



WAKE UP!

President/ Editor
Daniel P. Wheeler

Publisher

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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, Newburyport, North Chelmsford, North Reading , Peabody, Reading, Rockport, Salem , South Hamilton, Sudbury , Tewksbury , Topsfield, Wakefield , Wayland , Wilmington , Winchester



Wayland Letter Carriers wore pink to show their support for Breast Cancer Awareness Month this October

President's Message

I would like to thank everyone who helped to make our Branch 25 MDA Cornhole Tournament a great success. We were able to raise over \$4000 dollars on behalf of the Muscular Dystrophy Association (MDA). Branch 25 Vice-President Gilbert Paredes took the lead in organizing this event for the branch. I would like to thank Gilbert for all his hard work. The event would not have been as big as a success as it was without his efforts over the last few months. I would also like to thank Assistant Secretary Mike Pinto for securing the boards for the tournament.

Special thanks go out to those individuals and Union Brothers and Sisters who sponsored boards at the tournament. Those sponsors were:

- Region 14 NBA Rick DiCecca
- Region 14 RGA Tony Bossi
- Jim Nutter
- John Houlihan
- James Metilinos & Gil Paredes
- Dan Raske
- NALC Merged Branch 20, Meriden CT
- NALC Merged Branch 86, Hartford CT
- NALC Merged Branch 18, Southeastern MA

Thanks to all of those who bought raffle tickets for one of the raffle baskets, 50/50 drawing, or one of the many other prizes. I would like to thank the following businesses and donors who made generous donations: Kernwood Country Club, Kings Dining & Entertainment, Escapology Tewksbury, Total Wine, Salem Witch Museum, Peabody Essex Museum, Discovery Museum, American Heritage Museum, Stone Zoo, Franklin Park Zoo, Old Sturbridge Village, Gourmet Garden, Villa Chinese Restaurant, Karen Atkinson, Stop & Shop, Legal Sea Foods, Chipotle, Game On Sports Bar, Jack's Abby Beer Hall, Institute of Contemporary Art, Old Town Trolley Tours, Paul Desmond, Tree House Brewery, Sam Adams, Splashwithus21.com, Showcase Cinemas, Ginger Restaurant & Bar, Gilbert Paredes, Gourmet Gift Baskets and Boston Red Sox.

We hope that this year's event will be the first of many and that we continue to build on this year's success to make this bigger and better in years to come.

Branch 25 is currently looking to fill shop steward positions in the following offices:

- Amesbury
- Beverly
- Gloucester
- Manchester
- Maynard
- Topsfield
- Woburn

Any member, regular or CCA, can serve as a shop steward. Being a new steward can be a lot to take in all at once. We will train any new stewards and work with you to ensure that you have the tools to succeed in the position. If anyone is interested in stepping up in one of these offices, please don't hesitate to contact the branch office to discuss it. Remember, together we can do what we can't do alone!

In Solidarity,

Dan Wheeler

Calendar of Events

- | | |
|-----------------------|------------------------------------|
| November 2 | Daylight Savings Time ends |
| November 10 | Marine Corps 250th Birthday |
| November 11 | Veteran's Day |
| | Regular Branch Meeting |
| | K of C Wilmington 8:00PM |
| | Food served at 7:15 PM |
| November 13 | World Kindness Day |
| November 21-23 | NALC National rap session |
| November 27 | Thanksgiving |

Secretary's Report

I want to start by congratulating Gilbert Paredes and all those who were a part of the branches cornhole tournament to benefit the MDA. It was a great success, and a good time was had by all who attended. If you didn't come this year, make sure you do it next year, the more the merrier. The big raffle item was a golf outing for four at the Kernwood Country Club in Salem. I am happy to say Jim Acciavatti out of my office in Marblehead won. I am not a golfer, but he is, and he was thrilled about it. You can tell by his smile in the picture I have included in this issue. He said he already has his foursome ready to go. There were a lot of great raffle items to win. It is great to get people together for a fun event and most importantly we raised a lot of money for a good cause.

