



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

U.S. Postal Service UNDELIVERED MAIL REPORT		
Delivery Unit	Route No.	Date

TO: Delivery and Collection Superintendent
The Following Mail Distributed To Me For Delivery Was Left In The Office Or Returned Undelivered.
<small>NOTE: If mail left undelivered by carrier is later delivered on the same day, the manager should explain the action taken.</small>

	Preferential	Other
Letters		
Newspapers		
Magazines		
Flats		
Samples		
Other Pieces		

For Use By Parcel Post Carrier Only	
Parcel Post Distributed To Me For Delivery Was Left In The Office Or Returned Undelivered.	
Sacks	Outside Pieces

<small>Remarks: (Reasons for nondelivery, Report of trips omitted or curtailed. Note any other matter of which record should be made.)</small>			
Reg.	Tech or Util.	Part Time	Signature
Action Taken (Manager)			
Manager's Signature			Date

*I never thought I'd see the day that a postal form would grace the cover of the "Wake-Up!". However, that day has come. In the coming weeks and months, the postal service is hellbent on eliminating overtime. In and of itself, eliminating overtime is a great thing for any company. However, when the elimination of overtime is at the expense of basic customer service and/or the provisions of the National Agreement, **THAT IS NOT A GREAT THING.** We need each and every letter carrier to complete the form shown at left, the PS Form 1571, to document any delayed or curtailed mail. You have the right to do so and you have the right to receive a copy of same. If you don't get a copy, there will be no proof that you ever completed one and there will be no accountability to the postal service. We are accountable, we must hold the service accountable. It is a small ask but one that could prove very important in the near future.*

President's Message

"It Was Good While It Lasted"

About a week ago I watched the movie "Patriots Day". As I watched the movie and the manhunt for the Tsarnaev brothers played out, I vividly remembered having been in Amesbury for route inspections when the District Manager (DM) issued a kind of "shelter in place" directive. There had been tips that the bombers were on the loose and that they had possible connections to various cities and towns throughout Massachusetts. The DM made the call to get postal employees out of harms way.

Fast forward seven years. New DM, new danger. Covid-19 came into the United States, and Massachusetts was one of the states that got hit relatively hard in the beginning. A tech conference at Biogen in Boston was responsible for many of the early cases, and a lack of understanding of the disease, and respect for the disease pushed numbers upward.

The Postal Service was woefully unprepared for an outbreak of this nature. As a toilet paper shortage developed, there were some offices that didn't even have a backup supply of toilet paper. Forget about hand sanitizer, gloves, and face masks. There was a panic on workroom floors fueled by the lack of supplies and the lack of understanding.

NALC at the national level spearheaded an inventory update system whereby local branches communicated supply status to the National Business Agent, who in turn communicated to the National Union, who in turn pressed Postal Service Headquarters to address the supply chain. It wasn't perfect, as not even hospitals could obtain adequate numbers of masks to protect health care workers.

The National parties also worked together to institute other guidelines to keep people as safe as possible. Staggered start times were established, dividers were installed between cases, instructions on how to properly clean our vehicles and to exercise caution on the road were disseminated in floor talks and other means.

In the early stages of the pandemic, the National Business Agent was invited to a teleconference with the DM and others. Over the objection of the NBA, local branch presidents were not invited. However, some of us managed to get the meeting link and we attended. After that first telecon, and thanks to the insistence of NBA Rick DiCecca, the local presidents were included moving forward.

To his credit, the DM was forthcoming with information regarding what was being done, what we had and didn't have for supplies, and where there were positive

or presumed positive cases reported. He also asked us to let him know if there were any trouble offices or managers that were either mis-reporting supply levels or weren't complying with agreed-upon measures.

In our branch, I called upon him on two instances. There was one instance where the postmaster refused to work with the local steward and safety team regarding start times. That situation was rectified immediately. The second instance dealt with a letter carrier being given a direct order, and subsequently placed on emergency placement, for refusal to deliver mail to a known Covid-19 positive residence. He had asked for an alternative means to deliver the mail and local management did not provide one. That situation was also resolved quickly.

The weekly telecons continued and various presidents brought forward concerns and many of them were addressed. The DM claimed to value the communication and went so far as to say that he wanted to bring us all in to meet in person when the Covid restrictions were at the appropriate level. Basically, it was an example of Union and management working together for the good of the employees, the service, and the mailing public.

Well, this past Monday's telecon seems to have signaled the end of this Union-Management partnership. There wasn't much to report, so the DM said he would answer questions about "whatever". I asked about the new ESAS initiative as one of our offices, Beverly, has been selected as a test sight. The DM said that he "fully supported" the plan that the new Postmaster General (PMG) Louis DeJoy had conceived. Manager of Operations Programs Support Frank Bowen then gave a rundown of what was to be expected in the offices such as Beverly that would be participating in the test.

