



WAKE UP!

President/ Editor
Daniel P. Wheeler

Publisher

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



Danvers Carrier Mike Passanisi recently celebrated his last day before retirement. Fellow Danvers and Peabody Carriers Greg Revill, Jim Kukas, Mark Bethel, Brian Dowd, and Joe Lourenco (left to right) are pictured here with Mike.

President's Message

One of my duties as Branch President is to be active in the legislative program of the NALC. The Letter Carrier Political Fund (LCPF) is a non-partisan political action committee (PAC) established to elect qualified candidates who support letter carriers.

Each year, NALC fights to fend off attacks in Congress that threaten letter carriers' collective bargaining rights, retirement benefits, and livelihoods. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues, and deliver our message to Washington.

Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together strong letter carrier advocates from all political parties in Washington who are dedicated to helping protect a strong USPS that provides universal and affordable service. The NALC uses the money from the LCPF to further essential causes for the nation's letter carriers. Some of the legislation affecting letter carriers that the NALC supports are the Social Security Fairness Act, the Federal Retirement Fairness Act, and the Protect Our Letter Carriers Act, which was just introduced in the House on March 13.

The Social Security Fairness Act would help many Civil Service retirees who worked in the private sector and paid into Social Security. Because of the Windfall Benefit Reduction and Government Pension Offset provisions, these retirees don't get the full benefits they should. The Federal Retirement Fairness Act would affect many carriers who worked as non-career employees (Casuals, TEs, or CCAs). Currently, employees don't receive credit for this time. The Federal Retirement Fairness Act would allow catch-up contributions to make those non-career years creditable towards retirement.

The Protect Our Letter Carriers Act is a bipartisan legislation providing \$7 billion in funding for the USPS to replace collection box locks with more secure electronic versions. The bill would also require the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize cases involving letter carrier crimes. The bill would also strengthen sentencing guidelines for these crimes.

The money from the LCPF is used to support congressional members who support these and other bills that are important to us as letter carriers. What

can you do to help protect your benefits? Consider donating to the Letter Carrier Political Fund. We ask each member to donate as little as \$5.00 per pay period to the LCPF. If we all contribute a little, a little becomes a lot. Your donation will help elect members of Congress who will fight to protect your benefits, not take them away. The NALC supports candidates for federal office who support issues of active and retired Letter Carriers, regardless of what party they may be affiliated with.

Over the next few months, members will hear from the branch asking for their help. It's easy to sign up through LiteBlue. That information is found on page 9 of this issue of *The Wakeup!*

In Solidarity,

Dan Wheeler



Vice President's Message

As we enter the Spring season the national officers of the NALC are still negotiating for our next national agreement, but at the same time preparing for arbitration. There are things being discussed on the social networks that state what the Union is hoping to attain through negotiation, and stating things that have already been agreed to. Please keep in mind that these statements are not coming directly from our National Officers. Some of the information may be true and some may not. When there is an agreement between the NALC and the Postal Service, we will be made aware of this either through the NALC app, or bulletins or via mail. If an agreement is reached, and I hope it will be, then we will get the proposed agreement to review, and a ratification vote will be held.

If this does not happen, then the Union and the Postal Service will proceed to arbitration until either an award is issued, or an agreement is reached. Yes, the parties can still negotiate even if we are still in arbitration, and even until an award is issued. I hate to be negative, but sometimes you can't believe what you see on the internet, even though the author may have good intentions. In some cases, information changes as it is passed along. All that said, when we do get either an arbitration award or a negotiated agreement, we will be notified immediately. Any timeframe for an agreement is not yet clear. After an agreement is reached, a 30-day window will be set for local negotiations.

There is a big push from our Union to increase participation in the Letter Carrier Political Fund (LCPF). I don't enjoy bringing up political funds, or PACS, but it is a reality when you are looking for help from politicians. Being an election year, I expect this to be a recurring theme. The members of Congress have control over a lot of what our members take for granted, especially when it comes to our benefits and retirements. These things can be taken away very easily if we don't have the right people in our corner.

