



# ***WAKE UP!***

President/ Editor  
Daniel P. Wheeler

Publisher

**Volume 50 Issue 5**

**May 2026**

---

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

---



Peabody Carrier Tom Bailie Received his retirement gratuity and certificate with 37 years of service. He was joined by fellow Peabody Carriers. Congratulation's on your next stage of life!

---

---

## President's Message

---

---

I would like to start this month's message with a thank you to everyone who came out to our rally on May 3 in Beverly. This event was originally scheduled for February but was postponed due to snow. Unfortunately, we couldn't outrun the weather entirely; it did rain a bit, but we were able to have it this time. Thanks to Richie Donlon for doing much of the setup work, getting the event logistics in place, and lining up some of the guest speakers. Thanks to Branch Secretary Joe Stearns for taking the lead on getting everything lined up on the day of the rally. I would also like to thank NBA Rick Dicecca, RAA's Kenny Janulewicz, and Tony Bossi for being there.

At this point, the NALC and the Postal Service are about seven weeks into negotiations on our next collective bargaining agreement. The NALC has presented and discussed numerous proposals concerning wages, hours, and working conditions. My guess, based on nothing but my own opinion, is that this agreement will be an arbitrated award rather than a negotiated one. I think I speak for all members when I say I hope this agreement is settled more expeditiously than the last one was!

Route inspections at the Woburn S & DC have been completed as far as the actual inspections go. They are far from completed, though. Currently, we are in the process of doing the first round of carrier consultations. The mail volume during the weeks of inspection was not great, which is often the case during route inspections. We are in the process of going over the inspection data and taking the carrier's comments into consideration in order to calculate what times have been appropriately used and what times have not.

One of the issues we are dealing with is reviewing all the deductions management takes from the carriers during the inspection. We are seeing a lot more of this than we did during the inspections that were done last fall. Some of these deductions are downright petty. We have seen them deduct time for carriers stopping to tie their shoes, fill up their water bottles, put on their raincoats, wait for customers to hand them outgoing mail, and use the package lookahead feature on their scanner. All these deductions have been noted during the carrier consultations and will be addressed as we move forward through the process.

We recently had a "local meeting" in Lawrence for the carriers there. These local meetings can be a good opportunity for members to get together and discuss any issues or questions they have in a non-postal setting.

We are limited as to how much we can really get into on the workroom floor. These days, due to the mail volumes being what they are, carriers don't even spend that much time in the office anymore and aren't able to talk much with other carriers in the building at this point. If any of our offices

would like to hold one of these local meetings, please reach out to the branch office, and we will set something up. We just need a location to hold the meeting and pick a night, and we can put something on the schedule.

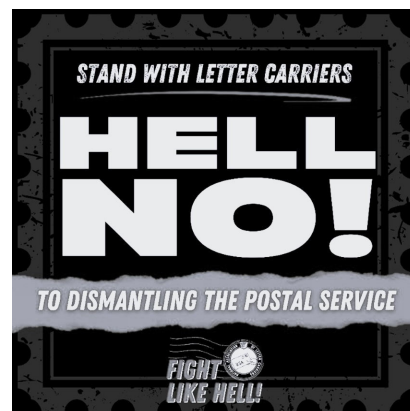
We are currently seeing, and have been for a while, a lot of PDIs for attendance. These PDIs are often followed by management issuing discipline for attendance. One of the things that often comes up during these PDIs and the grievance process for the discipline is the Family and Medical Leave Act (FMLA). FMLA, for those who don't know what it is, is a federal law that allows employees to take either paid or unpaid leave to cover a qualified medical condition, for themselves or a qualified dependent.

FMLA is a great thing for us as letter carriers because it protects us from management using the qualified absences against us in attendance discipline. It's not a bad thing, it's a good thing. I think sometimes, because management may be offering it, the employee is hesitant to apply. The fact is that it can only help. Management is actually obligated to offer it to the employee if there is reason to believe the absence may qualify for it. You can also go to [nalcbranch25.com](http://nalcbranch25.com) and find the forms under the carrier resources tab. It's disappointing to handle discipline, knowing that some of the absences management cited would have been protected by FMLA if the employee had taken the time to apply for it. Please reach out to the branch office with any questions regarding FMLA or how to apply for it.

