



# ***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, 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



*Standing L-R: Rich Donlon, Bruce Johnson, Andy Coan, Bob Cronin, Rick DiCecca, Dan Wheeler, Joe Stearns.*

*Kneeling L-R: Steve Pickett, Tony Bossi, James Metilinos, Dave Barbuzzi, Jim Nutter.*

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## President's Message

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### *"The End of An Era"*

There had been rumors for awhile, but then, aren't there always rumors? Then, on the Wednesday of the national convention in Chicago, our National President Fred Rolando did not hand the gavel to Executive Vice President Brian Renfroe to accept nominations for the office of National President. At that moment it was confirmed that Fredric V. Rolando would not be our President after this term. Fred's accomplishments over the years are too many to mention, and I certainly couldn't do him justice by writing a flowery article about the same, so instead I'll relay a personal observation that I made. When Fred became President in 2009, I was the Executive Vice President of Branch 25. I ran into Fred at a Committee of Presidents' Meeting and when I said hello to him he responded "How you doing Dave?" (I was not wearing a name badge). Fred was the first national officer that used my name instead of calling me brother. Now, I admit, I don't have instant recall of all the members of Branch 25, I wish I did but I don't. But Fred, and seemingly his entire team, know the members. It may not seem like much, but I can tell you, it made a lasting impression and was and still is gratifying to know that your name and knowing who you are, is important and that is something I have always appreciated.

It was a good convention, particularly good for Branch 25. As is evidenced by some of the other articles in the Wake-Up!, we had a couple first-timers. Your entire delegation represented you well, participating in the general meetings, attending classes, and absorbing knowledge that will benefit the branch in the future. Yes, the future is bright for Branch 25.

It was also a rewarding convention in that Branch 25 was recognized in two areas that are critical to the success of the Union and indeed of the Postal Service. First, Branch 25 is the 3rd most organized branch for branches our size in the entire country. That is no small feat! The credit for that goes to the organizers that explain the benefits of Union membership at the Carrier Academy and to the stewards and veteran carriers that watch out for the members in their office. Thank you for a job well done!

The other accomplishment was that Branch 25 was first in the nation for branches our size for the increase in the percentage of our members that donate to the letter carrier political fund. First! That distinction belongs entirely to YOU! Thank you.

As proud as I am of these accomplishments, I think we can do better, particularly in regards to the Letter Carrier Political Fund. Less than 10% of our members contribute. At the beginning of the current national agreement, top step letter carriers earned \$65,752/year or \$31.61/hour. With the latest COLA, the top step letter

carrier now earns \$73,802 year or \$35.48/hr. That's an increase of \$8,050/year or \$3.87/hr. I'm asking that you strongly consider taking a portion of that 87 cents/hr and contributing it to the Letter Carrier Political Fund. Even if you presently contribute, and many of you have been contributing \$2/pay period forever, and that's great, but just consider boosting your contribution or beginning to contribute (12.5 cents/hour comes out to \$5/week, please think about it). Postal reform, and preservation of the COLA may not have been possible without the power that the Letter Carrier Political Fund gives us. By the way, if you look at the cover of the Wake-Up! this month you will see a lot of grey t-shirts. Those of us at the convention lead by example as those t-shirts signify that those that are wearing them contribute to the Letter Carrier Political Fund. I'd love to ask our rep for a whole bunch of t-shirts for Branch 25 members!

As I stated earlier, Fred Rolando will not be running for another term. There will be a national election for various national officers. VOTE! But, before you vote, educate yourself. There's a lot of misinformation on the internet about everything in life. I'm sure there will be misinformation about accomplishments and false promises. I will answer any questions that I can if you choose to call the office. Look in next month's Wake-Up! to see if there is a voting incentive. The Executive Council of Branch 25 is going to propose such an incentive to the membership at this month's meeting. Details will be made available at the branch meeting and in next month's Wake-Up!

This month, two Branch 25 offices will have "live weeks" under the new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Those offices are Dracut and Sudbury and their live weeks will be 9/24-9/30 and 9/10-9/16 respectively. During these weeks data will be collected from the scanners and will be dissected by representatives of the Union and management. Subsequently, adjustments will be made by representatives of the Union and management. As I stated in last month's article, please do your job by the book each and every day. That is the only way to get a fair adjustment that is truly representative of your route.

