



WAKE UP!

President/ Editor
Dave Barbuzzi

Publisher
Dan Wheeler

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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



Haverhill letter carrier and Branch 25 Health Benefits Representative Ken Dusombre recently retired after a thirty five year career.

President's Message

"VOTE"

If you haven't already received one, you will very soon be receiving your ballot to vote in the election of national officers of the National Association of Letter Carriers. Take the time to educate yourself on the candidates, their experience, why they are running, and vote. If you're an active carrier, mail your ballot at work and let your steward see that you are mailing it. If you're a retired Branch 25 member, call the office as soon as you mail your ballot. By doing so, you will be entered to win either a \$25 prize, a \$200 prize, or both.

October is an important month for Branch 25. This is an election year and that means that each of our offices will have an election for Shop Steward. I look forward to continuing to work with our present stewards that plan on staying on if elected, and I also look forward to working with some of the new carriers that have recently contacted me and expressed interest in becoming a steward or alternate steward in their office.

It's not just the stewards who will be up for election in October. At the October 2 branch meeting, nominations will be accepted for all branch 25 officer positions.

The branch is holding a corn hole tournament in October as well. We figured it is not as much of a financial or time burden for those who may want to participate as a golf tournament would be, and it is a more family friendly event than a golf tournament. You can find the information about this event elsewhere in the Wake-Up! Please, show your support for your Union and for a great cause, the Muscular Dystrophy Association, and come on down to Wamesit Lanes in Tewksbury to help Branch 25 **"Toss Out Muscular Dystrophy!"**

As this issue of the Wake-Up! goes to press, Peabody/Danvers is in the midst of three weeks of route inspections. The branch provided a training for those that chose to take advantage. Just about 40 carriers, or slightly less than 1/2 of the carriers, showed up for the training. Those that did attend asked well thought out questions and hopefully benefited from the training. Those that didn't attend, let's hope they get lucky and don't do anything to make their future more difficult.

Speaking of route inspections, the following is an update of the ongoing Marblehead saga. Most of the routes are out of adjustment still. Some under, but many over. I have made Operations Programs Support of the Union's intention to continue to pursue 8 hour routes in Marblehead. They have reached out to me about potential dates for route inspections. I hope to have more information to provide by the October Branch meeting.

I don't want to jump the gun, but during the coming month of October and spilling into November, we will

be inundated with election ads for the 2018 Midterm Elections. All 435 members of the House of Representatives are up for re-election. Including special elections, there are 35 Senators up for election. Of those, 24 are Democrats, 9 are Republicans, and 2 are Independent. Of note, our own Senator, Elizabeth Warren, is up for re-election in what will be a heated race for sure. Senators in our neighboring states of Connecticut and Rhode Island are also up for re-election.

Just as I said about our national officers, I would ask that you spend some time educating yourself about the candidates and what they stand for, how they feel about your job and your union, and then cast your vote. We have only slight opportunity for gains in the Senate, so please do your part to keep what we have and hopefully realize gains by electing friends of letter carriers and working people in general.

Speaking of working people, be certain to read the rest of this month's Wake-Up! There are some powerful articles in it. Two former Presidents of branches that merged with Branch 25 have each submitted articles to this month's Wake-Up! I'm sure they didn't get together before hand to plan this happening, but the irony is unmistakable. Ken Dusombre, whose branch 26 merged with Branch 25 some 18 years ago, is still an officer of Branch 25 and writes this month about inclusion of the newer members when they first start their careers with the postal service.

Kevin Sullivan, whose branch 152 merged with Branch 25 back in 2003 is still active attending branch meetings frequently and national conventions. Kevin also encourages incorporating younger members into the Union.

Finally, Andie Coulter has provided one of the most compelling articles that I have ever read in any form of media. The compassion and sincerity is unmistakable in his article on "22".

I hope to see you twice this month, once on the 2nd at the branch meeting and once on the 7th at the Branch 25 MDA Cornhole tournament. If you have any questions about being a steward, or questions in general, don't hesitate to call or to utilize the email function of the branch 25 website (www.nalcbranch25.com). Support your steward!