We will be holding two branch meetings this June, due to a lack of quorum at one of our meetings this winter because of the weather. Our last meeting before the summer break will be on June 23. As we have done in the past when we have needed a second June meeting, we will be grilling hot dogs and burgers. If you haven't been to a meeting this year, please consider coming out!

In Solidarity,

Dan Wheeler



## Executive Vice-President's Message

The route inspections in Woburn are complete, and we have been going through the data and consultations with the carriers for a few weeks now. There are still more consultations before any adjustments can be discussed. It is obvious that the route inspection team and their examiners have one thing in mind, and that is to deduct as much time as possible from our street times. There must be bonuses for the most ridiculous deductions. Examiners are required to be knowledgeable about the units they are observing, and they know nothing about the SOP in the Woburn building or the territory they are in. There is not even a hint of trying to figure out what is most representative of the routes. They are making deductions to street times, when the function is part of the office SOP. Simply put, they are trying to steal as much time as possible. Remember, once a route inspection is over and the adjustments have been made, it is your obligation to inform management of the need for OT or auxiliary assistance with Form 3996. Management will almost always take the lower of the 1840B time and the week of inspection time regardless of the volume of mail or any of their ridiculous deductions. Local management in the Woburn installation has not had any role in the route inspection process, except to go on the street and instruct carriers to drive/walk faster or question them on recurring functions that have been part of their delivery for years. Also, examiners question the use of restrooms instead of port-a-potties, which is ridiculous. Just for the record, route examiners are there to observe and collect data, not give instructions. This is all at the direction of the route inspection team, so don't expect your managers to defend their operation during a route inspection. Do everything right year-round to ensure the 1840B time is close to the week of inspection time. You don't have to use filthy bathrooms or port-a-potties just because you are at work. Be ready to speak up at the consultation, it is part of the process. If your office is being examined, please attend any training being offered by the branch.

I want to mention something that is not a good thing but part of reality today. Sometimes the Postal Inspectors or the OIGs install video devices inside our vehicles. It is not an everyday thing but usually just when management feels that something suspicious might be going on, or the postal service is notified of some illegal activity. It seems that this happens mostly when illegal drugs are involved. I am not saying you should be worried about any devices in your vehicle, because there is only a

miniscule percentage of employees involved in anything illegal, but I just want carriers to be aware that this does happen from time to time. There could be a device in your vehicle meant to record someone else. Management is not required to notify the carrier the device has been installed in the vehicle.

The national agreement will expire by the end of May, and the parties are negotiating as we speak. I don't expect a long, drawn-out negotiation because of the short timeframe since our last agreement was signed. There should be updates on the members only portal on the NALC website. We have a branch meeting coming up on May 12<sup>th</sup>. I hope to see more carriers there with the weather getting better. Keep your head up!

Paul Desmond

### Calendar of Events

<b>May 4</b>	<b>Star Wars Day</b>
<b>May 5</b>	<b>Cinco De Mayo</b>
<b>May 10</b>	<b>Mother's Day</b>
<b>May 12</b>	<b>Regular Branch Meeting K of C Wilmington 8:00PM Food served at 7:15 PM</b>
<b>May 25</b>	<b>Memorial Day</b>
<b>May 28</b>	<b>National Burger Day</b>

## Branch 25 Directory of Officers

Daniel P. Wheeler	President
Paul G. Desmond	Executive V.P.
Gilbert Paredes	Vice President
Joe Stearns	Secretary
James Metilinos	Treasurer
Wes Tugman	Health Benefits Rep.
Justine Masters	Sergeant at Arms
Dan Raske	Chairman of Trustees
Bruce Johnson	Trustee
Tony Porciello	Trustee
Bob Cronin	Trustee
Sandi Mannas	Trustee
Jeremy Boucher	Assistant Safety Officer
Mike Pinto	Assistant Secretary