It has again recently been brought to my attention that some offices are telling employees that they are not to use the interactive voice response system when reporting unscheduled absences (calling in sick). Some say that your office "doesn't participate in the program". That's just BS. If you call the number and you get a confirmation number, that confirms that your office participates. If you are instructed not to use the system, please make the Union office aware immediately so that we can get the issue straightened out. I am not aware of any office in the branch that has approval not to participate. *(Continued page 11)*

# Executive Vice-President's Report

I hope everyone had a decent summer, I won't even pretend that it could be great with the current staffing, but hopefully things will be better as the prime-time annual leave calendars start to wind down. We are about to get a large COLA in our checks and a contractual raise in November, maybe that can help retain some of the new members, and conversions to career positions always help. Management is constantly attempting to hire more carriers, but something has to change in the process, whether it be better working conditions or simply less hours worked. The fact that some managers tell employees that they must work 10-12 hours per day and all of their NS days when they are not on the OT list is no way to retain employees. The Postal Service just isn't successful at hiring and retaining carriers in our area, and won't be until they figure out a way to give employees time off without having to use leave. Converting all CCAs to PTF status after a shorter period than 2 years would be a start in my opinion. It is still hot and humid, so stay hydrated and take breaks when necessary.

Congratulations to Rick DiCecca for being re-elected as Business Agent for the New England Region at the NALC national convention in Chicago. Every 4 years, the resident national officers and regional Business Agents are elected at the national convention. Rick was elected by acclamation as he had no opposition. There are other positions that will be decided by mail out ballots. Mostly resident national officers. All members will receive a ballot to the address of record with the NALC. The Business Agents are elected strictly by their regions, so our ballots will be limited to the national offices that are being contested. Any questions about the nominees or the voting process, please call the Union office. There are a lot of forums online that you don't really know who is putting information out there, and the content may not be accurate. It is our right to vote for our national officers and, as a branch, we have always had a high percentage of our members vote. Hopefully, the branch will elect to have an incentive to vote, as we have done in the past. The ballots should be sent out from Washington, DC by the end of September.

Even though we have been subject to all kinds of restrictions, on and off for over 2 years now, Covid is still finding its way to our members. We still have the right to fill out CA-1s for Covid through [ecom.dol.gov](http://ecom.dol.gov) and I know carriers are doing this. Please make sure you upload the proper documentation, the positive PCR test, and any medical notes. Check off continuation of pay to be paid, but the first 3 days are your own leave, unless you are out for 14 days. These are DOL rules. If you are having trouble navigating this portal or any other problems with workers compensation issues, please call the union office. Many of our carriers have been injured on the job and are receiving letters from the Department

of Labor requesting information in order to approve their claims. This is never an easy process, but we have been successful at helping carriers get the proper documentation from their doctors in order to get their claims approved. Some of the information that is requested by the DOL is basic, but if all requested documents and information are not provided, the claim will be denied. Please call the union office when you receive a letter asking for more information.

Please remember that the monthly branch meetings are now on the 2<sup>nd</sup> Tuesday of the month. The September meeting will be on the 13<sup>th</sup> and should be better for the members than the day after Labor Day. I hope to see a good crowd at the meeting.

Keep your head up!

Paul Desmond

## Calendar of Events

September 2	VJ Day
September 5	Labor Day
September 7	Neither Rain nor Snow Day
September 10	Chinese Moon Festival
September 11	9/11 Remembrance
September 13	Branch Meeting 8:00PM K of C Wilmington 112 Middlesex Ave Food Served At 7:15PM
September 22	Autumn Equinox
September 23	Native American Day
September 24	Yom Kippur
September 25	Rosh Hashanah

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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
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.*

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### Secretary’s Report

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#### “The National Convention and Staffing Woes”

This August I had the opportunity to attend my first National Convention. It was a great experience, and it was truly humbling to be in the company of thousands of fellow brother and sister City Carriers. During the week of the Convention, the delegates from Branch 25 had the honor to vote on Legislative Resolutions, National Agreement Resolutions, General Resolutions, and Proposed Amendments to the NALC Constitution. The NALC Executive Council utilizes the outcome of these votes to begin the process of bargaining with USPS and to shape the future of the NALC.