As of the writing of this article, the test has yet to begin. It is scheduled to begin Saturday, July 25. A service talk has been given that lays out the expectations to carriers. Due to prior commitments, I cannot be present in Beverly on Saturday or Monday. However, I have assigned former Vice President Bob Cronin to report to Beverly and observe the test and take notes on the goings on and potential contract violations. The Branch will be aggressive in our response to any action or instruction that runs afowl of the National or Local Agreements, Handbooks and Manuals.

We can't be in every station, however, and that is where you come in. We need you to make note of the following and report your findings to us daily. We need to know:

- Route number of any route that does not go out for delivery.

(Continued on page 4)

Exec. V.P. Report

When the new PMG took over the USPS in June, I don't recall anyone within the NALC, or anywhere else that I can recall, claiming that he was going to be great for the service to the public. He was coming from a logistics background with a history of making cuts. There are many indications coming from media outlets that history will attempt to be repeated. He seems to want to eliminate all OT, which is fine if he does it in a contractually compliant manner, but the staffing in our region probably won't allow that and still deliver the mail on a daily basis. His agenda is more about hours used than getting the mail delivered. From what is being reported, he wants to eliminate all details, such as 204B and OIC assignments, which in some instances I am OK with, but we will see if this actually happens and if it lasts. I'm sure there are a lot of other things on his agenda, that may eliminate costs but sacrifice service, but I will wait until it comes from the PMG before commenting. The 2 new members of the Board of Governors have indicated that they feel the Universal Service mandate should be looked at for possible elimination, although they both said they don't have much of an understanding of the Postal Service, so you can figure out where this came from.

One thing that seems to be clear is that the service will suffer if carriers are kept to an 8 hour day every day as the PMG suggests. We are already seeing delays in deliveries with entire routes being curtailed. This is recent and probably a result of the PMGs comments. In most offices there are just not enoeough bodies to go around and still deliver all the routes in 10 hours, let alone in 8. There are vacant routes in most offices every day, sometimes many vacant routes and carriers are working over 60 hours per week to deliver all the mail. The only way to eliminate OT in most stations is to not deliver mail on a daily basis, or hire more carriers which is no easy task as we have seen. Not delivering the mail goes against the core of the Postal Services responsibilities and obligations. Certainly, there are times when delivery should be curtailed, usually attributed to bad weather. We also shouldn't be working beyond 12 hours or so late into the night that the customer thinks an intruder is at their door. But purposefully curtailing delivery should be a last resort.

As I write this Congress is still debating another stimulus package that includes relief for the Postal Service. Whether or not this bill passes remains to be seen, but there is still time to contact your reps in Congress to ask for support. You can do it through the NALC website, if you need help with this contact the Union office. The Postal Service has authorized 3 new face coverings available for

the employees to use. Hopefully, this will be relayed to the employees in your office but if not ask your manager to look into it. One of these coverings is like a scarf that fits around your neck and can be pulled up over your face when you can't socially distance yourself either in the office or on the street. I believe it is a light weight material.

All the memos related to Covid-19 that were scheduled to expire on 7-17-20, have been extended through September 25, 2020. These can be found on the NALC website under the Covid-19 heading. We can't stress enough the need to stay hydrated on these hot days and take necessary breaks as OSHA suggests. There is a new test being conducted by the Postal Service nationwide called ESAS (Expedited to Street/Afternoon Sortation). The only station in our Branch involved is Beverly starting 7-25-20 and more info will follow as it goes along. It is not a joint test with the NALC. Hopefully we can have monthly Branch meetings soon but until then stay healthy.

Keep your head up!

Paul Desmond

Calendar of Events

August 4	U.S. Coast Guard Day
August 11-13	Perseid Meteor Shower
August 21	Senior Citizens' Day
August 26	Women's Equality Day
August 29	International Bacon Day

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
John McNulty	Trustee
Anthony Bossi	Assistant Secretary
Peter Godino	Assistant Treasurer
Bob Cronin	MBA-NSBA Rep
Steve Pickett	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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- Amount of mail recorded as delayed or curtailed for that day.
- Total forced and volunteer overtime on that date
- Number of OTDL carriers N/S for the day and not worked
- Number of scheduled OTDL carriers not worked to 10 and 12 hours

Make no mistake, presently upper level management (not your local postmaster hopefully) is not on the same side that we are on. We are on the side of customer service and preserving a viable postal service. Upper level management is on the side of political expediency. You have had to be living under a rock not to know that the man that currently occupies the White House has been demanding changes at the postal service. These changes are NOT changes that will have a positive impact on your future. Once again, it will be up to the letter carriers to save the postal service. There are currently two things we can do. We must insist on contract compliance today and everyday, and most importantly VOTE OUR JOB IN NOVEMBER!