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

### **PLEASE REACH US AT:**

***nalcbranch25.com***

***(978) 658-5820***

President Dan Wheeler      ***dpwbr25@gmail.com***

Executive VP Paul Desmond      ***pgdbr25@gmail.com***

Secretary Joe Stearns      ***jesbr25@gmail.com***

Treasurer James Metilinos      ***jmetbr25@gmail.com***

## Welcome New Members

Acton	Michael McMahon, William Gray
Amesbury	Emma Burzynski, Krista Hemmerdinger
Andover	Francisco De Pinho, Gilbert Rossetti
Bedford	Patrick Hughes, Duncan MacNevin
Beverly	Odene Germain-Lubin, Mark Manfra, Laura Shupp, Joseph Waiksnis, Meaghan Zipper, Brendan Burns, Brenton Sullivan
Billerica	Jeni Andrade, Aaron Sprague, Michael Pastorello, Briana Tognarelli, Sean Kelly, Noah Leclair
Burlington	Michael Hurley, Chang Lee
Dracut	Derek Sampson, Carlos Escalera, Steven Toro, Kassie Mcmanus
Gloucester	Shaylen Rose, Joseph Mandes
Haverhill	Andrew Holley, Shawnie Martinez, Michael McCurley, Clayton Strumpfler, James Averill, Atlin Paquette, Christopher Hall Jr, Ryan Lavallee
Lawrence	Cory Tremblett, Richard Dragon, Rosselin Florentino, Andy Garcia, Daniel Melendy
Lowell	Hiral Shah, Jamie Hui, Jeffrey Woodman
Marblehead	Michael Bates, Justin Scarpuccio, Mark Cherubin
Maynard	Nick Don, Jean Lamour
Merrimac	Katherine Kulda
Newburyport	Kassidy Kennefick, Craig Penno, Alyssa Rodrigues
N Chelmsford	Orielton Domingos, Adam Lajoie, Christopher Suon
Peabody	Liam Walker, Katie Hayward, Lucas Kaestner, Jason Silva, Allen Preval, Terence Corcoran
Salem	Stephanie Mendonca, Gessica Prophete, Terrell Brister, Sean McNulty, Felix Torres-Ortiz
S Hamilton	Rhianna Smith
Sudbury	Corey Norton
Wayland	Josiah Clenord, Louis Covino, Leo Gillespie, Peter Gomez, Carla Portela

*The opinions expressed in the Wake Up! are those of the authors. They do not reflect the opinions or views of Branch 25 or the National Association of Letter Carriers.*



### **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



## From the Secretary's Desk

So, it looks like winter has finally left us and spring is settling in. Let's hope it warms up quickly. This time of year, is also when most of my snowbirds start coming back from their winter hibernation. If you have missed getting some of the wakeups or even the Postal Record, then please contact the branch office so we can verify your address. For all members of the branch, if you know of anyone not receiving mail from us or national have them contact us to update their information.

I just had a carrier in my office having trouble signing into Liteblue. He had forgotten his password, and he had to have a temporary password sent to him. He said he did it a few times and never received anything. I reached out to our NBA's office and was told that the letters sent to you are non-descript. They have nothing on the outside that says it is from the postal service; they just look like junk mail. So, if you have to request a new password, then make sure you check all your mail until you receive that letter with your information.

During the last couple of months, I helped out at the Woburn SD&C for the inspections a few times. Seeing how the upper management there was treating the carriers I can only refer to the old adage "You can't make this \*\*\*\* up". I have 21 years of experience in the postal service and just when I think I have seen it all – well welcome to Woburn. It still surprises me with all the issues we have in the USPS how some people can put all their energy into the smallest ones. Also how arrogant, rude and just downright mean some people can be. Remember to watch out for each other and keep an eye on your fellow carriers. If you see an issue do not be afraid to speak up. Talk to your Steward or call the office here.

I want to congratulate the Region 14 NBA's office in once again putting on a great RAP session. Rick and his team put on some amazing training sessions. They covered topics from Workers Comp, Stationary Events, Letter Carrier Political Fund, Route Inspections and more. Branch 25's own Tony Bossi handled both: Article 8 OT Tracking and Equitability as well as Attendance. He did a fantastic job which was no surprise to me. I will also say this was one of the best sessions I have been to and always come back learning something new. Paul Barner the Executive Vice President of the NALC came and addressed the membership on Monday at the General

Session. Paul filled everyone in about everything going on nationally in the NALC. He gave us an update on where we stand with collective bargaining as well as how the process works each week. Again, great job done by all.

