



WAKE UP!

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Acton , Amesbury , Andover , Bedford , Beverly , Billerica , Burlington , Chelmsford , Concord , Danvers, Dracut , Gloucester, Haverhill, Holliston, Ipswich, Lawrence, Lowell, Lynnfield, Manchester, Marblehead, Maynard, Merrimac, Methuen, Newburyport, North Andover, North Chelmsford, North Reading , Peabody, Reading, Rockport, Salem , South Hamilton, Sudbury , Tewksbury , Topsfield, Wakefield , Wayland , Wilmington , Winchester



John “Yanni” Janowicz making his last clock in for Billerica after his amazing 42 year postal career. Congrats on your forever time off, you earned it!

President's Message

“\$2517”

The first five COLA'S (Cost of Living Adjustments) of the 2019-2023 National Agreement have totaled \$4035. The final COLA, which will be announced shortly after you receive this issue of the WAKE-UP! is currently at \$2517. The final number will be announced in early to mid August and it could go up or down depending on what the July index shows. Gas has dropped slightly in price over the last few weeks, so that \$2517 could drop. If it remains at or above \$2000 that means that our total COLA pay increases would be over \$6000 for this contract. It is difficult to be happy about this number as it means that goods and services have risen dramatically in price over the past three years. What we can be thankful for, however, is that even though so many other workers have lost the benefit of a COLA, we still have it!

Elsewhere in this month's Wake-Up! you should read Vice President Dan Wheeler's article about the new route adjustment process. Danny talks about data and selection periods. I won't know whether management has placed any Branch 25 offices into the process until next week when the selections are announced. I have not placed any Branch 25 office into the process for the July selection period as I don't want the existing data used for adjustment. I want Branch 25 carriers to be able to sharpen their skills so that they can produce better data for adjustments.

So, what does that mean? I know that as much as I have preached against carriers working off the clock, there are those that still do. I also know the same goes for carriers casing DPS, FSS, and circulars. All these things that reduce your street time will hurt you and there won't be anything that we can do about it if you continue to do them.

I also know that there are those that punch to the street and then go back to their routes to continue office work. Guess what? The scanner knows where you are! The scanner knows you're not on the road. If you continue doing this, you will have lost both the street time and office time associated with these false clock rings.

I attended a Webex meeting put on by our National Business Agent Rick DiCecca and his staff the other night. After 3.5 hours my head was spinning and I consider myself well-educated on the route inspection

and adjustment process. What got my head spinning is just how deep the postal service is digging with the data that they collect from the scanners. The scanners produce “pictures” of your daily activity much like what you would see on an app like Waze or Google Maps. Each delivery point on your route is represented where it actually is on the property. There are also different icons for different types of mail boxes. The program also differentiates between whether you are walking or driving. So, they can tell by using this program if you are properly delivering your route. You see, if there is one color line going through the neighborhood indicating that you were walking, then you were park and looping the neighborhood. If there is a different color line then you were driving and dismounting. They KNOW!

I'm gonna lay it on the line here. I know that in many offices, due to staffing and mismanagement, the job of a letter carrier stinks (substitute another word and add profanities if you so choose) right now. Many of you aren't on the list and you're working 10 hours and also working your day off. Many of you try to make appointments on your day off only to have management bring you into the office for a pdi because you don't show up to work your NON-SCHEDULED DAY!

Here's the problem though; if you continue to work off the clock, skip your lunch or breaks, take unsafe short cuts like leaving your vehicle running or not properly securing it, not ringing the doorbell when delivering parcels your conditions won't improve. Many of you don't want to use the vehicle load tool. That's a very unwise choice on your part! Not only does the tool take time, it also can help you if you are accused of having a parcel and not delivering it when all along said parcel was missorted to another route!

I am not trying to sound like an alarmist, to the contrary, I am a realist. Management (no, not your local supervisor or postmaster, not even the POOM. We're talking about Washington type management) is watching what you do and they want to capitalize on it. They want to balance the budget on your backs. If you continue to be foolish, they will balance the budget on your backs. Your routes will get longer, more people will get injured and quit, and the resulting workforce will not be able to maintain the pace established by those that are working off the clock and skipping lunches and/or breaks.