Stay informed!

Dave Barbuzzi

You go to the doctor. You're feeling fine. (Your routine annual physical perhaps, or a follow-up to a previous visit?) Surprisingly, the doctor issues you a prescription. "What's up with that?", you ask yourself. The following questions to ask your doctor will help greatly to provide the answer:

- What is the name of the medicine and what is it supposed to do?
- How and when should I take the medication?
- Should I take it with meals or on an empty stomach?
- How long should I continue to take the medication?
- Are there any foods or beverages I should avoid during the time I am on the medication?
- Are there any other medications I should not take with this new medication?
- Are there any limitations on driving vehicles or any other activities?
- What side effects may occur?
- Should side effects be reported, or should I do anything about them?
- If the symptoms of my illness do not improve, how long should I wait before reporting it?
- Can the prescription be refilled, or should I call again about getting a refill?

I realize that this is quite a lengthy list. If you'd like a personal copy contact me through the branch office and I'll be glad to mail you one.

Keep on truckin'

Rich Donlon

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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

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Coronavirus

Suicide Awareness for Union Representatives

The emotional and behavioral effects of the current global pandemic present additional risk factors to you and those you lead within USPS. It is important for you as a leader to support union members who are struggling with suicidal tendencies. Encourage them to seek assistance opportunities through use of telephone-based and digital outreach to maintain physical distance while remaining socially connected.

Signs an employee may be struggling:

- Fixating on suicide
- Giving away valued possessions
- Behaving recklessly
- Increasing use of alcohol and/or drugs
- Experiencing changes in sleep
- Neglecting basic self-care
- Putting personal business in order
- Neglecting doctor's orders
- Exhibiting an increase in mood swings
- Withdrawing from others

What to do if your employee is struggling:

- Ask what is going on and how you can help.
- Ask directly: "Are you thinking about suicide?"
- Listen Intently. Let the individual do most of the talking.
- Remain non-judgmental.
- Be Sympathetic. Remain calm, patient and accepting.
- Offer Support. Let the individual know they are not alone.
- Ensure Safety. Contact local authorities.
- Do a wellness check.
- Don't leave the individual by themselves if they're at risk.
- Be Prepared. Have an action plan for accessing additional support by reaching out to your EAP.

Trust your intuition. If you feel like someone is struggling, they probably are. Help remove the stigma surrounding mental illness by encouraging your members to seek the help they need. Your willingness to initiate a conversation could save their life. For further support, call your EAP today and speak with a counselor. We can guide you on how to take action while offering comfort and providing confidential* support.

If you feel you are in immediate danger, call 911 or the National Suicide Prevention Lifeline - 800-273-8255 (TTY: 800-799-4889)

*EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g. when a person's emotional condition is a threat to him or herself or others, or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.



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

Vice President's Report

In the June edition of the "Wake-Up!" I wrote about then incoming Postmaster General Louis DeJoy. At that time, he had not taken over the job yet. He officially started on June 18. Many carriers probably were shown his video message to the employees in their office. He said all the right things about how great the Postal Service's long history and how great the employees were and everything else you would expect a new boss to say about his company. His first month on the job has been relatively quiet. Just recently there has been talk on the Internet of a memo the PMG sent out to some upper postal management. This memo was titled PMG Expectations and Plans. It seems like his directives are being rolled out somewhat sporadically. It's unclear whether that is intentional or not. Some offices have gotten stand-up talks and there are reports of offices starting to put into practice some of his plans. In some offices, such as mine, management has said nothing and it has been business as usual up to this point.

The first thing the memo addresses is overtime, specifically penalty overtime. According to the memo, the plan is to eliminate all penalty overtime because it is costing the Postal Service too much money. It is management's right to try to minimize penalty overtime but they are obligated to do so while following the National Agreement. Article 8 of the National Agreement covers the administration of overtime. Just because the new PMG may want to eliminate penalty overtime he may not do so by violating the contract. As of now, there does not seem to be any official directive about this but we will see what happens going forward.

Another part of the memo talks about canceling all postal details and 204B positions. Every management employee would go back to the job they own on their Form 50. This has been talked about before at various levels but never really gone anywhere. Honestly, if they did that they may find a lot of these management positions are not actually needed. Sometimes, as the old saying goes, you've got to rattle the grass to shake out the snakes. I will believe this one when I see it. Carrier start times are mentioned as well. The memo talks about making sure no carriers start before their unit's Distribution Up Time, but no later than 9AM. Carriers' work hours, including start times, are covered by Article 8 of the National Agreement. Management must follow the contract the same as in any other instance.

