



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher
Chris Bruno

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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

Already had COVID-19?

Studies show that getting a **COVID-19 vaccine** after you recover from COVID-19 provides added protection to your immune system.

Vaccines are a safe way to keep you from getting and spreading COVID-19. COVID-19 vaccination also helps **protect you** from serious illness if you get sick again.



[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

Visit **Vaccines.gov** to find vaccination providers near you.

President's Message

Since May of this year, the House and Senate have had identical, bipartisan bills aimed at bringing financial stability to the postal service. These bills are H.R. 3076 in the House of Representatives and S. 1720 in the Senate. I wish I could report that our Massachusetts delegation have all gotten onboard as co-sponsors, but I can not. As a matter of fact, the only lawmaker from Massachusetts that has become a co-sponsor of either bill is Representative Stephen F. Lynch of Massachusetts' 8th District.

We need to change that. I am asking everyone to go to www.nalc.org and then hover over the "Government Affairs" tab and choose the "News and Updates". Then, scroll most of the way down that page till you come to the entry titled "Tell Your Representative and Senators to Pass the Postal Service Reform Act (H.R. 3076/S.1720)". Click on that link and it will bring you to a page that provides a little information on the Postal Service Reform Act. At the bottom of that page you will see "Please take a minute to personalize and send your message now in the Legislative Action Center." Click on the "Legislative Action Center" and you will be taken to a "Take Action" page. Once there, take action! You will be able to send an email to your Representative, and your Senators as well.

I realize that the last paragraph detailed a lot of steps to take, and I also realize that not everyone is all that comfortable with computers. If that's the case, ask your children or grandchildren to help you out. You'll get the added benefit of spending a couple minutes with them.

It is important that we get involved now more than ever. We may have a short window to get this done. Presently, we have slim majorities in the House and Senate and that could change with the midterm elections in 2022.

Unfortunately, one of the challenges that we face is the well-meaning outrage of our own members and some politicians and others that think they are furthering our interests. Specifically, I am speaking of those that are still focusing their energies on firing Postmaster General Louis DeJoy. I'll start by saying that I am not drinking the DeJoy Kool-Aid, I'm simply a realist.

There are some things that we all need to understand. First and foremost, according to our National President Fred Rolando, DeJoy is interested in contract compliance. Perhaps more importantly, Fred believes that we would not have reached our negotiated contract had there been a different Postmaster General. DeJoy has also listened to Fred with regard to personnel decisions.

Then, we have the Postal Board of Governors. The Chairman of the Board of Governors is Ron Bloom. Bloom has spent a great part of his career in Union roles. He spent 3 years as a Special Assistant to the President of the United Steelworkers.

Beyond Bloom, the Board of Governors is currently configured in a labor-friendly way. In other words, should anything begin to go off the rails, the votes exist to prevent it from happening and if need be, to terminate DeJoy.

So, I ask that you resist the urge to participate in the bashing that takes place on social media. The postal service will not be privatized with the current board of governors, even if that were DeJoy's plan. As a matter of fact, because of DeJoy's former role for the Republican party, he is actually an asset in our quest to secure postal reform. He can garner votes from across the aisle from friends of his that may not necessarily be friends of ours.

Enough of that for now. Again, please contact your Representative and Senator and urge them to support H.R. 3076 and S. 1720.

Speaking of politics, I want to give a shout out to our very own Rich Donlon. Rich has been elected to the Democratic State Platform Committee Convention where he will participate in creating the planks for the Massachusetts Democratic Party's platform. Rich is a political junkie and without a doubt the best person for the job!

