



WAKE UP!

President/ Editor
Daniel P. Wheeler

Publisher
Joseph E. Stearns

Volume 50 Issue 9

October 2026

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

ELECTION NOTICE

Nominations for delegates to for the Massachusetts State Convention for 2027 shall be held at the December 2026 regular monthly meeting for NALC Branch 25, 8:00 P.M. at the Knights of Columbus - Wilmington, Ma.

Election for delegates will be held by secret ballot at the January 2027 regular monthly branch meeting, also at 8:00 P.M. at the Knights of Columbus- Wilmington, Ma.

Expenses for elected delegates shall be voted on at the January meeting.

All elected delegates must have attended 60% of the regular monthly meetings, held from the previous state convention election meeting through and including current year's state convention nomination meeting, to be a paid delegate.

Any member who has not been a member for the prior two (2) years will have their attendance prorated from the date of membership.

In addition to the provisions of Article 5 of the Branch 25 by-laws, which designates the President and the Executive Vice-President as automatic delegates for these functions, Article 5 of the NALC constitution shall prevail.

Joseph E Stearns

Secretary, Massachusetts Northeast Merged Branch 25

President's Message

"It's Fine. I'm fine. Everything is just fine!"

Sometimes it feels as if everything in the world is upside down. Things are no different in the Post Office these days. Many of you have probably been following the mail-in-ballot issues the Postal Service has faced over the last few months. In March, the Trump administration issued an executive order requiring states to impose stricter mail-in voting rules and directing the administration to create a list of confirmed U.S. citizens eligible to vote in each state. The order required the Secretary of Homeland Security to create a list of U.S. citizens eligible to vote in each state, using data from the Social Security Administration. It also said the U.S. Postal Service could only send absentee ballots to people on each state's federally prepared, approved mail-in ballot list.

This order was challenged in court, and a lower court blocked it. The Supreme Court then lifted the lower court's injunction. The back-and-forth continued as twenty-four states then filed new lawsuits. The Trump administration then filed a new appeal with the Supreme Court. On Monday, September 14, the Supreme Court rejected the administration's plan to limit mail-in ballots. Hopefully, this ends a long battle, and letter carriers will be able to deliver mail-in ballots to the American people as they have in past elections.

A recent Reuters story reported that USPS Postmaster General David Steiner has already had enough of the job he has held for a little over a year. According to the report, Steiner feels overwhelmed by the unrelenting political attacks and constraints the Trump administration has placed on the USPS. The story says Steiner has become disillusioned with the ongoing scrutiny and public criticism of the Postal Service. Steiner had a difficult Senate hearing this past summer in which, in my opinion, he did not come off as a confident and capable leader. Although there has been much doubt about whether he was a good choice for the position to begin with, it's not a very good sign when he's looking to give up on the job a little over a year in. At least the previous PMG, Louis DeJoy, got almost five full years in before he was pushed out.

In what seems to be a common circumstance lately, we find ourselves working under an expired contract once again. Because our last contract dragged on so long before the Nolan Award finally settled it in March of 2025, we worked under the last agreement for only a little more than a year. By May of this year, our agreement was up again. As expected, this time around there was no negotiated agreement during the three

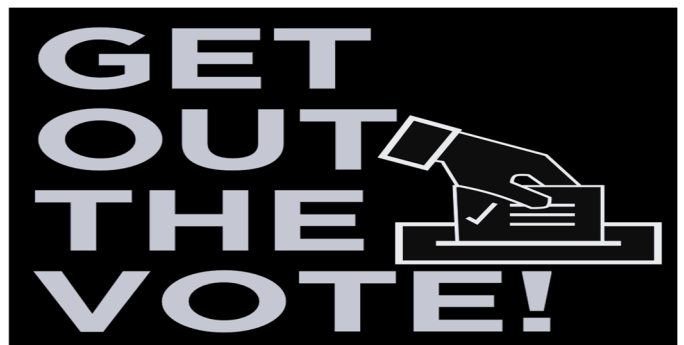
months of negotiations, and no mediated settlement was reached during the mandatory 60-day mediation period. So far, no arbitration dates have been announced, and no arbitrator has been selected. There has been no official announcement, but I am hearing that the NALC and the USPS have not agreed on an arbitrator. If an arbitrator cannot be selected, the Federal Mediation and Conciliation Service (FMCS) would select one. Although the FMCS is supposed to be a neutral independent agency of the government, it would not be ideal and potentially disastrous to have an arbitrator selected for us, especially under the current administration.

