



WAKE UP!

President/ Editor
Daniel P. Wheeler

Publisher

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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



Beverly's Doug Murray (top) and Marblehead's Joe Stearns (bottom) grilled burgers and dogs for the members at the June 27 branch meeting.



President's Message

"The Heat Is On"

I begin this month's President's Report by thanking everyone who attended the June 27 branch meeting, a make-up meeting from March's snow-canceled meeting. It was the second meeting in June. We had a great turnout, and I appreciate everyone who made the effort to attend one or both June meetings. A special thank you also goes out to Branch 25 Sergeant at Arms Doug Murray, who grilled burgers and hotdogs for everyone before the meeting. Thanks to Branch 25 Secretary Joe Stearns, who also helped Doug set up and cook.

Every letter carrier knows that heat is one of the biggest safety issues we face at work. Postal management should also be aware of this, but the fact is, in many instances, they either aren't or are but don't care. Dallas Letter Carrier Eugene Gates Jr. collapsed while delivering mail on his route on June 20. He was taken to the hospital, where he died the same day. Brother Gates was 66 years old and had 36 years of service as a letter carrier. The heat index in Dallas, Texas, on June 20 was 113 degrees at 3 PM. Unfortunately, Brother Gates is not the first letter to die from heat-related illness. In 2012, John Watzlawick died while delivering mail in the heat in Kansas City, Missouri. Watzlawick had told management that he felt ill from the heat before his death. In 2019, mail carrier Peggy Frank was found dead in her LLV in Woodland Hills, California. The temperatures reached over 115 degrees in California that day. A 2020 analysis of OSHA records showed that OSHA issued over \$1.3 million in initial fines against the Postal Service for heat hazards in eight years.

Branch 132 President Kimetra Lewis reported she received a message from a concerned employee at the Oak Lawn Post Office, also in Dallas, who said management had sent a message to Oak Lawn letter carriers on their scanner that read: "BEAT THE HEAT!!! NO STATIONARY EVENTS; KEEP IT MOVING!"

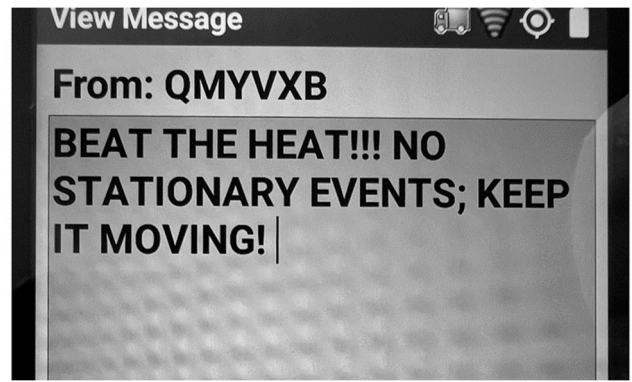


Photo Credit: Kimetra Lewis, NALC Branch 132 President

Lewis said she is worried that monitoring stationary events will make carriers put their health at risk in hot temperatures to avoid discipline. "In light of everything that has happened to Eugene Gates, I find the scanner message to be a slap in the face," Lewis said in a statement to News Station WFAA. "Letter carriers are human beings before they are postal workers. The fact that they chose a career that dictates they work outdoors does not remove the need for the Postal Service to be concerned about their safety and well-being. After reading that message and finding out about the discipline Eugene received, I questioned where is the sensitivity of the Postal Service."

Postal management may not be aware of the heat issues we deal with, but now Congress is. A group of Congressional Democrats, led by Rep. Jamie Raskin (D-Maryland) and Rep. Jasmie Crockett (D-Texas), have reached out for answers from the Postmaster General about working conditions for postal workers following the death of a Dallas letter carrier. The letter to Postmaster General Louis DeJoy specifically brings up the death of Brother Gates. "We write to express our deep concerns over the working conditions and labor policies of the U.S. Postal Service, specifically with respect to letters carriers," the letter reads.

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Executive Vice-President's Report

It is early in the summer as I write this, and we have had a lot of hot and humid days and it seems to be that way across the country. Actually, it has been much worse in other parts of the country and unfortunately, there was a brother carrier in Texas that fell ill while carrying his route in the brutal heat of Texas and passed away. Please try to stay hydrated and seek shelter and air conditioning if you don't feel well. I don't care what any manager says to you about your street time when the heat and humidity is high, as long as you make it back to the office safe, that is what is important. We do not have any standards on the street, and as long as you are working safe and efficiently, we will defend that every time. In some stations, management will give you water or Gatorade before you leave for the street, but make sure you have plenty of fluids with you. You can never have enough.

