



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher

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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



President Emeritus Randall L. “Randy” Keller alongside Assistant Secretary Tony Bossi, Vice President Dan Wheeler and President Dave Barbuzzi at the 2018 NALC Christmas Party.

President's Message

"Legacy"

One definition for the word "legacy" is: *"something transmitted by or received from an ancestor or predecessor or from the past."*

Decisions, actions, inactions are all part of our legacy. What we teach is part of our legacy as is the influence that we exert, whether intentional or not, over others.

Those that attended Randy Keller's funeral witnessed firsthand his family legacy. We listened to Randy's children fight through tears to honor their father. What resonated most with me were two things that seemed common amongst all of them. Dad taught me to "do the right thing" and dad taught me that "there were always two sides to every story". Even if there were no other teachings passed on, those two pieces of advice would be enough to serve as a roadmap for a respectable life.

In speaking with many letter carriers since the day Randy passed, I heard a number of them say words to the effect of "If it weren't for Randy, I wouldn't have a job", or "Randy saved my job and in effect saved my life."

Think about that for a minute. There is no legacy that a Union official could desire more than to be responsible for the betterment of people's lives. Randy could be comfortable in knowing that in a Union career of over 30 years, he made a lot of lives better. I know that some of those members had expressed their gratitude to him in the past, and I know that he took great pride in seeing people rebound from having been down and out.

Randy, obviously, is a significant part of Branch 25's legacy, as was Jack Barry before him and hopefully the three men on the cover of this month's "Wake-Up!" after him. I remember setting up the picture. Randy was in his glory as he had just witnessed Rick DiCecca sworn in as Region 14's National Business Agent. He was having a good time and was in great spirits as he was talking with a group of letter carriers. I handed my wife the camera and said to her "this is going to be a special picture". She snapped it. I said it was going to be a special picture because it captured a lot of Union dedication in one frame. It is part of Branch 25's legacy.

There are things happening now, and in the coming months, that should greatly benefit our members. Elsewhere in this edition of the "Wake-Up!" you will find the opportunity to attend a CPR training course, free of charge. At the last branch meeting the membership voted to approve sending up to 10 people to a 3-day training seminar that is being presented by the NBA's office. At the end of this week, Tony Bossi is attending the Arbitration Advocacy week-long program put on by our National Union spearheaded by Lew Drass.

It seems like, as long as I can remember, there hasn't been a year that has passed that some member or

members have not attended some sort of intensive training to strengthen their knowledge and more importantly to better serve the members of Branch 25, and in many cases to better serve all letter carriers.

It is in the spirit of this legacy of training that I am asking that our stewards, especially our newer stewards, strongly consider attending the Regional Rap Session that is going to be held from April 27-29 at the Omni New Haven at Yale in New Haven Connecticut. The training will consist of classes that will be presented in 2 hour modules. Training will be provided on: Time Card Manipulation, CCA Conversions/Withholding, Route Inspections, FMLA, LMOU Negotiations, Workers Compensation, and Retirement. As you can see, this is a very ambitious schedule. I believe that we have some stewards/members that are up to the task, and I encourage anyone that may be interested in attending to contact me at the branch office.

As this issue of the Wake-Up! goes to press, we have completed the winter route inspection schedule. Three offices went through inspections; Wayland, Holliston, and Wilmington. If I were a betting man (and in some instances I am) I would say that even though we have not been notified of any inspections in the branch for this spring, we will have multiple offices inspected in the spring. Why? You only have to look as far as your parcel hamper to get the answer.

Amazon is aggressively seeking ways to reduce their dependence on the postal service (and other shippers as well). To that end, they are experimenting more and more with their own delivery service. There is no benefit to us if they withdraw ANY of their business. I realize that there are those of you that may welcome less parcel post because you are sick and tired of the long hours that you are working. Although it would certainly be nice to work only 8 hours, it is shortsighted to welcome a reduction in hours based on loss of revenue.

There are two things that I will ask you to do. First, start preparing now as if you will be inspected in the spring. Take your full lunch and breaks, don't work off the clock, follow all the safety rules, and provide great service to your customers. Amongst other ways of providing great service is delivering parcels properly by bringing them to the customer and putting them in their hands.

The other thing I'll ask is that when you shop online, request delivery by the postal service. If you must take delivery by another courier, be sure to report any issues to the vendor and let them know that they can avoid the problem that you specify by using the USPS.