(Continued on page 3)

Executive Vice-President's Report

I mentioned in last month's Wakeup that the proposed by-laws were at NALC headquarters waiting to be approved. They have since been approved by the Committee of Laws, and will be updated on the branch website as soon as possible, although they are in effect now. Keep in mind that the branch meetings will now be on the 2nd Tuesday of each month, same time and place, 8PM at the Wilmington Knights of Columbus. As usual food is served at 7:15PM.

As a lot of you have found out recently, management has initiated a program referred to as the "Welcome Back" to greet employees after an unscheduled absence and discuss their attendance obligations. President Dave Barbuzzi wrote about it at length in the June issue of the Wakeup. I won't get into the bones of the program but keep in mind that the FMLA is there to protect you from action being taken, based on absences that could possibly be caused by a chronic condition. If you think any absences should be covered by FMLA, inform your manager in order to have the proper paperwork sent to your house. If you are out of work for 3 days for the same condition, or less with a doctor's visit and a prescription, then that is a good indicator. Have your medical provider fill the paperwork out in a timely manner and send it back to Greensboro. If you need an extension for the paperwork, request it well prior to the deadline, it should be granted. Management may be attempting to discourage unscheduled absences, but it is important to know your rights and obligations and FMLA is a law that protects you from negative job action, otherwise known as discipline. Also, management usually asks the employees at these meetings if they feel they need to speak to EAP, the employee assistant program. If you feel for any reason that you need to speak to someone about an issue that is affecting you, whether it be a Postal Service issue or not, the EAP is available and can be done in person or via Zoom, and is also available for your entire family. The last couple of years have taken a toll both physically and mentally on a lot of people. Please remember to take your breaks and lunch, to help avoid burning out. The number to EAP is 800-327-4968 or at www.EAP4YOU.COM and is free of charge.

Covid is coming back as the number of positive tests have gone above 8% as of this week. I'm sure it has to do with people traveling and gathering as the weather got better. The same thing happened last year and it was

predicted for this year. I know nobody wants to wear a mask in the office, but if it makes you feel safe, go ahead and do it. There is no mandate from the Postal Service, but there are employees that live with older relatives and individuals that have compromised immune systems. Also, some of the businesses that we deliver to may require it. At the NALC National Convention in Chicago this August, face coverings will be required at all events unless the delegates are eating, drinking or are speaking at a microphone. Proof of vaccination will also be required. This will be a large gathering, but the Union is doing what it can to keep the delegates healthy. Unfortunately, we haven't seen the last of Covid yet.

As we are getting closer to the end of summer, the Red Sox seem to be fading out of the playoff picture, but still have time to redeem themselves. The Patriots have opened training camp which is always a good sign and should be starting pre-season games soon. It seems like the Celtics season just ended, but they will be back at it soon. The Bruins are about a month away from training camp, but will be missing a lot of personnel at the beginning, due to off season surgeries. Just a little non-postal information. I hope everyone has some to enjoy the rest of the summer. Stay healthy and hydrated. Keep your head up!

Paul Desmond

Calendar of Events

August 1	Friendship Day
August 4	U.S. Coast Guard Day
August 8-12	NALC 72 nd Biennial Convention
August 7	International Beer Day
August 15	Feast of the Assumption of Mary
August 19	Aviation Day
August 22	Be an Angel Day

Branch 25 Directory of Officers

David J. Barbuzzi	President
Paul G. Desmond	Executive V.P.
Dan Wheeler	Vice President
Anthony Bossi	Secretary
James P. Nutter	Treasurer
Kenneth Dusombre	Health Benefits Rep.
Jim Salvati	Safety Officer
Jack Lyman	Sergeant At Arms
Bob Cronin	MBA-NSBA Rep
Chris Bruno	Wake-Up Publisher
Dan Raske	Chairman, Board of Trustees
Bruce Johnson	Trustee
John McNulty	Trustee
Mark Gangi	Trustee
Joe Stearns	Trustee
Andy Coan	Assistant Secretary
James Metilinos	Assistant Treasurer
Jeremy Provost	Assistant Safety Officer

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

President's Message Continued

So, what do you do? It's not going to be fixed overnight, but with perseverance it can be fixed. There are offices in the branch that stuck together and did the right thing for several months and then were inspected and gained routes. I can recall the resistance in one office to ringing doorbells for parcels. The person that was most concerned about it did it and her route was then cut by a decent amount as a result.

