



*Special By-Laws  
Edition!!*

# **WAKE UP!**

President/ Editor  
Dave Barbuzzi

Publisher

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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



*Left to right: Andy Coan, Peabody's newest retiree Rich Cullen, President Dave Barbuzzi,  
Peabody steward Dave Hallinan and Peabody carrier Dave Barton.*



## President's Message

*"Take me out to the ball game..."*

At the June branch meeting, the members authorized Branch 25 to subsidize 75 tickets to a Lowell Spinners ball game and "Home Plate BBQ". Members and their immediate families can purchase a ticket for \$10 which provides them with a great ticket to the game and a 90-minute all-you-can-eat-buffet before the game. The tickets are \$29 for adults and \$24 for kids, but the branch is subsidizing \$19 and \$14 respectively to bring the cost down for our members and their immediate families. The menu includes ribs, pulled pork, BBQ chicken, hot dogs hamburgers, cheeseburgers, veggie burgers, salad, corn cole slaw, baked beans and watermelon. There is also a cash bar.

The date for the Branch 25 outing is August 18 with a rain date of August 25. Let's hope that the 18th works as that date is a special promotion with the spinners where after the game a helicopter will drop 1,000 lbs of candy on the field and kids will be given trick or treat bags to scoop up the treats! Tickets will be available first-come first-served to the first 75 members that send in their \$10/ticket payment to the Branch office.

Also in this issue you will find proposed by-law changes. These proposed changes were read at the June meeting and will be discussed at the September meeting. The NALC Constitution requires that the proposed changes be read at a meeting, published, and then discussed and voted upon at a branch meeting. This issue of the Wake-Up! has been produced to meet our obligations under the constitution and to give each and every member the opportunity to participate in the process.

As I write this article, the consolidated casing test is still underway in Annandale, VA. RAA Jerry Ugone was assigned as one of 8 Union observers to the test when it began. In early June, NBA Rick DiCecca summoned the local Branch Presidents whose offices were scheduled to become part of the test to a meeting to discuss the initial findings.

I attended this meeting, along with Bob Cronin who will be Branch 25's contact person in the Peabody installation. We learned that although the service had notified the national union that there were to be 4 stations out of this region that were to be placed on phase 2, they later reduced that number to 1 station. That station is Taunton, MA. We also learned that management only needs to provide a two-week notice to add a station to the test. As it stands now, Peabody is no longer part of Phase 2.

We did, however, have a local meeting with the Peabody and Danvers carriers on June 13. RAA Ugone relayed his observations to the carriers in attendance and answered as many questions as he could.

It was encouraging that there was a pretty good turnout. It was discouraging that there was reportedly only one carrier in attendance that had fewer than 10 years service. At a time when the workforce has reached the point where more than 50% of current letter carriers either are, or were CCA's, it is crucial that the junior carriers begin to take ownership of the postal service.

Presently, the postal service is taking ownership of the lives of its employees, especially those newer employees that have yet to become career. We are in dangerous times where for whatever reason letter carriers are voluntarily forfeiting their jobs to the service.

There is one office in the branch where despite multiple grievances being filed, carriers still show up upwards of an hour before tour and begin working off the clock. Whether they are just straightening out their parcels, cleaning up the auxillary piece from the day before, or actually casing mail (including dps and fss mail), they are working. Management claims not to see it. These carriers are pardon my language, screwing their brother and sister carriers and they are screwing you!

Every collective hour that they work off the clock is a potential hour lost when and if the office is inspected. If the office were selected for the case consolidation program, the street assignments would be unmanageable until such time as the Union were able to demonstrate what had happened to cause the evaluations.

Every hour they work off the clock and every minute they save on the road by casing dps and fss mail is money that they are stealing, yes stealing from those carriers that want to work overtime. Management has the gall to address uniform approved hats yet they turn a blind eye to this far more important issue.

The last thing that I'd like to talk about is the OSHA heat safety app. I have suggested that everyone with a smart phone download this app for a few years now, this year is no different. In real time, the app analyzes the temperature and humidity data for your location and tells you what the heat index is. It also tells you what you need to do to protect yourself from the heat. Depending on the heat index, the app may tell you to seek shade or it may tell you to drink a certain amount of fluids at specified intervals. This app is invaluable, especially for our newer members that have yet to experience the heat and humidity that summer brings to the job. Please stay hydrated, break as necessary to cool down, and don't be a hero. If you feel any symptoms of heat stroke, call 911 first, then your supervisor.

