



# ***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



Clockwise from top left new retirees Bruce Foster, Dave Hackett, Craig Yelle and John Janowicz receive their retiree gratuities



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## President's Message

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### *“Just Say No...Comment”*

For more years than I can remember I have ended my article with the words “Stay informed”. It is absolutely necessary for us, in order to protect our rights, to stay informed. Unfortunately, with the explosion of access to news as a result of the internet and social media, people can “stay informed” of the truth, and the untruth.

There are many websites, many blogs, and many pages on facebook that put out “information”. To many of those that control these outlets, it is not important to them whether or not the information they present is true, it only matters that they get the “clicks” and the “likes” and the followers.

I spend part of every day scanning through social media to see if any of the members of Branch 25 are putting themselves in harms way. Some of you may have received a text message or phone call from me over the years suggesting that you take down a picture that you may have posted that you shouldn't have posted. Maybe a picture of mail where the customer's name and address is visible, or maybe a picture that was taken inside the post office. Either way, these are things that can land you out of work.

This month, I want to warn you about something else that can land you on the outside looking in; Talking to the Media. About a month ago there were rumors that multiple offices (Andover, Wakefield, Tewksbury, North Reading, and Middleton) would be moving into the facility in Woburn on Washington Street. I got phone calls at the time and I said that they were just rumors. About a day later, I was informed that Postal Headquarters had informed NALC Headquarters that such a move was indeed in the works.

Fast forward to last week when I received a call from a citizen activist looking for comment. It is alleged that a letter carrier in one of the affected offices was chirping to customers about the foolishness of such a plan. This citizen activist sent a letter to the local newspaper that was picked up nationally by other citizen activists and now there is a meeting scheduled at the local library in October for anyone that wants to criticize the plan and ask questions. There are names attached to the meeting that may claim to have “information”, but as far as I can tell all they have is speculation.

This is one town and one meeting. If you are in that town, you know where I am talking about. I have to caution you: active letter carriers can NOT cast the postal service in a bad light. Active letter carriers can NOT speak to the media to offer negative opinion or analysis of postal initiatives.

That being said, I would hope that no letter carrier, active or retired, would speak without FACTS. Right now, there are no facts. Right now, there is only speculation. Speculation about costs and savings.

Our national union has taken no position yet. Why? Because they are waiting on facts. There are some that fear that carriers will be working longer hours if they move to Woburn. Again, it is impossible to know precisely how many hours will be worked, but I can emphatically say that when the travel time to and from Woburn is calculated into your work day, you will most assuredly qualify for a special inspection and your route will have to be adjusted to 8 hours. That means that part of your street duties will be simply driving back and forth to Woburn. Would you rather drive for an hour a day or deliver that equivalent hour in the elements?

I'm not trying to overly simplify things but I must point out that this is not the first time that a work station has been moved. I started my career reporting to Burlington and then three years later began reporting to Woburn. Many of the Bedford carriers started their careers working in Bedford and now report to Burlington. Some of us ended up with a shorter ride to work and some of us a longer one. The point is, we still reported to work and we still deliver mail, just less mail once the routes are adjusted for the travel time.

I don't know the bottom line on the savings due to the elimination of mail runs to 5 stations. I don't know how much efficiency will increase for the same reason. I don't know how many routes will be gained once the move takes place (if the move indeed takes place). I do know that I have done my job as President and contacted our National Business Agent Rick DiCecca and I do know that Rick is doing his job and having conversations with the Area Vice President of the Postal Service.

I will not tell you something I don't know to be fact. I'll instead wait for the facts. I'm asking that you do the same. There is an activist from the other side of the country that believes strongly in what he believes is a just cause. Said activist presented resolutions at the recent national convention in August and said resolutions were resoundingly defeated by the membership in attendance at the convention. So...anyone claiming to speak on behalf of the members is NOT speaking on behalf of the members if their resolutions were defeated by the members. Similarly, no one should be speaking for you if you are one of the affected carriers. You are not represented by citizen activists, you are represented by the NALC and we are doing our best to ensure your rights are preserved. Please don't talk to the press, please don't post about it on social media, please contact your Union representatives if you have questions and we will do our best to answer them.

