



# ***WAKE UP!***

President/ Editor  
Dave Barbuzzi

Publisher

**Volume 43 Issue 6**

**June-July 2019**

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Acton , Amesbury , Andover , Bedford , Beverly , Billerica , Burlington , Chelmsford , Concord , Danvers ,  
Dracut , Gloucester , Haverhill , Holliston , Ipswich , Lowell , Lynnfield , Manchester , Marblehead , Maynard , Merrimac ,  
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Tewksbury , Topsfield , Wakefield , Wayland , Wilmington , Winchester

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*Left to Right: Eric Dupont, Jim Cavalieri, Maynard's newest retiree John Leahy, Dave Barbuzzi, John Rich Jr., Shawn McBreen and Scott Baggs.*

## President's Message

It's amazing how much a change in weather and attitude can impact the food drive. Of course, bags play a major role as well. This year, the offices that have reported, have reported significant increases in food collected. The food drive was dry, and overall more bags were delivered. Those are the positives. I've noticed that some of the carriers who in the past would put in for annual leave months in advance, or worse yet bang in sick have changed with age. Also, I have not heard of any widespread failure to participate by management or craft as we have experienced in the not so distant past.

Unfortunately, there still are those that haven't bought in. In one office, the food drive poster was defaced. Someone wrote on it "Do we really have to do this again?" In another office, it wasn't enough for one carrier to take the day off, but he also decided not to deliver the bags on his route. I'm ashamed to say that this was MY office. This failure came after the local food pantry representative went into the office to more or less give the carriers a "pep talk". Oh well, we'll just have to continue to focus on the positive. One such positive is the gratitude shown by the children that are served by Haven From Hunger and Citizens Inn. They sent cookies and colored drawings as thank yous to the Peabody Letter Carriers.

I had hoped to be able to give an update on the consolidated casing initiative that will be coming to Peabody later this summer. However, there is no update to be had. Our national Executive Vice President Brian Renfroe attended the Mass State Letter Carriers' convention, but it was the first day of the test so there were no results to report. I will not echo what I have read on social media as anything on social media should be taken with a grain of salt. Hopefully, there will be something to report by the time the June meeting rolls around.

Negotiations for our next National Agreement begin this month. As has been the case in the past, the parties will negotiate as long as there is an indication that there can be a negotiated settlement. However, if you were to read the tea leaves, you would probably find that the odds aren't very good for a negotiated agreement this time around. As has also been the case in the past, our national officers will prepare well and I'm confident that they will achieve the best possible outcome if we do end up in interest arbitration.

In late May, the Supreme Court rejected UPS' request to appeal a lower court's order. Essentially, UPS went to court to force the postal service to raise its rates on parcel delivery. For years, union officials have realized that our job is not just to police the contract, but it is also to stay informed and vigilant on politics and legislation. It is not just the job of a union official anymore, it is the job of any letter carrier that wants to

remain employed and wants to continue receiving a livable wage and decent benefits.

I'm sure that UPS won't quit with this latest defeat. They have quite a bit of lobbying strength in Congress and they will use that influence to attempt to erode our market share of parcel post. We have to fight back.

How do we fight back? I'll be disappointed if you don't know what's coming next. We fight back by strengthening our ability to lobby Congress. We fight back by increasing our ability to have face time with politicians. We fight back by doing everything we can to put people in office that are sympathetic to our needs and to influence those that are already there to become sympathetic to our needs. We need money.

Money is the great equalizer. In the last election cycle, the letter carrier political fund had \$6.2 million dollars to try to accomplish these goals. That money came from just under 10% of members. We have to do better. We can do better.

Elsewhere in this month's Wake-Up!, you will read Vice President Dan Wheeler's article. Dan talks about what is happening right now legislatively. There are bills that have been introduced that are attempting to make our present and our future better. The more friends we have in Congress, the better the chance for success.

