



# WAKE UP!

President/ Editor  
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Publisher  
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*President Dave Barbuzzi flips one of his famous omelets at the Branch 25 Scholarship Pancake Breakfast which was held at the Knights of Columbus in Tewksbury. Mark Brown was too busy on pancakes to turn around and smile.*



## President's Message

### *An Open Letter To Management Or How Do You Sleep?*

"--it" may roll downhill, but it's time for you to grow a set and make the buck stop with you. Many of you are quick to talk down to a letter carrier and offer a sarcastic "If you don't like it, leave". I'm challenging you to look in the mirror and say the same thing to yourself.

You don't like your job, do you? You're treated like crap, aren't you? So, you're presented with options; you can spread your misery or you can pack it in and call it a career. I'm asking that if you choose to treat your employees like they are less than human, please, call it a career.

What have letter carriers done to deserve this @#%? They come to work, even when they don't want to, and they work very long hours. They are not on the overtime desired list, but they are working their days off and they are working through dinner. For YOU! Yet, even though supervisory staffing is far better than carrier staffing (as is evidenced by the grotesque number of 204b's that you steal from our craft to cover for YOU), you treat them as if they owe YOU something. They don't. You are not cutting their paychecks.

And just what do you do for THEM? You make them wait to get uniforms because you're either too lazy to do the paperwork to get uniforms or you lack the know-how to get them. You get put out when they ask you for a day off, actually you get put out when they ask if they can just stay home and not have to work their day off. You tell them to cancel their doctor's appointments and forget about any personal plans. This is not the military. Letter carriers are not soldiers that should be at your beckon call 7 days a week and god knows how many hours a day.

You raise your voice at them and think that's ok. I can't remember the last time I raised my voice at one of you. I may not like you, I may not even respect some of you personally, but I show the respect that is supposed to be shown in our dealings because that is what human beings do. Next time you raise your voice at a carrier, ask yourself if you're proud. Did you do it because you don't have what it takes to raise your voice to your boss? How do you think that would go?

And to those of you that are 204b's, some of you really don't have a clue. Some of you did everything in your power to avoid doing a lick of work and you somehow envision yourselves as god's gift to the postal service. I've got news for you, you couldn't carry the

satchel of those that you may refer to as punks. Do me and yourself a favor, learn the contract.

### *An Open Letter to Letter Carriers*

**STOP!** Stop taking it. Please. Please document anything and everything that is happening that is abusive. No one has the right to yell at another person. If it happens to you, or if you witness it happening to someone else, write a statement. Please.

Please demand dignity. Please help your brothers and sisters achieve dignity. Fortunately, it is not every office in the branch that suffers through insufferable management teams. But, there are offices in the branch that do.

Why do you? How do you cope with it? Do you call in sick to avoid the unpleasant workplace because that's easier than demanding a change? Do you snap at your fellow workers because it's easier to snap at them than it is to snap at management? Don't snap at anyone. Fix it.

There is language in the contract and in the handbooks and manuals that requires that management maintains an atmosphere of dignity and respect in their dealings with you. Do they do that in your office? If they don't, write a statement and file a grievance. Please.

There are also requirements that employees be honest. Managers are employees. If they are not honest to you, and you can prove it, grieve it. Please. Bear witness for each other, tell the truth, and conduct yourselves in a manner that is above reproach. That is what is required of us in order to demand it of them.

If it seems like I am pleading, or even begging, that's because I am. I take your phone calls, your texts, and your emails. I encourage you to communicate. But, I don't want you to just vent. I want you to take it to the next level. If after you vent I tell you how to address your problem, please follow through.

Many of you have a long career ahead of you. Demand that your career is one free of harassment and intimidation and being treated as something less than human. Don't let management swear at you, and don't swear at them. Do it now before it's too late.

Stay informed!

Dave Barbuzzi



## Executive Vice President's Report

At this point our numbers for this years Food Drive have not been totaled, but the initial reports are showing a good day. If anyone has the weight totals from their station, please call the union office with the totals. You can leave a message. We had a few bumps in the road getting the cards to the stations and delivering the bags to the stations that receive them, but I think all was delivered on time. We had some stations that were supplied bags that were paid for through private donations or the food pantries themselves. It has been proven in the past that these bags create greater donations for the pantries, so it is well worth trying to get donations for the purchase of the bags. Once again, we distributed the food drive cards from the Tewksbury Post Office, and we thank PM Dave Branga and his staff for donating the space for us to work with. Hopefully, the pantries are full and thanks to all who donated their time and efforts.

