



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher
Dan Wheeler

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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, Newburyport, North Chelmsford, North Reading , Peabody, Reading, Rockport, Salem , South Hamilton, Sudbury , Tewksbury , Topsfield, Wakefield , Wayland , Wilmington , Winchester



Branch 25's Delegates to the 71st Biennial Convention

President's Message

There are some things that we can never be prepared for. This summer, I received a phone call that I was entirely unprepared for. It was the call from Dave Ferris' daughter letting me know that Dave had passed away. It felt as if a current of electricity had come through the phone and numbed me. I had to ask her again what her name was as I was in disbelief.

We had a brief conversation, Dave had instructed her to call the branch when the fateful date came. I gave her the information that she needed regarding the passing of a retired letter carrier, and expressed my and the branch's condolences.

I have since made it a point to show my wife where the necessary information is should that day come for me. I strongly suggest that all members, active and retired, do their best to make sure their affairs are in order, regardless of your age and health, and be sure that your spouse or other family member(s) have the information they need. It is a very unpleasant, stressful time and it doesn't need to be spent looking for answers.

That being said, Dave was "one of the good guys." There really is no other way to describe him. Dave was one of the first Branch 25 officers I met some 30 plus years ago and he was one of the most consistent. He loved Boston sports, especially the Patriots. We had many conversations pre-season and pre-playoff and super bowl.

Dave was a fixture at the branch and he was a fixture volunteering whenever he was needed. I think in the over 20 year history of the pancake breakfast, he made about 95% of the bacon. There were only one or two years that he couldn't be there. But for over 20 years he was one of the first to volunteer and the first to show up and the last to leave.

It's going to be difficult to walk into the branch meeting next month and not hand Dave a couple bucks for my 50-50 tickets and chat about the upcoming Patriots season opener. The shock will return next year when someone has to pick up the slack at the pancake breakfast. Dave will be sorely missed personally and professionally.

There are other things that can most definitely be prepared for. One of those is preserving the integrity of your route. Preserving the integrity of your route is just a fancy way of saying do your job the same way everyday, professionally, efficiently, and safely. Don't cut corners, don't skip breaks or cut short lunches, don't ignore safety rules, and DON'T work off the clock!

Whether there are inspections in the future (near or distant), or whether there is another "RAP" type joint evaluation coming down the pike, what you do on the street each and every day has a major impact on your route.

If there is a "RAP" type evaluation, your clock rings are key. Be sure to make them properly every day. Also, be sure that you're not casing DPS, FSS, or circulars so that you are reducing your street time. If inspected, 1840B times will be calculated. They are an 8 week average of what the regular carrier does on the route. If you are taking shortcuts, skipping breaks, or reducing your street time in any artificial way, you will pay dearly for it on the 1840B time and you could be establishing a shorter street time for yourself. In a "RAP", you will definitely pay dearly for any of those bad habits.

It isn't always enough for you to do the job right, however. You have to make sure that everyone that comes in contact with your route does it right as well. For example, if you give off a piece of your route, make sure you complete a 3996 and that the person doing the piece fills out the 3996 as well. The only way that your street time will be accurate is if you punch properly, complete a 3996 properly, and the person(s) completing the assistance do the same.

Exercise your right to obtain a copy of any and all 3996's that pertain to your route. Keep the 3996's in a folder in your draw at work, or better yet put them in the trunk of your car or somewhere outside of the post office and out of harm's way. You may need to rely on them to prove the value of your street time. Your word isn't enough with the post office.

The last thing I would like to touch on is reporting injuries. If you are injured at work, report it immediately. If something happens that you don't think is an injury, it may be a good idea to report it in case it turns into an injury. At the very least, make note of the time and location of the incident. Too many times I've seen carriers report something and "guess" what time it occurred. Management then checks the gps history and accuses the carrier of falsifying their report because the gps shows the carrier at a different location at the time they provided. Protect yourself, don't "guess". If something happens, immediately record the time and location. It is management's rule to notify them of everything no matter how minor it may seem. Follow their rule.

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

Well, we just went through a pretty good stretch of high heat and humidity adding up to a high heat index approaching 100 degrees for many days. In a lot of our stations I saw coolers of water and other drinks for the carriers to take on the street with them. I'm sure there were plenty of mandatory safety talks about heat exhaustion and dehydration. I have seen many safety postings on this subject throughout our stations. Hopefully, there was the recommendation that extra rest stops and the need to seek shade or air conditioning should be utilized.

