



WAKE UP!

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Branch 25 President Dave Barbuzzi with Board of Trustees Chairman and workers comp guru Ron Noviello. Congratulations to Ron on receiving his gold membership card, given to members who have reached 50 years of NALC membership.

President's Message

I'm happy to announce that this year's winners of the Branch 25 scholarships are Sara Leger and Raymond Quigley. Sara is the daughter of Topsfield carrier Joseph Leger and Raymond is the son of Bedford carrier Rebecca Quigley. Both students have been invited to attend the May branch meeting and receive their awards.

Speaking of scholarships, the branch just held another successful scholarship breakfast on April 15. Bob Sullivan, retired out of Tewksbury, led a cast of volunteers that included in no particular order: Rich Donlon, Bob and Alice Cronin, Dan Raske, John McNulty, Andy Coan, Jim Nutter, Jack Lyman, Mark Brown, Dave Ferris, Rick DiCecca and myself.

There will be another DUO taking place in the branch. Danvers will be DUO'd into the Peabody installation no sooner than 60 days from now. NBA John Casciano and I will be meeting with management in the beginning of May to discuss the process. As with any other DUO, there will be a 30 day period where the parties will negotiate what provisions from each of the two current existing LMOU's will survive the DUO.

In other news around the branch, we just concluded a two-day hearing for Marblehead's route inspection arbitration. Marblehead carriers Ron Linnane, Lorri Rocker, Jim Acciavatti, Joann Lundin, and Steve Lopez all testified at hearing and they all did a fantastic job. Our own route inspection Dan Wheeler also testified as an expert witness and he too did an outstanding job. The Union will be submitting its brief on April 27 and the arbitrator has 30 days from then to render his decision. I am very much looking forward to closure on the bungled adjustments.

You can never accuse OPS of caring too much. During the recent arbitration in Marblehead, the Manager of OPS, Mike Shea, testified that the Marblehead office was to be reinspected the next to the last week in May. There could not be a worse week to inspect any office. Mail volumes will be bottoming out. The decision to reinspect at this time represents a vindictive slap in the face to the hard-working letter carriers of Marblehead.

The 71st Biennial Convention of the NALC is just around the corner. When there are retiring national officers there is a retiree dinner held in their honor. If you read the Postal Record, you will have noticed that our very own Randy Keller has retired as national trustee. Randy will be one of the honorees at the dinner.

I just received a letter in the mail today from NBA John Casciano. John has notified the Branch Presidents that he will not be seeking reelection and this is his final

term. Both Randy and John have served us well for some 20 years and I look forward to celebrating their upcoming retirements with them in Detroit.

It doesn't look like it's going to be a pleasant summer for letter carriers. On a positive note, with the lifting of Article 12, CCA's are being converted to regular at a steady clip. However, there is a large deficit of CCA's throughout the branch. Some offices are understaffed by more than 20 carriers! Carriers are being forced to work overtime now, in April, and the prime time leave quotas haven't even kicked in yet.

Please, don't cut corners in order to get out of work early. You can not be disciplined for being late if you are doing your job and following all the rules. You can be disciplined for making up time and ignoring some of the rules. Your safety and health is the most important thing. It is more important than the delivery of the mail. Remember that if you're thinking about not curbing your wheels, not setting your brake, or not wearing your seatbelt.

The food drive is also just around the corner. The Essex County offices will be receiving the food drive bags shortly. These bags do a great job in increasing the amount of food collected. Tewksbury will also be receiving bags. Tewksbury has a very pro-active food pantry and they have purchased bags to distribute to increase their food totals.

In years past, I have reached out to the active letter carriers. This year I would like to reach out to our retirees. Please help out your letter carriers. The job is much more difficult with every year that passes. If you can, please make arrangements (you can call the Union office to do so) to drive through your town and take the food from the letter carriers and bring it to the pantry. This small act will make the active letter carriers' day immeasurably better. I look forward to hearing from you.