Summer is basically here and we are in full prime time vacation mode. With the shortage of help and the increase in annual leave management will be doing everything they can to eliminate the usage of OT and penalty time. Anyone serving on a hold down is entitled to work the scheduled hours and days. That means that the NS day is the same as the route or T-6 assignment they are serving. In this capacity you are not automatically entitled to work the route on the NS day or to have the day off, but management can't unilaterally change the NS day to better serve their schedule. This has happened in the past and I suspect it will again. Any questions about these hold downs, or if management refuses to make these hold downs available, don't hesitate to request time with your steward or call the Union office.

It seems management in some stations are back to disapproving most requests for OT or auxiliary assistance via Form 3996 and expecting that the carriers will finish their routes complete in 8 hours. If this is happening in your station your first question to your supervisor should be "should I finish the route?". If so, then ask what you should do if you will not finish in 8 hours. Do they want you to text them via the scanner at a particular time of the day? Do they want you to return with any undelivered mail? Management can not be expected to give unclear instructions such as "just finish the route in 8", even though you have notified them you estimate needing OT or aux assistance. Put the onus on your supervisor, don't make the decision yourself. That's why they are the manager.

There have been a tremendous amount of crazy, and not so crazy, proposed changes and ideas I have heard in

the Postal Service over the past 30 years. Some things have made our days better, such as vertical flat cases, and some have made our days more difficult, such as FSS on park and loop routes. A couple of years ago there was communication that the Postal Service was going to implement a few test sites for routes delivering parcels only. I haven't heard any results or if the tests were actually conducted, but I do believe that some of our stations could benefit from this. I can't tell you how many times I have sat in on meetings where the bulk of the conversation was based on how much time is spent delivering parcels. How many 3996s are filled out because of the amount of parcels to deliver? We have carriers delivering parcels early in the morning and early in the evening for OT and penalty time, it should be kind of obvious to management that some stations would benefit with a parcel route or two, instead of terrible service and a miserable work force.

Keep your head up!

Paul Desmond

### Calendar of Events

June 5	8 PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
June 6	D-Day
June 14	Flag Day
June 17	Father's Day
June 21	Summer Solstice
June 26	8 PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
July 4	Independence Day
July 16-20	NALC National Convention, Detroit MI
July 19	National Hot Dog Day



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Ron Noviello	Workers' Comp Rep.

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

## Retirees



Peabody carrier Gary Keough congratulates Branch 25 Vice-President and recent retiree Bob Cronin after 32 years of service

A few weeks ago I was driving home from work. When I was just a couple of minutes from my house I saw several police cars, fire trucks and other emergency vehicles. The next morning I found out what had happened. A 3 year old boy was found in his family's back yard pool. The pool was uncovered. The boy was rushed to the hospital but did not survive.

To continue with safety beyond the Postal Service, here are some facts and tips on water safety.

- Drowning is the second leading cause of unintentional injury-related death for children ages 1 to 14 years.

- Drowning usually happens quickly and silently—many children who drown in home pools were out of sight for less than 5 minutes and in the care of one or both parents at the time.

- Children under 1 year most often drown in bath tubs, buckets or toilets. This is due to the child's disproportionate weight between their head and body.

- Children ages 1 to 4 years most often drown in home pools.

- Maintain constant supervision of children whenever around water.

- Avoid distractions when supervising children around water.

- Whenever possible, have a partner watch with you. Take turns watching and be very clear about whose turn it is. Say out loud, "it's your turn to watch". Have your partner say, " ok , I'm watching". This is a proven technique among pilots and co-pilots when they switch rolls during flights.

- With above ground pools, make sure the ladder is not accessible when no one is using the pool.

Have a safe and happy summer,

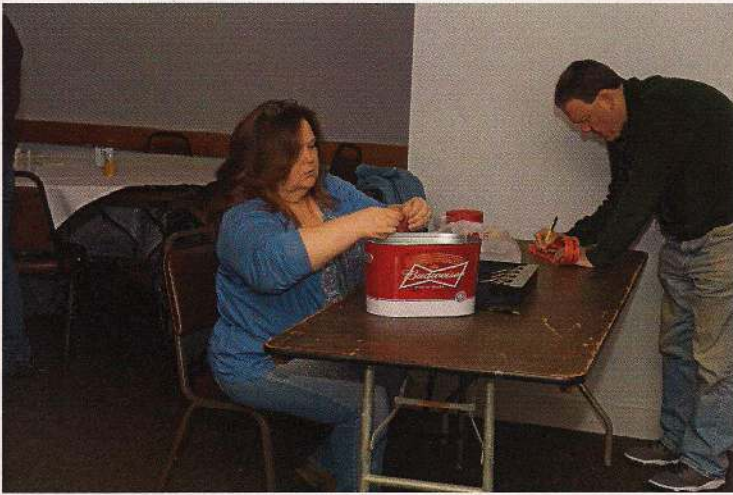
Jim Salvati

Lyrics Trivia: When the weather's fine  
 We go fishin' or go swimmin' in the sea  
 We're always happy  
 Life's for livin' yeah, that's our philosophy



