



WAKE UP!

President/ Editor
Dave Barbuzzi

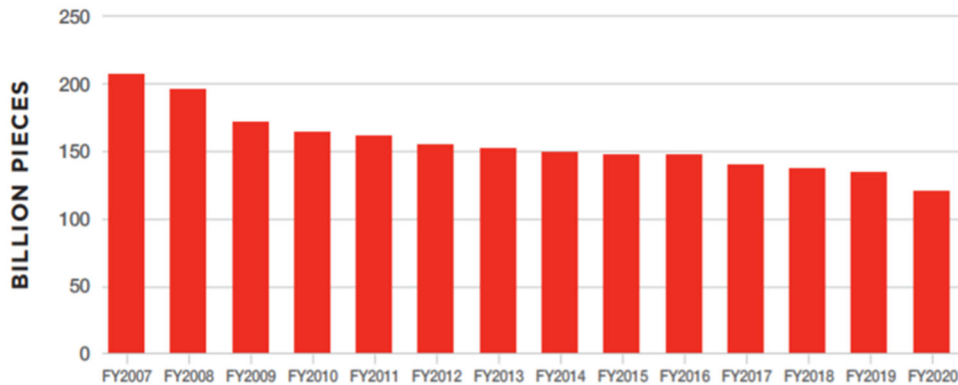
Publisher
Chris Bruno

Volume 45 Issue 5

May 2021

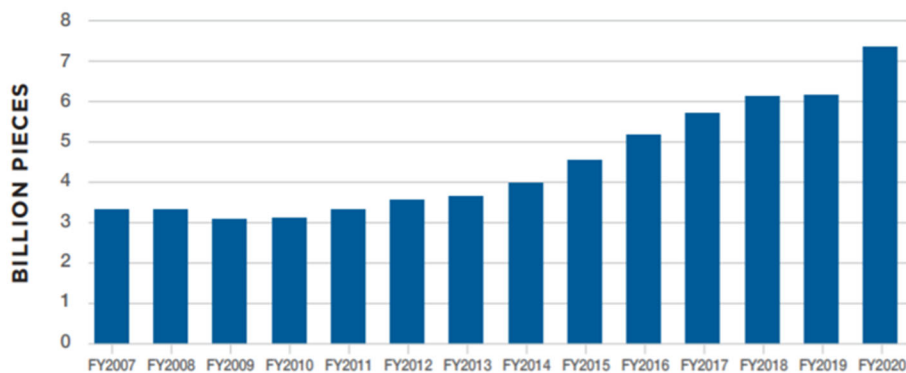
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FIGURE 3: USPS Total Mail Volume (FY2007 - FY2020)



The charts to the left provide a visual representation of data found in Vice President Dan Wheeler's article this month!

FIGURE 4: USPS Total Package Volume — Billion Pieces (FY2007 - FY2020)



President's Message

“126, 148, 485”

If you're wondering, the numbers above do not represent some sort of combination to unlock a treasure. Quite the opposite, the numbers above represent tragedy as they are the number of mass shootings in the United States so far this year, followed by the number of people killed, followed by the number of people injured in those shootings.

Honduras, Venezuela, El Salvador, Guatemala, Brazil, Columbia, and then the United States. That is a list of the 7 highest gun death rates in the world. Not a list that we should be proud to be in the top 10!

The United States, has a gun death rate of 12.21 per 100,000 of population and a homicide by gun rate of 4.46 per 100,000 of population. More than 2/3 of the gun deaths in the United States are suicides.

How do you think the United States compares regarding police shootings that result in deaths? In the U.S. there are 28.4 per 10 million population that result in death. Although the numbers are not available for every country, a sampling of countries reveals that the rates for the same 10 million population are .2 in Japan, .5 in the UK, 3.8 in France, 1.3 in Germany and 76.9 in South Africa. I am just reporting numbers, I am NOT intending to disrespect police officers in the United States. I do believe that resources and training must be improved and I do believe that some sort of reform is desperately needed.