I have been trying to get NALC membership pins out to those from my office that are due them, both retirees and active carriers. This past month I got a visit from retiree Mike Mullany. He was up visiting from Nalcrest (the NALC retirement community in Florida). I gave him his 25- and 30-year pins. On a side note, he has been down at Nalcrest for a while now and told me how great it is and that he loves it down there. The next pins that went out were for active carriers. Joyce Parshley got her 25- and 30-year pins. Joyce trained me 20 years ago when I started, so it was cool for me to be the one to give her them all these years later. Mike Eon received his 25-, 30- and 35-year pins. Lastly Stewart "Stu" McCormack received his 25-, 30- and 35-year pins. Congratulations to all of them for their years of service. I have included pictures in this issue of the wakeup. If you would like to receive pins you are owed, please email me and we can make arrangements to get you them.

This year seems to have just flown by. I am writing this just less than a week till Halloween. Then in 4 weeks it will be Thanksgiving and 4 weeks after that it will be Christmas! Speaking of this, the penalty overtime exclusion period this year will be November 29th to December 26th. This does not affect the 12/60 payrate though, you still get 2 ½ times pay for anything over 12 in a day and 60 in a week.

Another set of dates to remember is the open season for health benefits. They begin November 10th and will end on December 8th. If you are going to make changes, try not to wait too long. Things can take time, and you don't want to miss out. They are saying premiums might be going up a significant amount, so take a look at all the

plans. I know I will be looking closely at the NALC health plan this year.

If you want to be an informed member then come to a meeting. There is always a good amount of information given out at the meeting. This information covers a lot of areas as well. They range from safety, contract issues, retiree info, and a host of other items. Food is always served at each meeting, and we give a \$100 door prize each meeting.

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 branch meeting on November 11th.

Snapple Fact # 970 – Dolphins are unable to smell.

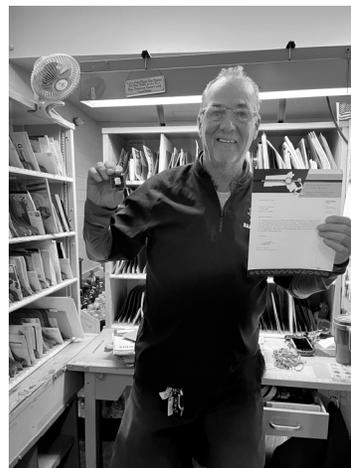
Joe Stearns



Joyce Parshley & Mike Eon



Stewart McCormack



Mike Mullaney

Daniel P. Wheeler	President
Paul G. Desmond	Executive V.P.
Gilbert Paredes	Vice President
Joe Stearns	Secretary
James Metilinos	Treasurer
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Bob Cronin	Trustee
Sandi Mannas	Trustee
Mike Pinto	Assistant Secretary
Jeremy Boucher	Assistant Safety Officer

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

PLEASE REACH US AT:

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

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

I wanted to preface this month with a giant thank you to everyone who donated to our fundraiser, came out to play in our first annual cornhole tournament, helped us set up, and more. Our Vice President Gilbert staunchly believes it takes a village to make this sort of thing happen. We certainly could not have had the success we’ve had without everyone playing a role. For anyone wondering, with donations, registrations, raffles, and more, we’ve managed to raise nearly \$5,000 for the Muscular Dystrophy Association. Thank you all once again and a final big shout out to Gilbert for his immense work. We’re confident next year our fundraiser will be bigger and raise more money!

We’re heading into the holiday season slowly but surely, and with that will come increased hours, workload, and safety concerns. It’s just as important as ever to equip the membership with knowledge to protect themselves from discipline and injury. Most of us are still active carriers in an installation somewhere, so I wanted to touch on a couple issues I’ve seen currently going on.

First, regarding hold downs and days off as a PTF or CCA. Article 41 is very clear; when an employee requests a hold down, they will work the regular rotation of the assignment without interruption. The only exceptions for this rule are if management must make eight hours of straight time work available to a regular carrier or the regular is returning to any capacity of duty. With the newest interest arbitration award, CCA’s and PTF’s are now guaranteed one NS Day each week excluding December. If you’re on a hold-down, management must still give you a day off. What management cannot do is pick that day off. The overwhelming majority of the branch owns Sunday/ Rotating days off.

(continued on page 5)

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.