But we still got many calls about carriers not making it back to the office in 8 hours on these days and being questioned in pre-disciplinary interviews as to why. Carriers were being told they shouldn't need OT, according to the numbers, despite the claim that the heat slowed them down. I believe OSHA issued instructions to the Postal Service about the need for extra rest stops on these extremely hot and humid days. I know the local managers have to answer to their superiors, but I believe the number one priority should be that the workforce makes it back healthy everyday, not that the DOIS numbers are satisfied. I can't say every manager shares this belief. Management can talk a good game about safety, but let's face it, the numbers are the important thing to some of them.

I was glad to see that a number of our CCAs will be converted to career employees in September as a result of an agreement between the NALC and the Postal Service. CCAs with 30 months of relative standing in their installations will be converted. Most of these employees, if not all, will be converted to PTF status. In only the largest of stations will the CCAs with 30 months of relative standing be made full-time regular. This is a positive and does not hold back any conversions to full-time regular when a residual vacancy occurs. The PTF status will mean a seniority date for career status along with earning sick leave and TSP contributions and match by the Postal Service, just to name a few benefits.

I was not able to attend the national convention in Detroit in July and missed the election by acclamation to the office of National Business Agent of Rick DiCecca. Congratulations go out to him as he has worked hard for this moment and, he truly deserves it. Also, I missed the dinner for retired National Officers at the convention. Randy Keller was honored at this dinner as he has retired from his position as National Trustee. Congratulations go out to him for a fine career and a well deserved retirement.

Speaking of retirement, every time I walk into one of our stations I hear about another carrier either retiring or getting ready to retire. Everybody has questions, some easy some not so easy. Our retirement department in Washington DC is excellent and should be contacted by anyone with questions about an upcoming retirement. It is taking longer than expected to set up a retirement counseling session, so it is suggested to request your "blue book" six months prior to your desired retirement date.

As a quick note to anyone that is requested to get documentation for a one-day unscheduled absence, the first question you should ask your manager when documentation is requested is WHY? Write down their answer. They can not just ask you for documentation because they feel like it may deter sick calls. Documentation should be provided and request to speak to a steward to see if a grievance should be filed. Unfortunately we occasionally get ill and need to take a day off to recover.

Keep your head up!

Paul Desmond

Calendar of Events

September 3	Labor Day
September 4	8 PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
September 7	National Neither Rain Nor Snow Day
September 9	Patriots Opening Day Grandparents Day
September 11	9/11 Remembrance Day
September 13	Friday the 13th
September 16	Working Parents Day
September 18	Yom Kippur
September 23	First Day of Fall
September 28	Ryder Cup

Branch 25 Directory of Officers

David J. Barbuzzi	President
Paul G. Desmond	Executive V.P.
Bob Cronin	Vice President
Andy Coan	Secretary
James P. Nutter	Treasurer
Kenneth Dusombre	Health Benefits Rep.
Jim Salvati	Safety Officer
Jack Lyman	Sergeant At Arms
Ron Noviello	Chmn. Board of Trustees
Dan Raske	Trustee
Dave Ferris	Trustee
Bruce Johnson	Trustee
Anthony Bossi	Assistant Secretary
John McNulty	Assistant Treasurer
Dan Wheeler	Wake-Up Publisher
Richard Donlon	Asst Health Benefits Rep
Ron Noviello	Workers' Comp Rep.

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

time to get out on the street is faster but not safer!
Stephen Stankiewicz

Cornhole Tournament

Save the date! Branch 25 will be holding a Cornhole tournament on October 7 at Wamesit Lanes in Tewksbury with all proceeds going to MDA. This will be a family-friendly event and a great opportunity to come out and have some fun for a good cause. Look for more details coming to your office and in the next Wake Up!