Stay informed!

Dave Barbuzzi



# BBQ OUTINGS

## WITH THE LOWELL SPINNERS!

*The Home Plate BBQ combines great food, friends, and fun! Not to mention a great baseball game at the best entertainment venue in the Merrimack Valley!*

### QUICK FACTS

#### DIG IN!

Guest enjoy a 90-minute ALL-YOU-CAN-EAT-BUFFET with great food, a versatile space, and group tickets!

#### PLAY BALL!

All picnics begin 90 minutes prior to first pitch and end at the beginning of the game each night.

### MENU

- Slow cooked ribs
- Pulled pork
- BBQ chicken
- Hot Dogs
- Hamburgers
- Cheeseburgers
- Veggie Burgers\*
- Tossed salad
- Fresh corn
- Cole slaw
- Baked beans
- Watermelon

**Cash bar and Coca Cola products!**

*\*available upon request*

### PRICING

|               | Adult   | Kids under 12 |
|---------------|---------|---------------|
| Box Seats     | \$31.50 | \$26.50       |
| Premium Seats | \$32.50 | \$27.50       |

*Pricing does not include 7% state and local meals tax. Includes all you can eat menu and a ticket to the game. Requires 50% deposit at time of booking. Food will be served regardless of inclement weather.*

For more information call the box office at (978) 459-1702 or visit [lowellspinners.com](http://lowellspinners.com)



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## Branch 25 Directory of Officers

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|-------------------|--------------------------|
| David J. Barbuzzi | President                |
| Paul G. Desmond   | Executive V.P.           |
| Dan Wheeler       | 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                  |
| Bruce Johnson     | Trustee                  |
| Anthony Bossi     | Assistant Secretary      |
| John McNulty      | Assistant Treasurer      |
| Bob Cronin        | MBA-NSBA Rep             |
| Peter Godino      | Assistant Safety Officer |
| 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.*

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## Proposed By-Law Changes

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### Article 4 Section 3

#### Current language:

Special meetings may be called by the President, upon written request of at least thirty-five (35) members in good standing. The membership shall be notified of the subject matter of the special meeting in sufficient time to permit their attendance

#### Proposed Language:

Special meetings may be called by the President, upon written request of at least thirty-five (35) members in good standing, or by vote of the Branch. The membership shall be notified of the subject matter of the special meeting in sufficient time to permit their attendance

### Article 5 Reimbursement to Members on Union Business for LWOP

#### Current language:

Any officer, steward, or member, doing Union work with the permission of the President shall be compensated at the current rate the National pays for lost time. Time other than lost time shall be paid at city carrier grade 1, step o. Reasonable expenses will also be paid.

Any officer, steward, or member, who in the performance of work for the Branch incurs LWOP sufficient to cause loss of sick and/or annual leave shall be made whole by the Branch for such loss. Such member shall have the choice of two (2) options to be made whole. First, he/she may elect to receive a check for the amount of lost hours at the city carrier grade 1, step o. Second, he/she may elect to be paid leave by the Branch, equal to the amount of leave lost. If the leave option is selected, this leave will be considered as 'Union work' for the purposes of these by-laws.

Members who conduct Union business of a minimum of 80 hours of LWOP and are under the FERS system will be reimbursed for the loss of matching funds in the following manner:

1. A copy of their end of year pay stub and a statement of the number of hours in LWOP status that were used for Union business for Branch 25's purpose shall be submitted with a pay voucher.
2. A copy of their selection of Thrift Savings Plan Contributions for the calendar year submitted for.
3. Reimbursement will be calculated at the percentage of matching funds the member was to receive if paid by USPS plus the highest rate of return of the available funds based on city carrier grade 1, step O of the letter carrier pay schedule.

*(Continued on next page)*

# Proposed By-Law Changes

Proposed language:

Any officer, steward, or member, doing Union work with the permission of the President shall be compensated at the current rate the National pays for lost time. Time other than lost time shall be paid at city carrier Table 1, step o. Reasonable expenses will also be paid.