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

What is the purpose of management conducting 3999s with the carriers in the summer? Honestly, it doesn't serve much of a purpose. The only actual purpose of Form 3999 is that it is used to transfer territory when adjusting routes after a route inspection, or during minor route adjustments. If it took the carrier 20 minutes to deliver a section that is to be transferred to another route, then that is the time used. If there were parcels or accountable mail delivered, then that time is also transferred. The funny thing is, inspections can't be conducted in the summer so why bother doing the 3999s? Management at the district level is somehow under the impression that if a 3999 is conducted and the time is desirable to them, then that is the time that must be enforced on the carrier. They have tried to force local managers to buy into this, with some success. Simply put, a one day 3999 is nothing more than a look at the route on that particular day. If you are on the street for 10 hours on one of these 3999s, do you think district management will accept that? Of course not, that is why they go out again a few weeks later, looking for what they consider a better time. That is why they tell you they are deducting time to make it look as if it took less time to deliver the route. Every day is different as a carrier and routes are not adjusted with a one day 3999, no matter what any supervisor or Postmaster tells you. If management does conduct a 3999 and does not identify any inefficiencies, they should not be going out again any time soon. If so, let your steward know or contact the Union office. As always, do your job safely and efficiently as stated in the manuals. Do not skip breaks or just leave parcels without attempting to hand it to the customer. If the parcel has the "leave if no response" attached, then that means you should be attempting to get a response. Don't let management convince you otherwise. If management truly feels that your route is less than 8 hours, then they can initiate a full 6 day special inspection. Don't ever worry about a 3999, and request a copy of the unedited 3999 immediately after you are done.

We are approaching an election season for both State and Federal elected officials. As always, we encourage you to get out and vote regardless of who you vote for. As Federal employees, the Federal elections could have more of an effect on our jobs, so take the time to find out the candidate's opinions of Labor and what they feel about the Federal workforce. You'd be surprised to find out some would like to eliminate or limit a lot of benefits we currently receive. Most of these candidates have websites that explain their views. Most of the Massachusetts politicians are on the side of Labor, but a little research isn't difficult.

Also, please vote in our Union's National elections. The ballots should be in the mail as we speak. There is a

deadline to get them back to Washington and the process will be explained in the ballot package you receive in the mail.

We have seen a lot of new faces recently at the branch meetings which is encouraging. I know it can be tough to make every meeting, with all the hours being worked and every other obligation carriers have, but it would be nice to see more of the new carriers from the branch a few times a year if possible. As anyone that has been to a meeting can tell you, the meetings move quickly and we have food prior to the meeting, usually pizza. The branch officers give brief reports and updates from around the branch and will answer any questions the members have. The meetings start at 8pm and generally end around 9pm.

We still have a few stations without stewards in the branch and steward elections will be coming this October. This is the chance for anyone who has been interested in being involved in the Union, to step up in these stations and give it a chance. For more information on what is involved as a steward call the Union office.

Keep your head up!
Paul Desmond

Calendar of Events

October 2	8PM Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Food served @ 7:15
October 5	World Smile Day
October 7	Branch 25 Corn Hole Tournament MDA Fundraiser 11AM Wamesit Lanes, Tewksbury
October 9	Fire Prevention Day
October 8	Columbus Day
October 23	World Series Starts
October 24	United Nations Day
October 31	Halloween

David J. Barbuzzi	President
Paul G. Desmond	Executive V.P.
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John McNulty	Assistant Treasurer
Dan Wheeler	Wake-Up Publisher
Richard Donlo	Asst Health Benefits Rep
Ron Noviello	Workers' Comp Rep.

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

Farewell To My Friend

My name is Bruce Johnson. I served as Sergeant At Arms for branch 33 from 1998 until the merger with Branch 25 in 2012. I was one of the last brothers to retire from Branch 33. Enter the beginning of life with Branch 25. The first person to welcome me at the union meeting was Brother Dave Ferris. Sitting at the table with Brother Dan Raske, he greeted me with a soft voice and a kind smile a "welcome to Branch 25". After attending several meetings, I decided to become more involved with the Branch. In 2015, there was an opening on the Trustee Board, and I inquired about it. President Dave Barbuzzi allowed me to become a Trustee to fill the remainder of the time left in the vacancy. Dave Ferris (a longtime Trustee) had nothing but encouragement and enthusiasm for me. He taught me the duties and the obligations of a Trustee and how to read the books. In the course of our friendship, Dave learned I was from Essex and a cousin to the owners of Woodman's restaurant of Essex. From then on every time we met he wanted to know if I " had any clams that day ".

I learned of Dave's passing at the last E-Board meeting. I only knew him for 3 short years, but his friendship and his gentle, kind nature made a lasting impression. I will miss his presence at our E-Board meetings. Rest in peace, my friend.

Bruce Johnson
Trustee

Thank you for the honor and privilege to serve as a delegate to the National Convention. During our convention in Detroit this summer over 5,000 delegates gathered to absorb copious amounts of information and opinions from a diverse field of NALC members, as well as numerous guest speakers and illuminating videos. Many resolutions and amendments were proposed. We read, listened, discussed, debated and after due consideration we voted. Each day workshops were provided for the membership in the morning before the start of the convention and then later in the afternoon. I attended sessions for the Health Benefit Plan, politics and social media and a documentary film *Detroit 48202, Conversations along a postal route*, featuring NALC member Wendell Watkins.