Take Your Time To Do It Right

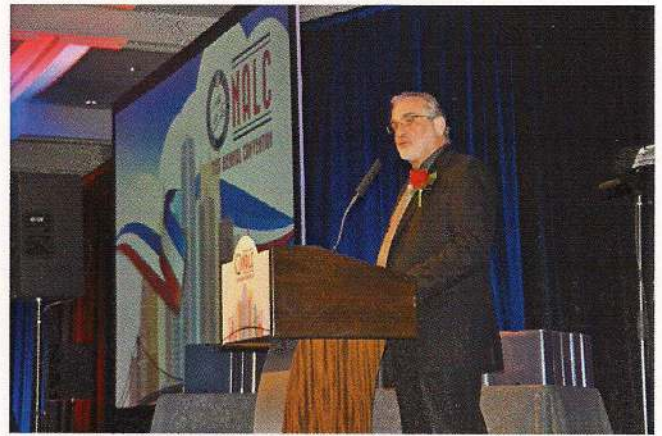
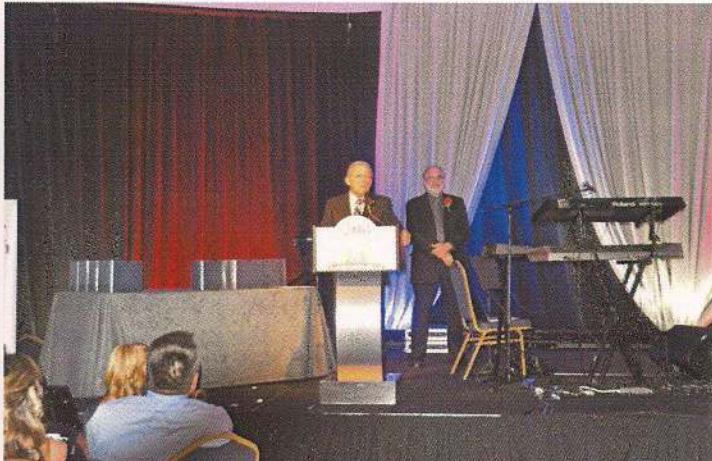
I feel that all the hard work put into the NALC over the years is being put at risk. There are many who have no idea what a union is and what a union member should and should not be doing. I have tried repeatedly talk to young carriers in our office about not skipping lunches and breaks. Blowing through your route because you want to go home is not the way we should be doing things at the Post Office. Safety and customer service are suffering. These are our jobs and our livelihood. If you will not take the time to check your truck in the morning to make sure it is safe you should not be a letter carrier! I wish the younger generation of letter carriers would understand that there are consequences to rushing in order to make unrealistic times on your daily assignments. Your breaks and lunch are to relax and recharge. They are not for additional time to do work. After punching in all carriers should go out to check their trucks. Are your windshield wipers working? Is one of your headlights out? Do your flashers, turn signals and brake lights work? When the letter carrier drives off to deliver the mail they have the responsibility to do it safely, for themselves and the public they serve. Carriers who are on the overtime list and have heavy mail volumes to deliver, over 8 hours on their own route and 2 hours on another route, should not come back in 8 hours. You sign the list because you want overtime. Skipping lunches and breaks and rushing to go home has consequences and they will catch up with you! If not then with the next carrier who has the route. Saving this

Welcome New Members

Alison R Boulouise	Beverly
Duy T Nguyen	Dracut
Alfio M Raymond	Dracut
Alias Alhussaini	Newburyport
Heather L Arsenault	Concord
Mowahip E Elpkhit	Salem
Vicki A Erazo	Dracut
Brandon C Forbes	Billerica
Sandro P Martins	Billerica
Peter R Natola	Marblehead
Michelle L Price	Newburyport
Miguel E Vasquez	Danvers
Juliana Sidelnikov	Beverly

Congratulations Randy!

Former Branch 25 president and national trustee Randy Keller was honored at the convention during the Testimonial Dinner. Randy, a disabled veteran of the Marine Corps, joined the Postal Service in 1982 and held various positions before being elected branch president in 1990. He was elected national trustee in 1998. He retired in 2017 after serving for five terms.



President Rolando speaks at the Retiree Dinner

Retirees



Congratulations to Gloucester letter carrier Peter Tarantino for joining the ranks of the Last Punch Bunch!

