indeed included a retroactive pay increase and they maintained the COLA increases. That agreement first has to be ratified by their members to be implemented. We are at the point where we are appointing new stewards to stations that did not have stewards either because of retirement, transfers or simply no one was interested. The 3 new stewards appointed recently have had initial training but it is a long process. Thanks to them for stepping up. Please support your stewards and make an attempt to attend at least a couple of branch meetings a year. The meetings are usually about an hour and are a way to socialize with some co-workers and maybe get a little information.

Keep your head up!

Paul Desmond

Calendar of Events

January 28	Council Meeting
February 2	Groundhog Day
February 4	Thank a Mailman Day!
February 4	Regular Monthly Meeting Wilmington K of C 27 School Street Extension Food Served 7:00 PM Meeting Begins 8:00 PM
February 8	Boy Scout Day
February 14	Valentines' Day
February 17	Presidents' Day
February 26	Ash Wednesday
February 29	Leap Day!

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Ron Noviello	Workers' Comp Rep.

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

Veterans' Corner

With a New Year come new dreams and hope. There are also new threats to our freedom. As I watch the news and see what's going on, I think of my son and my nephew who are both serving.

I saw a sign one night while I was out. It was simple and mad a great point, one we should all think about. It read: "As we send our young boys and girls off to defend your freedom, welcome back the men and women who come back."

There are many potential problems they may come back with. We can only be there for them. Direct them where they can get help with PTSD and #22 being two of the biggest problems they may face. They were there for us.

Semper Fi
Andie Coulter

Iran has raised their red flag of doom. That's cute. We have one too, it has blue and white on it along with red.



"The Squeaky Wheel Gets the Oil"

My father used this saying all the time while I was growing up. It would drive me crazy, but now I find myself using the same phrase with my own two kids. "If you want something Anthony, let them know!" I can hear his voice in my head saying this to me as I type this. To get right to the point: Speak up!

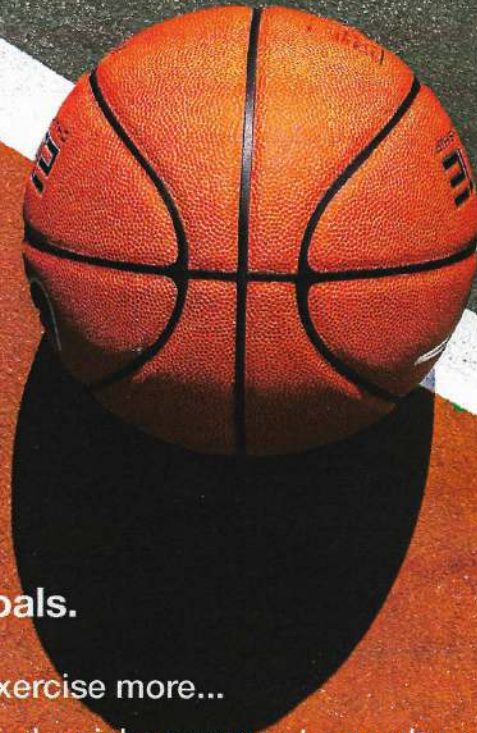
The new year began just over a month ago. Resolutions are on everyone's mind. Did you make one? Are you still sticking to it? If not, I've got a resolution for all of us Branch 25 carriers: speak up! It's time we stopped "dealing with it" at the workplace. I hear from my fellow carriers that there are some of you out there with questions about their rights, or a legitimate grievance situation. The aggrieved carrier then states "it's not a big deal" or, "I don't want to bother you" but this is exactly why we have Stewards! This is why we have a Branch Office! Utilize us! Learn your rights, ask questions, we are here for you. If you hear a carrier being intimidated, or disrespected by management and the carrier says its ok, come see us, and write a statement so this doesn't happen again. If it happens to you don't accept it, this should never take place.

In this day and age, it is simple to communicate with one another, but with that comes the necessity to be accurate when we share information. One small detail added, or removed can make a huge difference. So always make sure what you share is factual. That might mean submitting a 3996 for Union time and asking the Steward, but don't let that stop you, speak up!

Tony Bossi
Assistant Secretary



NEW YEAR *new goals*



Think small about big goals.

Let's say you really want to exercise more...

- Join a basketball league or find a pick up game at a nearby park
- Get a step tracker app
- Don't use your car today
- Sign up for a fitness class
- Park further from buildings
- Invest in a good pair of running shoes
- Ask a friend to walk two miles with you

Remember, you are more likely to have success if you include things you enjoy.

Reach out to your EAP to find additional support with this year's resolution.



CALL US TODAY: 800-327-4968
800-EAP-4YOU | TTY: 877-492-7341
WWW.EAP4YOU.COM

In previous Wake-Up! articles I highlighted the remarks of two of the three guest speakers at our last health benefits seminar. This presentation deals with those of our speaker from Optum Health encouraging our members to participate in the Live and Work Well Program offerings, including:

1. Quitting Tobacco
2. Lose Weight With Real Appeal (Information coming soon from Optum)
3. Solutions for Caregivers (1-877-468-1016)
4. Optum Behavioral Health Plan (1-877-468-1016)

I want to make a few personal observations based on conversations I had at the seminar. First, I think that it's accepted to a degree in our culture that we're not as good as we should be at managing our own health. For example, it was interesting to hear from attendees who were successful using the Quitting tobacco program.

Do you take advantage of preventive care such as annual physicals, eye exams, dental exams, etc? Do you take the health assessment annually? Notwithstanding the incentives, the most important benefit is that it can play a positive role in improving your health.

One final note. Watch for a survey from our plan for plan members in February or March. In the past some plan changes have been adopted as a result of feedback from plan members. Taking the survey could possibly have that effect.

Keep on truckin'

Rich Donlon

Just a friendly reminder that on February 23rd the new law is in effect for Massachusetts of no cell phone use while driving. There will be a month grace period before any funds are given out. After March 31st, first offenses will be \$100.00. Second and third offenses increase substantially. I will give another reminder next month.

It looks as though we will be discontinuing the CPR classes for now due to the lack of enough carriers to make up a class. If anyone is interested, you can still contact the office and attend a class sometime in the future.

Although I have never driven a Promaster Van myself, apparently there is an annoying buzzer when the safety belt is not buckled. Due to the noise, some carriers are keeping the belt fastened while sitting on top of it! This stops the noise, but of course puts the carrier in danger. Do not do this. Always keep yourself fastened in the seat no matter what vehicle you are driving. Do it for the people who love you and do it because people come out periodically and check on you.

Stay Safe.

Jim Salvati

Lyrics trivia.

All the way home I held a grudge
For the safety belt that wouldn't budge
Crusin' and playin' the radio..



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

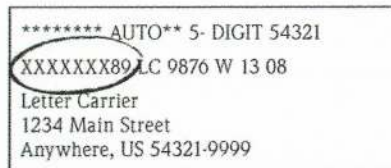
Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PoastalEASE"
- Begin at step 1 above

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

WAKE UP

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I WANT YOU...

**at the next meeting
February 4, 2020**

322.3 **Parcels**

322.31 Load parcels directly into the vehicle from hampers or sacks. Normally separate the parcels in delivery sequence. Make a mental note of the first parcel delivery point. When this parcel has been delivered, make mental note of the next, and so on, until all parcels have been delivered. For any parcel that does not fit into the customer's mailbox or parcel locker (when available), an attempt to deliver must be made at the customer's door. If no one is available to receive the parcel, follow the procedures in [322.311](#) and [322.312](#).

322.311 **When the Carrier Is Authorized to Leave Parcels**

- 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.