Stay informed!
Dave Barbuzzi

Secretary's Report

"Do you accept the job offer?" That's what I was asked back in 1987 and I think I said "Um, Ok." I had taken the Carrier/Clerk exam at 18 and forgotten about it until I got the call at 21. Fast forward to 2018, "Do you accept the job offer?" "Um, Ok." This time around I had checked off boxes on a list of post offices I would be interested in transferring into the Custodial craft should custodial positions open at those stations. I didn't really think anything would come from filling out the list several months ago. *(continued next page)*

Executive Vice President's Report

At the April branch meeting we had Food Drive posters to hand out to any of the stations that wanted to hang them around the communities they deliver to. We will also have them at the May meeting if anyone couldn't make the April meeting and would like to take a few to hang throughout their community. The meeting is on May 1 so there will still be time to spread the word of the May 12 Food Drive. Remember to ask permission to hang them first, especially if it is in a business or public building, such as a supermarket or library etc. Most businesses will gladly allow us to advertise the Food Drive. Last year we collected over 75 million pounds nationally.

There is a great article in the April issue of the Postal Record, written by NALC Vice-President Lew Drass. It describes the process of the Postal Service notifying the NALC of it's intention to implement a new program to replace the Safety Captain Program. This would be called the Safety Ambassador Program. For multiple reasons the NALC is asking carriers not to participate in this Ambassador Program, one is that the USPS will not guarantee that "peer on peer" observations will not be used for disciplinary purposes. This is unlike the Captain Program. Also, the installation head will make the final decision as to who will participate in the Ambassador Program, not the NALC as is the process in the Captain Program. For all the details please read the article, and if asked to participate in the Ambassador Program, I would suggest a simple "no thanks". There was also a text message sent out via the NALC app suggesting carriers to not participate in this program. It is strictly voluntary. Any carrier that is instructed to participate should contact their steward or the Union office.

Just want to make it clear that the proper method of delivering parcels is not to simply run to the door and leave the parcel and run back to your truck. I have been told by some carriers that this is the expected procedure in their stations. This has become a big issue since the increase in parcel volume. I recently was told by a route examiner after an inspection that they have no intention of giving the carrier time to wait at the door for every parcel. Sorry, but that is what it says in the M-41, we are required to attempt delivery at the customers door. The M-41 is the carriers handbook that should be at every route case. Even if the parcel has the endorsement "leave if no response" we are still required to attempt delivery at the door. That means ringing the bell and waiting a short period of time for the customer. The parcel then must be left at a safe spot. If you just leave the parcel without attempting delivery, certainly you will finish earlier, but you will also be reducing your average street

time for any future route evaluations. Twenty or thirty parcels a day makes a difference.

Keep your head up!
Paul Desmond

(Continued from previous page)

Well a Custodial position has opened in Peabody, the station where I have carried for 31 years, and I have accepted it. L'Enphant Plaza made my decision much easier with layer upon layer of "innovations" year after year. My wife can tell when it's been a busy day at the PO. She tells me that my right thumb has been twitching in my sleep like I'm still scanning barcodes. So perhaps it's best that I switch crafts before I sleepwalk and deliver my pillow on somebody's porch at 3AM.

After some confusion, all on my part, I have been informed that I will be able to continue as branch Secretary. This is a huge relief to me as I was really torn at the thought of having to step down as secretary and leave the office term unfinished. So, thanks President Barbuzzi for setting me straight on that. I just thought that I would inform the membership in case people see a guy that looks like me sweeping floors and polishing porcelain. Yeah, that'll be me.