Elsewhere in this Wake-Up! you will find the latest information (at press time) regarding COLA's and wages. By the time you read this, hopefully the July numbers will have been released and we will know what our Cost of Living Adjustment will be. After the release of June's numbers, the COLA stood at over \$1700 or over 81 cents an hour. The COLA has the potential to be even larger than that, and it will be followed shortly thereafter by a 1.3% contractual increase. Depending on where you're at in the PayScale, the 1.3% raise is anywhere from \$537 to \$892 a year. Finally, although there is nothing confirmed by the Postal Service, it seems that the back pay from the current contract is supposed to be in the August 20 paychecks. Based on the phone calls and the social media posts you would never know that that is just five months after the contract was ratified. I know to many it seems like a year-and-a-half, but no, it's only been five months. Considering that each employee had to have unique calculations and the time period involved multiple pay rates due to step increases etc., it's not terrible. And, because it took that amount of time, the amount of the back pay simply grew more so you'll have more in your pocket.

Although I don't want the summer to end, I look forward to seeing everyone at the next branch meeting in September! Until then...

Stay informed!

Dave Barbuzzi

Executive Vice-President's Report

The summer is rapidly approaching the end, although the weather should remain good for a while, and the Postal Service has relaxed its policy on wearing masks only if you are fully vaccinated while in the Postal buildings. This would normally be a good sign of things to come, but very recently the amount of covid cases and hospitalizations have risen at an alarming rate throughout the country. In some states, the amount of infections and hospitalizations are worse than any other time during the pandemic. The hospitals can not handle this and still function properly. Fortunately, we live in an area that has a high rate of fully vaccinated adults. This should help reduce the severity of any infections for the vaccinated, but the unvaccinated remain at high risk. If the current trend of covid cases continues, I would not be surprised if the Postal Service reversed their policy and once again required employees to wear a face covering while inside the facilities. The reports of positive cases in our stations have been minimal until recently, but they are on the rise again. Stay safe.

The Family and Medical Leave Act (FMLA) guarantees eligible employees up to 12 weeks of leave during each postal year for absences covered for certain situations. Many employees are not clear on their rights to having absences approved as covered under the FMLA. The FMLA covers you to be with a new child in your immediate family, by birth, adoption or through foster care. It covers you to care for a family member with a serious health condition. It covers you if you have your own serious health condition. The FMLA guarantees you time off if the absence is covered, either paid or unpaid. It does not give you additional leave to use for the absences.

The FMLA also covers you from any negative job action (discipline) for the absence once the absence is approved. This is for your benefit. There are too many conditions that would be covered to list, but the guidelines are found on the NALC website. If you are out 3 consecutive days for the same ailment, or less with a doctor's visit and a prescription to medication is necessary there is a good chance you could be eligible. If you know of a need to use FMLA in the future, such as surgery, you can have the paperwork filled out in advance. If it is unforeseen, you simply need to fill out Form 3971 when you return to work and check off FMLA. When you call in you should also mention the FMLA. When your manager enters this info into the system, it will generate paperwork sent to your address of record, for your medical provider to fill out and return to HRSSC in Greensboro, NC.

There is a deadline to have the paperwork returned and it is your responsibility to make sure your doctor does this. Also, it is important to have your current address on record with the Postal Service in order to be timely with the paperwork. Your manager does not decide if your absence is approved for FMLA, that is

done in Greensboro, but they do need to know a general idea of why you are out. You do not return the paperwork to your manager. Any questions about this please call the Union office for help. There are also FMLA forms on our branch website and the NALC national website. These can be reviewed for information or printed off for your health care provider to be certified if you know an absence will be necessary in the future. There is also plenty of reading on the subject on the NALC website under "resources".

We are getting close to having another branch meeting in person on September 7th, the Tuesday after Labor Day. I realize this is still part of the Prime Time leave in most stations, but hopefully we can have a large crowd show up. Food will be served at 7pm and the weather should still be good, maybe the Red Sox will still be in contention and the Pats will be gearing up for opening day. Enjoy the rest of the summer and keep your head up!

Paul Desmond

Calendar of Events

August 1	Friendship Day
August 4	U.S. Coast Guard Day
August 7	International Beer Day
August 8	Summer Olympics Closing Ceremony
August 13	Friday the 13th
August 15	Feast of the Assumption of Mary
August 19	Aviation Day
August 22	Be an Angel Day
August 31	Executive Council Zoom Meeting
August 31	National Eat Out Day

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Ron Noviello	Workers' Comp Rep.