We are coming close to having adjustments implemented in some of our offices through the TIAREP program. This program was supposed to have started earlier than it did, but there were delays that were out of our control. It is starting to move faster and possibly more of our stations will be evaluated. In some of the offices we have gained a few positions and in others we have generally came out about even with some territory being moved. As of now, we haven't lost any positions, and I would not expect to lose much if everyone does the job as the Postal Service wants us to. The elimination of FSS creates more office time based on the volume of caseable flats, and the increase of SPRS and parcels have most likely increased since the last time most stations have been inspected. That being said, the TIAREP is not a perfect process and most carriers have been OK with the preliminary results, but there will always be those that feel they did not get a fair evaluation, and in some cases rightly so. There is an automatic review of the adjustments after 90 days to determine if further adjustments are necessary. I can't stress enough the importance of getting your time punches done properly, to avoid any issues with any evaluation.

The NALC and the Postal Service have been in negotiations for a new contract officially since May, but actually the union has been preparing for this since the signing of the last contract. There hasn't been much information sent out by the union, but that is usually the case until there is an agreement close. It doesn't do anyone any good to negotiate in public. There is

supposed to be a national rap session this year, although it is not scheduled yet, and hopefully there will be an update on negotiations at this event. I'm sure the financial package is the part of any negotiation that most members look at first. I'm hoping that we finally go to hiring PTFs throughout the country. It only makes sense at this point. There is proof that some stations were having a hard time hiring CCAs, and now have an overload of PTFs. It only makes sense that a prospective employee would prefer to be paid better and get better benefits, possibly leading to a career.

It was good to see the large turnout at the last branch meeting when we had a cookout. Being only 2 weeks after the regular June meeting I know can be tough, especially so close to the July 4th holiday. It isn't easy putting something like that together, so thanks to Doug Murray for taking care of all the ordering and cooking, with help from Joe Stearns. Andy Coan provided a couple of grills that were set up outside the K of C in Wilmington and the weather cooperated. The next branch meeting is in September as we suspended the July and August meetings as we generally have done in the past. Hopefully, by then the weather will have cooled off a little.

Keep your head up and see you in September!

Paul Desmond

Calendar of Events

August 1	World Lung Cancer Day
August 4	Coast Guard Birthday
August 4	International Beer Day
August 7	Purple Heart Day
August 10	Patriots First Pre-season Game vs. Houston Texans
August 20	Women's World Cup Final Sydney, Australia
September 12	Regular Branch Meeting K of C Wilmington 8:00PM Food served at 7:15PM

A Few Minutes Here Or There

I wanted my article this month to arm letter carriers with knowledge that can be used to better defend us all. I've heard the same statement from many carriers across the branch, "Management is disciplining carriers for being late." Many of these claims also include carriers being only a couple of minutes late. While my stance has always been and will continue to be that we should encourage our members to be diligent and prompt, there will always be unforeseen circumstances that could impede your ability to be on time. Because of this, there is language in Handbook F-21, *Time and Attendance*, that governs how tardiness is handled.

First, tardiness of five minutes (eight units) or less is addressed under provision 145.12 and reads:

145.12 Definition of "5-Minute Leeway Rule": *Although each employee is required to clock in and clock out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule. Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hours (5 minutes). However, the sum of the deviations for the scheduled tour must not exceed 0.08 hours (5 minutes). This "5-minute leeway rule" applies only to full-time and part-time regular schedule employees. Part-time flexible, casual, and temporary employees are allowed the 5-minute privilege for clocking purposes but are paid on the basis of their actual clock rings.*

While management will continue to tell employees the leeway no longer applies because we have removed time clocks, the language opens the door for a multitude of other factors because of the ambiguity of "other conditions". A carrier who is late on a very infrequent and occasional basis due to circumstances like traffic or parking could potentially fall within the guidelines of this provision. Do not let management tell you this provision is null. The handbooks haven't changed and the contract still applies.

Second, tardiness of six minutes or more and less than a half hour, is addressed under provision 143.12, and more importantly, bullet b, which reads:

b. The employee may be required or permitted to make up the time by extending his or her regular work schedule for the tour, providing the period of tardiness is without pay. Out-of-schedule premium will not be paid for work extending beyond the regular established work schedule to make up the amount of tardiness. Alternatively, the tardiness can be charged to annual leave, if available; to leave without pay; or to absence without leave (AWOL). In these instances the employee must end his or her tour of duty when the leave charge and work hours equal the total hours of the normal tour of duty (unless overtime has been authorized).