Ballots for the election of national officers will start being mailed out as early as September 18 and will be completed no later than September 28. Branch 25 is running a "Get out the Vote" incentive program to encourage as many members, active and retired, as possible to vote in the upcoming elections. Active carriers need to show their return envelope to their shop steward, or a designee if there is no steward in their office, to confirm they will mail their ballot by October 16; their name will be added to the voter list. Retired carriers can let the office know they have voted by calling the branch office at (978)-658-5820 or emailing nalcbranch25@gmail.com by October 16. There is no need to say who you are voting for or to show your actual ballot, only to show that you're sending it back.

One (1) \$100 winner will be selected from each office, and five (5) at-large winners will be picked from the entire pool of entries. As I wrote previously, there are more choices than ever on this ballot. In 2022, 309 members voted in the national election. That was about 20% of the membership. I would love to report a big increase in that number for 2026! If anyone has questions about the elections, please get in touch with the branch office.

In Solidarity,

Dan Wheeler



Executive Vice-President's Message

Exec VP Wakeup October 2026

I have talked to carriers for years about saving documentation relating to the job. Any requests for leave, along with any requests you have from management, such as requesting time with a steward or requesting OT or assistance via Form 3996 should be made in writing and a copy kept. If you don't have a copy of Form 3971 used to request leave, there is no proof of the request or if it was approved. If you say that you informed management that you will need OT or assistance and you did not fill out Form 3996, there is no record of it. If you provide management with documentation for medical leave, please keep copies for yourself. Without a copy of documentation you have provided to management, it is difficult for us to prove that you have provided enough information to determine if any absence is FMLA qualified. Also, it is proof for pay purposes. You should also keep a copy of any bids for routes or hold downs.

As for this writing we do not have any stations scheduled for route inspections this Fall, although we do have some special inspection requests that will be completed soon. At one point we expected a new route evaluation process to be introduced, but that has not materialized. I assume the national parties could not come to terms with anything acceptable to both sides. If we do have inspections scheduled, we will be scheduling route inspection training for anyone that would like to attend.

There will probably be other references to the national officer elections in this issue, but I just want to remind carriers that there is a timeframe to returning the ballots. They must be received by October 19th to be counted. You should have plenty of time to get this done, but we all know the Postal Service is not as fast as it used to be. Once again, we are doing a get out the vote contest, so fill out the ballot according to the instructions and show it to your steward or whoever is keeping track in your station and put it in the mail as soon as you are able. By the time the next Wakeup is published, we should know the results of the election.

We occasionally get calls to ask if the Postal Service has a disability benefit, usually from carriers that are hurt off the job or become ill. There is no disability benefit from the Postal Service, but the NALC does have policies that you can purchase through the Mutual Benefits

Association. The MBA has an article in this month's Postal Record that describes how to apply for Individual Disability Insurance with rates included depending on your age. You can always call the MBA office at NALC headquarters for more information. Also, pay attention to information to come out soon regarding the Open Season for health benefits.

The weather should be cooling off now that it is almost October but be careful when the leaves start to fall. I hope to see more members at the next branch meeting on October 13th. Keep your head up!

Paul Desmond

UNITED STATES POSTAL SERVICE®		Request for or Notification of Absence									
Employee's Name (Please last, first, MI)		Employee ID		Date Submitted (MM/DD/YYYY)		No. of Hours Requested		SCHEDULED UN SCHEDULED	PP	Year	
Installation (For postmaster's leave, show city, state, and ZIP Code)		N/S Day		Pay Loc. No. / D/A Code		From: Date / Hour					
Time of Call or Request		Scheduled Reporting Time		If Needed, Employee Can Be Reached At: ☐ Do not call		Thru: Date / Hour		Day	Init.	Hours	
Type of Absence		Documentation (For official use only)		Revised Schedule for (Date)		Approved in Advance ☐ Yes ☐ No					
☐ Annual		☐ FMLA Requested (Certification review - HRSSC)		Begin Work				Sat	01		
☐ Holiday/AL/Lv Exch		☐ For COP Leave (CAI on file)		Lunch Out				Sun	02		
☐ Career TOI Route		☐ For Advanced Sick Leave (PS 1221 on file)		End Work				Mon	03		
☐ LWOP (See reverse)		☐ For Military Leave (Orders reviewed)		Total Hours				Tue	04		
☐ Sick (See reverse)		☐ For Court Leave (Summons reviewed)						Wed	05		
☐ Late		☐ For Higher Level (PS 1722 on file)						Thur	06		
☐ COP (See reverse)		☐ Scheme Training Testing Qualifying/Memo on file						Fri	07		
☐ Other								Sat	08		
								Sun	09		
								Mon	10		
								Tue	11		
								Wed	12		
								Thur	13		
								Fri	14		

Remarks (Do not enter medical information. See Privacy Act Statement on reverse of this form.)