Stay well and stay informed!

Dave

# Executive Vice-President's Report

As this is being written, many stations are ending their Prime-Time annual leave season. Hopefully, the staffing gets better as the number of carriers on AL decreases. The Postal Service is attempting to limit the number of hours worked by CCAs, in order to retain as many employees as possible, but that doesn't change the provisions of Article 8 that govern work hours. CCAs still can contractually work more than 9.5 hours if needed regardless of what you may be told. The Postal Service may have a mandate or a "goal", but it is not cut in stone and is not a contractual requirement. I have talked to CCAs that want to work more than the mandate, and obviously there are others that would like less hours, but nothing has changed contractually. Like a lot of things, the Postal Service would like to do, the situation usually changes when necessary.

One of our negotiated benefits is that we can carry over 440 hours of earned annual leave from one year to the next. The last couple of years the Union and the Postal Service have negotiated to temporarily increase the number to 520 hours, because of the Covid-19 virus and the fact that many carriers were not taking vacations. I understand that not many carriers have the ability to accumulate this much annual leave, but if you are going to exceed this number of hours, you can consider donating some annual leave to employees that requested leave donations. These leave donation requests are generally posted in the offices with other announcements and give details of how to donate. The employees requesting the donations must be out of leave because of medical conditions. You can only donate earned annual leave, not sick leave. If you go over the 520 hours this year the time will be forfeited. Management has an obligation to make sure employees do not forfeit AL, so if you need to use leave and are being denied toward the end of the year lets us know at the Union office. This increase was negotiated into the 2023 leave year and does not automatically extend itself every year.

We have a contractual pay increase coming in November and a COLA increase due after the release of the Consumer Price Index in January. These are the last of the negotiated salary increases for the life of our national contract. Currently, the top step salary for letter carriers is at just under \$74,000. A top step T-6 salary is over \$75,000. The next 2 increases will boost both of those figures. These figures take time to reach, but the pay tables have carriers getting a step raise every 46 weeks in addition to the COLAs and contract raises. I hope the Postal Service is using these figures when they are trying to recruit new employees. It would also serve their interest to go back to hiring PTFs everywhere, not just certain installations. Starting to accumulate retirement benefits from day one is a great benefit. The contract expires in May of 2023, so that means negotiations will commence shortly before that. As

always, we are better off with a negotiated contract, but if need be, the NALC has been prepping for negotiations and arbitration since the signing of the current contract. The longer the contract the better.

The Branch voted at the last meeting to send up to 8 of our stewards to training at the Labor Arbitration Institute seminar in Boston on November 17<sup>th</sup> of this year. In the past we have sent many interested stewards to listen to the panel of Arbitrators discuss many different issues and how they have ruled on cases in the past. This is not just based on the Postal Service, but on Labor Law and Arbitration in other industries as well. We haven't sent any stewards for a few years now because of Covid, but all stewards that have attended in the past have reported a better understanding of how arbitrators make decisions, and that not all cases are not as straightforward as they may seem.

Keep your head up!

Paul Desmond

## Calendar of Events

October 3	Oktoberfest (Germany)
October 4	Yom Kippur
October 5	World Teacher's Day
October 7	World Smile Day
October 9	Sukkot
October 10	Columbus Day
October 11	Regular Branch Meeting K of C Wilmington 8:00PM Food Served at 7:15PM
October 22	Make a Difference Day
October 31	Halloween

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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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“.01”

Throughout the year USPS has sent correspondence to NALC HQ about implementing timekeeping applications on the MDD scanners after conducting pilot testing in select sites. The rollout had identified three New England Districts as going on line in phase three, which was supposed to be July, 2022. Management instead began the process in June, and in my office, management simply conducted a short service talk on Friday about the new process which started the next day, Saturday. The process was a headache to be sure, with the scanner asking for data to be input that we weren’t educated on, dozens of move options that carriers infrequently use, and a true trial by error feel. Carriers had to alert management about incorrect moves and the first few days viewed begin and end time errors when they viewed their virtual timecards on Liteblue.