This should not be a political issue. President Biden refers to the numbers as a national embarrassment. Is it? Let's take a look at the numbers in other parts of the world. The numbers in parenthesis after each country listed below represent total gun deaths per 100,000 of population and total gun homicides per 100,000 of population.

- Japan (.06, 0)
- United Kingdom (.23, .06)
- Spain (.62, .15)
- France (2.83, .21)
- Italy (1.31, .35)
- Greece (1.52, .53)
- Germany (.99, 1.01)
- South Africa (8.3, 8.2)
- Columbia (18.65, 17.74)
- Jamaica (30.72, 30.38)

I would tend to agree that the gun death rate and the homicide by gun rate in this country are indeed a national embarrassment. Yet, many citizens, and the politicians that they elect, insist that no change is necessary. Do you think that's true?

I don't claim to have the answers, and I am not advocating confiscating EVERYONE'S guns. However,

there has to be a way to curb these death rates. Psyche evaluations, background checks, waiting periods, all seem like reasonable steps that can be taken.

In Japan, in order to purchase a gun, citizens must take an all day class, pass a written exam, and complete a shooting range test scoring at least 95% accuracy. Candidates will also receive a mental health evaluation, performed at a hospital, and will have a comprehensive background check done by the government. Only shotguns and rifles can be purchased. The class and exam must be retaken every three years. I hate to say it, but I will. If the American public were given a guarantee that the above restrictions would eliminate gun deaths in this country, they would not support legislation that would make it happen.

Why is that? Again, I don't claim to have the answer and I sure as hell don't understand why this country wouldn't support it, but I know in my heart of hearts that we wouldn't. After all, it's our constitutional right to bear arms. But, is it our right to bear arms if we couldn't hit the broad side of a barn with said arms? I don't think so. Is it our right to bear arms if at some point after we legally obtained a firearm we could no longer pass a psych evaluation? I don't think so. I think that the only people that would object are the people that may be concerned that they would fail the test.

Since the beginning of this article has probably already caused a stir with some, I may as well go "all in" and remark on something else that is in the news right now that I find repulsive and shameful. Maxine Waters' recent RESPONSE TO A QUESTION. She was asked "What should protestors do?" She responded "We've got to stay on the street, we've got to get more active, we've got to get more confrontational, we've got to make sure that they know that we mean business." Her response was referring to what protestors should do. Some in the media have said that anyone with half a brain would realize that Waters was not attempting to incite violence. Well, guess what, those that act in a violent manner at protests could be described as not having half a brain. Just as Trump's words contributed to the violence at the Capitol, then so should Waters receive blame if there are violent confrontations as a result of an unsatisfactory verdict in the Chauvin trial.

Anyone in a position that lends to people following them must be aware that what they say has consequences. If they are not, they are not qualified and should face the consequences of their words and actions.

Stay informed!

Dave Barbuzzi

Executive Vice-President's Report

As I write this it is the beginning of the April vacation for schools in Massachusetts. Last year that did not mean much, because there was no in person schooling going on, plus there was nothing open and nowhere to go, and travel was not an option with most states requiring quarantine. This year, I am noticing people are going on vacations and going out in public much more. The schools are open at least part-time, and more in some instances. I hope this is a result of approximately half of the adult population in the country being at least partially vaccinated. In another month we should be well into the rest of the population being fully vaccinated if they chose to. As we get there, more restaurants are getting closer to being fully open and I have seen the tents now going up to get ready for outdoor dining. These are all good signs both for the economy and for everyone's health, and if the meeting venues are allowed to stay open at a high capacity, we may be able to get together for our monthly meetings soon. The CDC is suggesting that if we keep wearing masks when necessary and socially distance, we may be close to living normal by the Fall.