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

We had a few of our stations get inspected since last month and there were no real surprises, as of yet. We have not seen any paperwork to determine if we gain or lose any time in these stations, but the carriers were prepared well for the inspections. All of the pre-inspection training conducted by the branch was well attended and it showed during the inspection. If there are any issues with time deductions from the inspections, they will be addressed.

We seem to be having inconsistency in the amount of Amazon parcels being dropped off in some of our stations, but that probably won't change until Amazon figures out how much they want to deliver on their own. I have watched the Amazon drivers deliver in my neighborhood and I am shocked at how these couriers just leave packages unprotected of the elements. If that is what Amazon wants, that's up to them, but it doesn't make sense to me for someone to throw SPR size packages on someone's lawn or walkway, and just walk away. Keep in mind, our manuals tell us to make an attempt at delivery for all parcels at the door if they don't fit in the mailbox or parcel locker. This should not be ignored. Not only is it bad service to drop a parcel without attempting to hand it to a customer, but you would be showing less time than is actually necessary to properly deliver your route. This will be used against any route in future adjustments by OPS support.

The largest part of our day as a letter carrier is spent on the street. Unfortunately, carriers occasionally get injured in the performance of their duties. When a carrier gets hurt they are usually concerned mostly with getting healthy and getting back to work. When you get injured at work and you require medical attention, you first fill out Form CA-1, provided by your supervisor. Always check off Continuation of Pay as opposed to using leave. A lot of injuries are handled with a one-time visit to the doctor with little or no time off of work. If it is required to be out of work, the first 3 days are covered by the employee's leave, usually sick leave. This is contractual. If the time off exceeds 14 days, then the leave used should be converted to COP. COP covers you for 45 days from the date of injury. Most carriers do not understand this and we get a lot of questions on this.

When you file a claim via CA-1, you will receive paperwork from the Postal Service's Health Resource Management Dept., explaining how to get paid if you are out beyond 45 days. Do not throw this paperwork away because generally your supervisor is not trained extensively in Workers Compensation issues. There are HRM specialists that can help you with this paperwork to get paid properly. The specialist will leave his/her name and number with the paperwork. Even if you can work for part of the day, you will need to get paid for the rest of the day by the Department of Labor, as long as your case is approved. There are forms to fill out, CA-7

and 7a. We can help you as a branch, but the HRM specialists are familiar with your case and have helped many carriers get paid properly also. Any issues with this please call the branch office as soon after your injury as possible. Workers Compensation cases can be a difficult process from the beginning even if you know exactly what you are doing, don't be afraid to ask for help.

It was with great sadness that we informed the branch membership of the passing of former branch President Randy Keller. Randy proudly represented letter carriers for well over 30 years at the branch and national level. Randy gave me the opportunity to represent the carriers throughout Branch 25 by assigning me work at every level, including arbitration advocacy training. I thank him for his service to the branch and the carriers throughout the nation. May he rest in peace.

Keep your head up!

Paul Desmond

Calendar of Events

March 4	Hug a GI Day
March 5	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:00
March 5	Fat Tuesday
March 6	Ash Wednesday
March 12	Girl Scouts Day
March 15	Ides of March
March 17	Saint Patrick's Day
March 23	National Puppy Day

CELEBRATE

You are all invited to the regular monthly meeting to be held on March 5th at 8pm at the Knights of Columbus Hall in Wilmington Ma. Food will be served at 7:15pm. Also, the door prize is \$50 and a 50/50 raffle for muscular dystrophy takes place at every meeting. Oh yes, for those who attend, sign the attendance book by 8:30pm and remain in the hall until the conclusion of the meeting, we have an Attendance Drawing that currently stands at \$1000.

What makes this meeting different from the other nine that are held each year? This meeting is designated for the appreciation of those who contribute to the branch in various ways, yet largely go without any real recognition.

The branch has made it a habit to recognize our stewards, officers and select others, who participate and contribute to our success in serving and representing you the members every election cycle. The stewards, who have completed or are newly elected to a three year term, are the basis for this celebration. Having been a steward for more than thirty years and now retired, I know the dedication given to representing you the carriers. They are responsible for informing our members in our stations of the news, developments and decisions from our national and branch level officers. Legislative issues, their potential impact to our members and the USPS, are brought to the attention of the carriers. More importantly, they serve as a vital conduit for feedback as to the actual affect of policies and issues from the workroom floor. They are the front line in protecting and enforcing carriers' rights in the workplace. They dedicate time in training of contract issues, inquiries by postal inspectors and the office of Inspector General (OIG), workers compensation, Employee Assistance Program (EAP) and numerous other causes and initiatives of the NALC and branch.