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

Notes From The Publisher

Hello fellow brothers and sisters, I wanted to take a moment to write this note for everyone. I wanted to thank everyone who has reached out with helpful tidbits to help me succeed at publishing the Wake Up. My way to return the favor is as follows. If anyone has something interesting going in the office with other employees and wants to spread the word on it please contact me and lets get the news out there.

I feel like it would be a good way to connect some different offices to a certain goal such as a charity, a sporting event, an activity or anything like that. Please feel free to email me with ideas at **chrisbrunob25@gmail.com** and we can talk about it.

Keep Reading

Chris Bruno



Beverly letter carrier Tommy Dean reaches the 55 year milestone! Congratulations Tommy!

“Safety Smorgasbord”

An update on the progress of the new trucks (New Generation Vehicles). USPS was originally looking for a contract to make only 10% of the NGVs electric, based on the budget. However, Congress wants 75 % to be electric and could approve \$6 million more to make it happen. Meanwhile a company that feels it was treated unfairly during the bidding process is suing the Postal Service. The USPS is trying to get the suit dismissed.

If anyone is interested in CPR training please let the branch know. In person classes have started up again and with approval the Union could start sponsoring them again.



I’ve been doing quite a bit of training lately so I know we have new CCAs starting all the time throughout the branch. Some are training in one office then being sent elsewhere, at least temporarily. If there are any questions or issues that arise for any new hires please talk to your Shop Steward or call the branch office to find out how the process should be handled.

Stay Safe,

Jim Salvati

Lyrics Trivia

When I get to the bottom I go back to the top of the slide
Where I stop and I turn and I go for a ride
Till I get to the bottom and I see you again

 **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

Telehealth (noun) healthcare facilitated by telecommunications technology. It's important to note that the operative word in the definition is facilitated, that is, to assist or make easier. Telehealth is by no means an end all and be all in itself. Obviously, there are times when a personal visit to a health care professional is essential. There are other times, however, when telehealth can be an extremely useful tool (COVID-19 concerns, or your doctor is not available). You can visit with a board certified doctor in minutes, 24/7, on your smart phone, tablet or computer. Telehealth visits are covered by the NALC Health Benefit Plan.

Using the visits you can:

Get care for common health problems like the flu, fever and more.

Feel better faster. Doctors can assess your condition, provide a treatment plan and, if appropriate, send a prescription to the pharmacy of your choice.

Note 1: You'll pay just a \$10 copay through our plan.

Note 2: According to recent survey data from American Well, almost 90% of people who have used telehealth are satisfied and would use it again.

For computer savvy plan members you can download the mobile app at www.nalchbptelehealth.org or call 888-541-7706 to access this service.

A couple of quick afterthoughts:

COVID-19 is still with us. Shedding winter clothing means more skin exposed to UVA and UVB rays. Take the necessary precautions. Sunscreen is helpful but not foolproof. Dermatologists recommend SPF lotion of 30 or higher, although higher than 30 is of dubious value.

Keep on truckin’

Rich Donlon



NALC
 100 Indiana Ave. NW
 Washington, DC 20001

U.S. Department of Labor
 Office of Workers' Compensation Programs
 Washington, D.C. 20210



Dear NALC Branch President,

During the course of the coronavirus pandemic, over 16,000 letter carriers have tested positive for COVID-19. At this time, approximately 1,000 of those letter carriers have filed claims with the Office of Workers' Compensation Programs, OWCP.

We are sending you this letter to let you know of important changes to the way claims for COVID-19 are being processed by OWCP and why your branch members who have had a positive COVID-19 diagnosis should consider filing a claim.

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it much easier for federal and postal employees diagnosed with COVID-19 to have a claim accepted under the Federal Employees' Compensation Act (FECA).