We are starting to see the benefits of our new contract now that it has been ratified and the pay scales have been adjusted and effective as of April 10th. There will soon be carriers converted to career status as a PTF, if they have served for 2 years as a CCA, and hopefully converted to Regular status not long after if there is a vacancy in their office. One thing CCAs may not realize is that your Postmaster will probably ask you if you will accept the PTF status. They do this because you are entitled to refuse it and remain a CCA. I can't think of any reason to deny this opportunity, but I'm sure it has happened, and people have their reasons. Once you are a PTF, you establish a seniority date and start to accumulate sick leave and can carryover all leave earned. The pay is better. You also will begin contributing to and receiving a match for the Thrift Savings Plan. You will have access to the FEHB, the Federal Employee Health Plan and the FEGLI, the life insurance. Having a career designation is important if you plan to stay with the Postal Service so there usually is no legitimate reason to deny the opportunity to be converted to PTF status.

We were scheduled to have a full office inspection in the South Hamilton/Wenham station in May but that has been cancelled. There are no other stations scheduled as of now but that could change in the Fall. Inspections are not allowed from June through August unless requested by the regular carrier on a route that qualifies for a special inspection. There is always the possibility that a route evaluation process will be agreed to by the National parties that is not guided solely by the usual 6-day mail count process in the M-39, and if so we will report the particulars to the members. The best way to prepare for any evaluation process is to make sure your

office and street punches are accurate. Please don't work off the clock, I shouldn't have to say that, and don't skip breaks or lunch. These things will affect any evaluation process. Any evaluated process will most likely include the time punches currently being processed.

As we have said in the past, the OWCP process can be a difficult one, so please don't hesitate to call the Union office any time you have an injury that occurred on the job. There are a few particulars that are not explained to you when you report an injury at work, like having a doctor (MD) sign all paperwork submitted, as opposed to a nurse practitioner or physician's assistant. They can treat you, but a doctor's signature must be included. The paperwork can be daunting, but there are simple questions that most carriers injured on the job might have that we can answer from the Union office or get the answer for you from our regional office. Anytime you get a letter from the office of OWCP requesting information give us a call.

Enjoy the weather and keep your head up and stay safe!

Paul Desmond

Calendar of Events

May 1	Kentucky Derby Day
May 4	Branch 25 Monthly Zoom Meeting
May 4	National Teachers' Day
May 4	Star Wars Day
May 5	Cinco De Mayo
May 6	National Nurses Day
May 8	V E Day
May 9	Mothers' Day
May 15	Armed Forces Day
May 31	Memorial Day

Branch 25 Directory of Officers

(Continued from page 6)

David J. Barbuzzi	President
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Steve Pickett	Assistant Safety Officer
Richard Donlon	Asst Health Benefits Rep
Ron Noviello	Workers' Comp Rep.

I am not sure what to make of this plan at this point. There are some things I agree with and some things that do not make sense to me. I am not sure slowing down the mail while at the same time increasing rates is a good business model. One of things that may be big revenue source going forward, Postal Banking, was not part of the plan. There is so much to any plan for a company as big as the USPS and so many factors involved. Ten years is a long time so anything that is planned out now can change in any number of ways. I am hoping the NALC will have a big part in what happens going forward rather than mostly unilateral changes. The Postal Service also announced that it will be joining NALC and the other postal unions in a Joint Task Force to investigate and address the deplorable service, mail delays, and non-delivery of routes in certain locations around the country. Time will tell the tale, as it always does. We will see where it takes us in the future but at least there is a plan even if we do not agree with all of it.

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

In Solidarity,
Dan Wheeler

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

RSC Q (NALC)

Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

RSC Q7 (NALC)

Basic Annual Salaries																MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850	
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

Hourly Rates

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

RSC Q4 (NALC)

	CC	BB	AA
City Carrier (Grade 2)	18.01	18.51	19.01
Carrier Technician (add 2.1%)	18.39	18.90	19.41
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

	CC	BB	AA
City Carrier (Grade 2)	19.50	20.00	20.50
Carrier Technician (add 2.1%)	19.91	20.42	20.93
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three will be eliminated. Step BB and its pay rate will become the new entry step for new CCA hires. The new waiting period from Step BB to Step AA will be 52 weeks.