Rich Hussey recently retired from Acton



Lowell retirees Tim Griffin, Joe Suslovitch and Ken Goscilla



71st Biennial Convention



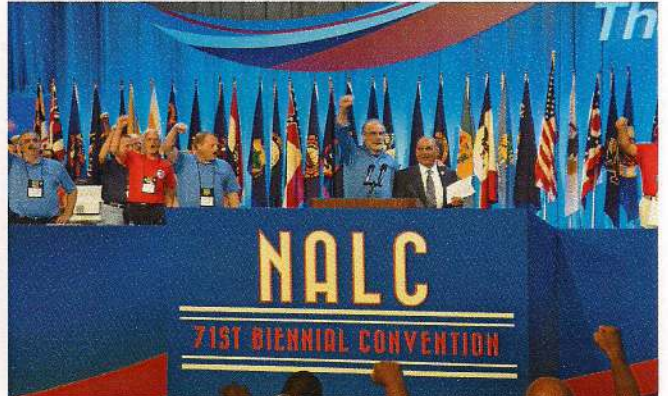
AFL-CIO President Richard Trumka



Exec. VP Brian Renfro



Hundreds of NALC veterans helped to pack 2000 bags with toiletries and food. The bags were delivered to Detroit-area organizations serving homeless veterans



President Rolando with NPMHU President Paul Hogrojan



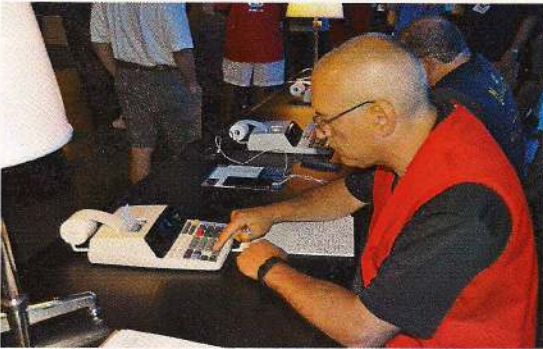
House Minority Leader Nancy Pelosi

71st Biennial Convention

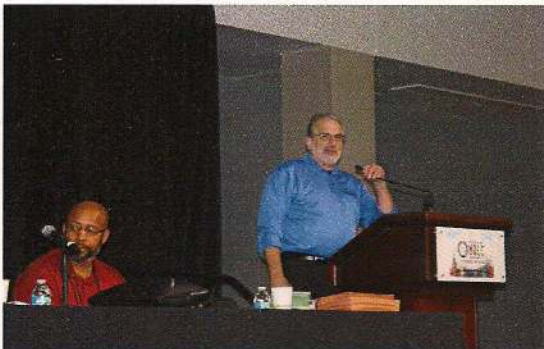


Secretary-Treasurer Nicole Rhine

Dr. Mona Hanna-Attisha



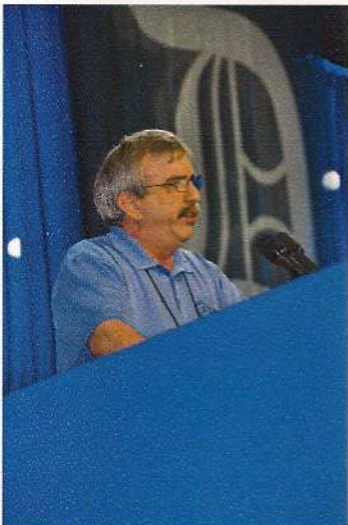
President Dave Barbuzzi performing his Teller duties



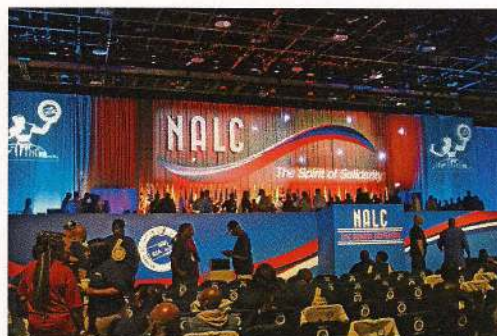
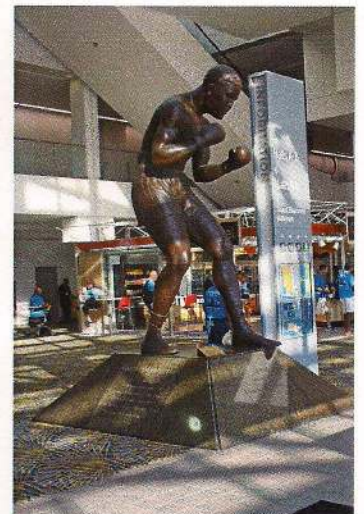
President Rolando addressing the Safety and Health Workshop



Director of Safety and Health Manny Peralta



Vice-President
Lew Drass



Safety

A fellow carrier suggested this month's topic, which is always appreciated. Apparently, he got a visit at his home from his local fire department. Everything was fine but he was informed by the Fire Department that smoke alarms should be replaced after ten years. I think we all know to change batteries each year and test them each month but who knew to change the alarms themselves! Apparently, smoke alarms become less sensitive over time. The National Fire Protection Association and the U.S. Consumer Product Safety Commission both recommend replacing alarms every 10 years.