Management in this instance would be obligated to either offer the carrier annual, leave without pay, or AWOL, or revise the carrier's schedule on a 3971. Most carriers who show up ten minutes late would elect to revise their schedule. Keep in mind, a carrier who punches out at 4:30 without revising a schedule is subject to leave. If a carrier is authorized/works overtime, then the provision regarding a revised schedule is entirely null and void. The provision continues to read later on that an employee who is late is not eligible for out of schedule premium.

I'm bringing this up because there has been rumblings in many offices that district management is pushing postmasters and supervisors to discipline carriers for being late by even a single unit. I want to encourage our members to talk to the stewards and talk to them often. Unfortunately for management, our stewards are equipped with more knowledge regarding contract compliance than the vast majority of management, and our officers even more.

(Continued on Page 5)

Recently, a postmaster placed a carrier on AWOL for being nine minutes late. That's right, nine minutes. The carrier submitted a 3971 for a revised schedule and was denied. Management cited "reason for tardiness not satisfactory". The carrier travels from central Massachusetts nearly an hour to work and is rarely tardy. However, I had to remind management that there is no provision that would allow management to deny a revised schedule based on what they arbitrarily deem as "satisfactory reason" to be late.

Please, inform us when this is happening in your installation so we can intervene and assure that our members are being represented fairly and properly.

Lastly, I'd just like to reinforce something that many of us are probably aware of, but our newer members, maybe less so. Weingarten Rights must be invoked by the carrier. We as stewards cannot invoke them for you. I've seen many carriers go into an office behind closed doors with management and it rarely ends well. Remember, while you might have a decent relationship with a supervisor, at the end of the day, they are not your friend. Management has to answer to their superiors as well, and if you believe management will save your skin before their own, then you're mistaken. Remember, if at any given point management asks to speak to you in the office or alone, you should always answer with this:

If this conversation could lead or result in discipline, I was a union steward present.

Management may tell you they aren't seeking to discipline. However, the National Labor Relations Board tells us an investigatory interview is defined as "A manager, representative of management, or supervisor is seeking to question an employee." Ask for a steward if you're not confident speaking with management. You have rights to representation as a dues paying member and we want to ensure your rights are upheld.

The More You Know,

James Metilinos

When talking with another carrier recently he told me he always makes sure he uses sunscreen. He then told me why; he once had skin cancer. Although he is fine now, the experience was quite traumatic. Maybe traumatic enough to inspire us all to use sunscreen.

It started when he noticed a small mark on his face just below the eye. He thought maybe it was just acne. However, it did not go away and would sometimes bleed. His wife suggested he see a doctor. The doctor diagnosed the spot as melanoma. Melanoma occurs when the pigment-producing cells that give color to the skin become cancerous. It is the most serious type of skin cancer.

So, this small growth, about the size of the tip of a pencil, would need to be removed. Now comes the traumatic part. For the surgery he had local anesthesia as opposed to general anesthesia. The area was numbed using needles in five different areas around the malignancy. He had to keep his eye still during the procedure. Afterward, he received a total of close to fifty stitches on the inside and outside of his skin. Luckily, all the cancer was removed.

The doctor asked the carrier if he used sunscreen and he replied, no. "Will you use it now"? asked the doctor. "Oh yeah."

The good news is, when caught early, skin cancer is highly treatable. If you notice any changes in moles on your skin or any new dark spots on your skin, get them checked.

A product that might make face application easier is rub on sunscreen. It's like a solid deodorant stick you rub right onto your face or other body parts. It is less messy than lotion, just make sure you cover the area adequately as it can be hard to see what you've already done.

Stay Safe,

Jim Salvati

Vice President's Message

“Well this is not a boat accident! It wasn't any propeller, it wasn't any coral reef, and it wasn't Jack the Ripper!”

The above quote is from my favorite movie: *Jaws*. In the beginning of the movie, evidence is clear multiple people were killed by a shark off the coast of the town of Amity. The mayor there refuses to close the beaches even after the police chief pleads with him to do so. This results in another death of a resident, but somehow, somehow, at the beginning of *Jaws 2*, the mayor is still in office. In *Jaws 2*, a similar series of events unfold, and the mayor still doesn't take action to keep the public safe. The point of this whole story? Elections have consequences!