The Convention was punctuated with speeches by impassioned union leaders from around the country, not the least of which was some of our own National Officers. We were able to watch a series of videos that covered the 1970 wildcat strike that led to the Postal Reorganization Act of 1970 and full collective-bargaining rights for all postal employees. You can view this mini movie on YouTube, it is titled “The Revolt of the Good Guys,” and was educational and motivating. I would encourage all City Carriers to check it out. Throughout the week of the Convention, I attended multiple workshops pertaining to the Contract Administration Unit (CAU), OWCP, FMLA, City Delivery, the Next Generation Delivery Vehicles (NGDVs), the new Technology Integrated Alternate

Route Evaluation and Adjustment Process (TIAREAP) inspection process, and others. During the workshops the facilitators covered and discussed the topics above.

It was clear to me during the week of the Convention two of the biggest concerns of City Carriers is improper staffing and mandatory overtime. There were multiple National Agreement Resolutions regarding these issues. In the CAU class Vice President James Henry and his staff discussed some of the new memorandums of understanding (MOUs) signed into effect by the NALC and USPS. One of these MOUs was signed in late May 2022, titled: Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers (M-01986 in the NALC Materials Reference System). This MOU converted all CCAs in the identified installations to PTF career status and once the conversions were completed, the Postal Service would then hire PTF Carriers at each installation to reach the number as indicated in the MOU.

The two roads of staffing woes and the MOU cited above merge at our local offices. If you are being required daily or multiple times during the week to perform mandatory overtime, request union time with your steward via 3996. If this causes you to need overtime that day, be sure to let your supervisor know, and if you’re off the list and you hear the old “I have no one to help you” routine, be sure to request steward time again the next day and so on. If you work over the 11.5-12/60 work hour limitations per Article 8, request time to let your steward know or contact the Branch Office. If the Branch is aware of these violations and/or if mail is being delayed the Branch can report this information to the NBA’s office, and they can communicate with NALC HQ about these local issues. If we stand up for our rights and our fellow Carrier’s rights these wrongs may be addressed more quickly, and your installation may very well be added to the next MOU. – Tony Bossi

#### ***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

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## Safety

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### ***“Music Trivia”***

*Came in last night at half past ten  
That baby of mine wouldn't let me in  
So move it on over...*

Name the songwriter/performer from 1947 and performer from 1978.

Answers on website.

### ***“When the Dog Bites”***

On Monday August 22nd five dogs attacked 61 year old Pamela Jane Rock in Putnam County, Florida. A neighbor shot a rifle into the air to scare the dogs off which proved unsuccessful. The dogs' owner and other neighbors finally pulled the dogs off. Rock was airlifted to a trauma center and had an arm amputated in an attempt to save her life. On Tuesday August 23rd she died from her injuries. Pamela Jane Rock was a letter carrier.

She was a newer employee. An NBC article says that she had recently completed training. Animal Control officials had visited these dogs twice in the last three years. Neighbors report that the dogs had been running wild in the neighborhood for weeks. Authorities say that the dogs had been properly secured but were able to remove rocks along the bottom of the fence and escape. So, not properly secured. Six days after the attack the dogs were taken by Animal Control and will be euthanized.

Nothing went right. Here is a new carrier who likely didn't know the area. Probably didn't know the dogs or the owner. She definitely wouldn't have known that the dogs could let themselves out. Her postal vehicle had broken down (big surprise) so she was stuck. No, she was trapped. Did she have dog spray? Does it matter? Maybe bear spray would have helped.

I have no answers for the shoulda, coulda, woulda here. There is no advice that prevents this tragedy. The only thing we can do is be shocked, heartbroken, and motivated to do better.

Ask yourself, “could this happen on my route?” If yes, “what can I do to help prevent it?” Regulars and T-6s, use dog warning cards. They are to be placed a minimum of one stop ahead of the dog's address or at the beginning of a loop. Notify management if a family with a dangerous dog moves. If you're pulling down a route that is being pivoted make sure the dog warning cards go with the pieces. Verbally communicate that there is a dangerous dog on the piece, especially when the piece or route is going to be delivered by a new carrier. Let them

know that if they feel threatened at all, or even nervous just being at the address they can skip the delivery. Show them the animal interference option on the scanner.