We don't ask members to donate a lot, anything up to \$5 per pay period is recommended, but certainly more is OK. If a lot of members donate a little it is much better than a few members donating a lot. A donation of \$2 per pay period is only \$52 per year. We have already secured money through Congress for a new fleet of vehicles, this is no easy task. The Fund contributes to members of both political parties, anyone that supports the Postal Service and the NALC's members' interest.

There is a simple form that can be used to donate located in this edition of the Wakeup, but you can always call the Union office and we can help you with the process. Also, we plan to have forms at every branch meeting for those that would like some help with this.

As we get into April, I will remind everyone that we will have an additional branch meeting in June, scheduled for June 25th, to make up for the cancelled meeting in January. We plan to have a cookout at this meeting, so plan accordingly. Last year it was well attended. We have had a lot of new members at the last few branch meetings, and it would be good to continue this trend. If everyone attended 3-4 meetings a year that would be great. I know everyone is working a lot of hours but hopefully you can find the time to stay informed and have any questions you may have answered. Keep your head up and I hope to see you April 9th at the branch meeting.

Paul Desmond

Calendar of Events

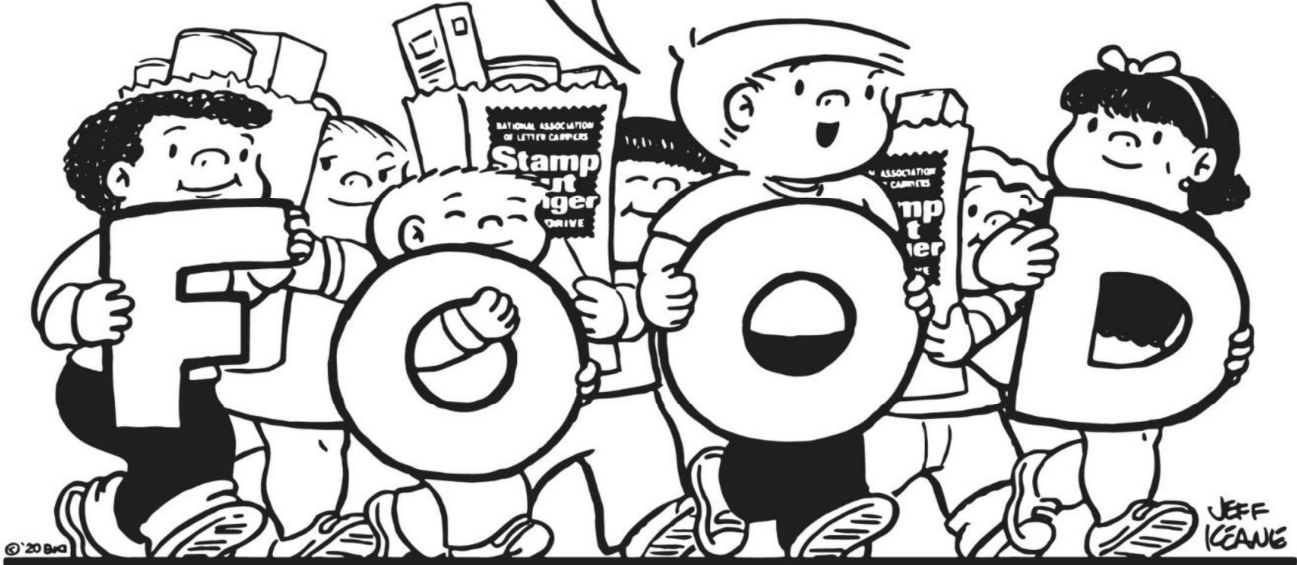
April 1	April Fools' Day
April 9	Regular Branch Meeting K of C Wilmington 8:00PM Food served at 7:15 PM
	Red Sox Home Opener
April 15	Patriot's Day
	Boston Marathon
April 22	Earth Day
April 26	Arbor Day
April 30	National Adopt a Shelter Pet Day



**Can you take me back in time
when the only one stalking me was my boss**

Thanks to Ken Bonin for this month's cartoon about the serious issue of violent crime against letter carriers.

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



Saturday May 11, 2024

From The Treasurer's Desk

As many of us are already aware, our contract negotiations have stagnated, and because of this, Dennis Nolan has been selected as a neutral party to sit in the third chair of the interest arbitration panel. This does not mean we will definitely have an arbitrated contract, as negotiations will continue, much like last year. But what it does indicate is that both the NALC and USPS are too far from each other on certain items to be able to make concessions towards one another.