In reality and in fiction politics are a dirty business. Contract wise, Article 43.1 of our National Agreement notes any part or provision of our Agreement may be declared invalid by legislation. But just like our union dues support the union in defending our rights and negotiating for new benefits, the Letter Carrier Political Fund (LCPF) is used to fight for and defend our rights legislatively. The LCPF is our unions Political Action Committee (PAC), and it is forbidden by law to use dues money to support it. NALC relies 100% on member donations to build the fund, which then goes toward supporting or swaying politicians who will vote on bills and resolutions that improve and maintain benefits and rights of city carriers.

The USPS employs hundreds of thousands of city carriers, from Alaska to Hawaii, to Maine and Puerto Rico. Naturally, we have different opinions, views, principles, and interests. But we should all agree we want the USPS to thrive and for city carrier rights and benefits to be strengthened. What I'm saying is that when it comes to politics and the LCPF, the money goes to whichever politician is currently or willing to support bills and resolutions that help us. If the politician is a democrat, republican, Darth Vader, Yoda, it doesn't matter as long as they will vote for legislation that assists us. We want to get into a position where these politicians are knocking on OUR door asking what bills they should vote for so they can get a slice of our cake.

Although the PAC has changed names it has been around in one form or another for around fifty years. We've used our PAC offensively and defensively. In the 1990's

our PAC supported the passing of the Family Medical Leave Act (FMLA), and in the years since has made recommendations and supported expansion of the FMLA with positive results. We put our weight behind the CARES Act so that congress would provide the USPS with billions of dollars during the pandemic, pushed to change the burden of proof for a traumatic injury claim (CA-1) so that it was easier for it to be accepted due to having COVID, and of course we had a massive victory with the passage of the Postal Service Reform Act.

On the defensive side, we continually fight against privatization, maintaining our monopoly on mailboxes, and advocate against the closures of post offices and postal plants. We also oppose legislation that would reduce retiree benefits. Some legislation, like the USPS Shipping Equity Act (H.R. 3721), requires going on the offense and defense. H.R. 3721 would allow USPS to mail alcoholic beverages. This may be a huge source of revenue, and if that helps the USPS financially, it's easy to see why we would support it. However, other companies, like UPS for example, may use their PAC to leverage politicians to vote against the Act, as this takes revenue directly away from them. This is where it's critical that we have a healthy enough PAC to compete against others and convince politicians to support our goals.

Another critical piece of legislature we would like to introduce to Congress is the Federal Retirement Fairness Act. This Act would potentially have LIFE CHANGING value, as it would allow non-career employees such as casuals, TEs, and CCAs to make catch up contributions for time spent as non-career employees, similar to buying back military time. This would provide greater retirement security for affected employees. I frequently hear from full time regular carriers who were CCAs and TEs about this topic. The only way to modify what is considered creditable federal civilian service under FERS is to pass an Act like this.

Vice-President's Message Continued

There are other bills and resolutions we advocate for in the House and Senate such as the Social Security Fairness Act. This Act would repeal provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from the state. You may have heard of these provisions before. The Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) were adopted in congress in the 70s and 80s due to the false perception federal retirees were somehow “double dipping.” These provisions are living proof that without a strong PAC, politicians may reduce our retiree benefits.

Although we work in an open shop, the NALC has over a 90% organization rate. That's impressive and certainly something to be proud of. However, for well over a decade now, only 10% of members donate to the LCPF. In no way shape or form do I want to dismiss how hard we work for our wages. A dollar just doesn't go far these days. But please hear me out when I say donations to the LCPF are an investment and insurance for your career. Through direct bank withdrawal, paycheck allotment via Postal Ease, or your annuity , donate what you can. The NALC has had a “give me \$5” campaign for many years now, which equates to donating \$130 a year if you select payroll deduction. Donations could even be \$1.00; the idea is to have a consistent flow of donations so we can prepare and execute our political agenda. I like to think that when I was on my ten-minute breaks on my route USPS was paying me for my donation to LCPF. It is difficult to see sometimes as its much different from seeing your dues at work in the form of your steward representing you in a contract of discipline violation. However, whenever legislation is passed assisting USPS or maintaining/expanding our benefits, it pays off just the same.