If a letter carrier (who comes in contact with coworkers or members of the public) was previously diagnosed with COVID-19, or even if they believe they just had a mild case of COVID-19, they should consider filing a COVID-19 FECA claim now - even if they have fully recovered and/or had an asymptomatic infection.

The long-term effects of COVID-19 are relatively unknown-- getting a claim accepted will protect your members who may suffer medical and financial impacts in the future. In the event they develop a consequential injury, impairment or condition later as a result of their coronavirus infection, timely filing a claim now will facilitate the processing of any future claim for any such consequential condition or impairment.

The attached flyer is available on the NALC website. The NALC and OWCP are ready to assist any NALC members who are ready to file a claim.

Sincerely,

Fredric V. Rolando
 President, National Association
 of Letter Carriers

Antonio A. Rios
 Director, Federal Employees', Longshore
 and Harbor Workers' Compensation | OWCP

Did you hear it's Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "*covered employee*," meaning that:

1. **You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
2. **Your duties include any risk of exposure.** Specifically, within 21 days of your diagnosis of COVID-19, you carried out duties that—
 - a. required contact with patients, members of the public, or co-workers; or
 - b. included a risk of exposure to the novel coronavirus.



What Does the Change in the Law Mean?

1. **You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
2. **If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



What to Do:

You can quickly and easily file a CA-1 Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at ecomp.dol.gov. If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.



Latest Wage Information

Below you can read the July 2021 cost of living memo from the NALC national website. By the time you receive this issue of the Wake-Up!, the July figures will have been announced. The COLA will be in our paychecks in the second full pay period following the release of the July numbers. Then, on November 20, 2021 we will receive a 1.3% contractual wage increase.

July 2021 cost-of-living adjustment memo

July 13

Contract COLA: Accumulated COLA is \$1,726 through June 2021

The projected accumulation toward the fourth regular COLA under the 2019-2023 National Agreement stood at \$1,726 annually in July following the release of the June 2021 Consumer Price Index.

On July 13, 2021 the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 793.560 in June, 48.184 points above the base level of 745.376 in July 2019. The accumulated COLA through June stood at 83 cents per hour or \$1,726 annually.

The fourth COLA will be based on the increase in the CPI-W between the base index month and July 2021, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2021 index. The three COLAs that have been calculated under the 2019-2023 National Agreement, totaling 37 cents per hour, are as follows: 1st COLA, 8 cents per hour (\$166 annually), 2nd COLA, 9 cents per hour (\$188 annually), and the 3rd COLA, 20 cents per hour (\$416 annually). The first three COLAs will be paid retroactively to their contractual effective dates.

2022 Retiree COLAs Projection: 5.1% as of June 2021

The 2022 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2020 (253.412) and the 3rd quarter of 2021 (TBA).

Based on the June 2021 CPI-W (1982-84) of 266.412 the 2022 CSRS and FERS COLAs are currently projected to be 5.1%. The 2022 retiree COLA calculation will be finalized in October 2021 with the release of the CPI-W for September 2021.

CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

2022 FECA COLA Projection: 4.9% as of June 2021

Based on the release of the June 2021 CPI-W (1982-84=100), the 2022 FECA COLA projection is 4.9%. The June 2021 CPI-W of 266.412 was 4.9% above the December 2020 base index (254.081). The 2022 FECA COLA calculation will be finalized when the December 2021 CPI-W is published during the month of January 2022.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective June 19, 2021 (Elimination of Table Three Step CC)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
TBA*	July COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850	
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA
City Carrier (Grade 2)	18.51	19.01
Carrier Technician (add 2.1%)	18.90	19.41
Steps (From BB to AA) in weeks	52	

	BB	AA
City Carrier (Grade 2)	20.00	20.50
Carrier Technician (add 2.1%)	20.42	20.93
Steps (From BB to AA) in weeks	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CCs of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

Vice President's Report

Hello letter carriers! By the time you are reading this, summer will be just about half-way over. Hopefully the second half will bring something other than the super-hot and humid weather or rain. It kind of feels like those have been the only two options in the first part of summer. It was a great feeling to have an in-person branch meeting for the first time in fifteen months in June. It was also great to see the Branch 25 Scholarship winners, Julia Stearns and Madison McKeon, in attendance. Congratulations Julia and Madison, and good luck on your future endeavors!