The reason I bring this point up is we have seen lots of prospective "asks" from the NALC on many social media sites (notably, Reddit, which makes its way onto platforms like Facebook). It's important to understand that unless this information is coming directly from the national executive council, it's simply speculation. There's nothing wrong with speculating, but remember, it's not worth getting heated up over. I've seen countless posts claiming anything from \$2/hr. up to \$8/hr., all career workforce, CCA's will serve only a year before converting to PTF, to shortening the length to top pay, and much more. But at this point, it's simply speculative. Once a potential agreement has been reached, or interest arbitration is completed, we will have more answers for the membership. Unfortunately, based on past negotiations, I'd tell all of you to be patient and not expect to hear much for the next couple of months. Hopefully I'm wrong, but if history indicates anything, we'll have answers later this summer, or earlier in the fall.

I'd also like to take a brief moment to raise some awareness for the employees of the Massachusetts Museum of Contemporary Arts (MASS MoCA) represented by UAW Local 2110. I mentioned this briefly at our regular monthly meeting in March but I wanted to reiterate it here in the Wake Up! as it has much more reach.

UAW Local 2110 is relatively new in Massachusetts but it represents not only the employees at the Contemporary Arts museum in North Adams, but the employees of the Museum of Fine Arts in Boston, and countless educational institutes across the region.

Local 2110 is currently negotiating with the museum to raise wages from \$16.25/hr. up to \$18.25/hr. with a 4.25% general wage increase. The museum has rejected that request and is offering only a \$1/hr. increase. This would mean employees making \$17.25/hr. would earn under \$39,000, which is \$8,000 less than the cost of living in Berkshire County, according to the Economic Policy Institute. This is only going to exacerbate the poverty line in this region of Massachusetts which is already larger than the average estimated persons living in poverty in the United States. The employees of the museum are critical to the daily operations of the museum, as well as the preservation and events that take place here. These employees showcase our art, educate the public, and play an invaluable role in preserving history across the United States. Members of Local 2110 have been on strike since March 6 and in negotiations since October of 2023. Tuesday March 19, union members voted to reject a new offer from Management and workers continue to picket.

Members are outside of MASS MoCA, picketing and asking for support daily from 9am-3pm. Please, if you find yourself in the area, do not cross the picket line. We are all members of a strong and highly organized union, we must do our part to stand in solidarity with our brothers and sisters of Local 2110. I'll include two QR codes that can be scanned from your phone if anyone is interested in donating to their hardship fund or wants to spread their message across social media.

Ways you can support us:

- ✦ **Join us on the picket line starting Wednesday, March 6, 2024!**
- ✦ **Donate to our Strike Hardship fund to support striking workers!**
- ✦ **Tell MASS MoCA to DO THE RIGHT THING** and offer a fair wage and cost of living increase! Email MASS MoCA Director Kristy Edmunds: kedmunds@massmoca.org
- ✦ **Show your support** on social media! Follow and tag @MASSMoCAUnion on Instagram, and use the hashtags #massmocaunion #faircontract.



From The Treasurer's Desk (cont.)

Lastly, if you haven't seen it, Senator Gary Peters, who has direct oversight of the Postal Service is calling for a pause in Louis DeJoy's "Delivering for America" plan. Currently, there is large bipartisan concern regarding the plan, as current mail service continues to degrade. Part of DeJoy's Delivering for America plan is to create roughly 60 large centralized processing centers across the country over the current model of satellite stations, as well as an "optimized collection plan" that will allow Postal Management to leave outgoing mail in a station overnight instead of sending it to a distribution plant for processing. Personally, I believe the latter will only continue to exacerbate the issue of timely delivery and degrade the service even further, but only time will tell. As it appears, Indianapolis and Fort Wayne, Indiana, are the next two facilities targeted in the current plan.

Only a single regard,

James Metilinos

The Union Is You!

In last month's issue of the Wake Up! our President wrote on the subject of dignity and respect in the workplace and maintaining a mutual respect atmosphere. I would like to take it a bit further and talk about a toxic workplace and how we can make better choices. Do you feel comfortable going to work? An office where an employee feels uncomfortable, intimidated or scared is a toxic environment, and that toxicity is putting tension on us as a union. From what I read and hear, toxicity is prevalent in every office across the country.