Although many of these errors have been phased out, one issue I continue to notice has not. When you begin tour in the morning, for whatever reason, the scanner frequently does not communicate your begin tour punch

until a unit after you enter. For example, an 8.00 BT time frequently shows as 8.01. If you work an 8 hour day this typically isn’t an issue due to the .08 leeway rule, but if you work less than 8 hours or overtime this will impact you! Make sure to track your hours, whether through the NALC app, the virtual timecard via Liteblue, an excel sheet, or good ole pencil and paper. If this is happening or has happened, inform management that your time needs to be adjusted. If management refuses, contact your steward and the Branch Office, and submit a 1260 with a request to management to adjust the pay. If this isn’t done a grievance must be filed. At the National Convention HQ staff for City Delivery mentioned ongoing efforts to correct this issue.

While on the subject, don’t grab your scanner and begin to work off the clock. When we used the badge readers, we would have to wait a moment to swipe and then begin our day. I know it may not seem like a big deal to take the scanner from the cradle and walk back to your route, or grab your arrow keys, or sweep the mail then hit begin tour at the right moment, but if you work off the clock you hurt your route (inspections!) and obviously aren’t compensated for your time. I know with the lack of staffing and demands of the job sometimes it can seem like this is the only way to get ahead, but USPS has never hired someone because a supervisor reported a carrier was overburdened to the point they worked off the clock. Stay vigilant!

In Solidarity,

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

# Safety

## Safety Word Search

O X R B Q W A A N K N D U K H  
B C T E F P Y G Q H R O L K A  
S Z J M B H F D R J U G D W N  
C R G S T O H H W Z U S V S D  
A A G O T C T E P T W P H E R  
X Y R Y P H T C V W K R Q R A  
G F V Z Z L G D O H R A Y I I  
X N S J E G I I J N P Y E T L  
E R A A T H G I L E M O D W S  
W L V J G O F Z Z D M C V E G  
R E V H W Z Y O R F R K E N Z  
S L O M Q Q F D G I H A Q M Y  
G N I N I A R T R P C M Z I X  
G P R O P E R F O O T W E A R  
C Z W L V M L D U X N Z H U H


Lyrics Trivia:

“The trees are stripped bare  
of all they wear”

CPRTRAINING  
HANDRAILS  
OCTOBER

DOGSPRAY  
HAZARDLIGHTS  
PROPERFOOTWEAR

DOMELIGHT  
NEWTIRES  
WETLEAVES



**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







# 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 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 "PoastalEASE"
- 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 your retirement **ANNUITY**

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

### Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

### Enroll Online

1. Go to [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov)
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (*Maximum yearly amount is \$5,000*)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

### Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, \_\_\_\_\_ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:

\$25    \$20    \$15    \$10    \$5    Other: \$\_\_\_\_\_ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). 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): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security Number: \_\_\_\_\_ Phone: \_\_\_\_\_

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.

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## Vice President's Report

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The TIAREAP is moving along slowly but surely. By the time, this issue of the *Wake Up!* hits your mailbox we should have one office in the branch that has gone through their Live Week and another one just about to go through theirs. The month of October is the second selection period for zones to be put into the process. We will not know until the end of the month which zones have been selected in the second round, but it is safe to assume that as the process moves forward the number of offices selected will increase. This new joint route adjustment process has its own program, DSR, and within the DSR program there are certain parameters that the Route Evaluation and Adjustment Teams (REATs) use to review the data. These parameters are provided to review carrier's times for things such as loading and unloading time or relay times. These times are a tool, within DSR, to be used in the evaluation process and have nothing to do with what a letter carrier is doing daily. We have heard instances of management trying to work these numbers into a carrier's daily times much like they do with DOIS projections, i.e., "the new route adjustment process says you only get 22 minute to load your vehicle." Any such misguided attempts to use procedures from TIAREAP in managing the day-to-day assessment of letter carriers is wrong and needs to be stopped. M-01983 states: "*The above listed parameters are not delivery standards and are used for the purpose of assisting the evaluation team in identifying potential anomalies.*" If management is attempting to do something like this in your office, please let your steward or the branch office know so it can be addressed.