Here are some other tips and facts about home fire safety we should all know; Never leave a burning candle unattended, even for a minute. Smoking materials are the leading cause of residential fire deaths in the United States. And many home fires are started by poorly maintained furnaces or stoves.

And the last tip, that we can all get behind, is to make sure your house number is easily readable from the street, even at night!!

For more info visit redcross.org or NFPA.org

Stay Safe,
Jim Salvati
Lyrics Trivia

Watch out
You might get what you're after
Cool, babies!
Strange but not a stranger
I'm an ordinary guy

Congratulations Rick!



Randy Keller addresses the convention to nominate Rick for Region 14 National Business Agent



Congratulations Rick!

Congratulations to Branch 25's own Rick DiCecca on being elected National Business Agent for Region 14. Rick will take over for John Casciano who is retiring at the end of this year.



Treasurer Jim Nutter congratulates Rick



Region 14 Workers Comp Assistant Bill Bothwell, NALC Director of City Delivery Chris Jackson and Rick

Treasurer's Report

The following is a re-cap of President Fred Rolando's key note address which was given on July 16 to the delegates of the 71st biennial convention in Detroit. Our contract was settled in May 2017 and ratified by a 16 to 1 margin (78,000 to 4,000). The presidential election was a low point where one party gained control of the presidency and both houses of Congress. President Trump tapped into the frustrations of both sides successfully. Postal reform has stalled, Supreme Court Justice Gorsuch's appointment is bad for Union issues and Brett Kavanaugh, the most recent nominee, is no friend to labor either. Disastrous tax bills and proposed budgets will expose federal and postal jobs and benefits to potential harmful cuts. President Trump appointed a Task Force to investigate restructuring the Postal Service. All 9 seats on the Postal Board of Governors are vacant. The White House has nominated 3 people so far which is still short of a quorum even if filled. In April 2016 the Exigent Rate disappeared resulting in a 2-billion-dollar loss in revenue. The fate of the USPS depends on Congress.

The NALC's task is to educate our membership and mobilize support for a strong and vital USPS. In June 2019 we are back to the negotiating table for our next contract. Resolutions and debates taken up at this convention will help direct the NALC in negotiations. The NALC continues to face legislative issues with a Republican controlled congress. Postal Reform bills continue to be introduced and the NALC will work with our friends in congress to support the ones that address our issues and to fight against the ones that would hurt us. The pre-funding of benefits continues to be an issue that the NALC is working to help solve.

NALC officers testified before congress regarding the Postal Task Force's plan for the Postal Service. The NALC also produced our own White Paper outlining our policy recommendations. As far as privatization goes the NALC will not accept privatization! We will not accept deregulation of universal service, opening the security of mailboxes or the right to collective bargaining. The NALC is not waiting; 3 bills against privatization have majority bi-partisan support and a fourth is in the works.

The NALC has now settled on a legal strategy, filed in the New Jersey District Court. An expert witness has been hired. The NALC testified a new system is needed to regulate our rates. Neither the Postal Rate Commission nor the Consumer Price Index work properly. The best way to get the results we need to ensure our future is to work to help those who support our issues to get elected regardless of political party. That requires both votes and money. As you can see the task is never complete. Being informed and participating is required for our success!

What do you say?

Jim Nutter

Treasurer

Vice-President's Report

During the 71st National Convention the delegates were introduced to three ambassadors for Muscular Dystrophy. One was a young child named Jaxson Hunt. His father, Jacob, described the family's struggle to deal with Duchenne Muscular Dystrophy and how the MDA boosted his confidence in facing Jaxson's future. Jacob said, "We're here today because we have hope. Today, boys with DMD often become men. They live into their 20's and 30's which was not the case 15 or 20 years ago." A second ambassador was Danielle Harada. This woman is an artist who provided several works of art that were raffled at the convention to raise money for MDA. Danielle said NALC's support for MDA has helped develop a treatment for the type of MD she has.