We've all experienced it at one time or another. Carrier-on-carrier confrontation has gotten out of hand and needs to stop. Us letter carriers shouldn't be arguing, picking on, mistreating, tattling on, or any other hurtful action towards one another. In fact, we should be standing up and protecting each other; watching over and helping one another. As stewards, we often ask for statements from carriers to assist us in the grievance process, so if you see something happen, write it down. This toxicity I see and hear about is making us weak and creating a divide in our unity.

The Union Is You! (continued)

When confrontation arises between us on the workroom floor, this gives management an opportunity to divide us further. Don't let this happen. Speak up. Talk to your steward or call the branch office. I'm sure I'm not alone in saying management, at times, contributes to toxicity on the workroom floor. I'm not saying they all do, but the ones talking about our brothers and sisters in our office are clearly not "Maintaining a Mutual Respect Atmosphere." "When management broadcasts personal information to other carriers, such as why someone called in, or maybe that they submitted a 3996, this can lead carriers to add pressure to certain individuals in our office.

This is causing those carriers to feel uncomfortable on the workroom floor. This could cause poor attendance issues because those carriers affected don't want to face the toxicity. We need to stop fighting with each other and start caring about one another as carriers. We should treat each other as a family, with dignity and respect. Put your issues aside while you're on the clock. There's no reason to be casting judgment or talking poorly about a fellow brother or sister letter carrier.

As a Steward for Branch 25, I have gotten to know many individuals and it's changed my outlook. You don't really know what's going on in those letter carriers' lives outside of work. The workplace could be a place where a carrier gets away from their issues, an escape from something stressful. We do not need to add more. Stop that toxic behavior and support your fellow brother and sister. Protect one another, and this will make us stronger. Us letter carriers can't be united without you.

This Union is YOU!

Doug Murray

Branch 25 Directory of Officers

Daniel P. Wheeler	President
Paul G. Desmond	Executive V.P.
Anthony Bossi	Vice President
Joe Stearns	Secretary
James Metilinos	Treasurer
Kenneth Dusombre	Health Benefits Rep.
Jim Salvati	Safety Officer
Doug Murray	Sergeant At Arms
Dan Raske	Chairman of Trustees
Bruce Johnson	Trustee
Tony Porciello	Trustee
Bob Cronin	Trustee
Gilbert Paredes	Trustee
Andrew Dencklau	Assistant Treasurer
Andy Coan	Assistant Secretary
Jeremy Provost	Assistant Safety Officer
James Tuttle	Assistant Wake Up Publisher
Wesley Tugman	Assistant Health Ben. Rep.

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

From the Secretary's Desk

Well So much for April showers seeing we got them all in March. As Chandler Bing would say "could it be any wetter!!!!" I hope those who celebrate had a nice Easter, as I type this, they are forecasting good weather for it. Hopefully they are correct. The 3rd week of April is school vacation week here in Mass, so beware of the kids all running around. This also means the dreaded April 15th Tax Day, hopefully you get some back.

I have two things I want to touch on this month. First by the time you read this some of you might have received a call from one of our branch officers. This call is about donating to the LCPF. Now before you skip ahead to the next paragraph, just think about this. I am not a very political guy, to be honest I don't think highly of most politicians. They are a necessary evil for us with their influence and control of the USPS. When I go to the polls I vote my job, whether that is a democrat, republican or independent. This is what the LCPF does for us. It helps us get things done in congress that are

From the Secretary's Desk (cont.)

important and/or necessary to our livelihood both now and in retirement. We cannot talk about this while on the job due to the Hatch Act. This is why you are getting calls while off the clock. The NALC is not allowed to use dues money to support our Pac like other companies, so we need the help of the membership to keep this funded. If you got a call and decided to donate, then I thank you. If you are thinking about it, then thank you for that time as well. For those still not called yet, thank you for the time we will ask you for. It doesn't take long to sign up and we can help you right over the phone. Again, a grateful union thanks you.