I also came back with some bittersweet news as well. Rick Dicecca our NBA and member of branch 25 has decided to not run for reelection this upcoming convention. He has been in the Business Agents office since 1999 and the NBA since 2018. I will cover more on him another time but for now I want to thank him for all he has done for the NALC, Region 14 and of course Branch 25. He still has the rest of this year to go and knowing Rick he will not go the easy way out. Best wishes to Rick on his upcoming next stage of life.

Of course I want to wish a **HAPPY MOTHER'S DAY!!!** to all the Mom's out there. Enjoy your day with loved one's and family. Noone would be here with out you.

This month is also Star Wars Day (May the Fourth be with you), Cinco de Mayo on the 5th and Memorial Day on the 25th. Have a great month.



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](mailto:JESBR25@gmail.com). See you at the branch meeting on May 12<sup>th</sup>.

Snapple Fact # 1011 – Norway once knighted a penguin.

Joe Stearns, Secretary

5. across — seatbelt

4. across — children

3. across — dizziness

2. Down — hazards

1. Down — water

Answers to puzzle on page 9

# SAVE THE DATE



Muscular  
Dystrophy  
Association

# FUNDRAISER

## SUNDAY OCTOBER 18 10 AM - 2 PM

**WAMESIT LANES, TEWKSBURY, MA**

- **CORNHOLE TOURNAMENT**
- **RAFFLE PRIZES**
- **50/50 DRAWING**

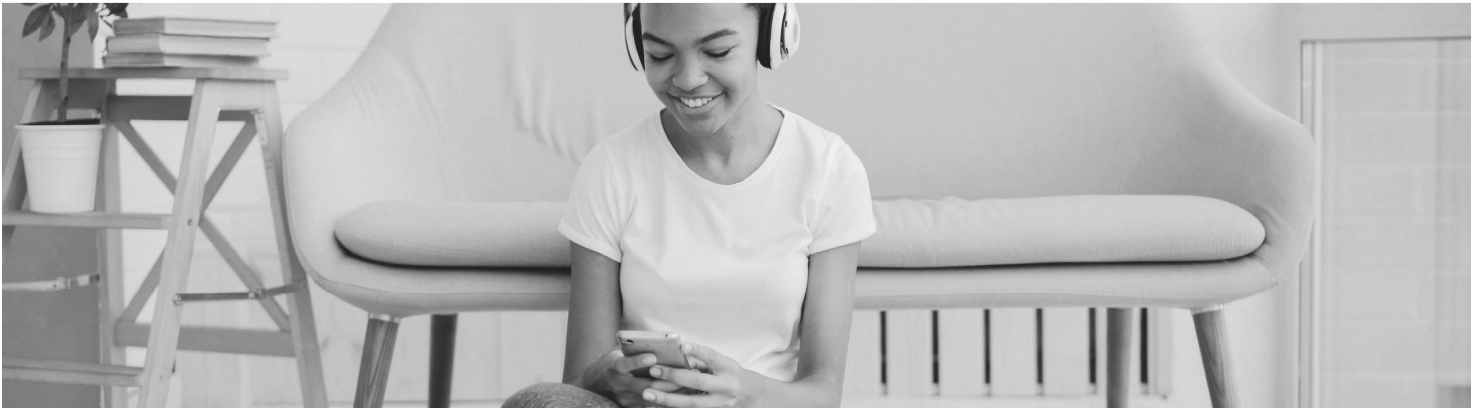


## 2026 Region 14 RAP session



National Business Agent Rick DiCecca's office put on their Region 14 RAP and Training session from April 11-13 in Falmouth MA. Members from the branch joined members from all over the region for intensive training and a RAP Session. On Monday NALC Executive Vice President Paul Barner (top right) spoke to the membership on the contract, other issues concerning our union and answered questions from the crowd. NBA Rick Dicecca (top left) addressed the crowd and announced he is retiring at the end of his term in December. RAA Tony Bossi (bottom left) is shown teaching his first of two classes he handled. RAA Kenny Janulewicz (Bottom Right) spoke to everyone and announced he will be running for the position of NBA in the fall.