There is really no reason to not contribute to try to preserve your job and benefits. People argue that they don't like the candidates that we support or the issues that those candidates support. Some of our friends may not have views that fall in line with the views of every letter carrier. They are not judged on those views. They are judged entirely on what their positions are and what their track record is in supporting our issues. If they support us, we support them. It's as simple as that. We as a group have to come to terms with that fact. We are voting for those and financially supporting those that want to enable us to continue to put food on our tables and to have security in our retirement years.

In years past, there had been a campaign to "Gimme 5". Well, we aren't asking for \$5, we're asking for whatever you can do. If you can contribute \$2, \$3, or \$4/per pay period, great. If you can contribute more, that's even better. We simply need to raise the contribution rate over the 10% of letter carriers that currently contribute. I hope you'll be one of the new enrollees in the letter carrier political fund.

Stay informed!

Dave Barbuzzi

# Executive Vice President's Report

At this point most carriers have heard or read about a unilateral "test" the Postal Service will be conducting soon that involves consolidating casing assignments on city carrier's routes. We as a branch don't have a lot of answers for the members, but the NALC has given the Postal Service 61 questions concerning the process, and they will be shared when and if the questions are answered. We do know the Service plans to have a carrier casing multiple routes and carriers reporting at staggered times to work strictly on the street. We also know the process will hit the Peabody installation in June, or is planned to, and there will be NALC representatives in that building every day. The NALC has filed grievances at the national level and there is an article in this month's issue of the Postal Record with more information than I could provide here. Once again, this is a unilateral process of the Postal Service, not a joint process. Being a unilateral process, there will be no route inspection prior to any adjustments of routes for this process. We do not know if and how assignments will be bid on or assigned by management. We believe management will make adjustments based on available current data, but we have nothing in writing. Any violations will be grieved. There is the original test site underway in Virginia and hopefully we will have an update for the members at the June branch meeting. It is very important for every route to get proper credit for all time worked on the routes. That means making proper clock rings when doing pieces of routes and absolutely no work off the clock. Any street duties done in the office is like throwing away street time.

We have arrived at Prime Vacation time in most stations and the number of carriers on annual leave is usually higher this time of year. PTFs and CCAs should be checking the leave calendars for hold downs and requesting the assignments. If anyone needs help with how to do this contact your steward or call the Union office. There have been a few managers that are trying to re-invent the provisions for temporary hold downs in order to simplify their lives, but the contract hasn't changed as far as working the schedule of the assignment. Don't let management tell you they can change the non-scheduled day of the assignment in order to satisfy their needs. You are not required to take a hold down on a temporary vacancy, but it is probably in your best interest.

The food drive on May 11 was another successful day. Many thanks to all that contributed by passing out cards and bags. Not only carriers are involved with this, but many managers and other craft workers help in the distribution of cards and bags and storage of food collected. Once again there was a lot of feedback by carriers that the bags make a big difference in the amount of food donated. We had a bunch of food pantries this year buy their own bags, or get them

donated, and it helped them a lot. The food banks tend to get low in inventory just before the annual food drive, so we helped a lot of people in need.

I know the weather has not been Spring like yet, but it seems like it is starting to turn. All of a sudden the heat and humidity will be here. There have been a lot of heat related illnesses in the recent years so don't push yourself if you are feeling even a little under the weather. Make sure you drink plenty of fluids and take breaks and seek shade if needed. It is your safety and health at risk.

Keep your head up!

Paul Desmond

## Calendar of Events

May 26	Stanley Cup Playoffs Begin Boston Bruins vs St. Louis Blues
June 4	Regular Monthly Meeting Wilmington K of C 27 School Street Extension Food Served 7:00 PM Meeting Begins 8:00 PM
June 6	D Day
June 14	Flag Day
June 16	Fathers' Day
June 21	Summer Solstice
July 4	Independence Day
July 17	National Hot Dog Day

The job of a letter carrier has changed in multiple times over the years since the creation of the United States Postal Service in the early 1970’s. From the introduction of the five digit zip code, to verticle flats, to zip plus four codes, to delivery sequence sorting, to handheld scanners, to email and the internet to real-time delivery notification from the scanners to the mailers and customers. Minor changes have been made to vehicles over the years. That appears to be more likely in the not so distant future.