I understand that the annual leave authorized in excess of the amount available to me during the leave year will be charged to LWOP.

Employee's Signature and Date: _____ Signature of Person Recording Absence and Date: _____ Signature of Supervisor and Date Notified: _____

Official Action on Application (Return copy of signed request to employee.)

☐ Approved ☐ Disapproved (Give reason below)

Do not check an FMLA box until you verify the FMLA designation.

☐ FMLA Designation is PENDING ☐ FMLA Protected ☐ Not FMLA Protected

☐ Continued on reverse

PS Form 3971, December 2011 (Page 1 of 2) PSN 7530-02-000-9136

Warning: The furnishing of false information on this form may result in a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both (18 U.S.C. 1001).

Front side of PS Form 3971

Calendar of Events

Sept 22

First Day of Fall

Sept 18-28

NALC Election Ballots being Mailed Out

Oct 5-9

Time frame to call for a replacement ballot. Call by 4pm ET on the 9th.

Oct 12

Columbus Day

Oct 13

Regular Branch Meeting

K of C Wilmington 8:00PM

Food served at 7:15 PM

Oct 18

MDA Cornhole Tournament

(see Pages 5-7)

Oct 19

Ballots must be received by Noon.

Oct 31

Halloween

Branch 25 Directory of Officers

Get out The Vote Reps

Daniel P. Wheeler	President
Paul G. Desmond	Executive V.P.
Gilbert Paredes	Vice President
Joe Stearns	Secretary
James Metilinos	Treasurer
Wes Tugman	Health Benefits Rep.
Justine Masters	Sergeant at Arms
Dan Raske	Chairman of Trustees
Bruce Johnson	Trustee
Tony Porciello	Trustee
Bob Cronin	Trustee
Sandi Mannas	Trustee
Jeremy Boucher	Assistant Safety Officer
Mike Pinto	Assistant Secretary

Acton	Justine Masters
Amesbury	Rob Huey
Andover	Call the Union Office
Bedford	Brian Morrison
Beverly	Kara McIntyre
Billerica/Chelmsford	Anthony Demarco/Jim Salvati
Concord	Sandi Mannas
Dracut	Mike Pinto
Gloucester	Jaime Dobson
Haverhill	Pam Mastrangelo
Holliston	Josh Robshaw
Ipswich	Tom Ayers
Lawrence	Bob Cronin/Dennis Dabrio
Lowell	James Metilinos
Manchester	Scott Richardson
Marblehead	Joe Stearns
Maynard	Shawn Mcbreen
Merrimac	Michelle Moorehouse
Newburyport	Jeff Roesel
North Chelmsford	Ralph Divirgilio
Peabody	Natashka Guy
Rockport	Peter Murray
Salem	Gilbert Paredes
South Hamilton	Karl Schmuck
Sudbury	Mike Loughlin
Tewksbury	Mike Cahill
Topsfield	Call the Union Office
Wayland	Sal Mustica
Woburn Building	
Burlington	Chad Mata
Lynnfield	Bob Nelson
North Reading	Brett Ivester
Reading	Brian Page
Winchester	Shirley Esterbrook
Wakefield	Justin Gray
Wilmington	Cam Fullen

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

PLEASE REACH US AT:

nalcbranch25.com

(978) 658-5820

President Dan Wheeler **dpwbr25@gmail.com**

Executive VP Paul Desmond **pgdbr25@gmail.com**

Secretary Joe Stearns **jesbr25@gmail.com**

Treasurer James Metilinos **jmetbr25@gmail.com**

Wake Up Items **wakeupbranch25@gmail.com**

Branch 25 Email **nalcbranch25@gmail.com**



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



In order to enter the "Get out the Vote" campaign just follow these simple rules. Complete your ballot and seal it in the return envelope supplied. Then show it to the representative from your office listed above so they can mark your name down. Andover and Topsfield will need to call the branch office at 978-658-5820. Any questions about this you can call the office.