Second is an issue I as Secretary need help with. I receive wakeup's back for carriers that are both retired as well as active. I also need help sometime with new CCA's or PTF's if I can't read their address or if I am not sure if they are still with us. I usually text one of our stewards or branch officers for help. However, there are some offices we do not have stewards I can call to help me with this and believe me I need this help. Also let me preface this by saying that I am not asking anyone to step up and be steward. I just need someone I can email or text when I need help with an address or info. I would appreciate anyone who could help me out. You can contact me using my email listed at the bottom of this article. These are the offices I currently need someone to be able to contact: Acton, Amesbury, Andover, Burlington, Gloucester, Holliston, Ipswich, Lawrence, Lynnfield, Manchester, Maynard, Merrimac, Methuen, north Andover, North Chelmsford, North Reading, Reading, Rockport, Hamilton/Wenham, Topsfield, Wakefield, Wilmington, and Winchester. I thank anyone in advance who would be willing to help with this.

As I always end this if you have moved, please update your address with the branch. You can call, write, or email me at JESBR25@gmail.com. See you at the branch meeting April 9th.

Snapple Fact # 144 Texas is the only state that permits residents to cast absentee ballots from space.

Joe Stearns



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 your employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- 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. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using ELECTRONIC FUND TRANSFER

Through a MONTHLY Electronic Fund Transfer, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute (ex: \$5 donation each month for twelve months, totaling \$60 for the year).

Electronic Fund Transfer Authorization

Fill out and return this form with a voided check to the address below

I, _____ (your name) hereby authorize my bank to deduct from my checking

account the MONTHLY sum of:

\$30 \$25 \$20 \$15 \$10 Other: \$ _____ PER MONTH and forward that amount to the

Letter Carrier Political Fund (NALC's PAC) (Maximum amount per year is \$5,000). I make this authorization

voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch #: _____

Postal Record #: _____ Routing #: _____ Account #: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

The Letter Carrier Political Fund
100 Indiana Ave NW,
Washington, DC 20001-2144



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. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

We would like to welcome the following new members to Branch 25. Please help us in welcoming them and help them out in your stations.

- | | |
|---------------------------|-----------|
| Steven Connors | Peabody |
| Luciene Dias | Peabody |
| Christopher Diaz | Tewksbury |
| Derek Frashure | Peabody |
| Remany Habib | Dracut |
| Isaac Jaquez | Salem |
| Jonnathan Jimemez-Escotto | Lowell |
| Rocon Massiel | Haverhill |
| Archelei Petiote | Wayland |
| Camrhan Tillman | Haverhill |
| Eric Negron | Salem |
| Yelitzia Sierra Diaz | Peabody |

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

Membership Pins



At the February Branch meeting Danvers' Andy Coan (above) received his 35-year NALC membership pin. Peabody retiree Tony Porciello (below) received his 25-year NALC membership pin.



Chelmsford's Doreen Farris (above) and Branch 25 Trustee and retired Gloucester Carrier Bruce Johnson both received their 35-year NALC membership pins as well.





The 988 *Suicide and Crisis* Lifeline

988 has been designated as the new three-digit dialing code that will route callers to the National Suicide Prevention Lifeline (now known as the 988 Suicide & Crisis Lifeline), and is now active across the United States.

When people call, text, or chat 988, they will be connected to trained counselors that are part of the existing Lifeline network. These trained counselors will listen, understand how their problems are affecting them, provide support, and connect them to resources if necessary.

If you or someone you know is experiencing a mental health crisis, call or text 988 immediately.

The previous Lifeline phone number (1-800-273-8255) will always remain available to people in emotional distress or suicidal crisis.

The 988 Suicide & Crisis Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States. They, along with your EAP, are committed to improving crisis services and advancing suicide prevention by empowering individuals, advancing professional best practices, and building awareness. Reach out to your EAP to learn more or visit EAP4YOU.com



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

WAKE UP

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Web: www.nalcbranch25.com

First Class Mail
U.S. POSTAGE
PAID
Permit No. 409
TEWKSBURY, MA



at the next meeting
April 9
K of C Wilmington
8:00 PM



Congratulations to two recent retirees. Danvers' Mike Passnisi (left) and Lawrence's John Bradley were both recently recognized on their last day on the job. Good luck Mike and John!