In an episode on WGBXD of “Breakthrough: The Ideas That Changed the World”, season 1 episode 4, it runs through the genesis of the car from its roots in dog sleds to Henry Ford’s Model T, to the next generation of self-driving vehicles. A breakthrough in batteries has been discovered to make electric cars much more reasonable, and it comes from a substance as simple as the lead in the pencil from your desk. Lead in a pencil is graphite. Without going into the chemical compounds and how to break them down, (I’ll leave that to you chemical engineers) suffice to say the graphite with the use of chemistry and lasers can be reduced down to a single layer which is called graphine. Graphine is a very good conductor of electricity. It is strong and can be built into the body work of a vehicle instead of a conventional battery. Unlike today’s electric cars, which may take hours to recharge, the graphine can be recharged in approximately the same amount of time as your refilling a gasoline car. It can also be recharged thousands of times.

This electrical breakthrough combined with the ever advancing computer capabilities of self driving cars is due to change the auto industry and, as such, the delivery industry as well. With hide-away steering wheels, since they will not be needed, the installation of keyboards and video monitors, swivel seats to allow all occupants to turn backwards and face each other, you will be able to conduct business and hold meetings in the vehicle itself. Tractor trailers will not even need a driver.

Visualizing an expansion of use in graphine with robots could very well impact our delivery system. How rapid some of these changes can take place is not stated or revealed in the documentary, but it does give thought to innovation and projections of possibilities of what the future can be. The NALC has always had a forward vision in adapting to these technological advances and preparing us for being part of it.

On a separate note, the IRS form 990 for 2018 has been completed and filed. It is a public document as is our LM-2 Department of Labor Report. The are available for review at the Union office upon request.

Much thoughtful remembrances on this Memorial Day! Happy Fathers’ Day!

Jim Nutter, Treasurer

My report at the May branch meeting was an update on some of the political issues affecting letter carriers that are currently proposed in Congress. Some of these are new while some have been talked and argued about for years. On April 28, Reps. Peter DeFazio (D-OR), Tom Reed (R-NY), Xochitl Torres Small (D-NM), and Brian Fitzpatrick (R-PA) introduced the USPS Fairness Act (H.R. 2382) which would repeal the mandate that USPS “pre-fund” decades’ worth of health benefits for its future retirees, enacted through the Postal Accountability and Enhancement Act (PAEA) of 2006. Pre-funding of retiree benefits has long been the albatross around the neck of the USPS. Bills have been proposed before and I’m not sure if this one has a better chance of passing or not, but we still have friends in Congress who are fighting to fix the situation.

On May 2, Rep. Derek Kilmer (D-WA) introduced the Federal Retirement Fairness Act of 2019 (H.R. 2478) which would provide certain federal employees the opportunity to make catch-up retirement contributions for time spent as temporary employees after Dec. 31, 1988, thus making such time creditable service under the Federal Employees Retirement System (FERS). Former casuals, TEs and CCAs would be able to “buy back” their time spent before career status much like military time is able to be bought back now. This would be a substantial benefit to many carriers since more than 50 percent of current carriers started as CCAs.

There are a few other important bills which have been introduced in the House of Representatives and the Senate. The House and the Senate both introduced Protecting the Right to Organize Act (PRO). This bill would strengthen the protection that workers have to collectively bargain for better wages and rights. Unions have been under attack in recent times with many states enacting so called Right to Work Laws which are purported to give workers the freedom to choose whether to negotiate for themselves with their employers. These laws are meant to break the strength of the Union. Together we bargain, divided we beg!