Additionally, I was able to further connect with fellow Branch 25 delegates, rekindle friendships from across the NALC, and meet some new Brothers and Sisters. The atmosphere was occasionally peppered with the "Motown Sound" and uplifted by the warmth and hospitality shown by the members of NALC Branch 1 Detroit. The convention was an educational, exciting and emotional time.

Time; it envelops and connects all that we do. This past November I was selected as one of our delegates to the NALC convention. I was present at our convention from July 16-20, 2018. At a future time in September 2018 this article was written but that is now past to anyone presently reading this.

A request from the convention floor by a delegate regarding time in numbers prompted me to write this article. His appeal was unusual and that he asked delegates having the most time in the Union to stand first and the hall went from thousands standing at the beginning and dwindled down directly aligned to the time in the Union. His intention was clear, to demonstrate the lack of inclusion/involvement of younger/less senior members. My take was clear. The more seasoned members need to welcome, encourage, and mentor the newer members. The newer members need to try to be more involved in some manner, just start by a little reading in attending a few meetings. A bit of communication and collaboration can go a long way. Talk to each other and to your stewards. Give the Union office a call. The future depends on all of us. Congratulations to Randy Keller, former national trustee and past Branch 25 President for being honored at the National Retirement Dinner. Congratulations to Rick DiCecca and his election to National Business Agent for the New England Region

Yours in Unionism,

Kevin P. Sullivan
Retiree, Marblehead

Help NALC Branch 25

TOSS OUT MID

Muscular
Dystrophy

Cornhole Tournament OCTOBER 7

11:00 a.m.

Wamesit Lanes, Tewksbury

Double
Elimination

\$10 Entry Fee
Registration 10 a.m.

Arcade &
Kids' Area

CASH PRIZE(S)

**Deliver
the Cure**



The End Of An Active Letter Carrier Career

As I retired from the Postal Service on June 1st, I thought it would be a good idea to reflect on my life's work (so far) and share my experiences with my fellow letter carriers of Branch 25. I want to state that I never thought that I would work for the Postal Service and originally only took the test to beat my brother. In the spring of 1979 we applied for the test, took it, went to play a round of golf, and forgot about it. He went to work for the phone company and I finished my junior year of college. In early June I got married. Upon returning from my honeymoon my mother informed me that I had been called by the Post Office about a job. I called the number and was told to report to Woburn MA for an attempt to qualify to work on the new letter sorting machines (LSM). I think I was told that my time to report was 5:30 PM. I know I asked where was Woburn? and did she have any better time? I had a lot to learn! I drove the hour to Woburn and began my career as a clerk. I qualified to operate the machine in August and with the prospects of a "well-paying job with great benefits" I scuttled my studies in music education at UNH and dove head first into a pool of postal employees that was going to eliminate the need for overtime.

After 3 and a half years of mostly night shifts and a lot of overtime at the Woburn plant I had the opportunity to transfer to Haverhill as a PTF letter carrier. In January of 1983, I began carrying mail. I had quite a bit of postal experience when I arrived in Haverhill, but I had no idea what I was getting into. In my interview I was told that as a PTF again I would not be guaranteed my 40 hours. You see by hiring me in Haverhill, it would decrease the need for and possibly eliminate the overtime One of the first things I asked my new supervisor was to point out my union steward. He did not know who the steward was. Shortly after I started, I questioned some of the work practices in the office. Eventually one of the veteran carriers approached me and putting his arm around me said "Son, if you are going to complain, maybe you should come to a union meeting and do something about it." I went to the next meeting of Branch 26 and my life changed forever.

The guys at the meeting, we only had 1 female carrier in Haverhill back then, were happy to have some new blood at the meeting. It wasn't long before they voted to send me to a steward training class. I watched and learned and in 1986 was fortunate to be sent to my first national convention with my branch president Jimmy Comeau. As the years went by I represented the Haverhill letter carriers as a shop steward, secretary treasurer and branch president. In the late 80's or early 90's we were approached by the District Manager about starting a carrier safety team to try to reduce the number of motor vehicle accidents in the district. After many assurances by her that the team would only compile information without fear of discipline, we decided to

participate. I can say that I along with the district manager had a hand in changing postal policy. Back then, the Postal Service had a 10 second rule. A letter carrier could leave the vehicle running if he or she could be back in the seat within 10 seconds. It was obvious to me that this rule was flawed at best and I told the district manager so. She said that she could not loosen safety policies, but she could certainly strengthen them and instructed her managers that all vehicles would be turned off when the driver was not in the driver's seat. This policy is now a cornerstone in rollaway / runaway prevention.