## Resource Spotlight: **Learn to Live**

Learn to Live is an online wellness platform that uses **evidence-based, digital Cognitive Behavioral Therapy (CBT)** to help build practical skills for improving your emotional well-being. Programs are **self-paced, interactive**, and tailored to your needs.

### **Learn to Live offers multiple topic-specific programs:**

**Stress and Anxiety:** Build tools to reduce worry, reset thoughts, and take control of time and energy.

**Depression:** Learn strategies to improve mood, enhance motivation, and support daily functioning.

**Insomnia:** Improve sleep patterns and overcome barriers that interfere with meaningful rest.

**Social Anxiety:** Build confidence, manage fear, and navigate interactions more comfortably.

**Panic:** Understand panic symptoms and develop techniques to reduce attacks and regain control.

**Substance Use:** Access support for reducing cravings and building healthy habits.

**Trauma:** Understand trauma responses, reduce distress, and build a sense of safety and stability.

**Resilience:** Build skills to handle challenges more effectively and strengthen emotional well-being.

### **How to Get Started:**

**Accessible 24/7**

**Free and confidential**

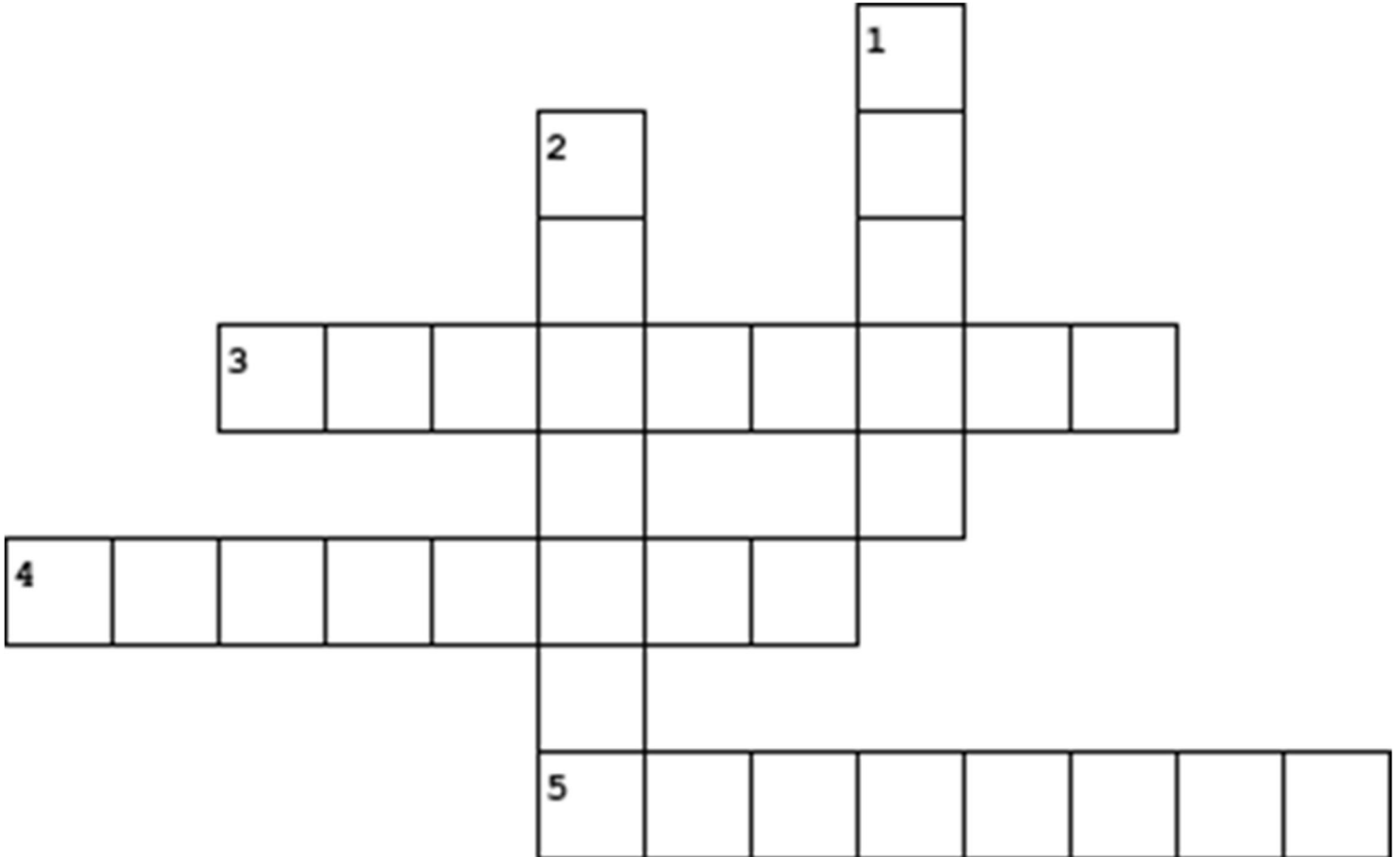
**Self-paced, flexible**

- Visit **EAP4YOU.com**
- Locate the **Digital Wellness Program** section on the homepage
- Click **“Get Started”** to be redirected to the Learn to Live website
- Enter the USPS Access Code: **USPS**
- Follow the prompts to **complete enrollment**
- Begin **using the program** online or
- Download the **Learn to Live App** and
- **Log in** using the credentials created during registration



EAP4YOU.com  
800-327-4968 (800-EAP-4YOU)  
TTY: 711

# SAFETY



Across

3. What is a sign of Heat Stroke?
4. Who should you watch out for as the weather gets nice outside?
5. What should be worn at all times while driving?

Down

1. What will help you stay hydrated in warm weather?
2. What should you be aware of while driving?

Answers on page 5



---

---

## Vice President's Report

---

---

### Harassment From Management: What Should I Do?

Unfortunately harassment of carriers happens more often than we care to admit. We see it on social media posts, and we hear about it from other carriers. It is 2026 and the issue of management mistreating carriers to get out of the office and do eight hours continues to happen. We should not have to come to work and deal with this on a daily basis. It causes unnecessary stress and affects our mental health to the point where carriers dread going to work. I want to discuss what we can do to deal with harassment from management.