 **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



Treasurer's Report (Continued)

I will tell you all what I tell every PTF in Lowell; if you're requesting a hold-down, assume you're working six days a week, as they will not bring a regular in on Sunday for overtime in place of you. If management decides to give you a day off that does not coincide with the day off of the route, please seek a steward. You're entitled to pay for out-of-schedule work. If Wednesday is your day off and you work, and you're given Thursday off instead, you will be entitled to a monetary remedy. I've seen this happen twice in the last week alone. Management may tell you "Labor says we can't work PTF's or CCA's this many days in a row." Our contract only states you are guaranteed a day off. Please, again seek a steward.

Second, every carrier should be vigilant with seatbelts in their vehicles. We've started to see vehicles with a "seatbelt extender" or extra buckle. The point of these devices is to plug them into the seatbelt buckle to silence the vehicle from beeping because the seatbelt is off. In Massachusetts, it is illegal to drive without a seatbelt. You can be ticketed. More importantly, if you are in an accident without a seatbelt, you're placing your life at risk. I'm regularly working until 7-8pm, and while I'd love to spend more time at home each day with my family, not wearing a seatbelt to save five seconds during a delivery could leave my family without a father or husband.

Management has access to programs that will indicate whether you're wearing a seatbelt in your ProMaster or Metris. While management cannot issue discipline off this report alone, they will use it as the basis to come observe you. I've already seen four or five pieces of seatbelt discipline this month. These are what we like to call "stinkers" or "losers", because they become drastically harder for us to expunge and fight. Postal policy and state law requires the seatbelt. Buckle up.

Lastly, as we head further into the holiday season, be aware of your hour limitations. CCA's and PTF's will find pertinent limitation language under ELM 432.32, which states they're limited to 11.5 hours of work each day. This is inclusive of December during the penalty exclusionary period. If you're outside of your probationary period, you're eligible to walk off the clock at 12 hours. If you punch in each day at 8am, you punch out at 8pm. Management can seek volunteers on the

overtime desired list to work over those limitations for any additional work. Also, I've seen countless supervisors state you're no longer allowed to work past 12 hours daily or 60 hours weekly. This is demonstrably false. Postal management does not want to pay this premium because it is now automatic instead of requiring a grievance to get the payment.

Keep in mind, management may instruct you to punch out at 12 hours and not permit the work past that. This is entirely within their rights under article 3. However, management is incorrect in stating it's no longer allowed. If you're currently facing these issues, please contact us. This is yet another issue I'm seeing more and more of lately. Your supervisors must answer for employees working double time and a half, hence why they're attempting to squash it.

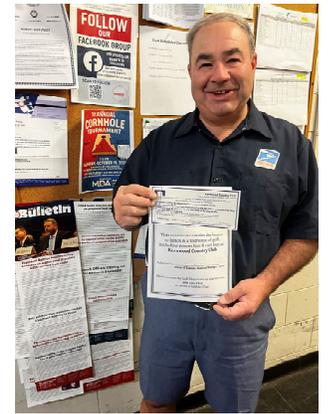
I hope you're all well. Christmas is right around the corner. Continue to do what you all do best: provide excellent customer service and get the mail out!

I'm betting the 2025 Government Shutdown will run through Thanksgiving. Sad!

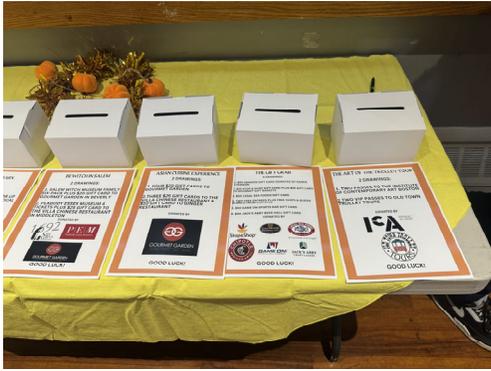
James Metilinos



MDA Cornhole Tournament



MDA Cornhole Tournament



WAKE UP

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First Class Mail
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at the next meeting
November 11
K of C Wilmington
8:00 PM

Congratulations to the winning team at the Branch 25 Cornhole Tournament to benefit MDA which was held on October 19 at the Knights of Columbus Hall in Wilmington. Burlington's John Perotta and his partner Anthony Kim took home the first prize.

(Left to right) Branch 25 VP Gil Paredes, Branch 25 President Dan Wheeler, John Perotta and Anthony Kim