The opinions expressed in the Wake Up! are those of the authors. They do not reflect the opinions or views of Branch 25 or the National Association of Letter Carriers.

BENEFITING



Muscular
Dystrophy
Association



2nd ANNUAL MDA CORNHOLE TOURNAMENT

DATE: Sunday, October 18, 2026

TIME: 10:00 AM - 2:00 PM

LOCATION: Wamesit Lanes, Tewksbury, MA

ENTRY:

\$25 Players | \$10 Spectators

EVENT FEATURES:

- Tournament play
- Raffles
- 50/50 Raffle
- Pizza
- Refreshments
- Cash bar

SCAN TO REGISTER



SCAN ME

THANK YOU TO THE FOLLOWING BUSINESSES FOR THEIR IN-KIND DONATIONS TO OUR UPCOMING MDA FUNDRAISER

Puttshack

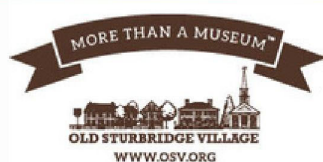
Round of mini
golf for 6 people
plus 2
appetizers
\$300



**TD Garden VIP
Tour for 20 people
\$450**



**TREE HOUSE
BREWING CO.
\$10 GIFT CARD, 2 GLASSES
STICKERS, A 6 PACK
BOTTLE BAG & 2 TREE
HOUSE CAN CADDIES**



**PASSES FOR
2 ADULTS & 2 KIDS
\$90**



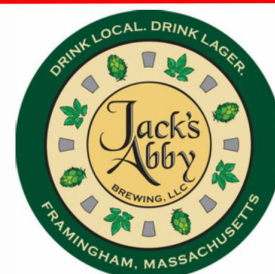
**MUSEUM
PASSES**



**4 TICKETS
\$50**



**ADMISSION FOR
6 PEOPLE
\$99**



**\$40
GIFT CARD**



**2 PASSES
\$40**



**4 ESCAPE ROOM
PASSES
\$168**



**2 FAMILY
4-PACK PASSES
\$180**



**ADMISSION FOR
4 PEOPLE
\$76**



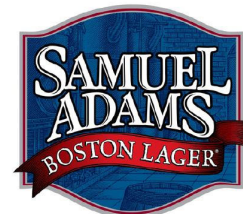
**ADMISSION
FOR 4 PEOPLE
\$100**



**2 VIP PASSES
\$99**



**\$25
MEAL CARD**



**2 CASES
OF 12 PACKS**

**WE ARE LOOKING FOR SPONSORS!
YOU CAN SPONSOR-A-TABLE OR
SPONSOR-A-BOARD
FOR MORE INFORMATION CONTACT GILBERT
AT WITCHCITYPOSTMAN@GMAIL.COM
OR CONTACT THE BRANCH**

MORE PRIZES COMING!