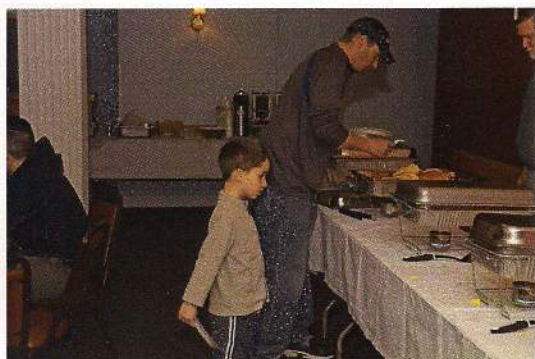
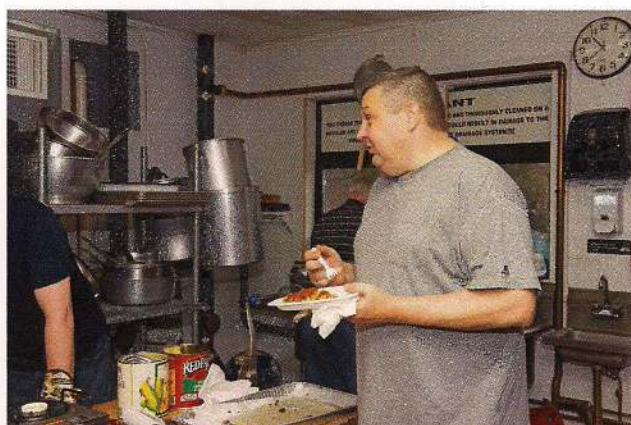
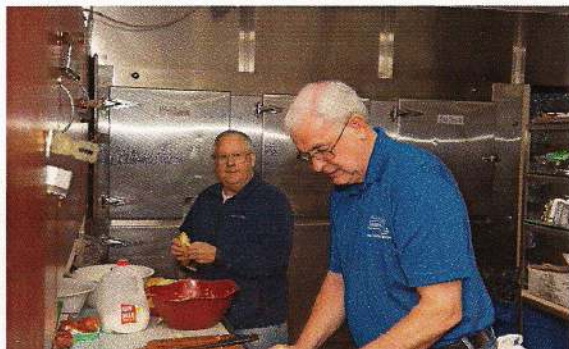
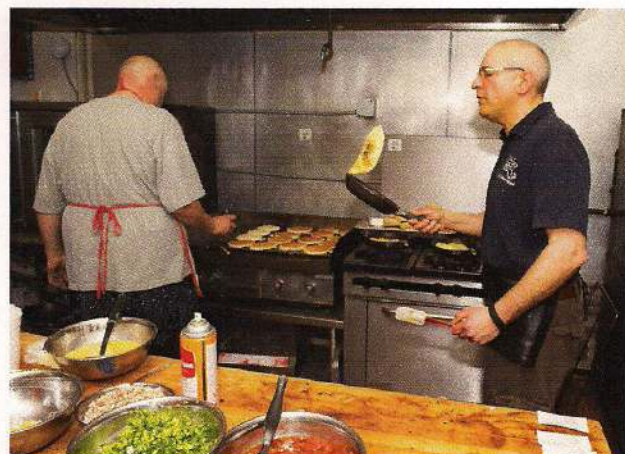