Some of the veteran carriers may think that it doesn't matter what they do during the year, they can establish a street time during the week of inspection. NOPE! That's not how it works. Some of the junior carriers don't know what all the proper procedures are. Call the office or email the office at nalcbranch25@gmail.com. We will answer any questions that you have in order to make the future more manageable. But we can't come to your office and carry your route, you have to do that.

There is another important aspect of getting proper credit for your job - - your edit book. It is extremely important that your edit book be up to date. Every delivery point must be documented and every delivery type as well. The edit book differentiates between business and residential deliveries. It also differentiates


between box on post, box on house, ncdbu and other. You must have accurate information in your edit book in order to get accurate time credit for your route. There have recently been multiple instances where the District bean counters have instructed management to walk with a carrier because he or she has taken too much time (or so they thought). In these instances, the examiner walking the carrier has gotten to a delivery point where they have asked the carrier "What's that address, it's not showing on my paperwork?" Why wasn't it showing? It wasn't showing because the carrier's edit book wasn't up to date. You have the RIGHT to update your edit book whenever there is a change. Insist on your right. Let management know that you need time to go through your edit book to check for accuracy and correct any errors. This small step can save you a world of grief down the line.

It's never too late to start doing the job properly. You may deal with a little grief from your supervisor because now it's taking you longer, but stand your ground. You have the contract, handbooks and manuals on your side and you have your Union alongside you to enforce the contract handbook and manuals.

Believe it or not, I am still hearing from people who have filed Covid-19 CA-1's and have not received their OWCP benefits for them. If you fall into this category, please contact me at the Union office so that we can get you taken care of. Hope to see you at the September meeting!

Stay well and stay informed!

Dave Barbuzzi

 **BRANCH 25 RETIREE GRATUITY VOUCHER**


Name: _____
(as it will appear on plaque)

P.O. Retiring from: _____

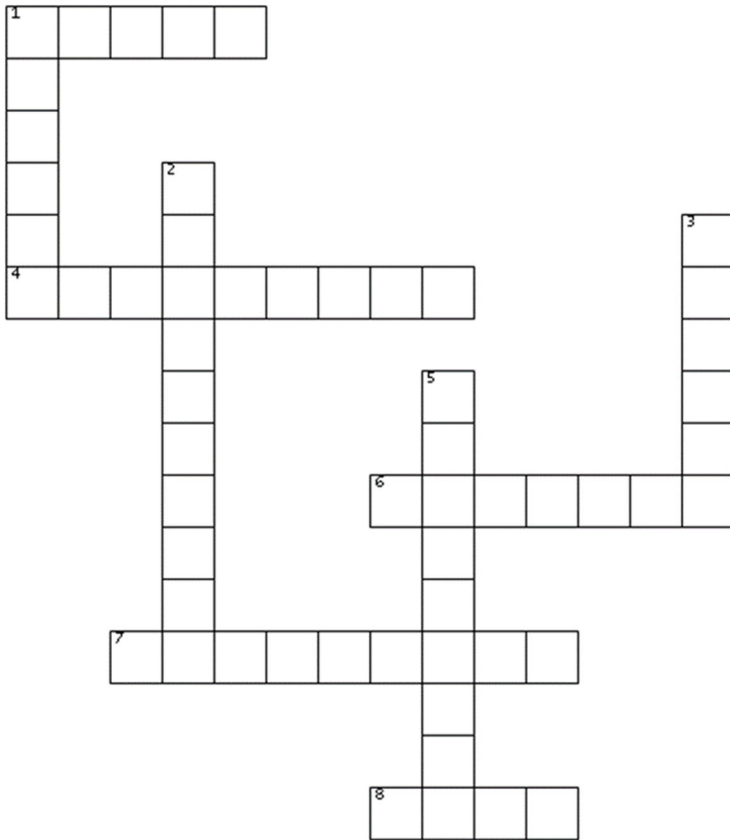
Phone number: _____

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



“Safety Crossword Puzzle”