From my own experience either as a steward or as a branch officer, they take much of their own time after work, during lunch and/or breaks, communicating with the branch office, reviewing contracts, documents, and evidence in preparing to fulfill their responsibilities. They experience some slings and arrows along the way from management, and yes, from some of the members also. Many times they are the first avenue of assistance to those having difficulties of health, finances, personal relationships, elder care issues, dependencies et cetera... and as a referral ambassador to EAP. From organizing the food drive, to MDA or scholarship fund raisers, to local meetings, our stewards are the lifeline of the NALC.

Our branch officers, likewise, devote much of their time and energy to fulfilling their obligations. The president and executive vice president are full-time officers. They are required to study, review, and implement the by-laws, policies and directions from our

national. They spend countless time outside of normal workhours in answering calls, attending meetings, participating in and/or conducting training on behalf of our members. The other branch officers dedicate time from their lives in performing the duties of their position and overseeing the operations of the branch, to insure our compliance with federal and labor reporting regulations. Additionally, protecting and fostering the interests of the membership.

In recognizing and extending the sense of appreciating contributions to Branch 25, it is with much thought and thanks, that we recognize the following: newly elected National Business Agent Rick DiCecca. Rick started as a carrier in the Andover station as a letter carrier. He became an officer in the branch rising to the position of Executive Vice-President before accepting a position as Regional Administrative Assistant to Region 14. This past year Rick was elected by acclamation to the position of National Business Agent of Region 14 and we as a branch are honored to have him as a member of Branch 25.

Kenny Bonin has served as our branch cartoonist since the 1980's. Anyone, who receives our branch newsletter, "The Wake Up", has witnessed Kenny's unique talent in artfully conveying the many topics of the day, in promoting the interests of letter carriers.

Bill Anderson has been the NALC representative on our regional Dispute Resolution Team (DRT) for many years. Bill, along with a management counterpart, review grievances, that have been appealed to the Step B level, that could not be decided at the lower level. In some regard, Bill is like the wizard of Oz, he is the man behind the curtain. Never receiving much recognition at large, which I believe he prefers, we as a branch want him to know his value to Branch 25 cannot be thanked enough.

Lastly, newly declared "President Emeritus of Branch 25" and our former National Trustee is honored. Randy's contributions to Branch 25 and the NALC will always be long lasting and immeasurable. Randy passed away earlier in February and as well as being a close friend was an integral part of the development and success of our branch.

Unfortunately, I'm sure there are always those individuals overlooked during these occasions. Please forgive our error of oversight it is not intentional. So, don't let our oversight become yours. Huddle with your fellow carriers, and/or your retirees, and make a night of it for a well earned cause. Plan now on attending the March 5th meeting to show your recognition and appreciation to those members who have contributed to our success.

Happy St Patrick's Day

Jim Nutter, Treasurer

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.

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

SAFETY

Life moves pretty fast. If you don't stop to look around once in a while you could miss it. I'll leave who said it in what movie as part of this month's trivia. (Check out www.nalcbranch25.com today!!) After being a letter carrier for almost 12 years now I am, for the moment, working *only* 40 hours a week. The sarcastic and ironic *only* needs no explanation if you are a carrier. The reason is personal and it did not come without a sense of guilt that I was letting fellow carriers down. Or without loss of pride that I'm not doing all I could do.

But the fact is I am doing all I can do right now. We all need to take care of ourselves or we may find ourselves unable to work at all. We need to eat right, exercise and get a good night's sleep. We need to spend time with family and friends. We need to make every effort to live a complete life.

The other night, I got home at five o'clock after working *only* 8 hours. I had dinner with my family. After dinner I drove my daughter to the dress store where she picked up her Senior Prom dress. It was a great night.

This article is dedicated to the memory of Randy Keller.

Stay Safe,
Jim Salvati

Lyrics Trivia: "When you comin' home ?"
"Son, I don't know when.
We'll get together then.
You know we'll have a good time then."


This month I wish to suspend my article on health care in deference to a leader whose wisdom, friendship, guidance and dedication made the lives of all those with whom he came in contact so eminently more livable.

As a National Trustee of the NALC Health Benefit Plan he played a major role in overseeing what I believe to be the best of all federal employee health benefit plans.

Farewell Mr. President Emeritus Randall Keller. Thank you, and may you now enjoy the just rewards earned through a life lived in service to others.