# Branch 25 Scholarship Pancake Breakfast





# Branch 25 Scholarship Pancake Breakfast





# Letter Carriers' Stamp Out Hunger Food Drive



Peabody's Peter Bermingham



Ipswich Letter Carriers



The staff at the Danvers People to People Food Pantry



Maynard's Shawn McBeen



# Letter Carriers' Stamp Out Hunger Food Drive



Bill MacPhail of Danvers



Ipswich's Chris Hundhausen



Michelle Eldridge of Maynard





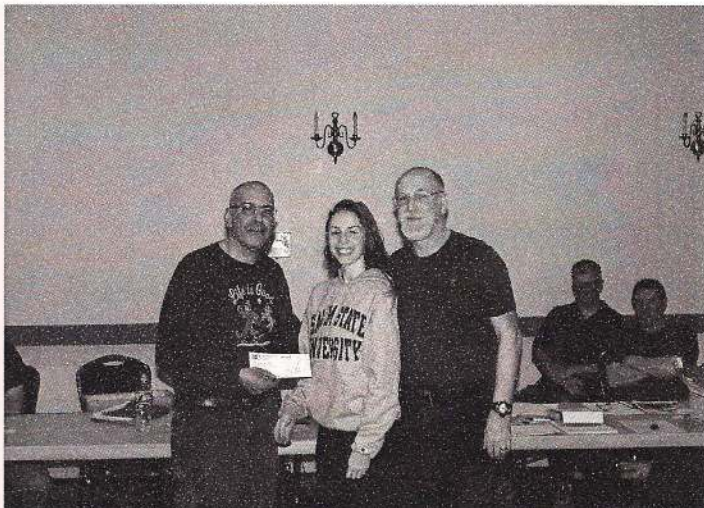
## Scholarship Winners



Branch 25 President Dave Barbuzzi with Ray and Becky Quigley

Congratulations to the two Branch 25 Scholarship winners for 2018! Ray Quigley, son of Bedford carrier Becky Quigley won one of the scholarships. Ray is graduating from Nashua North High School this year and plans on attending Norwich University in Vermont. Ray is in the Army ROTC program and hope one day to become an Airborne officer.

The other winner this year was Sara Leger. Sara is the daughter of Topsfield letter carrier Joe Leger. Sara is graduating from Essex Technical School this year and plans on attending Salem State University where she plans on studying stage management.



President Barbuzzi presents the Branch 25 Scholarship to Sara Leger and her father Joe Leger.

## Retirees



Haverhill carriers join President Barbuzzi in congratulating Robert E. Renaud on his 50 years of Union membership.

## Welcome New Members

Joshua D. Fitch	Marblehead
John T. Loyd	Danvers
Taylor J. Dillon	Beverly
Peter A. Godino	Billerica
Christopher S. Boyle	Lowell
Jeremy F. Provost	Billerica
Sunny K. Thomas	Billerica
Daniel F. Madigan	Salem
Anthony J. Bagarella	Marblehead
Santos I. Echevarria	Lowell
Thomas M. Lee	Peabody
Derek J. Palermo	Salem
Christopher S. Rolli	North Reading





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## Veteran's Representative

Here is some general information to help you out with your Local Veteran Service Officer

General information:

1. Always work closely with your local VSO!
2. When mail arrives from the VA or the state, open it and read it. If you do not understand it, contact your VSO for an appointment to assist you.
3. Always save copies of your VA correspondence as well as your correspondence and copies of any claims or paperwork you have filed.
4. Any documentation requested of you by the VA or that you voluntarily wish to submit should go through your VSO to ensure quality control.
5. If you are a 'snowbird' or are traveling for an extended period of time –especially if you have a claim pending – you must let your VSO know. If you miss a VA compensation and pension (C&P) exam your claim will be denied. By letting the VSO know, the exam can be scheduled upon your return or, for example, if you are in Florida for the winter the exam can be scheduled there.
6. Notify your VSO immediately of any change of address, phone number, or dependents' status.
7. If you are changing your direct deposit information, NEVER close out your old account until you have confirmed that your direct deposits are showing up in your new account.
8. A Veteran can apply for VA compensation and pension at the same time. The VA will pay the Veteran the higher of the two benefits.
9. VA monetary benefits are tax free.
10. Upon death, a Veteran's compensation or pension benefits do not transfer to a surviving spouse. A surviving spouse may be eligible for VA pension or accrued benefits.

Contact your VSO for more information. Make sure your will is up to date and that the beneficiaries for any pensions and insurance policies are up to date.

Semper Fi,  
Andie Coulter

"It's not who I am underneath but what I am that defines me" *The Dark Knight*



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## Just For The Health Of It

In recent months, several members of Branch 25 have expressed increased interest in learning more about the ancillary of add-on benefits provided through enrollment in the NALC's High Option Health Benefit Plan. Because of this interest I thought it would be appropriate to bring these benefits into clearer focus through a series of articles to be published in subsequent issues of the WAKE UP. Before I begin the series, I'd like to make a point. Research has demonstrated that, for a myriad of reasons, people who need help don't reach out for it; chief among those reasons are that they don't know help is available or they don't know how to get the help they need. It's my hope that these articles will serve to remove these obstacles to your good health. So, with no particular order of preference, let's begin the series with the Cigna Plus savings Dental Discount Program.