There are multiple ways cannot sign up for or solicit members to join when they are on the clock, in uniform, or on federal property due to the Hatch Act. I have recently become the LCPF Coordinator for the branch, so I would like to hit the ground running. Whether you want to sign up or increase your contribution (retirees as well!), please email me at tb25lcpf@gmail.com. For the subject of the o donate to the LCPF, but you email please write your name and workstation. In the body of the email, please write the best time to reach you in accordance with the Hatch Act.

If I suddenly get hundreds of members emailing me (and I hope I do) it may take time to respond to you. Please be patient but I will contact you as soon as possible. Let's keep the momentum from the passing of the Postal Service Reform Act going! Invest in your future!

In solidarity,

Tony Bossi


Note: 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 canceled. 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.



Tom Ayers Jr. won one of Branch 25's scholarships this year. Tom is the son of Ipswich Carrier Tom Ayers. He recently graduated from Essex Tech. and will attend Husson University in Bangor Maine where he will study physical therapy.



Gianna McColley, daughter of Lawrence Carrier John McColley won the other Branch 25 scholarship. Gianna graduated from Whittier Tech. and will be attending Salem State University, where she will major in psychology and Spanish.



UNITED STATES POSTAL SERVICE

POSTAL PROUD

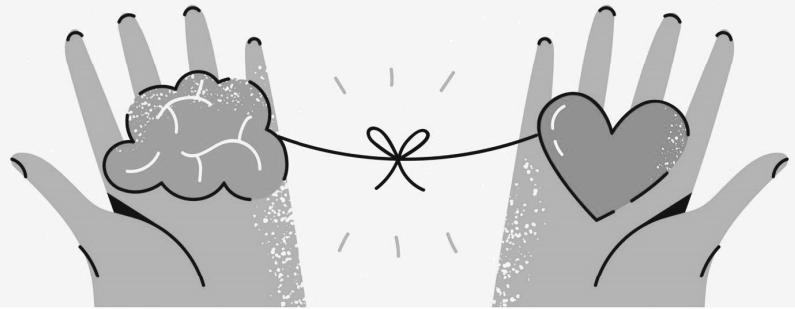
Peabody PM Kim Crean-Prifti and the MA/RI District recognize three carriers retiring this week! Congratulations!!!
(l-r) Mike Little 35 years, Bill MacPhail 36 years and Tony Porciello 25 years

Massachusetts/Rhode Island District

The image is a black and white photograph of three men standing in a mail processing facility. The man on the left is wearing a dark t-shirt with the USPS logo and shorts. The man in the middle is wearing a light-colored short-sleeved button-down shirt and shorts. The man on the right is wearing a light-colored polo shirt and shorts. They are standing in front of a backdrop that says "UNITED STATES POSTAL SERVICE". Below the photograph is a text box with the title "POSTAL PROUD" and a paragraph of text. At the bottom of the text box is a black bar with the text "Massachusetts/Rhode Island District" in white.

Peabody's recent retirees were featured in the Massachusetts/Rhode Island District's Postal Proud. Congratulations Mike, Bill, & Tony.

Optimizing Brain Health



Tips for Improving Brain Health

The brain in effect runs throughout the body in the form of the nervous system. The nervous system carries messages back and forth to the brain and helps illustrate how closely the body and brain are connected. How you take care of your brain, mind and body influences your entire system. Therefore, improving brain health is important for maintaining not only cognitive function but overall well-being.

The following are strategies for boosting mental wellness and brain health:

- **Exercise regularly:** Keep the mind strong with physical activity. Exercise has been shown to increase blood flow to the brain, improve mood and enhance cognitive function. Working out, taking a fitness class, walking, or swimming, all provide benefits to physical and mental energy.
- **Eat a healthy diet:** Make good decisions about food. Eat nutrients that support mental balance and feeling well. A healthy diet rich in whole foods can help protect the brain against damage.
- **Get enough sleep:** Sleep is essential for brain health and getting plenty may improve energy, mood, and mental processing. Chronic sleep deprivation can impair cognitive function, so pay attention to things that disrupt good rest such as stress, caffeine, alcohol, and light from devices.
- **Manage stress:** Chronic stress can damage the brain and impair cognitive function. Practice stress-reducing techniques like meditation, deep breathing, or yoga.
- **Challenge the brain:** Engage in activities that give the brain a workout such as taking a class, learning a new skill, doing puzzles, playing a musical instrument, reading, or watching something educational. Trying something new like knitting, cooking, playing an instrument, or repairing something will not only exercise the brain but also provide a feeling of proficiency.
- **Stay connected:** Build positive relationships with people who can listen, accept and support you. Make time for lunch with a friend, schedule family dinners or write to someone you have not talked to recently. Socializing with others can help boost cognitive function and protect against cognitive decline. Participate in social activities often.
- **Protect your head:** Head injuries can damage the brain and increase the risk of cognitive impairment. Wear a helmet when engaging in high-risk activities such as cycling or skiing.