In Brotherhood,
Andy Coan
Secretary

Calendar of Events

May 1	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
May 5	Cinco de Mayo
May 8	VE Day (Victory in Europe)
May 12	NALC FOOD DRIVE
May 13	Mothers' Day
May 15	Police Officers' Memorial Day
May 19	Armed Forces Day
May 26	Step upgrade for eligible former TEs
May 28	Memorial Day

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- Persian Gulf War 148
- Global War on Terrorism 6,915

These numbers will go up. The price for our freedom and our way of life is high. Fortunately for us, we have brave men and women who will stand and fight for it. So I ask you all to take only a moment out of the day to look around and see your freedom and REMEMBER THEM; a simple request. REMEMBER THEM

Semper Fi,
Andrew Coulter

“Superman is not brave. You can’t be brave if you’re indestructible. It’s every day people like you and me that are brave, knowing we could easily be defeated but still continue forward”

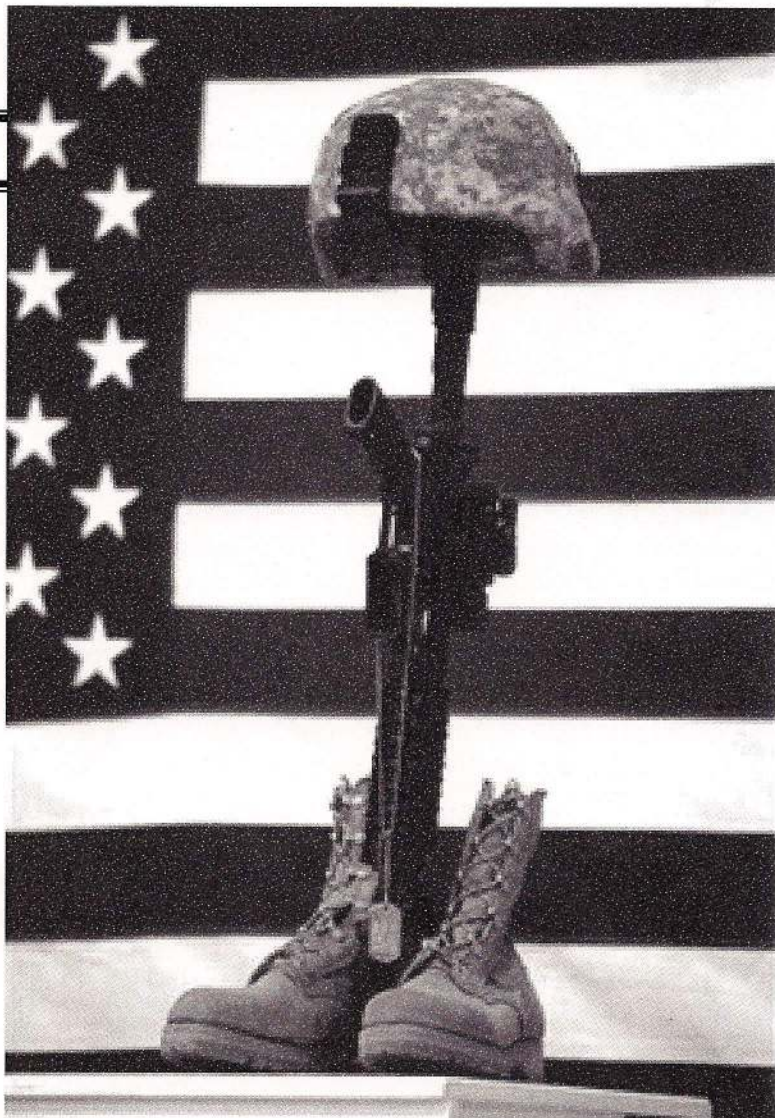
Your “Wake-Up!” is produced in-house at the Branch 25 Union office each and every month.

Memorial Day

As I started to write my Memorial Day article the movie 300 came on. The part of the movie that stands out to me is when King Leonidas gives the following order to his soldier “Return home and tell everyone to remember us”. REMEMBER THEM. A simple thing to do on Memorial Day. Remember the high price so many brave men and women gave for our freedom.