BENEFITING
MDA® | Muscular
Dystrophy
Association

THANK YOU TO THE FOLLOWING BUSINESSES FOR THEIR IN-KIND DONATIONS TO OUR UPCOMING MDA FUNDRAISER



**RED SOX GIFT
BASKET**



BRUINS GIFT BASKET



PATRIOTS GIFT BASKET



**NEW ENGLAND
REVOLUTION
GIFT BASKET**



**4-TWO HOUR
PASSES
\$120**



**\$20 GIFT
CERTIFICATE**



**CELTICS GIFT
BASKET**



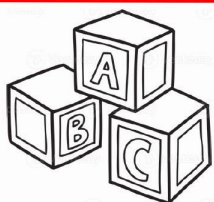
**HALLOWEEN
GIFT BASKET**



**MOVIE NIGHT
GIFT BASKET**



**GAMENIGHT
GIFT BASKET**



KIDS GIFT BASKET



**PRIVATE WINE
CLASS FOR 20
PEOPLE
\$600**



**BOWLING PARTY FOR 6
PEOPLE 2 PIZZAS &
REFRESHMENTS
\$250**



**2 PASSES FOR 4
HOURS FOR 2
SEASONS
\$198**

BENEFITING



Muscular
Dystrophy
Association



PLEASE JOIN US FOR A

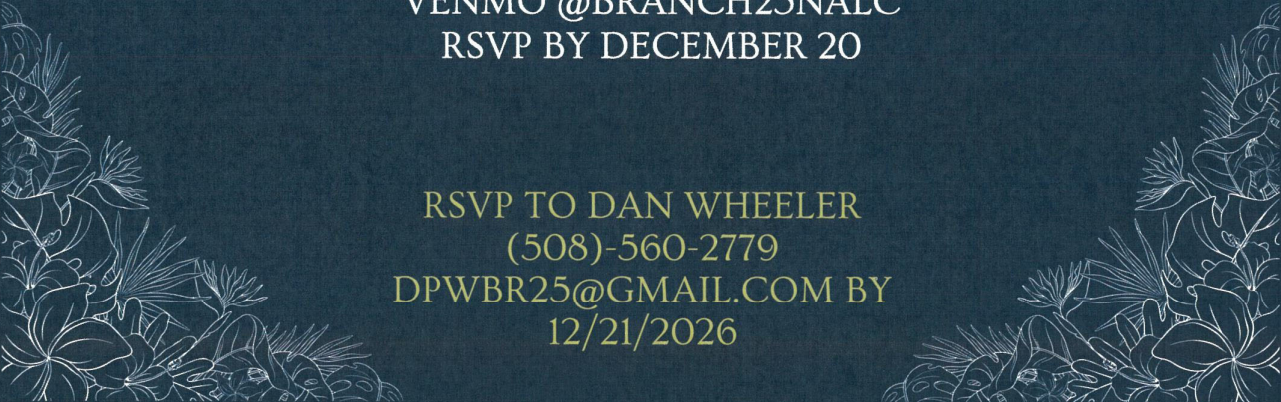
RETIREMENT Party

IN HONOR OF
NALC REGION 14 NBA
RICK DICECCA

SUNDAY 10 JANUARY
3-7 PM 2027

BILLERICA COUNTRY CLUB
51 BALDWIN RD BILLERICA MA 01821

TICKETS \$50 PER PERSON
CHECKS PAYABLE TO NALC BRANCH 25
VENMO @BRANCH25NALC
RSVP BY DECEMBER 20



RSVP TO DAN WHEELER
(508)-560-2779
DPWBR25@GMAIL.COM BY
12/21/2026

Vice President's Report

Muscular Dystrophy Association Event

By the time you get this, we are going to be weeks away from our 2nd Annual Cornhole Tournament, which will benefit the Muscular Dystrophy Association (MDA). This is a great cause and the funds we raise will go towards local individuals and their families right here in Massachusetts.

As a lot of you may know, MDA has been the NALC's official charity for over 70 years. In 1952, our Union became MDA's first national sponsor. Branches throughout the country have been raising funds for MDA through different events like golf tournaments, cornhole tournaments, fishing trips, bake sales, bingo nights, among other events.

Last year NALC branches were able to raise \$945,757.16. Our Branch 25 was able to raise \$5,673.50 for MDA. I would love for that number to climb higher every single year. Giving back to our communities should always be a priority.

You can participate in the cornhole tournament. Three teams will win cash prizes. If you do not want to play, you can still come and hang out, buy raffle tickets, 50/50 tickets or MDA swag. We are hosting the event at Wamesit Lanes which will give us more space this time around.

We have an amazing list of prizes which you can see in the Wake Up or our Facebook group. We are thankful for all the businesses that donated to help us have a great selection of prizes. The prizes we have gathered would not be possible without the help of James Metilinos, Wesley Tugman, Mike Pinto, Tony Bossi, Paul Desmond, and Jeff Wong.

There will be a raffle for a round of golf for four people at the Kernwood Country Club in Salem, Massachusetts. If you would like to purchase tickets for this raffle, reach out to me or the branch. A limited number of tickets will be sold for this raffle and you do not have to be present at the event to win. Tickets are \$25. Last year's winner was from Marblehead.

The general raffle prizes require you to be present to win, so if you want to win some of the awesome prizes we have, come join us!

We will accept cash and Venmo at the event to purchase raffle tickets and pay for registration.

We are still looking for volunteers to help us set up, sell tickets and clean up after the event, so please let me know if you would like to help us out.

National Election Ballots

On or about **September 18th**, the ballots started being mailed out to the members. This process is expected to be completed on **September 28th**. If you do not receive your ballot by **October 5th**, please contact the NALC Membership Department at 202-393-4695. The deadline to contact the Membership Department is 4 p.m. Eastern time on **October 9th**.

To be counted, ballots must be received by noon on October 19th. The counting of ballots will begin that day or the next.

