



WAKE UP!

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Volume 41 Issue 4

April 2017

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

Pancake Breakfast 2017



President's Message

"Do's and Don't's"

As I write this article, the Beverly Post Office is in the midst of its second week of inspections. We started off the schedule with Tewksbury realizing a modest gain in work hours, followed by Marblehead. At the moment, Marblehead is slated to lose a route, but we really can't be sure what the numbers are because the 1840 reverses (the documentation that breaks down the adjustments), are literally FUBAR. The numbers don't match and operations programs support (OPS) has to reproduce all of them.

On a brighter note, the pancake breakfast was yesterday and the branch held an inspection training after hours in Newburyport last week that was well-attended. It was great to see CCA's attending, investing their time in their future to learn about the process.

It has always been a "rush" for me to present a route inspection training. Frankly, it's probably the best part of the job. Think about it. You folks are working your butts off, god knows how many hours a week, and I'm asking you to come back after a long day to get your prepared for the inspection process. Sounds like great fun, doesn't it?

That's what makes it so rewarding. You don't have to go. Aside from a few pizzas and soft drinks, you're not getting paid to go. So, those of you that do go WANT to be there. You want to learn so that you can protect your job and your future. Similar to those that go to branch meetings, you are the ones that want to "stay informed".

So what is it that is taught at a route inspection training put on by Branch 25? We kind of take the M41, mix in some of the M39, and explain what the words in those manuals actual mean in practice.

We explain procedures, proper procedures, procedures that we are supposed to be mandated to follow. We explain that given the choice between doing something, anything, either in the office or on the street it is ALWAYS in your best interest to do it on the street (some examples would be traying up circulars, culling mail, etc.).

We tell you NOT TO SLOW DOWN, but more importantly we tell you NOT TO SPEED UP!!! We don't tell you not to arm carry mail, but we tell you that you can't be required to arm carry mail.

What I'm trying to say is that we don't teach you to break any rules, we just teach you what the rules are and ask that you follow them each and every day. I would have no problem whatsoever allowing a local manager or a member of OPS to audit our training. I wonder how

they would feel about allowing the Union to audit their courses or the instructions that they give to their examiners or local managers.

I'm pretty sure that the Union wouldn't be welcome. Although, the "Wake-Up!" is available online and I'm pretty sure that some of them read it. Maybe they'll extend an invitation to me to attend a training, I'm pretty sure they won't ever copy me on an email chain.

Why do you think that is? As I've alluded in a prior article, OPS generally doesn't show up in an office that they believe will gain time. Tewksbury must have been a mistake. Do you think that emails or texts go out to route examiners saying "great job allowing that carrier to stay out on the road for 7.5 hours"? I doubt it. Although, I wouldn't be surprised if a group email or text goes out after a particularly light day where hours are save that might say something like "great job team, that was the best day of the current inspection season..." A "best" day should refer to all carriers coming home safe, all clock rings being made, paperwork being completed accurately, and the customers receiving top notch service. Isn't that what it is all about?

The Union (branch officers, etc.) is indeed responsible for educating our members for things like route inspections. We are also responsible to provide training like that I mentioned earlier in this article. I would like to think, though, that the experienced letter carriers would consider themselves active participants in the branch's efforts to make sure that the newer letter carriers stay informed.

How can you do that? There are lots of ways. If you're not the type that is comfortable giving advice to anyone, you can at least make the new folks aware that there are resources for them. Whether it's the branch website, the national website, or the smartphone app, there is quite a bit of information available.

Sometimes, however, what you DON'T do or DON'T say is even more important in teaching the new carriers. For instant, DON'T give contract advice or interpretation if you don't know exactly what you're talking about. DON'T tell them any of your bad habits that might get them in trouble. DON'T go to lunch or break with them and extend said lunch or break. If they are with you, it means that they are looking to you for guidance and approval. Don't do anything that may put you, or them, in jeopardy.

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

I do not consider myself a very tech-savvy person but I was quite capable of downloading the NALC member app to my phone. I did it last summer at the national convention in Los Angeles. I bring this up because a lot of members ask me and other branch officers about the negotiations for our national contract. Any breaking news about the contract will go out through the app before you see it on the NALC website or in the Postal Record. Also, the app is a link to the legislative and political network that effects the Postal Service and the NALC. You can sign up to receive notifications based on your own personal interests such as legislative, member benefits or community service to name a few.