When it's time to start wearing the shorts and short-sleeved shirts, it's time to start using sunscreen. One of the most important things to remember with sunscreen is to reapply it every two hours. Most of us are good at that first application, but after that, we sometimes forget when it's time to reapply.

That's where a sticker called Spot MY UV could come in handy. The tiny stickers start out purple. You stick one to your skin, then apply sunscreen, including over the sticker. It will turn clear to let you know your sunscreen is working. When the sticker turns purple again, it's time to re-apply. This seems like a great idea to monitor kid's sunscreen. Kid's will also think the purple sticker is cool.

Some other good news is that the TSA will now allow full-sized bottles of sunscreen in carry-on luggage. This change is a result of a legal challenge by dermatologists from Brown University. The challenge was based on the fact that sunscreen is needed in order to prevent skin cancer, and so it should be regarded as an essential medical item. You *do have to declare the sunscreen to security officers at the checkpoint for inspection.*

Now some people may not think this is a big deal but it will save you some money. First of all, a 3oz size of sunscreen can cost three times as much as an 8oz bottle. And a 3oz size would not even last a whole day and if you are on vacation for a week or two, you would be buying a lot more. And like everything else you buy on vacation it is usually more expensive. Also, with a larger bottle you will be more likely to reapply when necessary.

Stay safe,

Jim Salvati

Song trivia: With a title relevant to the article topic, this song was released in 1971 and went to #6 on the R&B charts. The writer and performer passed away in March of 2020.

If you know, say I know, I know, I know...


Psychosomatic (adj.) pertaining to or involving both mind and body. I am a rank amateur when it comes to medicine but there are some things that are fairly obvious; among them is psychosomatic nature of humankind. The body and mind are so intertwined that the state of one often affects the state of the other and vice versa. Examples are a person fainting while witnessing a catastrophic event (body) or becoming depressed when hearing very bad news (mind).

The above is timely and relevant because in my judgement, not since 9/11 we as Americans experienced such physical and emotional trauma. Witness the increase in domestic violence, depression and other societal maladies. I'm reminded of the words of wisdom written by our Director of the NALC Health Benefit Plan as expressed in a recent issue of the Postal Record: "It's OK not to be OK." If you think this applies to you, a fellow letter carrier, a relative, a friend, etc., you CAN take action. If you SEE something, SAY something. For active letter carriers there is the Employee Assistance Program. As it so happens you may have noticed in the April issue of the WAKE UP that the EAP touches on this subject. You can contact the program by either telephone (800-327-4968) or online (www.EAP4YOU.com) For retirees the best place to start is with your primary care physician. He or she can prove to be of valuable assistance.

In past articles I've expressed concern about COVID-19 with regard to complacency and surges. Unfortunately, my concern has been realized—40,000 people at a baseball game and, as I write this, surges of the virus in 18 states. PLEASE! Continue the protocols as put forth by the Centers for Disease Control. If we don't, the proverbial light at the end of the tunnel will grow dimmer, not brighter.

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



Vice President's Report

It has been a rough and rocky road for the Postal Service in the last couple of years. There is universal agreement structural and organizational changes must be made to ensure the future of the Postal Service and with that the future of our jobs. On March 23 Postmaster General Louis DeJoy released *DELIVERING FOR AMERICA Our Vision and Ten-Year Plan to Achieve Financial Sustainability and Service Excellence*. This is a 10-year reform plan which proposes to balance the Postal service's finances by 2030 and to avoid projected losses of 160 billion dollars over the next 10 years if the current course is followed. The plan covers 59 pages, and the bullet point goals are as follows:

- A strengthened public service mission
- Service standards that foster service excellence
- A bold approach to growth, innovation, and continued relevance
- Environmental stewardship
- Best-in-class mail and package processing
- A modern, transformed network of Post Offices
- A fully optimized surface and air transportation network
- A stable and empowered workforce
- An organization structured for success
- A supportive legislative and administrative framework
- A more rational pricing approach
- Financial sustainability and investment