The outlook was not as bright for Ady Barkan of The Center for Popular Democracy. Ady is an attorney who has ALS and needs Medicaid to help pay for his care. ALS has no cure. He has been an advocate on Capitol Hill for progressive change. He is now slowly losing his ability to walk and speak. He asked the delegates to be his voice and march for him - to vote to replace Republicans in Congress with people who listen to families like ours. He urged us in the hall to turn out in force for the midterm elections in November to vote for candidates with a different vision. The MDA is the NALC official charity and has been since the inception of the Jerry Lewis Telethon. Branch 25 will hold a cornhole tournament in October. Details are elsewhere in this publication with more information regarding this MDA fundraiser.

On Tuesday of the convention week I attended a workshop for Recruiting Union Activists. Some of the ways to recruit are inviting members to a meeting or function. (continued on page 11)

Wow!

So much to write about and so little space to do it in. I'm talking about my being a delegate to the NALC's 71st biennial convention, Brothers and Sisters. After considerable thought I've decided that my narrative will focus on three concepts: INSPIRATION, ACCLAMATION AND ADMIRATION and below I'll try to explain how I got there.

INSPIRATION. Sometimes I think we may have a tendency to feel that "life is good" and that may very well be true. I know it is for me when I'm sitting by my pool sipping a cold PBR. Then we meet up with "heroes in this moment" like Ady Berkan who has ALS and Jacob Hunt whose son Jaxon has Duchenne Muscular Dystrophy and you realize that's not always the case. We used to have a saying in Branch 33 when trying to explain to outsiders some of the imbecilic and absurd judgments and decisions made by postal management. "Ya hadda be there." However, this phrase is also appropriate when trying to describe the emotional and inspirational impact these folks had on the 5500 delegates on the convention floor. As the convention hall resounded with cheers and applause after their presentations I thought about all the untold good the NALC has done through the years in working to help eradicate this insidious disease.

ACCLAMATION. (Consent) Another "Ya hadda be there" moment. We in Branch 25 are well aware of the talent, knowledge and dedication Rick DiCecca has brought to the job every day as one of our RAAs, but to see that effort come to fruition by being elected NBA for Region 14 by acclamation was a supreme moment for all of the Branch 25 delegates to the convention. I'd almost swear that President Barbuzzi levitated three feet in the air with euphoria when President Rolando made the formal announcement, making the election a reality. Congratulations Rick, you've earned this position every step of the way.

ADMIRATION. Thanks to the good will of Branch 25, and in the past that of the former Branch 33, this was my 13th National Convention. I have to tell you, the excitement, the chills down my spine and the awe never diminish. To witness the wisdom, skills and dedication of our Brothers and Sisters as issues are discussed, debated and acted upon is a sight to behold. That, together with the compassion and concerns that are on the convention floor and the indomitable spirit of camaraderie which permeated the entire convention atmosphere are the stuff of which I wish every member could partake.

A final note. In the military, one of the highest accolades one can give to another is "Noble Warrior". As we know we have one of these in our midst, both in service to our country and his twenty years of leadership in our branch. Godspeed Randy Keller, "Noble Warrior".

Keep on truckin',
Rich Donlon

Branch 25 Officers Elections

This is official notice that the NOMINATIONS for Branch Officers will be held at the regular October 2, 2018 branch meeting at 8:00PM at the Knights of Columbus Hall in Wilmington, MA. The election of officers will be conducted by mail-out ballot to the last known address of each member. All terms of office will be for 3 years. All candidates for office must be present at the October meeting and give their assent for nomination. Any nominee not present at the meeting will have 5 days to notify the Secretary in writing of their assent or must have submitted a letter to the Secretary prior to the October meeting giving his/her assent to be a candidate. All candidates must be certified in good standing by the Secretary. The Officers are: President, Executive Vice President, Vice President, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, MBA/NSBA Representative, Assistant MBA/NSBA Representative, Sergeant At Arms, Health Benefits Representative, Assistant Health Benefits Representative, Safety Director, Assistant Safety Director, Wake-Up Publisher, Assistant Wake-Up Publisher, and 5 Trustees. The President and Executive Vice President, by virtue of their offices, shall automatically be delegates to all National and State Conventions, and to any meeting called by the National Association of Letter Carriers, COP Meetings, or affiliates. The Election Committee will be appointed by the Chair at the nomination meeting. The Election Committee shall prepare ballots, instructions, ballot envelopes, and mail them by the first Wednesday in November with a return date for ballots postmarked by the fourth Wednesday of November (November 28, 2018). Results will be announced at the December meeting and installation will take place at the December meeting or at the wish of the Branch at an installation banquet. All elected officers will take office on January 1, 2019.