Harassment is unwelcome behavior that someone perceives as offensive and harmful, and that a reasonable person would consider intimidating, hostile, or abusive. Behaviors like this are prohibited by the Postal Service. Workplace harassment may include offensive or derogatory comments, names or slurs, engaging in negative stereotyping; intimidation or humiliating actions. The offensive behavior could happen once or may happen multiple times. Inappropriate behavior in the workplace undermines morale and violates the Postal Service's standards of conduct and policies.

Unfortunately we have offices where this type of behavior from management seems to be the norm rather than the exception, and it is up to us to step up and do something about it. Some managers prioritize numbers and they will harass and intimidate carriers to ensure they get what they want. The Joint Statement On Violence and Behavior in the Workplace (JSOV - M-1242) is the strongest tool we have to address inappropriate conduct from management. The JSOV in part states the following;

".... We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. Making the numbers is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or

promoted. Those whose unacceptable behavior continues will be removed from their positions..."

The Employee Labor Manual (ELM) Section 673.4 on workplace harassment states in part: "The Postal Service's commitment to providing a work environment free of harassment. Management's responsibility to prevent harassment."

You may wonder when does "Supervision" cross the line and become harassment? Management does not have the right to threaten you verbally, make you feel unsafe, mock you, or invade your personal space.

So what can you do to stop this behavior? Start by documenting everything: what happened, when it happened, who was involved, and what was said. If others witnessed the incident, ask them to write statements as well. Statements are the most important part when it comes to harassment and hostile work environment grievances. Without any statements, the grievance will not be successful.

All of us come to work to pay our bills, save money for vacations, and provide for our families. We should not be dealing with bullying and harassment from management. We have to stand up for ourselves and our brothers and sisters. Just because certain managers have been this way for years does not mean that we should allow that behavior to continue. We have the power to stop it, but it requires involvement. Write statements against those managers and contact your steward or the branch to let us know what is happening.