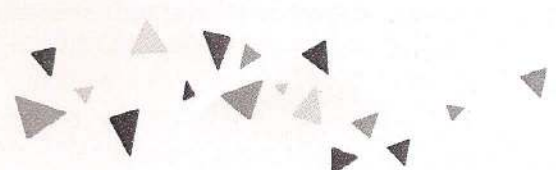
Memorial Day is not about a day off or a barbeque. It’s about them. The Soldier, Airman, Sailor and Marine who gave their life for this great country. They fought for freedom from Lexington to Gettysburg, in Germany, Korea, Vietnam and the Persian Gulf. They went all over the world to where ever this country needed them. Here are examples of the numbers of brave, selfless and honorable men and women who have given their life for this country. They fought for our freedom. REMEMBER THEM.

- American Revolution 4,435
- War of 1812 2,260
- Indian War 1,000 (approx.)
- Mexican-American War 1,733
- Civil War 214,956
- Spanish-American War 385
- World War I 53,402
- World War II 291,557
- Korean War 33,739
- Vietnam War 47,434



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Set financial goals together

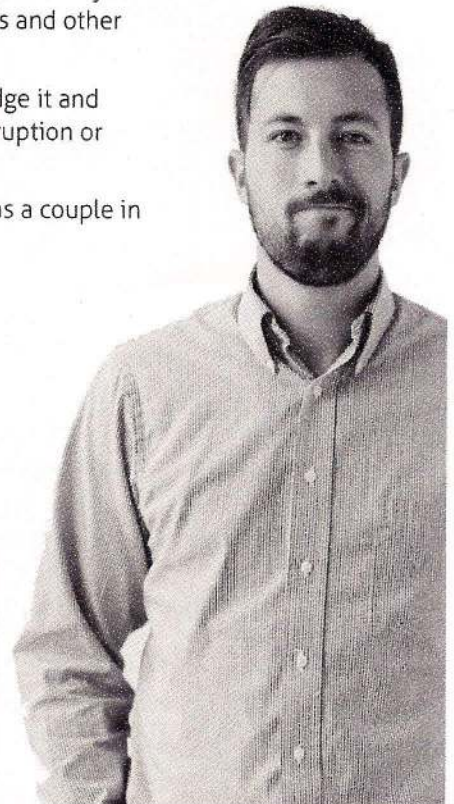
- ✓ With your partner, create a list of shared money goals that are right away, short-term (six months to a year) and longer-term (one to five years or more).
- ✓ Examples: Would you like to get out of debt in two years? Purchase a new home in five? Save for a child's education? Rank your goals.
- ✓ Estimate the cost of reaching each goal and how much you'll need to save monthly. Working together can help unite the family.

Talking about a tough topic: money

Financial feuds can poison a couple's relationship, leading to lasting hurt feelings and a decline in closeness. However, you can learn to get a fresh start and have healthier money talks.

It's common for persons in relationships to have very different views of how to handle money. For example, one person may be a saver, while the other is more of a spender. It's important to learn how to accept your differences and work out money issues together.

- If you're struggling to stick to a budget or your partner doesn't recognize the need to budget, sit down and go over your income and expenses together.
- Review everything from day-to-day expenses to your monthly bills, debts, retirement accounts and other investments.
- If there's a financial problem, acknowledge it and get feelings into the open without interruption or criticism.
- List all possible actions you might take as a couple in order to strengthen your finances.
- Everyone's ideas should be taken into account, so seek middle ground. Record your action plan.
- If solutions seem hard to find, consult with a financial coach who is unbiased and can help defuse difficult disputes.



Research clearly shows money conflicts damage relationship satisfaction. Strive to have open, honest, blame-free communication to find what's working and not working. Discuss options and make the needed changes in your spending.

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Magellan
HEALTHCARE SM

Safety

I saw a retired letter carrier today and he said he's been reading my articles. That was great to hear. That is the goal of the *Wake Up*; to reach as many people as possible and not just carriers. Hopefully some family members of ours might want to read it. If so, I think this article could be a good place to start.