ACROSS

- 1. Things that sting that you don't want in a mailbox
- 4. UV ray blocker
- 6. Shot needed when you get bitten or skin is broken
- 7. State of the body with sufficient water
- 8. Government workplace safety watchdog acronym

DOWN

- 1. Windshield clearers
- 2. Hopefully this is high when driving
- 3. If they are good you can get a grip when driving
- 5. Small punctures with big pain (2 words)

Across: 1) wasps 4) sunscreen 6) tetanus 7) hydration 8) OSHA
 Down: 1) waspers 2) Visibility 3) treats 5) bee stings

Did you know that when you update your mailing address with USPS Human Resources that information isn't automatically updated at the branch level? Like myself at one time, you probably didn't know and didn't care. But now I'm asking all of you a favor, please inform the branch if you have moved. As always, there are several ways to communicate with the branch office, telephone, voicemail, email and now there's an address update coupon you can mail if you wish. (Using the mail, what a great idea!) Except for smoke signals and semaphore flags, the branch office is reachable.

And now, a few other favors I wish to ask of all of you. Please inform the branch office with the following information:

- Seasonal address changes. Are you a snowbird? Please give the branch a heads-up of your address change and effective dates and a phone number to contact you.
- New phone numbers or if you have multiple phone numbers
- Legal name changes for such situations as marriage, etc.
- Deaths of members, either active or retired. The branch is usually aware of active members passing, but unfortunately, we don't always find out about our retired members until much later.
- If you or another member aren't receiving your monthly edition of the *WAKE UP!*
- Transfers from other branches. If you happen to know of any carriers transferring into your office from another branch, PLEASE have them contact the branch office so that we can enter their information into the branch database. This would be very helpful in any of our offices, but ESPECIALLY within the Woburn DMU.

MEMBER ADDRESS UPDATE

MEMBER NAME: _____

NEW ADDRESS: _____

If this is a temporary change please fill-in the beginning and ending dates: FROM ___/___/___ TO ___/___/___

Please mail this form to:
 NALC Branch 25
 2500 Main St Suite 201
 Tewksbury Ma, 01876-3185

Vice President's Report

In last month's *Wake Up* I wrote about the new joint route adjustment process; the Technology Integrated Alternate Route Evaluation Process (TIAREAP). This month I would like to explain a little more about it. This process is a joint process, which means the Union and management are involved instead of the traditional unilateral route inspections management would conduct. This does not mean all offices will be adjusted with this process. There are three selection periods when management or the Union may enter a zone into the process. All zones submitted for evaluation may not be adjusted. If the Route Evaluation and Adjustment Team (REAT) determines no adjustments are needed after evaluating the data. This joint adjustment process is much different from previous ones as the first word, technology, in the name of the process indicates. The data produced by our Mobile Delivery Device (MDD) scanners has been increasing over the years to the point where it has now been integrated into the adjusting of routes.

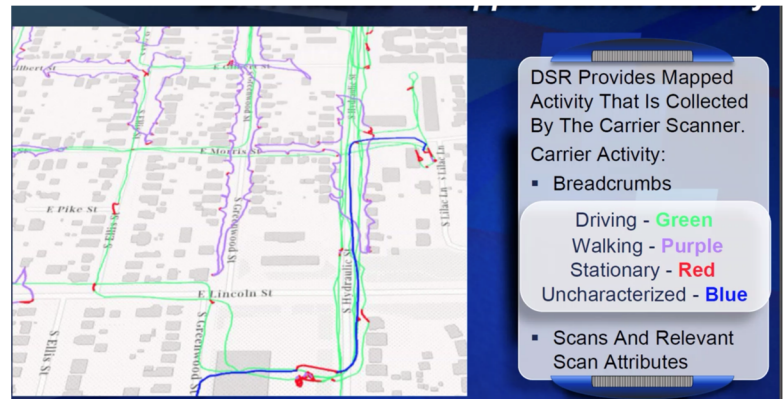
Many different programs use the data generated by the MDD scanners. Many of you may have seen your supervisor following the blue dots of a carrier in their Delivery Management System (DMS). That program shows carrier location every 15 seconds. The program that has been created to work with the scanners for the adjustment process is called Digital Street Review (DSR). DSR has the ability to pull data from the carrier's MDD scanner every second! This means for every second of the day the MDD scanner is with you the DSR program will be able to track what you are doing and where you are doing it. You may have heard of the term geofence. A geofence is a virtual perimeter around a physical location such as the post office and delivery points. DSR can show exactly when you entered and left the geofence at a delivery location. Like the old Christmas song says: "He knows when you've been sleeping. He knows when you're awake. He knows if you've been bad or good. So be good for goodness' sake!" Now, the "He" is your scanner!