I returned to Haverhill after that detail to carry the mail. I worked as an on the job instructor (OJI) and eventually applied to instruct new carriers at the carrier academy in operation good start. In this position I was able to welcome new letter carriers to the Postal Service and offer my knowledge of the job to them. This also allowed me to reach back into my past to use some of my college training.

As the years continued to fly by, we all experienced many changes in the Postal Service. Automation of the mail was and is a continuing process. With every change came the fear to some and the relief to others that overtime was going to disappear, and work hours would be tough to come by. As these changes happened, management also changed. It was apparent to me as a branch president of a small branch that we needed to step up our representation of our members. We did our research and merged into Branch 25.

Eighteen years later I am proud to say that I have remained an active voice in the NALC. Through the grace of my fellow branch members I have been honored to serve as your safety officer and current Health Benefits Representative. I have just returned from my 14th national convention. The opportunities that I had and all of us have because we are letter carriers are endless. We are trusted members of our respective communities. Whether we are organizing a food drive, raising money for MDA, marching in a Christmas parade, reading to first graders, or volunteering at a local food pantry, we have an important community voice.

My years as an active letter carrier have come to an end. The overtime still has not gone away and that eventually got me out. I look forward to representing you my fellow letter carriers in whatever capacity I can for as long as I am able. Now it is my turn to repeat what was said to me 35 years ago. If you have something that needs to be fixed, maybe you should go to a meeting and do something about it. See you at the next branch meeting.

Respectfully,

Ken Dusombre



Congratulations to Doreen J. Bisson from Lowell on her retirement after 33 years



Wakefield letter carrier Lawrence Gormley recently retired after a 30 year career. Best of luck Larry!

Safety

Recently in the office I work in we had a safety issue. While getting ready to move to the street, a carrier discovered a couple of his packages were wet. The carrier did the right thing and reported the issue to his supervisor immediately. The supervisor touched and smelled the liquid and said it was water and the carrier should deliver the packages. The carrier believed the liquid was not water but an unknown liquid that had a definite odor. Again, the carrier did the right thing and said he did not feel that it was safe delivering the packages. The supervisor felt the carrier was simply not following orders and of course immediately conducted a PDI!!!

As employees of the USPS we most often have to obey Management's instructions and if they violate our contract, grieve the instructions after the fact. Not in the above example however! If a carrier feels that the instructions they are given are not safe and could result in injury, he or she has the right to refuse those instructions. We are constantly bombarded with service talks and now scanner messages about safety. It doesn't mean we need to blindly follow every order we're given. I think supervisors think we do need to blindly follow

every order, because many times that is what they are doing!

Jim Salvati

Trivia

*I need a volunteer to ride out
And bring us back some extra men
And Billy's hand was up in a moment
Forgetting all the words she said*

Veteran's Report

This month, I will be talking to you about the number 22. Some have seen me in the t-shirt and know what it stands for. Some know someone who has fallen to the number 22. I am one of those people. The number 22 stands for the number of veterans who commit suicide each day. My pal Nick Reed was one of those veterans. Nick was a great marine and knew how to pick you up. To all of us of 5th Battalion 11 Marines he was Father Guido of Saturday Night Live. He had the knack to make you forget your troubles and remember you're a marine. It's been 14 years since his death. My marine brothers who I am still close to still talk about him, it brought us closer. We do a toast at half-time of the Superbowl for him to make sure he knows that he is missed. We all watch over each other, it is a bond. We all should do the same, have each other's six. Marine, Army, Navy, Coast Guard, Air Force or Letter Carrier, watch out for one another.

So, in case no one's told you lately:

You're not a burden. It's ok to be struggling. It's ok to tell people you struggle. Don't suffer in silence, tell someone, get help. It's ok to need help. Please help yourself. You're not the exception to recovery. The world is more special with you in it. You're worth it. You're a good person. Thank you for existing. You make someone's day. Please stay alive. If you're looking for a reason to stay alive, this is it.

Veterans' Crisis Line 1-800-273-8255
EAP 1-877-482-7341

The number 22 is way too high. It should be zero. For some way, some how, a person's life will always be better with you in it. If you need a friend you can call me at the Tewksbury Office. Happy Birthday to my beloved Marine Corp on November 10! Remember, you matter!

Semper Fi,
Andie Coulter

"Why do we fall? So we can learn to pick ourselves up."

WAKE UP

2500 Main Street
Suite # 201
Tewksbury, MA 01876
Phone: (978) 658-5820
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*at the next meeting
October 2, 2018*

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