One of the topics this memo talks most about is mail flow, from the plant and in the offices. It says if the plant runs late they will just keep the mail and not send it out to the offices. If the mail arrives late at the offices it will not

go out for delivery that day unless this can be achieved without using overtime. Most of us deal with late arriving mail to varying degrees. It doesn't seem that the solution should be to just say "Forget it. We will deliver the mail when we feel like it." So many of the Postal Service's policies seem to counteract customer service instead of aiming for it. Carriers should be filling out Form 1571 and requesting a copy for themselves in any situation where mail is not delivered but especially if instructed by management to willfully delay mail.

The PMG makes reference to other companies in the memo; U.S. Steel, once the biggest company in the world, no longer exists. Ford has had to shut down many plants to adapt. There is no doubt that the Postal Service needs to make changes. The NALC has been pushing for meaningful Postal reform for a long time. Coming at the problem with unilateral slash and burn directives, especially ones that violate the contract, does not seem to be the best plan of action.

It is unclear whether these are official directives to be carried out everywhere or whether local management is doing their own thing to comply with the spirit of this memo. There is certainly nothing new to the post office deciding to focus on certain areas of the operation or coming out with unilateral directives. Understanding where the new PMG came from, his previous history and who appointed him this is worth paying attention to. We hear a lot of rumors around here...Did someone say early out? If you receive any notice or instruction that doesn't seem right to you please let your steward know. The way things are going in 2020 I would believe anything at this point!

In solidarity,

Dan Wheeler

NALC Br 25 Monthly Treasurer's Report
James P Nutter, Treasurer

Total Beginning Balance as of May 31, 2020	381,649.48
Check Book balance as of May 31, 2020	124,764.12

Following Report is for the Month of June 2020

Money taken in during June 2020	25,895.34
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National Dues	23,677.66
Retiree Dues	153.48
Transfer from Scholarship	2,000.00
Ck# 9850 Voided	64.20

Money spent during June 2020	16,848.95
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Breakdown	Time on union business	Net	8,942.47
	Mileage		194.93
	Reimbursed Expenses		64.20
	Per Diem		
	Payroll Taxes and W/H Transmittal		3,818.59
	FICA Tax	797.60	
	Med Tax	186.52	
	Fed w/h	1,251.00	
	FICA W/H	797.60	
	Med W/H	186.52	
	State W/H	599.35	
	DUA		
	FUTA		
	MA PFML		
	Paid To Affiliates		236.25
	Mass AFL-CIO	236.25	
	NSLC		
	NALC		
	Operating Expenses		3,592.51
	Condo Fees	-	
	Copier Lease	795.69	
	Office Supplies	163.39	
	Scholarships	2,000.00	
	Bank Service Fee	30.00	
	Telephone	331.91	
	Utilities	121.52	
	Website	150.00	

Ending Check Book Balance as of June 30, 2020	133,810.51
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Total Ending Balance as of June 30, 2020	390,717.27
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	For Month	9,067.79
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Other Accounts

Salem Five Money Market	Beginning as of May 31, 2020	256,885.36
	Interest For June 2020 (0.10%)	21.40
	Ending as of June30, 2020	<u>256,906.76</u>

Total All Accounts

Salem Five Money Market	As of June 30, 2020	256,906.76
Salem Five Checking	As of June 30, 2020	<u>133,810.51</u>
Total Ending balance as of	June 30, 2020	390,717.27

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
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TEWKSBURY, MA



*at the next meeting
August
Meeting
Cancelled*

United States Postal Service Carrier - Auxiliary Control

A. Delivery Unit				B. Telephone		C. Date	
D. Carrier's Name and Route No.				E. Lunch Place and Time			
F. Indicate entire or portion of the case shelves covering mail as street auxiliary assistance						G. Keys Required? Yes <input type="checkbox"/> No <input type="checkbox"/>	
1	2	3	4	5	6	H. Carfare Required? Yes <input type="checkbox"/> No <input type="checkbox"/>	
						I. Accountable Mail? Yes <input type="checkbox"/> No <input type="checkbox"/>	
J. Reason For Use of Auxiliary						Precautions necessary to prevent heat stress/stroke.	

When people are exposed to extreme heat, they can suffer from potentially deadly illnesses, such as heat exhaustion and heat stroke. Hot temperatures can also contribute to deaths from heart attacks, strokes, and other forms of cardiovascular disease. Heat is the leading weather-related killer in the United States, even though most heat-related deaths are preventable through outreach and intervention.

Branch 25 is committed to preventing heat-related injuries and illness to our letter carriers. **DO NOT BE INTIMIDATED INTO SACRIFICING YOUR SAFETY!** Learn the signs of heat stress/exhaustion/stroke. Monitor yourself and heed your body's warnings. Download the OSHA Heat Index app to your smartphone and be cognizant of your surroundings. Please go home safely each day. Someone is depending on you.