Any officer, steward, or member, who in the performance of work for the Branch incurs LWOP sufficient to cause loss of sick and/or annual leave shall be made whole by the Branch for such loss. Such member shall have the choice of two (2) options to be made whole. First, he/she may elect to receive a check for the amount of lost hours at the city carrier Table 1, step o. Second, he/she may elect to be paid leave by the Branch, equal to the amount of leave lost. If the leave option is selected, this leave will be considered as 'Union work' for the purposes of these by-laws.

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3. Reimbursement will be calculated at the percentage of matching funds the member was to receive if paid by USPS plus the highest rate of return of the available funds based on city carrier Table 1, step O of the letter carrier pay schedule.

Article 10, Section 4

Current language:

**Section 4.** In the event of unforeseen or unplanned circumstances, the Trustees are empowered to authorize the expenditure of up to \$750.00, between meetings, for expenses not covered by the budget.

Proposed language:

**Section 4.** In the event of unforeseen or unplanned circumstances, the Trustees are empowered to authorize the expenditure of up to \$10,000.00, between meetings, for expenses not covered by the budget.

Article 10, Section 8

Current language:

None

Proposed language:

Article 10, Section 8

All funds shall be devoted to such uses as the Branch may determine; provided that no appropriation shall be made except when ordered by a majority vote of the members present and voting at a regular meeting.

Nothing in this section is to be construed to prevent the timely payment of all recurring monthly expenditures to include but not limited to: payroll and payroll taxes, mileage and reimbursed expenses, affiliation fees, operating expenses and condo fees, utilities, telephone and internet, and any other recurring expenditures that have been voted on and approved prior to the adoption of the current by-laws.

Further, nothing in this section shall be construed to limit the authority granted by Article 10 Section 4 of these by-laws.

Article 11 Section 1

Current language:

The Branch shall retain an accountant and such other special expert services as may be necessary, from time to time.

Proposed language:

The Branch shall retain an accountant and such other special expert services, such as attorneys, as may be necessary, from time to time.





# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using ELECTRONIC FUND TRANSFER

Through a **MONTHLY** Electronic Fund Transfer, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute (ex: \$5 donation each month for twelve months, totaling \$60 for the year).

### Electronic Fund Transfer Authorization

Fill out and return this form with a voided check to the address below

I, \_\_\_\_\_ (your name) hereby authorize my bank to deduct from my checking account the **MONTHLY** sum of:

\$25  \$20  \$15  \$10  \$5  Other: \$\_\_\_\_\_ **PER MONTH** and forward that amount to the Letter Carrier Political Fund (NALC's PAC) (Maximum amount per year is \$5,000). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name (please print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_ OR Postal Record number: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

### ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

**The Letter Carrier Political Fund**  
 100 Indiana Ave NW,  
 Washington, DC 20001-2144

Your Postal Record Number (circled):

\*\*\*\*\* AUTO\*\* 5- DIGIT 54321  
 XXXXXXXP LC 9876 W 13 08  
 Letter Carrier  
 1234 Main Street  
 Anywhere, US 54321-9999

Staple your voided check here

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 guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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.



# Summertime:

## A nice time to practice mindfulness.

### Practice mindfulness and meditation.

Take a moment every day to focus on what's happening around you. Pay attention to the sights and sounds of nature, smelling freshly cut grass and feeling the heat of the sun on your face will help ground you and put a stop to ruminating thoughts. **Your EAP, in partnership with myStrength, provides resources in order to assist you in becoming more mindful and learning how to manage stress through meditation.**

### Sign up to try myStrength today.

Visit [EAP4YOU.com](http://EAP4YOU.com)

Click "Go" under myStrength

Follow instructions to register

Create a personal profile

Download the app from the app store

Upon registration: You will go through a short self-assessment. After the initial assessment, you may select a personalized journey of recommended content based on your assessment results and personal interests, or you may explore on your own.

### More about myStrength:

- It is a self-management tool that can be accessed online or through the myStrength mobile app from a computer, tablet or smart phone
- It offers personalized resources to improve your mood
- It is an individualized experience that includes: **interactive programs, in-the-moment coping tools, inspirational resources and community applications**
- It has interactive programs that help you overcome: **Depression, Anxiety, Stress, Substance Use, Opioid Recovery, Chronic Pain, Insomnia, Balancing Intense Emotions and encourages Mindfulness & Meditation and programs for Pregnancy and Early Parenting**
- myStrength is safe and secure




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**WAKE UP**

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**I WANT YOU...**

*at the next meeting  
September 3, 2019*