New carriers, be aware of your surroundings at all times. Approach each delivery like it has a dog and you won't be surprised. Carry your dog spray. Make sure it's not expired. Dog spray is good for two years AFTER the date on the bottom of the can. And, in case a senior carrier doesn't tell you this, if you approach a delivery that has a dog warning card and you feel unsafe BRING THE MAIL BACK.

Stay Safe,  
Jeremy Provost

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### **“Sweet Lorraine” and a Retired Letter Carrier**

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As readers of the Wake-Up! Know, it is customary for returning delegates from the latest NALC Biennial Convention to report on their convention observations and experiences. This time I'd like to relate three “feel good” happenings which took place in Chicago. Before I do though, I'd like to express my opinion that the convention was a resounding success!

The first event took place on the second day of the convention. I was in the process of paying for a cup of coffee and a muffin when the lady behind me shouted, “Hey, you dropped all your money on the floor!” It was true. None of the other customers moved, allowing me to gather up the money. Afterwards, I had a nice conversation with the lady who had alerted me, “Sweet Lorraine”, and learned that she is a Chicago police officer. She will be a lasting memory.

The second pleasant experience occurred on the Wednesday evening of the convention. The NALC veterans' group had organized a 2.6 mile ruckus march in support of Chicago homeless veterans. Letter carrier volunteers raised \$26,000 that evening. Once again, the innate goodness of NALC members came to the fore.

Finally on Thursday came MDA Day when a presentation was made recognizing the NALC'S commitment to “finding the cure”. There has been a tradition of “passing the hat” on the convention floor in support of our adopted charity. On that day alone delegates contributed more than \$26,000 to the cause. Letter carriers, active and retired, at their best.

As always, the convention was a wonderful experience and I thank the members of Branch 25 for once again allowing me to represent them at a national convention.

Keep on truckin'

Rich Donlon

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## Assistant Treasurer's Message

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First and foremost, if you're reading this, we're out of prime time and into a little bit of a lull before the holiday season. If your office is anything like my own, staffing issues plague your installation. I commend all of you for your hard work and diligence in your offices. I have worn many hats recently and have contributed to the staffing issue that exists in my office as well and for that, I apologize.

Regarding the issue of staffing, I wanted to touch on the new hire process that currently exists and what the NALC is trying to roll out (and has rolled out in test sites across the country.)

At the 72nd Biennial Convention in Chicago, the NALC held a workshop to discuss the findings of M-01961, the *New Employee Mentoring Program (NEMP)*. Many of the workshops held can be found on the Members Only section of NALC.org, if you're interested in what was provided to delegates who attended. The target goal of this memorandum is to tunnel in on retention and what can be done to help retain employees.

In 2021, USPS hired 35,942 CCA employees. Of those hired, 23,368 did not stay with the postal service. This means in the year 2021, USPS had a retention rate of 35% of CCAs. The postal service would need to hire three employees in order to retain one. My personal belief is the two tier pay system and work life balance is crippling for new employees. The postal service has been on a mission for over ten years to "get younger". However, creating a workplace that would almost entirely eliminate any personal life at a sub \$20/hr pay rate is not only unsustainable, it's completely insulting. But I digress..

One of the initiatives of the NEMP is to limit CCA work hours initially. From weeks 1-4, CCAs will be limited to 40 hour weeks at 8 hours a day, what we all know as the nuclear full time job. The following month, weeks 5-8 will be capped at 56 and 10 a day. Anything beyond will be the contractual 11.5/ hours day. This, while still can be crippling, is a huge advancement for CCAs. If anyone reading is contractually knowledgeable about CCA work hours, 11.5 x 7 is 80.5 hours a week. I've seen CCAs in my office work over 70. Get used to seeing this word, but this is **unsustainable**. Additionally, this initiative will not allow new hires to be moved out of the installation until you've worked eight weeks.

The initiative will also require a weekly schedule to be posted by Tuesday for the CCAs. This would give employees the ability to plan any appointments, obligations, or leisure in advance. This is enormous, as many installations do not have a requirement of a schedule to be posted daily.