Keep on truckin'

Rich Donlon

 **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 in 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



CPR INSTRUCTION

At the February regular branch meeting the membership approved a motion to subsidize CPR training for members. There is a class available with a maximum size allowed of 10 people. The information on the class is listed below. This is a \$65 class, but the branch will pick up the cost for members. Contact the office ASAP if you want to and can commit to attend.

Heartsaver ® CPR AED Course
Where: Winchester Hospital,
200 Unicorn Park Drive
Woburn, MA 01801

Sunday, March 24 at 12 Noon

VETERANS' CORNER

Before I get started, I would like to thank Dave and his staff for their help with my article. The way you decipher my cryptic writing is unparalleled. There was one story of an old friend from when I was around 7 years old; he would ride his bike through the neighborhood getting all of us together for football, basketball, hockey, or whatever the game was that weekend. (That was how we did it before cellphones). He was not my best friend, but the friend you needed.

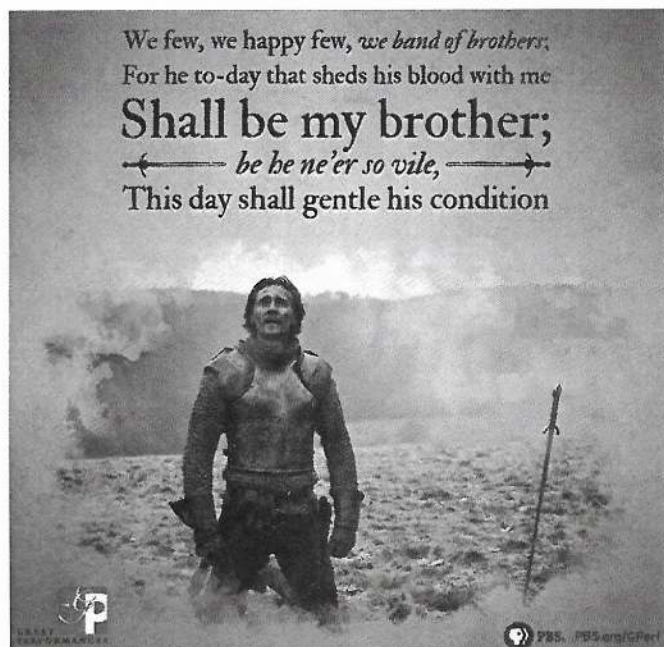
In high school, he got me into my first "R" rated movie (Animal House), he got me my first beer, and most importantly when my mother passed away my senior year, he came back from college to pay his respects in full Air Force ROTC uniform.

We lost track of each other for a long time. They say true friends can pick it up, even if it's a long time between speaking. This is absolutely true.

My long time friend served 22 years in the Air Force, flew countless C-130 missions in the Gulf (rumored to have done Sam Adams beer runs called "warriors need a drink"). He ran the Boston Marathon one year after the bombings. He set up a fundraiser event for a friend with blood cancer and in 3 years raised almost \$100,000. He also got a lot of us back together with one another by starting a group messenger.

The group messenger was for people we grew up with and who served. He would always call us warriors, his way of making sure we were all equal. We had everything from enlisted-3 to officer-8. He did call me Marine twice. Once to post a picture of me in my Marine uniform, for warrior day. The second time was last Christmas when he asked if I got any crayons for Christmas (It's a Marine thing).

This past Veterans' Day, some of us got together to watch the Patriots game. During the game we all got this message:



As I answered him back I said "Wish you were here, with us". He sent back see my "warriors" next year.

We will be seeing my friend in February, but not the way you think. He is coming home in a flag-draped coffin. My friend gave me the back end of my #22 article. He's the one who made it a point: "You matter to someone." He took his own life, and it hurts.

After reading what people said about my/our friendship I chose this:

"Whatever Demon came for you, I would stand back to back with you and fight for you. You are my brother and the world is a sadder place without you." He meant a lot to many people.

So, my old friend, somehow some way I know you will see this (that's fate, I believe in it). When we meet up many years from now, I am not sure if I will see you as the kid getting us all together; the man who helped so many people, through divorces, kids with drug problems, and a woman with a physically abusive husband. Hopefully, I don't see you as the person who took away a good man and a good friend. You matter to me and our friends.