At the end of August, the first information was released about the new Postal only health benefits system that will be created according to a mandate in the PSRA. Starting in 2025 the Federal Employee Health Benefits Program will be dropped in favor of a new Postal only system. The law directs this new system to start on January 1, 2025, and it must be set up by late 2024. There will be no changes until over the next three years. The plan is to have employees make the change into the new Postal only plan during the 2024 open season. Dental and vision plans, as well as flexible spending plans will remain unchanged. The law requires the Office of Personnel Management (OPM) and the USPS to make every effort to ensure any FEHB plan with at least 1500 postal participants is included in the postal-specific marketplace. The same coverage and cost sharing and rates will continue. The other major change will be the moving of most retirees into Medicare. There will be much more information to come on this in the future.

The USPS released the Third Quarter FY 2022 results back in August. The third quarter covers the period of April 1, 2022, through June 30, 2022. The Postal Service Reform Act (PSRA) was enacted at the beginning of the third quarter which is reflected as a one-time, non-cash benefit of \$59.6 billion in net income. The USPS had an adjusted loss of \$459 million for the quarter. The adjusted loss does not account for the impact of the PSRA, retiree health benefits, and a few other things. When accounting for the impact of the PSRA the USPS showed a net income of \$59.7 billion. The report states that the average time it takes for a mail piece or



## Vice President's Report

package went up by 7% from the second quarter, going from 2.7 days per piece to 2.5 days. First-Class mail on-time rates increased by 5.4%.

USPS operating revenue was \$18.7 billion for the quarter, an increase of \$257 million, despite a volume decline of 201 million pieces, compared to the same quarter last year. Marketing Mail saw steep volume declines from the pandemic but has been on the uptick lately with revenue increasing by \$324 million compared to the same time last year. First-Class mail revenue stayed flat, but the volume dropped by 620 million pieces compared to last year.

Adjusted loss grew by \$418 million despite the increase in revenue. Several operating expense categories including transportation, fuel, utilities, and rent felt the effects of inflation.

Third Quarter Fiscal 2022 Operating Revenue and Volume by Service Category Compared to Prior Year. The following table presents revenue and volume by category for the three months ended June 30, 2022, and 2021:

In Solidarity,

Dan Wheeler

<i>(revenue in \$ millions; volume in millions of pieces)</i>	Revenue		Volume	
	2022	2021	2022	2021
<b>Service Category</b>				
First-Class Mail	\$ 5,585	\$ 5,537	11,518	12,138
Marketing Mail	3,774	3,450	16,126	15,581
Shipping and Packages	7,574	7,659	1,740	1,832
International	388	527	79	93
Periodicals	246	237	909	939
Other	1,174	1,074	78	68
<b>Total operating revenue and volume</b>	<b>\$ 18,741</b>	<b>\$ 18,484</b>	<b>30,450</b>	<b>30,651</b>

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## Assistant Treasurer's Report

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I've recently heard in my own office through a couple carriers that management has been instructed to not work CCA's over ten hours. I've also heard eleven, every third Sunday off, and plenty of wild things. I usually don't put much merit into these things until I've seen something official (some higher up emails, a mandatory stand-up memo, things of this nature).

However, I do want to touch on something that is important that has been somewhat controversial over the primetime summer months. When a CCA is required to work over someone not on the overtime desired list. In the instance that a Full Time Regular Letter Carrier has overtime on their own assignment for a regularly scheduled day, a CCA will be required to work that overtime before that Regular who is not on the overtime list.

That is it.

Many carriers seem baffled. I understand, it would be far and away more cost efficient to mandate CCA's in many other circumstances. However, something you all have probably heard before: *it's the Postal Service, of course it doesn't make sense.*

Many carriers approach me about mandates for overtime. CCA's are not guaranteed hours. They're only guaranteed whatever their call in is for a day they show up to work (two or four hours depending on your installation).