What the initiative, once rolled out, will require, is employees willing to be mentors. I will introduce myself to the CCAs in house when I see one. I'll give them my phone number and let them know, call me or text me if you need anything. I work for you. I will often check up on them on the street or reach out and see how they're doing. I've countlessly brought a cold drink in the summer, or taken a couple streets off a new hire, or even just asked if I could help in any fashion. These actions will show these employees that someone does truly care about their role in the postal service. Please, if you're reading this, understand that if you can help new employees in any fashion, consider doing so. These carriers are the future of the postal service and they're here to alleviate the burden on us. Many carriers are already doing what this initiative is asking of us.

Lastly, just to show you guys how effective this process can be when taken seriously, I'm going to list some test sites and their retention at the 180 day mark this year so far.

Warren, MI	2021: 60.9%	2022: 100%
Cincinnati, OH	2021: 32.2%	2022: 62.52%
Louisville, KY	2021: 37.3%	2022: 65.4%

The only test site that did not see an increase was Detroit, MI which dropped 2% to a whole 50% retention, which is still much higher than the 2021 yearly retention rate.

In 2022 we're on track right now to see another year in the red for retaining employees. However, this initiative is incredibly promising. I know tensions are high and workload and stress seems insurmountable. But if you're reading this, I urge you, consider being that mentor right now, today, for that new face in your office. They need you just as much as you need them.

Thanks for reading.

James Metilinos

## YOUTH MENTAL HEALTH AWARENESS

# Looking After Youth Mental Health — Struggles Transitioning into Adulthood —

Many teens and young adults face difficulties entering adulthood. This challenge is often called failure to launch, where the teen or young adult has trouble becoming self-sufficient and taking on adult responsibilities. There are several factors that may impact a teen's transition to adulthood – the economy, the number and kind of jobs available and an unwillingness to take on education debt. Other factors include low self-esteem, anxiety, depression, substance abuse, poor social skills and issues with memory, flexible thinking and self-control.

### Symptoms of Failure to Launch:

- Poor work ethic
- Low distress tolerance
- Low levels of motivation
- Low levels of persistence
- High expectations of others without reciprocating
- Failure to take responsibility
- Lack of vision (for the future or long-term goals)
- Lack of skills needed for adulthood (cooking, cleaning, etc)
- Narcissism

### Seven Life Skills a Teen Needs to Achieve Independence:

- Work skills
- Transportation
- Goal setting
- Emotional regulation
- How to deal with emergencies
- Basic household management
- Financial skills

Adolescence is a time when teens are finding their independence and discovering their identity and interests. This can also be a stressful and challenging time for teens because of the rapid physical and emotional changes they are experiencing. Many teens struggle with their independence and developing life skills.

Regulating emotions is one major life skill for teens to learn. It builds confidence and aids in successfully meeting challenges. Reach out to your EAP to learn how to help your teen deal with uncomfortable emotions in a healthy way and how to model those techniques yourself. Rest assured, teens lacking life skills can improve with practice and become successful independent adults.

For assistance with teen struggles, reach out to the EAP at 800-327-4968 (800-EAP-4YOU),  
TTY: 877-492-7341 or visit [EAP4YOU.com](http://EAP4YOU.com) for more resources and information.



CALL US TODAY: 800-327-4968  
800-EAP-4YOU | TTY: 877-492-7341  
[WWW.EAP4YOU.COM](http://WWW.EAP4YOU.COM)



# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC’s PAC) by designating the Political Fund as one of the three payroll “allotments.”

### Online Enrollment

1. Login to USPS’s Postal Ease website at <https://ewss.usps.gov>  
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click “I agree”
3. Enter your Employee ID number and Password and click “Submit”  
If you have not yet set up a password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/welcome.xhtml>  
If you forgot your password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click “Allotments / Payroll Net To Bank”
5. Click “Continue”
6. Click “Allotments”
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number \_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5  
*See instructions in step D at right*
9. Enter Account type as “checking”
10. Enter amount of your Allotment: \$ \_\_\_\_\_  
*The maximum yearly amount is \$5,000*
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

#### BEFORE YOU START, YOU’LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:

\_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://www.liteblue.usps.gov)
- Enter you employee ID and Password and click “Log On”
- Click “My HR”
- Click “Employee Apps”
- Click “PostalEASE”
- Begin at step 1 above

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. Any guideline amounts 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.