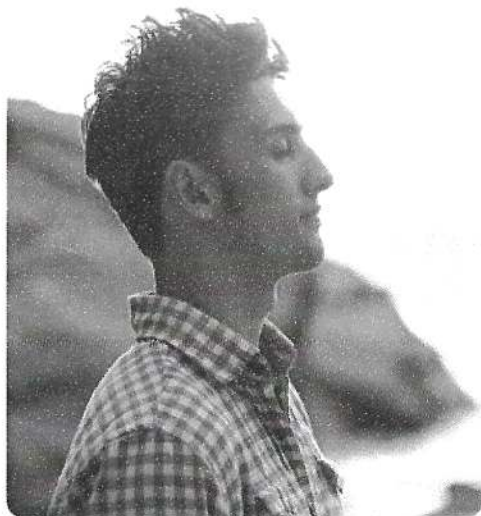
Till Valhalla my old friend.

Semper Fi

Andie Coulter



Mind Your Mental Health



Is daily life with a mental health condition difficult for you or someone you care about? Consider these ideas for improved mental health for your and someone you care about.

- Though it often takes time to find the right mix of activities that works best for you, doing so can improve your ability to cope with mental health challenges. Take care of your body—eat nutritious meals, avoid tobacco and illicit drugs, drink plenty of water, exercise and get enough sleep
- Sharing mental health struggles with others is always a delicate process. Make sure you are in a calm environment when you introduce the topic and give the person time to adjust to the idea.
- If you have friends, family or associates suffering with mental illness, you might not know how to respectfully address the issue with them. Simply asking, “Do you need to talk?” can help make things feel a little better.

Working on Wellness

The winter months can represent a chilly challenge to your health.

- If you experience the “**winter blues**” or the more serious seasonal affective disorder (SAD), try to get more light exposure, exercise indoors or outdoors, increase your vitamin D intake and stay socially active.
- Help your partner or other family members with their **weight loss journeys**. Encourage their healthy eating, and exercise with them!

Daily Diligence

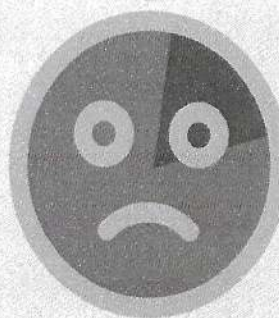
Not fully accepting ourselves, and being too self-critical, are common human conditions. How can you rewrite your inner script?

- Develop and keep nearby a list of your strengths and abilities: personal attributes (“I’m extra insightful”), goals achieved, people you’ve helped, successful projects you’ve completed, and other self-affirmations.
- Whenever your day needs a positive boost, refer to your “personal power” list. Add to it often!

Additional sources: Psychology Today, Psych Central.

*Do the winter months
make you feel SAD?*

10 million Americans
experience Seasonal Affective
Disorder (SAD). 10-20% of people
may have milder forms of SAD.



Access counseling services
through your program.



Webinar—Please join us online Wednesday, February 13 to learn more about understanding the transgender experience, via Transgender 102: To the Bathrooms and BEYOND! Register [here](#).

WAKE UP

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I WANT YOU...

at the next meeting

March 5, 2019

Randall L. “Randy” Keller

August 20, 1946 – February 6, 2019

This article is written with great sadness. On February 6, 2019 our branch and NALC family lost one of the good guys. President Emeritus Randall L. Keller lost his courageous battle with cancer. Many of us never knew the extent of Randy’s illness. He never dwelled on it, nor did he ever want anyone to worry about him. He began his battle in 2016 and never gave up hope for a cure. He battled every day and when his will came up short, his “Marine” would take over, battling his cancer into remission not once but twice. He continued as a National Trustee until the winter of 2017, when he decided it was too dangerous to continue to travel by air to fulfill his commitment to the NALC and its members. Through it all he did everything in his power to attend the Branch meetings and fundraising events. You never heard him complain about the pain or the discomfort. What you did hear was how proud he was to be a member of Branch 25, and his privilege to represent us as a National Officer. He would always inquire about the Branch, the Region, and National, whenever he got in a conversation about the NALC.

The NALC requires many sacrifices of its leaders. From missing family events, children’s birthdays, anniversaries and everyday relaxed vacations. Always ready to answer the call. Branch 25 is no different. Every officer has given up something to make this Branch and union stronger. All those qualities, including leadership, friendship, and brotherhood, were overtly expressed by Randy.

We will miss his attendance at our Branch events, or National conventions and our everyday activities. He truly left his mark on us all. A true measure of the high esteem we all held for him, can be heard from those that did not know him. When asked who Randy was, only one word was needed to describe him. **“Gentleman”**