Additionally, if you're seeing this ten-hour rule in effect, please reach out to a steward. If a carrier is mandated to work overtime on their own assignment and they are not on the list, a CCA should not be going home in ten hours. I'm not trying to upset any of you CCA's. We need you. We appreciate you. You're paying your dues like many of us already have. The contract is clear: CCA's can be worked up to 360 days in a row (break in service), 12 hours a day (inclusive of all breaks), and no more than 80.5 hours in a week. No one will ever have to work that. But that's the contract.

Just to touch on it, since I'm sure it's probably on the mind's of many of you: how does this affect PTF's?

To put it lightly, consider them the same as a CCA. The only guarantee a PTF has over a CCA is they will be guaranteed straight time hours before the CCA. See here, Article 7 of the National Agreement:

*7.1.C.4 Over the course of a service week, the Employer will make every effort to ensure that qualified and available part-time flexible employees are utilized at the straight-time rate prior to assigning such work to CCAs working in the same work location and on the same tour, provided that the reporting guarantee for CCA employees is met*

Please, if your office is not meeting these provisions, contact the hall. With the most recent CBA signed, many offices in the district now have PTF positions. Please ensure they are getting what is guaranteed to them.

James Metilinos

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## Get Out The Vote!!

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As we have done in the past, the membership has voted to have a "Get Out The Vote" incentive program to hopefully enhance the number of members that will vote in the upcoming election of National Officers. The contest works as follows:

Ballots for national officers will be mailed on September 29 and should be arriving at your home shortly thereafter. Properly complete the ballot, place it in the supplied mailing envelope, and bring it to your office to mail it. **IMPORTANT!!** Before mailing it, just show your shop steward (or someone designated in your office if your office does not have a steward) that you have properly completed the envelope before placing the ballot in the mail. If you are a retired member, call the office when you have mailed your ballot and you will be added to the list. It's that simple.

We will draw a name from each office and that person will win \$100. Then, we will draw five "at large" names from the entire pool of entries and those five "at large" members will each win \$200.

So please, educate yourself about the candidates and then vote!

A person who feels suicidal may not ask for help, but that doesn't mean that help isn't wanted. If you think a family member, a friend or coworker is considering harming themselves, follow the tips below.

## You Can *Help* Prevent Suicide

**Reach Out.** If you know someone is having a difficult time, ask them what is going on and how you can help.

**Speak Up:** Ask them directly: "Are you thinking about suicide?"

**Be Yourself.** Your voice and manner will show your concern.

**Trust your Gut.** If you feel like someone is struggling, they probably are.

**Be Brave.** No matter how uncomfortable the conversation may be, it's worth it.

**Listen Intently.** Allow them to express their feelings. Let them do most of the talking. Remain non-judgmental.

**Be Sympathetic.** Remain calm, patient and accepting.

**Offer Support.** Let them know you and others are there for them, they are not alone.

**Ensure Safety.** Remove means of harm such as weapons, medications, drugs, alcohol, even access to a car, etc.

**Be Prepared.** Have an action plan for accessing additional support: their EAP, a family member, close friend, etc.

**Seek additional support from family and trusted friends, neighbors, coworkers, a coach or religious leader. You can also reach out to your EAP at anytime. We are here for you around the clock.**

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**Your EAP is here for you & we can help. Contact us today.**

**800-EAP-4YOU (800-327-4968)**

**TTY:877-492-7341 | EAP4YOU.com**



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

# **WAKE UP**

2500 Main Street  
Suite # 201  
Tewksbury, MA 01876  
Phone: (978) 658-5820  
Fax: (978) 658-0888  
Web: [www.nalcbranch25.com](http://www.nalcbranch25.com)

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**PAID**  
Permit No. 409  
TEWKSBURY, MA



*at the next meeting*  
**October 11**  
**K of C Wilmington**  
**8:00 PM**