The other day I saw an SUV with what I assumed was a Mom driving and a teenaged son in the passenger seat. The Mom was talking on her cellphone. There are two things wrong with that. One is, although not illegal for an adult, cell phone use is distracting. Do you really want to drive distracted with your child in the car? The second thing wrong is the example being set for the teenager. When that boy gets his license, guess what he'll want to do? And cell phone use for drivers under 18 is illegal. Of course, texting while driving is illegal for all drivers. It should be noted that although adult cell phone use is okay in Massachusetts, it is prohibited in New Hampshire, New York, and Connecticut.

Andy Pilgrim is a veteran race car driver and driving safety advocate. He says that teens take all the risks their parents take but have none of the skills or judgement their parents have acquired over the years. The good thing is if you've already done dangerous things you can tell your kids you've changed your ways and why you've changed them. This includes wearing a seat belt. Teens may not think seatbelts help much. They do. They might say, "I'm not going that far". A short trip is more dangerous than a long one because it's all parking lots, stop signs and intersections. Pilgrim's favorite is, "I'll just brace myself". He answers, "Dude, how much can you bench? - if it's less than 24,000 pounds, you're in trouble!"

Stay Safe,
Jim Salvati.

Lyrics Trivia: Who sang;

I wonder, wonder, wonder, wonder who, who wrote the book of love?

Thanks Bob!

They say the month of May brings us flowers. This coming month of May will also bring the retirement of my good friend Robert Cronin of Peabody. A 30 year Letter Carrier for the USPS and the NALC.

Bob has been more than your average mailman. He's been a NALC Shop Steward for most of those 30 years, an Executive VP of former Branch 33 and current VP of Branch 25. In his shop steward capacity, he served and represented with dignity and honor letter carriers in

Thanks Bob!

Peabody, and all stations within the North Shore. A man of integrity, very well respected amongst his peers including everyone in management.

To be a shop steward, one must possess the ABC's of the position:

Aptitude, Bob is not only intelligent, but possesses an ability to be quick witted, funny and able to articulate in lay man terms the contract so even supervisors, Postmasters and carriers can understand more easily.

Brawn, (Balls), to stand up to the egos of overzealous management personal or a pissed off letter carriers and at the same time explain the facts of a situation in a calm and straight forward way.

Caring, probably the most difficult trait to possess in the postal service on both sides of the isle. One has to really care about their fellow human being, to be a Shop Steward in your United States Postal Service or any union for that matter. It's thankless to start with. You have to deal with countless personalities. If you get paid it's little to nothing for the hours and actual time spent performing the duties of the job and it interferes with family and friends. Yet Bob has always been there, especially for the Peabody letter carriers, the Danvers letter carriers and yours truly. I ask, who else stepped up to do the job; let alone as well as Bob could and has done? His work has impacted all of our lives and for the better. "Dignity and Respect" is Bob Cronin. "Sometimes you don't realize what you had until it's gone."

Long ago Bob Cronin became one of my few best friends in life. He has not only been a true and great friend but a mentor early on in my postal career and as a steward. We have done some wonderful and ground breaking work together and have had some great times and laughs. But most of all his friendship has been dear to me.

The man who could resemble Burl Ives and get a part-time seasonal job in retirement as Santa Claus is retiring in May. I just wanted to personal share some quick thoughts and say "THANK YOU" Bob for all you have done for me personally, letter carriers in Peabody, Danvers and actually everywhere.

It would be nice if the next time you pass Bob in the isle, or ask him a question about the contract, or whether or not management can do this or that, or just to investigate a possible grievance, remember to thank Bob too..... I can guarantee one thing, you both will feel good about it. Have a "Holly Jolly" Retirement Bob, thanks again, and

God Bless, your friend,
Ed Velosa, Danvers



SAT., MAY 12, 2018

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