This notice has previously appeared in The Postal Record, meeting the time requirements as required.

Letter Carrier Political Fund

The Letter Carrier Political Fund

As Letter Carriers and Federal Employees, our livelihood is controlled by government policies and legislation. We see the constant attacks coming from Washington, whether it be through a budget proposal or attempts to interfere with our collective bargaining and right to organize. This is not new to the NALC and we have been working with members of congress in Washington, DC to protect rights and benefits, and also preserve the USPS as we know it. So how can Letter Carriers help to protect all of the above? We as Letter Carriers can give to the Letter Carrier Political Fund, formerly known as COLCPE. Why do we need members to give to our PAC? Well, under Federal law, labor unions are strictly prohibited from spending dues money on contributions or expenditures in connection with federal elections. The NALC established a PAC in order to become more involved and proactive in the electoral process.

Our PAC is used to support candidates that support us and this is evident by the bi partisan support on our House Resolutions. We have support from all political parties and our members should take pride in the fact that the NALC will only support candidates who will stand up for letter carriers and their families. We are proud of the fact that the NALC works to educate letter carriers about the candidates and the issues to help ensure we as letter carriers can make an informed decision when it comes to election time.

I would ask each letter carrier to consider contributing to the Letter Carrier Political Fund (LCPF). A few dollars each pay period will go a long way to protect what we have earned over the years of working for the USPS. Why not take out a form of Job Insurance by making a small contribution to our PAC? It does not matter what party you belong to or how you vote. Every dollar that is contributed to the LCPF goes a long way in protecting what we work for and deserve to keep, even once we retire. Please join me and your brothers and sisters of the NALC and become part of the LCPF!

Tony Perconte
NALC Legislative and Political Organizer

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. 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.

Vice President's Report

Continued from page 9

One should lead by example and be willing to do what is asked of others. There should be a welcoming atmosphere which involves families when appropriate. I will elaborate more about this workshop in next month's Wake-Up. I am not recruiting anyone to run for a Branch 25 Executive Council position.

At this time, I'm only inviting everyone to participate in our MDA fundraiser. I look back 32 years and recall being invited to join fellow carriers in a fill the satchel campaign for MDA. The week before Labor Day we would set up at intersections and get donations from commuters during red lights. we raised a lot of money and built camaraderie. The cornhole tournament will be a fun afternoon for both adults and children and will be much safer than begging in traffic.

Bob Cronin

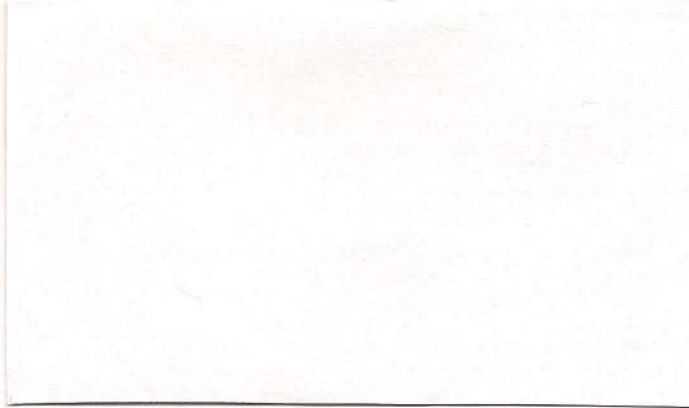
WAKE UP

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*at the next meeting
September 4 2018*



FEDERAL EMPLOYEES

Knee and Hip **ARTHRITIS** is the Silent
OCCUPATIONAL DISEASE that No One Tells You About.

- If You ...
1. Have had a hip/knee replacement; or
 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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