We need to look out for each other. Don't look away when you see a carrier being mistreated by management. Stand up for each other as witnesses so that we can change the environment in some of these offices. Strength is in the numbers.

Real change happens when we stand together, and refuse to accept this behavior as normal!

We deserve better. Don't accept anything less.

Gilbert Paredes

---

---

## Another Day Another Double Standard

---

---

The Postal Service loves to preach “one team, one mission.” Step onto the workroom floor, and that slogan falls apart fast. City letter carriers are treated like a resource to be wrung dry. Every minute of the day is tracked, questioned, and weaponized. “Undertime” isn’t just encouraged—it’s hunted. Show a little efficiency, and management doesn’t recognize it as skill or professionalism. They see an opening. More pieces. More pivots. More work. The message is blunt: if you prove you can handle your route, you’ll be punished with someone else’s.

There is no balance—only extraction.

And nowhere is the double standard more obvious than in how attendance is handled. The carrier craft stands alone as the only group handed a “welcome back” package after using sick leave—a stack of forms, questions, and subtle accusations waiting the moment you return. Take a legitimate earned sick day, come back, and you’re treated like you’ve done something wrong. It’s not about maintaining attendance, it’s about sending a message. Carriers are watched, documented, and reminded that even their time off comes with scrutiny.

Look around the rest of the building, and that same intensity is hard to find.

Carriers are out on the street under constant pressure to justify every minute, while inside the building, accountability can look optional. You don’t have to look far to find other crafts off the floor, on their phones, or stretched well beyond what any carrier could get away with before being called into the office. Whether management ignores it or simply chooses not to enforce the same standards, the result is the same: two completely different rulebooks under one roof.

And when mistakes happen, the imbalance becomes even more obvious.

When errors occur, who gets the blame? If mail gets run upside down from the plant. If sequencing is off. If DPS is out of order. If parcels are missorted, delayed, or thrown onto the wrong routes. These aren’t small issues—they directly affect the ability to deliver efficiently and safely. But when those errors occur, who absorbs the impact? Not the people who made the mistake. It’s the carrier—expected to fix it on the street, expected to make up the time, expected to still hit every unrealistic expectation as if nothing went wrong. The system builds in failure—and then assigns the consequences to the carrier.

And then there’s management itself.

Supervisors will spend hours parked behind a computer, obsessing over numbers, reports, and projections—watching carriers through data instead of actually managing the operation in front of them. The workroom floor runs itself while they argue over who has to handle something as basic as answering the phone. Meanwhile, carriers are expected to absorb more work, move faster, and somehow meet every shifting expectation without question.

It’s not just inefficient, it’s insulting.

This isn’t about attacking one craft over another. Every postal worker knows the job is hard across the board. But the reality is impossible to ignore: carriers are subjected to a level of scrutiny and pressure that is simply not applied evenly. When one craft is micromanaged down to the minute—and even questioned for using earned sick leave—while also being forced to clean up operational mistakes they didn’t create, the idea of “fairness” becomes a joke

And carriers feel it every single day.

Morale doesn’t collapse because the work is tough—postal workers have never been afraid of hard work. Morale collapses when the system is blatantly uneven. When effort is punished instead of rewarded. When mistakes flow downhill and accountability disappears. When management is more focused on spreadsheets than the actual workplace. When the people doing the most visible, demanding work are treated as the easiest place to squeeze more out of.

If the Postal Service wants to talk about unity, it needs to start with accountability—real accountability, across every craft and every level of management. Not selective enforcement. Not convenience-based discipline. Consistency

Because right now, the message on the workroom floor is loud and clear:

Carriers aren’t part of a team, they’re the cleanup crew, the scapegoat, and the pressure valve all at once.

Mike Pinto

**WAKE UP**

2500 Main Street  
Suite # 201  
Tewksbury, MA 01876  
Phone: (978) 658-5820  
Fax: (978) 658-0888  
Web: www.nalcbranch25.com

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



*at the next meeting*  
*May 12, 2026*  
**K of C Wilmington**  
**8:00 PM**



Gary Belschner (third from the right) is celebrated on his last day of work with the Lynnfield office.  
Best of luck on your upcoming retirement!