The USPS released their latest on-time delivery numbers at the beginning of July. For the 3rd Quarter of Fiscal Year 2021, which covers April 1, 2021 to June 30, 2021, the numbers improved from the 2nd Quarter. First-Class Mail on-time percentage increased from 79% to 88%. Marketing Mail and Periodical on-time percentages went up as well.

The USPS states that the strategic diversion of some First-Class Mail from air to ground transportation is the reason for the increase in delivery performance. The change in transportation method was outlined earlier this year in the Delivering for America strategic plan.

The two Postal Reform Bills that are currently in Congress S 1720 and HR 3076 (Postal Service Reform Act of 2021) have both gained a few co-sponsors since the last branch meeting. The Senate bill has had 2 more senators sign on and the House Resolution has had almost 30 more representatives sign on. Currently, Rep. Stephen Lynch (D-MA-8) is the only Massachusetts legislator to be a co-sponsor. Congress is not in session for most of the month of August into September. Hopefully Postal Reform will keep moving ahead when they get back to work at the end of the summer.

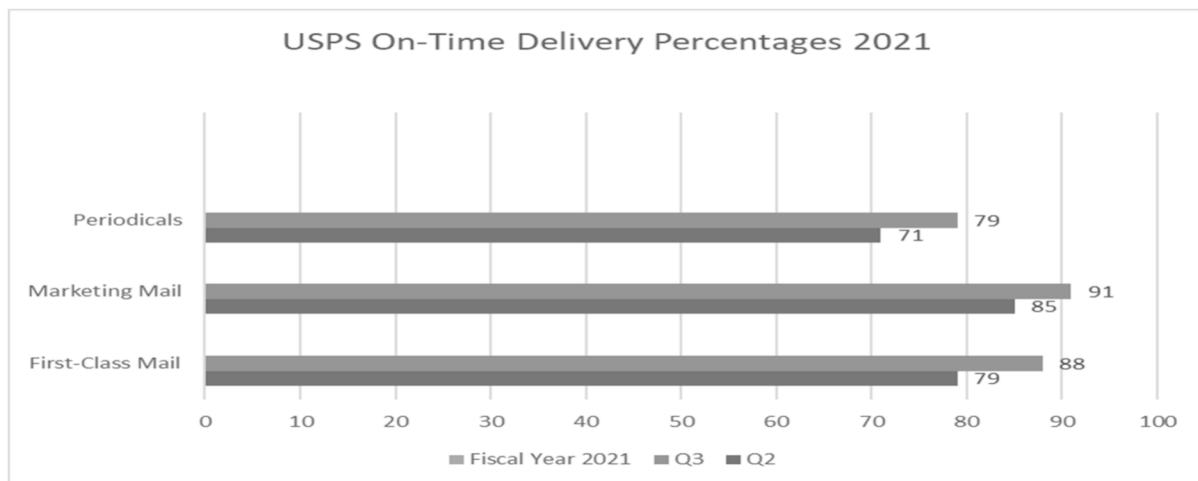
The NALC is still seeing grievances for management stealing time and money from letter carriers. Although I'm not hearing about this happening in Branch 25 currently, it is happening in other branches and it could happen to anyone anywhere. It amazes me that management would still make the conscious decision to falsify an employee's clock rings. There have been multiple large-scale instances of management leading a