I encourage all of our members to do their research. The information is out there for all of the candidates. You can also ask your fellow brothers and sisters about the choices you have in this election, but at the end of the day remember that this is your decision.

I hope that Branch 25 has an outstanding voter turnout for this election.

Here is to hoping we can come together again as union brothers and sisters, regardless of who wins, because we are stronger when we work together rather than against each other.

With that being said, I hope to see you guys on Sunday, October 18th at Wamesit Lanes for our MDA cornhole tournament.

Let's toss some bags, raise some money, and deliver for MDA!

- Gilbert Paredes



The Cancer of Undertime

We need to talk about what is actually killing us on the workroom floor, because it isn't the mail volume, the weather, or the heavy parcels. It's the obsession with imaginary numbers.

For a long time, we've tried to treat the pressure of "undertime" like it's just a bad management fad, a temporary annoyance, or a tough quarter. It's not. It's a cancer. And like any cancer, if you let it go unchecked, it metastasizes. It eats away at healthy tissue, destroys morale, and eventually threatens to bring down the entire body.

Look at how it spreads through an office. Management sits in climate-controlled rooms staring at spreadsheets, conjuring up fictional standards based on a frictionless, perfect world where every house has a clear path, every dog is friendly, and traffic never exists. They deliberately ignore severe short-staffing, vacant routes, and massive volume spikes, yet expect a depleted crew to perform daily miracles. They squeeze us with impossible time limits when we are already short-handed, expecting fewer carriers to absorb double the burden without adding a single minute to the clock.

Even worse is the subtle coercion: they pressure us to skip our lunches and breaks without ever putting it in writing. Supervisors know better than to issue an illegal order out loud, so they create an environment of constant friction where taking your full 30-minute lunch or two 10-minute breaks feels like an invitation for harassment. They quietly push you to shave corners on safety checks and surrender your rest periods just to make their daily metrics look pretty on a regional report.

Why do they push these impossible numbers so relentlessly? Follow the money. Under the USPS Executive and Administrative Schedule (EAS) **Pay for Performance (PFP)** system and the **National Performance Assessment (NPA)** scorecard, supervisor salary increases and annual merit bonuses are directly tied to operational metrics—specifically workhour budget compliance, overtime reduction, and projected efficiency. While line supervisors don't get a cash check on the spot for shaving 30 minutes off a route, their annual pay raises, performance ratings, and career advancements depend entirely on keeping those numbers low. They are systemically incentivized to squeeze blood from a stone, trading your physical health and contractual rights to protect their own annual payouts.

Let's be crystal clear about a fundamental reality: **"Undertime" is a management concept, not a contractual one.** Numbers on a screen don't deliver the mail. A computer projection cannot case a flat, navigate a flooded street, or carry a heavy bag up a flight of stairs in

a freezing downpour. Computer projections do not dictate our physical limits, and they certainly do not dictate us.

Under our National Agreement, the Joint Contract Administration Manual (JCAM), and incorporated USPS Handbooks, the structural protections of our craft are explicit:

- **Article 8 (Hours of Work):** Protects the standard 8-hour workday and regulates overtime assignments and auxiliary assistance. Daily workload projections must be built on actual route conditions and real mail volume—not on arbitrary street estimates, short-staffed demands, or regional budget goals.
- **Article 14 (Safety and Health):** Mandates that management provide safe working conditions. Safety always takes precedence over speed, street projections, or budget metrics. You are never contractually required to sacrifice your physical health, safety, or contractual rest breaks to meet a supervisor's projection or help them hit an NPA target.
- **Article 19 & The Handbooks (M-39 & M-41):** Incorporates postal manuals directly into our enforceable contract:
 - M-39, Section 122:** Explicitly obligates supervisors to evaluate daily workload fairly based on real conditions—not arbitrary software projections or "undertime" targets.
 - M-41, Section 131.4:** Defines your right and duty to complete a **PS Form 3996** whenever you estimate that workload, mail volume, weather, short staffing, or physical limitations will prevent you from completing your assignment in 8 hours.
- **Article 15 (Grievance-Arbitration Procedure):** Gives us the mechanism to hold management accountable whenever supervisors refuse to accept a PS Form 3996, attempt to discipline carriers over undertime projections, or subtly coerce carriers into waiving contract rights.