The NALC has a list of resolutions they consider priority resolutions. The resolutions against privatization (House Resolution 33) and to maintain 6-day delivery (House Resolution 54) currently have bipartisan support of more than half the members of Congress. The NALC is working to reach majority support on the resolutions to maintain door delivery (House Resolution 23) and service standards (House Resolution 60). We need to continue to help fight for the things that are important to us as letter carriers by staying informed, donating to the LCPF and reaching out to our representatives when needed. You can track the progress of these bills at CONGRESS.GOV.

In solidarity,  
Dan Wheeler



# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

### Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>  
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"  
If you have not yet set up a password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/welcome.xhtml>  
If you forgot your password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number \_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5  
*See instructions in step D at right*
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ \_\_\_\_\_  
*The maximum yearly amount is \$5,000*
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://www.liteblue.usps.gov)
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PoastalEASE"
- Begin at step 1 above

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:  
\_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.



Above: Mike Little, Danvers

Above: Ed Velosa, Danvers Below: Salem Two Ton

Below: Denise Moore, Danvers

Above: Justin Donovan, Burlington Below: Anne Dumais, Danvers





The Peabody Letter Carriers received a heartfelt thank you from Citizens Inn. Thank you notes and cookies were dropped off to the carriers.



Clockwise: John Rich Jr., Tewksbury Volunteers, Jarrod Lane, Ed Lendall, Scott Littlefield, Salvation Army Volunteer, Jorge Torres



## SCHOLARSHIP AND MDA

Last month we announced something that I thought would really take off. Printed below is a sample calendar that will be sold in a very limited quantity; 100 to be exact. If you look at the calendar and do the math, you will see that \$3,000.00 is going to be given as prizes and \$2,000.00 is going to go towards the branch scholarship. That \$2,000.00 will cover the two scholarships.

At press time, we have only sold about 20 calendars, plus a few "promises". Perhaps I wasn't clear in last month's Wake-Up! Here's how it works. When we receive your check, we will assign a number to you (1-100). When 100 numbers have been assigned, the fundraiser is closed. At the branch meeting immediately following the sale of the 100th calendar, we will draw 30 numbers using a random number generator. The random number generator can produce the same number multiple times, so you can win multiple times. At minimum, you have a 30/100 or 3/10 chance in winning your money back as the smallest prize is the same \$50 that you spend on the calendar.

This fundraiser is not limited to letter carriers. If you have family and friends that would like to participate, you can collect the money/checks and forward them to the branch. Checks will not be cashed until the 100 calendars are all sold. Checks should be made payable to NALC Branch 25 with the memo "Scholarship Calendar" in the memo field.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
\$150	\$50	\$50	\$50	\$50	\$500	\$50
\$50	\$50	\$50	\$50	\$50	\$50	\$500
\$50	\$50	\$50	\$100	\$50	\$50	\$50
\$500	\$50	\$50	\$50	\$50	\$50	\$50
\$50	\$50					

Obviously, there is no specific month listed. The calendar will be finalized once 100 people send in payment of \$50. You will be assigned a number from 1-100. At the first branch meeting after the 100th calendar is sold, we will draw all 30 winners using a random number generator from the internet. Your number can come up multiple times. The prizes will not change.



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

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## VETERANS' CORNER

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The food drive is over for this year. We all made the world a little better.

I watched Admiral William H. McRaven's speech "Make Your Bed". I recommend you all watch it. He talks about how each one of us can impact people and make the world better.

He spoke about 10 things to make your world and my world a better place. It's about 16 minutes long, but it is well worth it. His points are valuable.

1. Start the day with a task complete, have purpose.
2. Find someone to help you through life.
3. Respect everyone.
4. Life is not always fair.
5. Don't be afraid to fail often.
6. Take risk.
7. Step up when times are tough.
8. Face down the bullies.
9. Help out the downtrodden.
10. Never give up.

If you do these things it will change this world for the better.

Have a great summer!