# 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  
 XXXXXXX LC 9876 W 13 08  
 Letter Carrier  
 1234 Main Street  
 Anywhere, US 54321-9999

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.

Staple your voided check here

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## Vice President's Report

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I would like to start this month's *Wake Up Report* by acknowledging a couple of people. The first is Branch 25's own Rick Dicecca. Rick has served as Region 14 National Business Agent for the last 4 years and was elected by consent to serve another 4-year term at this year's National Convention in Chicago. To be elected by consent means that no one was nominated to run against him. That is an indication of the job Rick has done for Region 14 letter carriers over the last 4 years and the fact that members believe he's the right man to represent letter carriers for the next 4. Congratulations Rick! I know he will spend the next 4 years representing the letter carriers of Region 14 well and continuing to make Branch 25 proud!

The second person I'd like to acknowledge is Will Consoli. Will is the son of Branch 25 member, Ken Consoli and was awarded the William C. Doherty Scholarship. The NALC awards 5 of these scholarships to one student from each of the 5 geographical regions. Will was awarded the scholarship for the Northeast Region. You can read more about the 2 different scholarships offered by the NALC and a message from Will on page 4 of the latest *Postal Record*. Congratulations to Will and Ken!

The Branch 25 delegation attending the NALC's 72nd National Convention at the beginning of August had some familiar faces but also a couple of first-time attendees. It was good to see a few younger people joining in with some of the more seasoned convention delegates. The theme of my report this month is about just that; younger members getting involved.

The National Convention is the place where the NALC conducts much of its official business just like our branch conducts official business at our meetings. The delegates vote on resolutions to the NALC National Agreement, NALC Constitution, and other General Resolutions. The delegates nominate National Officers, accept committee reports, and vote on appeals to the National Convention. Between this official business, hearing guest speakers, and other things delegates may get up to one of the microphones on the floor and address the delegates. Invariably, someone will get up and speak about a member who has been attending conventions for a long time; sometimes more than 50 years! It's great to see people who have been dedicated to the fight for so long but, for me, I liked seeing how many delegates rose when President Fred Rolando asked how many were first-time attendees. The fact is, as impressive as the long-term involvement of many members is, it won't matter if there are not enough younger members willing to step up.

The first Region 14 RAP session I attended was several years ago in Keene, New Hampshire. Bill Young was the NALC national president at the time. At the beginning of his speech he looked out at the crowd and asked "Do you know what I see when I look out at this

crowd? A lot of old people!" He got a lot of laughs but he didn't mean actual senior citizens. What he talked about was the need for younger people to get involved. President Young knew that then and the same is true now.

There seems to be a renewed interest in becoming active in the Union, both in the NALC and overall. The organizing campaigns by workers at Starbucks and Amazon, which I've written about previously, have been largely fueled by newer Generation Z workers. The Region 14 RAP Session that NBA Rick Dicecca hosted in April had more younger members than I can remember seeing at an event in a while. We have also had some younger members showing interest in getting involved in the branch over the last couple of years, either serving on the Executive Council, becoming a steward or just coming out to a meeting. At the same time, the way we work makes it harder than ever to promote younger members from getting more involved.

When I started at the Post Office carriers spent 2-3 hours in the office every morning before hitting the street. Nowadays carriers spend under an hour on average in the office. The fact is letter carriers just aren't around each other as much as they used to be. Management is also constantly pressuring letter carriers to get moving and in many offices, letter carriers are working long hours, as OTDL carriers by choice or being forced off the list due to staffing issues. That's kind of a Catch-22. The issues we face make it more important than ever to keep the line moving and find new members to get involved. It also makes it harder for letter carriers to spend time together, build rapport, and spread our message.