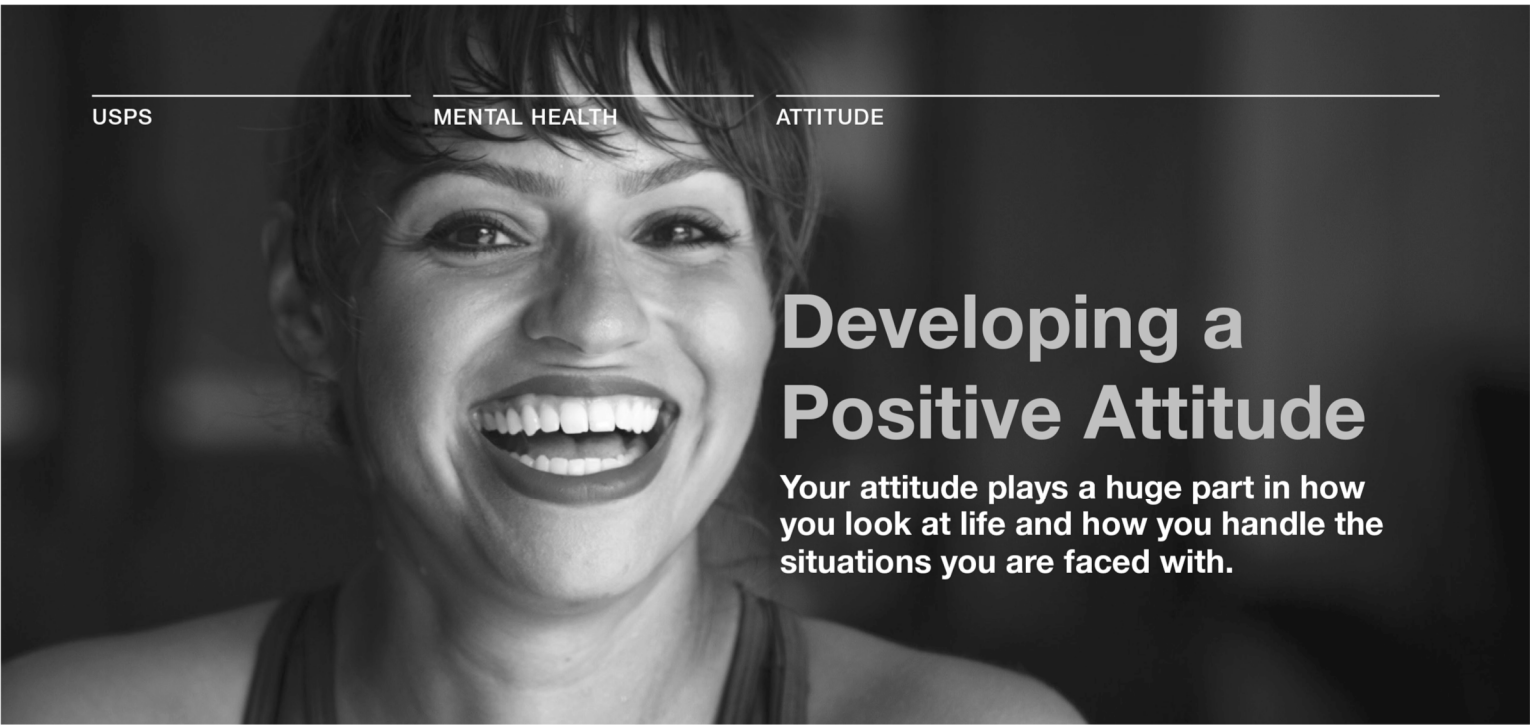
coordinated effort to improperly take time and wages away. Within the last 10 years there have been investigations in Richmond Virginia, Columbus Ohio and right here in Boston that proved widescale fraud by postal management.