By the time the Wakeup is sent out it will almost be April. Hopefully, the snow will be gone but there is usually a lot of debris left behind from the winter storms. Be careful when walking across areas you could not access when the snow and ice were on the ground. Don't be fingering mail while you cross lawns unless you know it is safe, because you might fall in a hole that developed over the winter or step on something that causes injury.

With all the recent retirements, some of our stations aren't fully staffed causing non-OTDL carriers to be required to work on their non-service days. If this happens, all available OTDL carriers are required to be worked to the maximum extent. That includes any OTDL carriers that are working their NS day. Management should not work these carriers only 8 hours, in order to avoid penalty overtime. The contract requires that all OTDL carriers work to the maximum extent, even if the payment of penalty overtime if necessary, if management is requiring non-OTDL carriers to work on their NS days. As a general rule, if you are not on the OTDL and are required to work your NS day, you should be requesting time with your steward to see if management has complied with the provisions in the contract in regard to OT.

Sometimes letter carriers use sick or annual leave without realizing the leave could be covered under the Family Medical Leave Act (FMLA). The FMLA guarantees eligible carriers up to 12 weeks of leave per year to either care for a family member with a serious health condition or to use for their own serious health condition that prevents them from performing their job. Too often letter carriers aren't aware that the absence could be covered. The type of leave used, annual, sick or LWOP depends on the type of absence.

The FMLA also prevents the Postal Service from taking action against an employee covered under the act. The forms used to certify FMLA coverage can be found on the NALC website or obtained through the Postal

Service at HRSSC (shared services). The forms are also on the Branch 25 website on the "Carrier Page". The forms have a description of what is considered a serious health condition. If you believe your absence can be covered by the FMLA, you should check off the FMLA box when you fill out Form 3971 requesting leave and when your supervisor enters this information it should automatically generate FMLA forms sent to your mailing address.

The last couple of weeks Postal Reform seems to have taken a back seat in Washington with the debate on health care and the Supreme Court nomination, and Trump has indicated that tax reform is next on his agenda, but hopefully soon there will be some legislation passed to eliminate the pre-funding requirement. It seems this is one of the things that politicians may possibly agree on.

Keep your head up!

Paul Desmond

Calendar of Events

April 1	April Fool's Day
April 3	Red Sox Opening Day
April 4	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
April 16	Easter
April 18	Tax Day
April 22	Earth Day
April 28	Worker's Memorial Day

Branch 25 Directory of Officers

David J. Barbuzzi	President
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Bob Cronin	Vice President
Andy Coan	Secretary
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Anthony Bossi	Assistant Secretary
John McNulty	Assistant Treasurer
Dan Wheeler	Wake-Up Publisher
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.

Pancake Breakfast 2017

Branch 25 held it's annual Pancake Breakfast on March 26 at the Tewksbury Knights of Columbus. The hall was filled most of the morning. Over four hundred dollars was raised, with all proceeds going towards the Branch 25 Scholarship Fund.

Thanks to all of those who helped to make this event a success, including those who cooked, served, collected tickets, and helped with the raffle baskets. A special thanks to all of those who came out to enjoy a great breakfast for a great cause as well!



President Barbuzzi whipping up some omlets to order



Bob Cronin manning the buffet line



Richie Donlon on egg duty



Andy Coan; The Sausage King of Tewksbury



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We are less than two months away from the 2017 NALC Food Drive. This year's date is May 13. Last year over 80 million pounds of food was collected by the nation's letter carriers. This year marks the 25th anniversary of the Food Drive. Since the Food Drive started in 1993 we have collected over 1.5 billion pounds of food. Postmaster General Megan Brennan has written a letter of support. I understand that support at the top does not always trickle down to the offices but the USPS supports this important endeavor. If you have any problems in your office with management not supporting the Food Drive please let the Branch office know.

This is an important event. It goes a long way to help those in need and is a great community outreach event for letter carriers. I would ask, as President Barbuzy always has, that every member give their full support. Please deliver the cards and bags, if your office has them and most importantly pick up the food that is left out on May 13. The NALC appreciates your support but more importantly the thousands of families that benefit from the food collected are counting on you!

In Solidarity,
Dan Wheeler



Lara D. Billante, Beverly
 Stephen C. Garneau, Andover
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