The younger letter carriers who look to step up by themselves are great but realistically not great in number. More often than not, potential Union activists need some encouragement. I know in my case that was true. I started out as a clerk for the first 5 years of my career. I was an APWU member but never attended 1 meeting. I don't remember what my branch was or who our branch leaders were. When I came to Holliston in 2001 the steward reached out to me on my first day and also invited me to attend the branch meetings with him. Would I have become a Union activist if that had not happened? I don't know. I even had a refresher push a few years later. Having younger kids at the time I had kind of stopped coming to meetings for a while. It would have been easy to just kind of drift away. My friend and Union Brother, Jim Cavalieri would always reach out to me to see if I was coming back to the meetings. Although maybe a little annoying to me at the time, his prodding got me back to attending meetings. Whether or not I would have gone back if he hadn't pushed me I can't say for sure and I appreciate his encouragement.

There is a concept of leadership that talks about the concept of finding your own replacement. That's not to

say find someone to take your job so you can quit tomorrow but that to truly keep the Union, or any enterprise, moving forward you need to encourage the future leaders now. I know Branch 25 President, Dave Barbuzzi is a proponent of this concept as well. The plan of figuring that there will be someone there just waiting to fill the void when you leave your position is no plan at all. It holds true whether we're talking about executive council members, stewards, food drive coordinators, or any other Union activist.

I encourage our current branch activists to look around. Is there someone in your office who seems like they may have the interest or ability to get more involved? It can be as much as stepping up to be a steward in the office or as little as agreeing to attend a branch meeting or maybe following up with a member who previously voiced interest or came to a meeting but never followed up with it.

Although I refer mostly to younger members, I don't think that means this only applies to younger members. One of the Branch 25 delegates to the National Convention this year was my friend and Union Brother, Steve Pickett. Steve had worked as a letter carrier years ago. He quit and became an Arlington firefighter, retired, and came back as a CCA in Branch 25. Steve became active in the branch, eventually serving on the Branch 25 Executive Council, and is proof that even in your third career it's not too late to become involved.

I hope you had a great summer and look forward to seeing everyone, young and old, at the September meeting!

In Solidarity,

Dan Wheeler

For your convenience, the information regarding the Interactive Voice Response System is reprinted below.

***The Postal Service is reminding employees how to report their absences when they take unscheduled leave. You must call the Interactive Voice Response system at 877-477-3273 to report any unscheduled leave as soon as possible. To request unscheduled leave, select option 4 when prompted.***

***Here are some additional tips to remember:***

- ***Have your employee identification number ready. You'll be asked to enter the number to report your absence via phone.***

- ***You can key in your responses. You'll also be asked to specify the type of illness and the amount of time you expect to take. For example, if you have strep throat and expect to be out for two days, you should specify "illness or injury" and "16 hours." Other options include "personal emergency," "community disaster" and "wounded warrior."***


***If your illness restricts your ability to talk, you can use your phone's numerical key pad. Also, if you are reporting your illness the morning before your shift and expect to miss one day, you should report "today" as both the start and end dates.***

- ***You will receive confirmation. When your call is completed, you'll receive a confirmation number. You should record this number as your receipt.***

I would like to make an appeal to carriers in our offices that don't currently have shop stewards. Unfortunately, offices that don't have stewards usually don't have them because the stewards were driven away from the job. You're probably thinking that they were driven away because it became miserable dealing with management. You're wrong. In almost every instance of a shop steward resigning, there is usually a group of carriers that want to make deals or that lash out at the steward for enforcing overtime rules or other contractual requirements that make the steward's work life (and sometimes home life) miserable. It does take thick skin and a great deal of resolve to do the job of a steward, and up until recently there was no compensation. However, the branch submitted a by-law change that was approved on July 18 of this year that authorizes the payment of shop stewards. It is not a boat load of cash, it is reimbursement of your Union dues on a quarterly basis. I can't think of any steward that is doing the job for the money, but it is nonetheless nice to be recognized and with the approved by-law change the stewards are now recognized financially. If you are interested, please contact me at the Union office and we can discuss training and the role of the steward. I hope to see you on September 13!

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



# **WAKE UP**

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Tewksbury, MA 01876  
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Fax: (978) 658-0888  
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*at the next meeting*  
**September 13th**  
**K of C Wilmington**  
**8:00 PM**



*Left to right: Tony Bossi, Dave BarbuZZi, Dan Wheeler. This photo is special to me on many levels. I expect big things from these two men flanking me and I don't think they will disappoint.*