In a perfect world, the only swipes of a letter carrier's time badge would be their own. We don't live in a perfect world so that is not usually the case. There are times when management needs to correct a mistake legitimately. A carrier may forget to swipe their badge, may swipe the wrong code, may mistakenly swipe the wrong badge or other possible reasons. The problem arises when management decides, for whatever reason, they are going to make illegitimate changes to a carrier's time. Sometimes management may feel the need to comply with a directive from above such as; All carriers must be off the street by a certain hour or All carriers must not work penalty overtime! Management should not be falsifying clock rings no matter what the reason. I have seen management make the argument that if it doesn't affect someone's pay then what's the problem? No harm, no foul! The fact is any improper adjustment of a letter carrier's time is wrong, whether it costs him any money.

The best way for the Union to fight the falsification of clock rings by management is for each carrier to pay attention to what is happening with their own times. It's a good idea to pay attention to how many hours you work each week. This is especially true for carriers who work a lot of overtime. This is now easier than ever to do because of the Virtual Timecard program on Liteblue. Letter carriers are now able to see what hours are being worked on a daily basis if they want to check that often. If any carrier feels like something is not right with their times they should talk to their steward or contact the branch office. We work too hard to have someone in management take time away from us with a few keystrokes. Enjoy the rest of your summer and I look forward to seeing everyone at the September meeting!

In Solidarity,
Dan Wheeler





Developing a Positive Attitude

Your attitude plays a huge part in how you look at life and how you handle the situations you are faced with.

Though you can't always control what happens to you, you **can** control your attitude toward life events. The sooner you start incorporating the tips below, the sooner you can start feeling the positive benefits in your life!

Your attitude is up to you. We can be our own worst enemy when it comes to attitude. If you don't think you deserve to be successful, you never will be. Whether you think you can't do something, you'll be right. The great news is that with a conscious effort, you can change a negative attitude into a positive one. Although it may take time and effort, you can learn to control your attitude.

Rise and shine! Get up a bit earlier and take a short walk in the morning. Fifteen minutes of fresh air is a great way to feel uplifted and mentally prepared to start your day.

Stop a bad day in its tracks. Just because you woke up on the wrong side of the bed doesn't mean your entire day is ruined. Make an effort to change your attitude early and don't let it set the tone for the rest of the day. Take a moment to think about something good that could happen and have a positive outlook. And remember, when things aren't going well, tomorrow is a brand new day.

Develop positive friendships. It's difficult to maintain a positive attitude when your support group is negative. Negativity spreads rapidly, so steer clear of negative people.

Enjoy a hobby. It's important to have a hobby or enjoyable activity that you can fall back on when things get tough or you've had a long, hard day. Most hobbies allow you to relax and disengage yourself from the day's routine.

Get out of your rut. If you feel like something is missing from your life, you may just need to add something to it! Try something new. Learn a new sport or take a cooking class. Doing something different is a great attitude pick-me-up.

Be good to yourself. You can be your own best friend or worst enemy. Make sure you eat well and get enough rest. Stress and bad habits are enough to get anyone down.

Look at the bigger picture. One of the best ways to improve your attitude is to take a reality check. Is your life really so bad? Look around you and chances are you'll find things you can be grateful for and your attitude will improve.

Ask for a help. If you are trying to improve your outlook, ask a friend or family member to tell you when you're slipping back into old habits. A gentle reminder to look on the bright side may be all you need.

Resources Are Available

Additional information, self-help tools and other resources are available online at EAP4YOU.com. Our support staff is available 24 hours a day, 7 days a week to provide assistance at no cost to you. Reach out, we are here for you!



CALL US TODAY: 800-327-4968
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As this month's Wake-Up! went to press, AFL-CIO President Richard L. Trumka passed away of what is reported to be a heart attack. Trumka was 72 years old and had been the president of the AFL-CIO since 2009.

"The labor movement, the AFL-CIO and the nation lost a legend today," said Tim Schlittner, communications director of the federation, which is comprised of 56 union affiliates, and is major force in Democratic politics.

"Rich Trumka devoted his life to working people, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement," Schlittner said.

"He was a relentless champion of workers' rights, workplace safety, worker-centered trade, democracy and so much more. He was also a devoted father, grandfather, husband, brother, coach, colleague and friend. Rich was loved and beloved."