All those things sound great! The question is what does this really mean and how do we get there? First, there are many parts of this plan the NALC is in agreement with. The same day the plan was released NALC President Fred Rolando made a statement in reaction to the plan. President Rolando said "We have obvious concerns with certain operational elements of the plan, but we look forward to engaging the Postal Service in productive discussions regarding any changes to ensure that our members' contractual rights and career interests are protected and that we achieve timely and reliable service to the American people. We will also engage in the Postal Regulatory Commission's (PRC) legally mandated review process for any proposed service changes." Some issues that the NALC agrees with: maintaining 6-day delivery and 7-day parcel delivery, a \$40 billion dollar investment in new vehicles, Medicare integration and repealing the retiree health care pre-funding mandate everyone has become so familiar with.

The report lays out some of the issues that have brought us to where we are right now. Domestic mail revenue has declined by 36% in the last 14 years. In 2007 domestic mail revenue was \$60.6 billion and in 2020 revenues were \$38.7 billion. Mail volumes have

declined by 42% in the same period with First-Class Mail dropping by 45%. One of the major issues in the report was the fact that we are delivering less mail to more delivery points. We have been adding approximately 1 million delivery points per year. In 2006 we delivered on average 5.6 pieces of mail and packages to every delivery point. In 2020 the average number dropped to 3.0 pieces. The Postal Service estimates this trend will continue and projects the average number of pieces per delivery point to drop to 1.7 by 2030.

One positive has been package growth. Package volume was 9.9 billion pieces in 2007, increased to 21.5 billion in 2018, slowed to 22.8 billion pieces in 2019 and jumped to 28.5 billion pieces in 2020 during the pandemic. Although the package volume jumped by 19% during the pandemic this was ten points lower than the 29% market growth rate according to the report.

This brings the report to the issue of our mail processing network. As any active carrier who has waited for late DPS, seen uneven mail flow or the fact that sometimes it seems impossible to get CFS or mark-up mail to go where it is supposed to go mail processing is a big problem for us. The USPS has 21 National Distribution Centers (Springfield MA is the only New England NDC), 250 Processing and Distribution Centers, 18,000 Delivery Units and 30,000 Post Offices. According to the report the current network is outdated and misaligned for the current operation. Less than 50% of sorting machines are being utilized on a daily basis and more than half of processing facilities do not meet their targeted schedules. The Postal Service has not met its own First-Class Mail on-time goals since 2012.

The report attributes much of this problem to the fact that the air transportation of First-Class Mail is inefficient and costly. The plan is to switch most First-Class Mail to ground transportation and to slow it down by giving it longer service target times. Although they did not give exact numbers it seems like the plan is to increase rates while slowing down First-Class Mail. There is a lot of other stuff in the plan, but these are some of the major issues it addresses. Not everyone is as cautiously optimistic as the NALC's statement is. Senator Tammy Duckworth (D-Ill) said PMG Louis DeJoy "is a clear and present danger to the future of the Post Office" after the release of the plan. Representative Bill Pascrell (D-NJ) called on President Biden to fire the entire Board of Governors, who he says are "compliant in DeJoy's sabotage of the Postal Service". As of now, DeJoy seems to have the support of the Board of Governors. Chairman Ron Bloom disagreed with the detractors, saying that DeJoy has his "full support".

(Continued on page 4)

Your EAP is *versatile*.

The USPS Employee Assistance Program offers wide-ranging services to support Postal employees and family members.

Your EAP has the counseling tools and resources designed to help you face life's challenges. The tools we offer can help address issues ranging from anxiety and addiction to insomnia, chronic pain and stress. We also offer mindfulness and meditation training, assistance in coaching to improve leadership skills and tools to increase overall wellness.

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WAKE UP

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at the next meeting
May 4th
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Regular Branch Meeting

Time: May 4, 2021 08:00 PM

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