Semper Fi

Andie Coulter

*"You will never be able to inspire by merely living up to other people's expectations."*

As letter carriers, we all do a pretty good amount of walking and lifting but is it enough to fulfill our physical activity to stay healthy? According to a 2018 report from the Physical Activity Guidelines Advisory Committee, adults need 150-300 minutes of moderate aerobic activity weekly to stay healthy. In addition, adults should do total body muscle-strengthening exercises at least twice weekly. A 2018 report from the U.S. Department of Health and Human Services reports that only 19% of women and 26% of men achieve these numbers.

So what can we do to increase our activity? Wearable devices like the Fitbit increase activity and help users lose weight. How about Yoga? Yoga practice can improve posture, strength, flexibility and balance. Yoga reduces stiffness, arthritis symptoms and anxiety.

Maybe pumping iron? Strength training changes our metabolism that improves health. Increasing muscle size and strength can help lower blood pressure and cholesterol levels.

Can't get to the gym? Try increasing your walking time. Park a little further away from the store. Fit in a couple of short walks in your day (when you don't have to deliver mail!). The good news in the new report is ANY physical activity yields immediate health benefits! Exercise boosts brain health, improves depression management, helps us sleep better and helps to maintain weight.

Stay Safe and Healthy,

Jim Salvati

Lyrics trivia:

I've been on tenterhooks,  
Ending in dirty looks  
List'ning to the Muzak,  
Thinking 'bout this 'n that  
She said "That's that  
I don't want to chitter-chat!"  
Turn it down a little bit  
Or turn it down flat

Hint: His first name is Elvis.

# OPERATION SNICKERDOODLE

The Merriam-Webster dictionary defines snicker doodle as a sugar cookie that is rolled in cinnamon before baking. Well folks, looks like the L'Enfant Loonies are going to roll us in more than cinnamon sugar. Their latest effort or scheme is called consolidated casing and it is coming to my office, Gulag 01960, sometime in June 2019. There is only a teeny-tiny problem with this; it is a unilateral test. The NALC has not agreed to take part in this latest chapter of Postal Utopia. President Rolando notified the Postal Service on April 24th that an interpretive dispute has arisen from this unilateral implementation of Operation Snickerdoodle, oops, I mean consolidated casing. Articles 5 and 34 of the National Agreement are in play here, along with non-compliance of the M-39 Handbook, and involve similar contractual issues that have been raised and are pending at the national level. Sixty-one questions have also been submitted to USPS for information regarding consolidated casing. Annandale, Virginia is currently being tested, and NALC representatives are there to monitor the situation.

Okay Dave, how will consolidated casing work? USPS will consolidate six routes into one casing assignment for a carrier to case and pull down while other carriers come in, get what they need for the road (keys, scanners, etc.) and then go out. The carriers performing casing duties will start their tour early in the morning (5:45 has been reported). Six routes in total will be cased, three at a time, then readied for delivery. The new cases will be comprised of three pieces of casing equipment in a horseshoe design with one complete route in each piece of said equipment. The address labels will be double-sided on a plastic strip that can be reversed. Various methods are used to attach the strips to the case; the caser will case three routes, switch the labels and do the next three routes. Additional street duties may be given to full-time carriers performing casing duties to meet the eight-hour requirement. Street carriers, according to the USPS will report in two different groups, but this will depend on when the casing duties are completed. Start times could be from 8:00 to 8:30 am for the first group, with the second group starting an hour or so later.


Wow! This reminds me of the Rocky and Bullwinkle Show when Bullwinkle would say to Rocky "Hey Rock, watch me pull a rabbit out of my hat!" Rocky replies "That trick never works." Bullwinkle exclaims "This time for sure!" Usually, a lion, rhinoceros, or even Rocky comes out of the hat. Bullwinkle will say "I need to get another hat!"