The brain-body connection has everything to do with physical and mental health. If you are interested in improving your lifestyle to address stress and depression or improve sleep and brain functioning, start small. To make a change permanent, take it nice and slow. Not sure where to start? Consider reaching out to the EAP. We are here to support you on your journey to optimizing your brain health.



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

Branch 25 Directory of Officers

Daniel P. Wheeler	President
Paul G. Desmond	Executive V.P.
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Joe Stearns	Secretary
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Kenneth Dusombre	Health Benefits Rep.
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James Tuttle	Assistant Wake Up Publisher
Wesley Tugman	Assistant Health Ben. Rep.

Retirees



Congratulations to Tewksbury retiree Mark Pitts who called it a career after 39 years! Enjoy your retirement Mark!

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



Prevent Heat Illnesses. Know the signs and act.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body Temperature above 103° Red, hot, dry skin
Nausea or Vomiting		Nausea or Vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness

- Call 9-1-1.
- Get to a cool, air-conditioned area.
- Drink water if able to.
- Take a cool shower or use a cold compress.

- Call 9-1-1.
- Take immediate action to help cool down the person until medical assistance arrives.

Seek Immediate Medical Assistance for Heat-Related Illnesses. Call 9-1-1.

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

“Sink or Swim”

It's summertime and one of the best ways to beat the heat is to go for a swim. Whether it's the ocean, a lake, or a pool at home, being by the water is a great way to spend a summer day. But while you're having fun in the sun, keep water safety in mind.

According to the American Red Cross, drowning is the leading cause of death for children. Also, 85% of Americans say they know how to swim, but less than half can perform the five basic skills that could save their life in the water. The five basic skills are:

- Enter water that is over your head and return to the surface
- Float or tread water for at least one minute
- Turn over and turn around in the water
- Swim at least 25 yards
- Exit the water

The Red Cross also recommends that every swimmer be water competent. Water competency is a way of improving water safety for yourself and those around you through avoiding common dangers, developing water safety skills, and knowing how to prevent and respond to drowning emergencies. The Red Cross breaks water competency down into three components they call water smarts, swimming skills, and helping others.

Water smarts are precautions to take when you're in or around water. There are a lot of pretty common sense items on the list such as know your limits, swim sober, and wear a life jacket. Water safety skills are the five that are listed above. Basically be able to keep your head above water and safely get out of the water. Finally, knowing how to prevent and respond to drowning emergencies. These are actions such as paying close attention to children in the water, knowing the signs of someone who is drowning, and knowing how to safely assist someone who is drowning.

I strongly recommend everyone visit redcross.org to learn more about water safety, especially those who spend a lot of time around the water. Simply Google 'water safety' and the first result is a link to the Red Cross page I used to write this article. There is a lot of good information and advice to keep you and your family safe around the water this summer.

Stay Safe,
Jeremy Provost

(continued from Page 2)

The letter also mentions the other letter carriers who have died of heat-related illness in recent years. "Despite these numerous and continued violations, it appears the Postal Service has yet to comprehensively address this issue and adopt nationwide work conditions policies that prevent these avoidable, tragic deaths," the members wrote in the letter. They requested a response to their letter by July 21.

We talk about heat safety a lot, but it can't be discussed too much. Every letter carrier must prioritize looking out for themselves because Postal management won't! I'm embarrassed to say that as I write this article, Branch 25 has paid to provide water in 4 of the offices we represent because none was available from the Post Office. The stewards in these offices, and in one case, a CCA, purchased this water themselves on the branch's behalf. This is unacceptable in 2023! With all the focus the Post Office claims to put on heat safety, there is no excuse for not having an appropriate supply of water going into the summer season. If your office lacks water at any point, please let the Branch office know immediately and take care of yourself out there. You may be the only person who does!

In Solidarity,

Dan Wheeler

WAKE UP

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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
September 12
K of C Wilmington
8:00 PM



Letter Carriers from the former NALC Branch 585 Beverly marching in Beverly's Memorial Day Parade in 1971.