Many carriers I've spoken to have concerns with route adjustments based on scanner data. That is understandable. From what the carrier sees, daily, on the street some of the things we see on the scanners doesn't seem to be too accurate. We get notifications to scan flats and letters for addresses we have already passed, or we are told that we are 200 feet away from a delivery address when we are standing right at the door. There are a couple of reasons why this process is set up to hurt us with inaccurate data. The first reason is that all these programs are different entities. The program that asks you to scan flats and letters, the one that says you're not at the proper address and the one that will be used in this process are not the same. They are all pulling data from the MDD scanner but are different, unrelated, programs.

The second, and most important reason, is that since this is a joint process all data will be reviewed by joint Route Evaluation and Adjustment Teams (REAT). That means management and a Union Team member. As part of the evaluations consultations with the carriers will also take place. These consultations are important because they will provide the REATs with knowledge from the carrier if the data is showing something that doesn't seem right. There are also provisions in the process to adjust for the possibility of either no data available in DSR or bad data.

By the time this issue of the *Wake Up* is hitting your mailbox the first selection period for zones to be entered into this process will be over and we will find out which zones are to be evaluated first. Like any inspection or adjustment process, the summer months of June, July, and August are excluded as well as December. This means that the first possible Live Week for those selected zones will be in September of this year. That also means that the data from the previous seven months will go all the way back to November of 2021. Whatever that data shows is already in the books. For those zones selected this month, only the Live Week has not happened yet. For those zones selected in October, all but the Live week plus September have already happened. For those Zones selected next May or later, no data exists yet. I encourage all Branch 25 carriers to understand what this new process means to your route and how what you are doing on the street everyday will now be used to adjust your route. Stay tuned for future updates on this process as it moves further along over the next few months.

In Solidarity,
Dan Wheeler



Is Alcohol Hurting You or Someone You Know?

What to do when the occasional drink with friends has become a “must have” and stopped being enjoyable.



When was the last time you had a really good night's sleep?

While it may have started as a nightcap to aid sleep, drinking alcohol at bedtime can set up a vicious cycle of poor rest and difficulty waking. Is it hard to get up in the morning, or to make it to work on time? Have you missed work completely? Your sleep schedule could be impacted by alcohol use.

Have you noticed weight changes?

Alcohol contains a lot of calories and very little nutritional value. Many people pass on the dinner roll, baked potato or dessert to avoid extra calories, but they forget to account for the additional calories in adult beverages. In addition to extra calories, alcohol is also known to stimulate your appetite which may derail fitness and weight loss goals.

Have you tried to stop, but can't?

Your Employee Assistance Program offers assessments, counseling, treatment options and help with finding local resources to assist recovery. Call us for help today. We are here for you and your family. **Learn more about recovery by visiting EAP4YOU.com today.**

Are you often short on money?

Alcohol is expensive. Have you thought about what you actually spend annually?

12 pack of beer a night @ \$9 = \$3,285/year

Glass of wine a night @ \$9 = \$3,285/year

A mixed drink or shot @ \$8 = \$2,920/year

Average cost of first DUI = \$10,000

Is there a lot of conflict in your life?

Are you noticing problems with friends and family? Have you broken up with your significant other? Sure, everyone argues with friends, family or co-workers now and then, but if it's happening often you should ask yourself whether or not alcohol plays a role.



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

WAKE UP

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Web: www.nalcbranch25.com

First Class Mail
U.S. POSTAGE
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TEWKSBURY, MA



at the next meeting
September 13th
K of C Wilmington
8:00 PM