It's important to note this program is not a part of the NALC HBP but rather, an add-on. However, if an HBP member or family takes the Plan's Health Risk Assessment, one of the incentives is that the Plan will pay the premium for the remainder of the calendar year. (To find out more about the Health Risk Assessment contact me through the branch office.)

The program benefits are too numerous to mention here but among the highlights are:

1. An average savings of 35% off most commonly performed dental services.
2. More than 92,000 dental providers nationwide.
3. No deductibles, age limit, waiting periods, or pre-existing conditions, and finally no claim forms.

For more information or to enroll, call 1-877-521-0244.

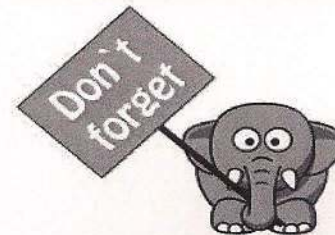
Keep on truckin'

Rich Donlon

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## Monthly Meeting Reminder



Do you love the monthly Branch meeting? Do you feel like one is not enough? Good news! Due to inclement weather this past winter there will be two Branch meetings in June. The regular monthly meeting is on June 5 and we will have a make-up meeting on June 26. We hope to see you at one or both of them!



# Momentum

*Building mental health awareness*

USPS EMPLOYEE ASSISTANCE PROGRAM  
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**800-327-4968**

(800-EAP-4-YOU) TTY: 877-492-7341  
[www.EAP4YOU.com](http://www.EAP4YOU.com)

## Monitor each others well-being

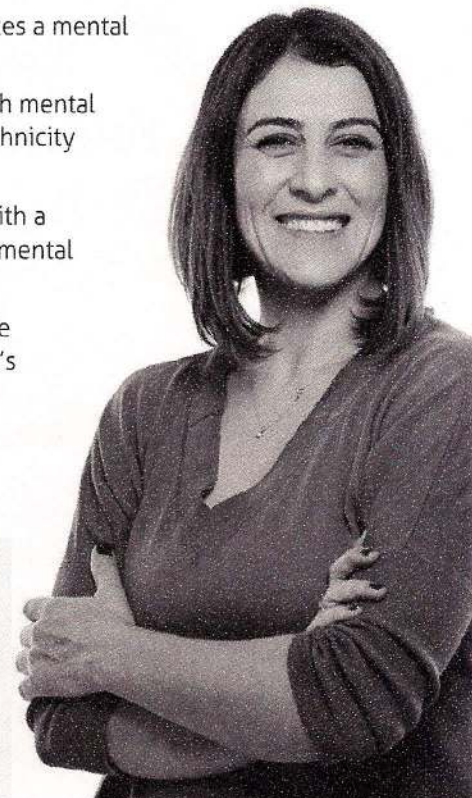
- Be sensitive to behavioral health challenges that your family members may be facing such as depression, anxiety, eating disorders, or alcohol or drug use.
- If you learn that someone in your life is dealing with mental health problems, treat them with respect and understanding—not ridicule. Remind them often that they deserve to feel better.
- Friends and loved ones can make a big difference. Reach out, be available, encourage treatment and help dispel negative stigmas.

## Mental health affects everyone

Although you might overlook it, your mental health is perhaps the key factor in your ability to enjoy life. It's important to be continually aware of your own mental well-being and that of the people around you.

Everyone should care about mental health. It affects how we think, feel and act. It strengthens our ability to form healthy relationships, make life choices, handle life's ups and downs, maintain physical health and reach our potential. It's vital to value!

- Mental health is important at every stage of life—from childhood and adolescence through adulthood and into the elder years.
- One in five American adults experiences a mental health problem in a given year.
- People from all walks of life suffer with mental disorders regardless of age, gender, ethnicity or economic status.
- Approximately 60 percent of adults with a mental illness do not receive needed mental health services.
- If you or a household member struggle with daily activities, call your program's toll-free number or visit the member website for information and confidential support.



It's not a character flaw or personal weakness! Mental health problems often stem from biological factors such as brain chemistry imbalances, painful life experiences like trauma or abuse, or family histories of mental illness.

Log on to [www.EAP4YOU.com](http://www.EAP4YOU.com) today!

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## **WAKE UP**

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*at the next meeting  
June 5, 2018 and  
the one after that  
June 26, 2018*

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**OCCUPATIONAL DISEASE** that No One Tells You About.

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  2. Have been diagnosed with leg arthritis; or
  3. Have chronically sore knees; or
  4. Have had knee surgery for **ANY** reason; then

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