The worst part of this disease is the gaslighting. When a short-staffed office buckles under an unworkable workload, management turns to individual carriers and tries to convince you that *you* are the anomaly, not the system. They claim everyone else is making the time, that you are the exception, and that decades of experience mean nothing compared to an algorithm designed to line their performance reports. They want you to second-guess your own instincts and feel guilty for refusing to do the mathematically impossible.

When you create an environment where doing the job safely and correctly is quietly penalized, and rushing yourself into the ground is rewarded, you poison the entire culture of the office. It pits carrier against carrier, (Continued on page 11)

From the Secretary's Desk

I want to start with the upcoming delegate nominations and elections for the Mass State convention next year. Normally we do this in October and November. I had forgotten to get out the announcement which must be out 45 days prior to the election according to the constitution of the NALC. We have received a disposition from President Renfroe to push back these events 2 months. So, as you can see on Page 1 of this wake up the nominations will be held in December and the election will be held in January. This is only for the 2027 Mass State Convention. I apologize to the branch for this error and can assure you it will not happen again.

As you can see in Dan's article the branch has a **"Get Out the Vote"** campaign for the upcoming NALC Officers Election. The list of designees to show your completed and sealed ballot is on page 4. There are 2 offices that will need to call the branch office. Good luck and make sure you vote. It is important to be involved and who couldn't use a chance for some extra cash!!!!

Speaking of the NALC Officers election, I know it is talked about a couple times here. I just want to stress that they must be received by Noon on Monday October 19th. As we all know, the USPS doesn't move the mail very well sometimes. I would suggest to make sure your vote counts that you mail it by Thursday October 15th at the latest, preferably sooner to get there on time. **Make your vote count!!!!!!!**

I am thrilled to announce that Branch 25 will be having a retirement party for NBA Rick DiCecca. The invitation is on page 8. It will be on January 10th, 2027, from 3-7pm at the Billerica Country Club. Tickets are \$50 per person and will include some hors d'oeuvres and dinner. Whether you send a check or Venmo, make sure you notate it is for Rick's party. I hope to see as many as possible for this event. So, see you there.

As I always end this, if you have moved, please update your address with the branch. You can call, write, or email me at JESBR25@gmail.com. See you at the next branch meeting October 13, 2026.

Snapple Fact # 692 – The spotted skunk does a handstand to warn off its enemies before it sprays its stench.

Joe Stearns, Secretary

Welcome New Members

Acton	Raphael Biron
Andover	Karl O'Leary
Dracut	Joseph Ortiz
Haverhil	Evan Smith
Lawrence	Victor Deferreira, Plino Santana, Pedro Hernandez-Ovalles, Yoconda Melendez
Marblehead	Dennis Dumont
Peabody	Matthew Arias
Salem	Jaime Stavros

Happy Halloween to all! Enjoy and have fun.



The Cancer of Undertime (Cont.)

turning a brotherhood into a rat race. It forces good, hardworking people to compromise their well-being because they are terrified of the constant, looming harassment that comes with a "failing" number.

And what is the actual cost? We pay for it with our bodies. It shows up in chronic joint pain, mental exhaustion, heat stress, and medical crises that sneak up on people who thought they were indestructible. Management talks about making numbers, but too often those numbers come at the expense of the people doing the work. When performance metrics take precedence over safety, accuracy, and reasonable working conditions, the cost is paid by the carriers

The cure isn't running faster, and it certainly isn't bowing down to a computer screen. The antidote to this disease is solidarity, strict adherence to contractual procedures, and a return to the standard.

When management claims you "have undertime" or assigns extra work on a short-staffed floor, **fill out a PS Form 3996**, request your auxiliary assistance or overtime, take your full lunch and contract breaks, and demand a signed copy back. A fair day's work for a fair day's pay doesn't mean killing yourself to satisfy a metric that was designed to fail you from the start.

Protect your health, enforce your contract and protect each other. Leave the rushing to the screens—because when the shift ends, pixels don't carry the bag

Mike Pinto

WAKE UP

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

First Class Mail
U.S. POSTAGE
PAID
Permit No. 409
TEWKSBURY, MA



at the next meeting
October 13, 2026
K of C Wilmington
8:00 PM



Congratulations to our newest retirees from last month!!!! (from left to right)
John Kennedy with over 21 years get his retirement certificate from the USPS.
Newburyport celebrated Laura Chopelas and her 30 plus years of service.

Scott Mckearney of Tewksbury delivered to the office ending a 25 year career and he was styling!!!