And so it goes with the Postal Service. A decline in volume results in a revised casing method, which on the surface is doomed to failure. Is this the sound of a broken company we are hearing? A plan that in a logical company would never work. Are we to go the way of Polaroid, cassette tapes, Toys R Us, into the dustbin of

obsolescence? I hope not, we as carriers do a job that connects people from all over the world; we have an impact on the neighborhoods and businesses we serve everyday. Yet we have a company that believes that exasperation and desperation is a business model of success. The Postal Service should have a model of inspiration and innovation that can sustain this company and continue to be an American icon. Operation Snickerdoodle is not the answer, maybe next time the USPS should get another hat, or maybe Moose and Squirrel.

Dave Hallinan

(Director of City Delivery Chris Jackson's recent Postal Record article assisted in the writing of this article. As usual the opinions expressed in this article are those of the author and not necessarily those of the NALC, Branch 25, or its officers and members)

 **BRANCH 25 RETIREE GRATUITY VOUCHER**


Name: \_\_\_\_\_  
(as it will appear on plaque)

P.O. Retiring from: \_\_\_\_\_

Phone number: \_\_\_\_\_

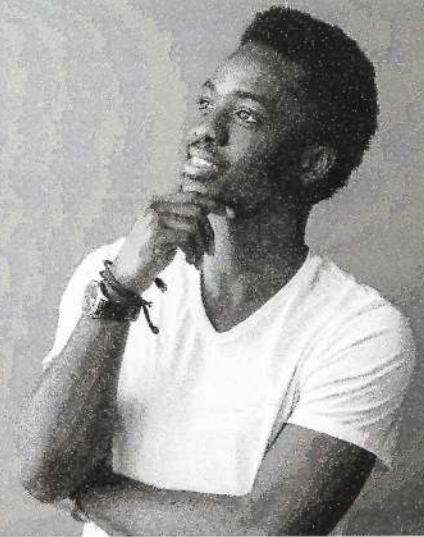
Retirement date: \_\_\_\_\_

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



# Say Hello

to a healthier you.



## **EAP** Welcome to your Health & Wellness Services

Enjoy a new healthy outlook by making changes to your diet, exercising and incorporating positive lifestyle choices. Becoming healthy may lead to a longer, happier life that you can enjoy to the fullest! Consider making small changes incrementally.

### Exercise Regularly

Incorporate exercise into your daily routine. The Dept. of Health & Human Services recommends 150-300 minutes per week of exercise for adults. Children from ages 6 - 17 should have 60 minutes of activity daily. Be sure to check with your health care provider before beginning an exercise program. A balanced exercise program includes:

- Aerobic exercise
- Flexibility exercise
- Weight or resistance training

### Adopt Healthy Habits

- Stop or don't start smoking.
- Reduce alcohol consumption, if at all.
- Schedule regular medical checkups.
- Wear sunscreen.
- Utilize stress and anger reducing methods (deep breathing, mindfulness, meditation).

### Eat Healthy

Change your diet to include:

- Lean meats such as poultry, fish and chicken
- Limited saturated fats, sodium and added sugars
- High protein foods such as beans, eggs & nuts
- Increased consumption of vegetables and fruits (ideally 5 servings per day)
- Whole grains and low fat dairy products

*Reach out to learn more.*



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

# WAKE UP

2500 Main Street  
Suite # 201  
Tewksbury, MA 01876  
Phone: (978) 658-5820  
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**I WANT YOU...**

*at the next meeting  
June 4, 2019*



Top Photo L-R: George Grilli, Ted Keltgen, Bill Gramzow, Frank Hodgkins, Peter Godino, Dave Barbuzzi, Charlie Craig, Mark McDonough, Jim Salvati, Phyllis McKinnon, Tony Bossi, Kyle Alex

Bottom Photo L-R: George Grilli, Bill Gramzow, Frank Hodgkins, Dave Barbuzzi, Ted Keltgen, John McNulty's head, Mark McDonough, Phyllis McKinnon, Charlie Craig, Joe Thurston, Marc Massey

