



WAKE UP!

President/ Editor
David J. 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



Some of Branch 25's Veterans were in attendance at the November meeting. In honor of Veterans' Day, they received certificates of appreciation from the Branch. Left to right: Dan Raske, Steve Johnson, Jerome Hoffman, Rich Donlon, Randy Keller, and Ron Linnane

President's Message

In the “real world”, the holiday season is one of hope and joy for many. You may go to the coffee shop and tell your server to keep the change, you may pay for the person behind you in the drive through, or perhaps you'll drop a few dollars into the bucket that the Salvation Army volunteer is holding after you do your grocery shopping. Town centers and commons are lit and decorated creating a surreal feeling to those driving at night. Things are just a little “different”. Hopefully, letter carriers won't lose sight of the real world in the coming month or so when the job becomes all that more difficult, the hours become so much longer, and the temperatures so much lower. Remember, there is life outside the post office and if things become unbearable try to think about your family, or your pet, or whatever brings a smile to your face. Hopefully that will work, but if it doesn't please avail yourself to EAP.

For those of you that have children who are high school seniors that are going to continue their education, please take advantage of the Branch 25 Scholarship application found on page 6 of this month's Wake-UP! I'm very pleased to announce that beginning this year, the two scholarships have been DOUBLED to \$1,000.00 each! Further, applying for the scholarships and taking the exam qualifies students to compete for other AFL-CIO scholarships. There are quite a few scholarships available to children of union families so it would be wise for students to study the available materials before taking the exam.

I started this article with a reference to the “real world”; now I'm going to share something that could only happen in the “postal world”. More than 25 years ago, the carrier operation of the Burlington Post Office moved to Woburn, MA. Shortly thereafter, Winchester, Wilmington, and Lynnfield followed suit and moved to Woburn as well. Most recently, Reading made the move as well. There are window operations in each of the aforementioned towns, so there was no elimination of real estate. I won't bother to go through the logistics of transportation, etc. There can be arguments made that regardless how crazy it sounds, it may be a good business decision.

Then, just when you think the dust has settled and the status quo can be maintained, another curve ball is thrown. A couple years ago the BEDFORD carrier operation moved to BURLINGTON, MA. That's right, the Burlington Post Office, the same one that the Burlington letter carriers used to call home, welcomed the Bedford letter carriers. It was supposed to be a temporary move. Fortunately, I was skeptical about the move and I placed them in the CDRAAP process and they gained a couple positions. Low and behold, we have just been notified that the move to Burlington has become permanent!

What does this mean to the Bedford and Burlington letter carriers? For the Bedford carriers it simply means that they report to work at a new location. For the Burlington carriers, not quite as straight forward. Because there is now city delivery housed in the Burlington Post Office again, the Burlington letter carriers will be given one opportunity to “retreat” to Burlington to become BEDFORD letter carriers with a new seniority date as such. As routes become vacant in Bedford, Bedford carriers will have the opportunity to bid as usual. Then, if there are no Bedford bidders (say that 10 times fast), Burlington carriers that were around back in 1990 when the operation was moved, will be given the opportunity to bid into Bedford. Now do you see why I refer to the “real world” and the “postal world”? You really can't make this stuff up!

Finally, I would like to address (I really don't like to, but I must) some of the petty interaction between letter carriers that we hear about at the Union office. It really has to stop. Fortunately, most offices don't have carriers (or their spouses) spying on other carriers and reporting back to management. Fortunately, most offices don't have carriers calling meetings with management to complain about other carriers. Fortunately, most offices don't have loud-mouthed punks that scream at or raise their voices at women (and men) because they've been allowed to do so over the years.

I would ask that ANYONE that bears witness to such abhorrent behavior immediately insists that management act on it. If they refuse to act, then I would suggest that you immediately contact their boss. If you get no satisfaction from their boss, then I would suggest that you go right up the ladder to the Postmaster General. Regardless of whether it is management on employee or employee on employee it should not be tolerated. Employee on management abuse shouldn't be tolerated either, but somehow that usually does get dealt with immediately.

This is a difficult time of year for many and as I said earlier, the increased workload doesn't help matters either. We don't need to find ourselves unemployed because we never learned manners growing up. That being said, I'm sure that there will be far more good will than negativity in this holiday season. I believe in the camaraderie that letter carriers share and I hope that we take care of our own. That is what Unionism is all about.

I would like to wish everyone a Merry Christmas and a Happy and Healthy New Year! If you celebrate something else, I hope that is joyous as well!

Stay informed!

Dave Barbuzzi

Executive Vice President's Report

I am writing this the day after the Presidential election which was obviously won by Donald Trump. At this point it's hard to say how this will affect our jobs, if at all, but Trump has never been a friend of workers in the past. He has said he wants to institute a hiring freeze on the Federal workforce his first day in office but he also said a lot of other things that don't really seem feasible.

Any potential hiring freeze may not affect the Postal Service because we are not funded through taxes. I'm guessing he will attempt to reduce our retirement benefits. Whatever his immediate agenda is I don't expect it to involve Postal Reform, but it all remains to be seen.

The Democratic Party did make small gains in the House and Senate which is usually good as far as Postal issues go, but whether or not any kind of Postal Reform will be a priority of the upcoming Congress, is up in the air, even though it is necessary. Either way we still have plenty of friends in Congress who realize the Postal Service is still a valuable and financially stable service to the American people.

We just set the clocks back an hour so it is dark by the time most carriers are finishing their routes. Please do not skip lunch or breaks in order to finish before dark, even if management suggests you take lunch at the end of the day. This will not work in your favor. First and foremost, it is not healthy to wait until the end of the day to take a lunch break, we work too long on the street. Also, we are going to begin a round of inspections within the branch in January and management will be looking at the current street times to determine an 1840B time for each route. Basically, this is a random average of your street times from the previous 7 months not including December, June, July and August. Dave Barbuzzi wrote about this last month and we discuss this at almost every branch meeting. If you are skipping lunch or breaks it will be reflected in the 1840B time and management will determine this is what should be used to determine a realistic street time. We don't agree but it will be an uphill battle to defend. Please do your route the way it is described in the manuals, safely and efficiently. If you happen to be delivering in the dark, always be careful, this is no time to cut corners and risk injury.

It is almost December and the only exception in the contract for December is the 4 week exclusion period that eliminates penalty time. This year the timeframe is from December 3 through 30. The provisions of Article 8 do not change in December, therefore there is no provision that allows management to use carriers not on the OTDL for OT just because it is December. If you are not on the OTDL and require OT to finish your assignment, fill out a 3996. There is no provision in the National Agreement that allows management to deny requests for leave with the sole reason for denial being

that it is December. It would have to be clearly defined in your Local Memorandum for this to be legitimate.

If any routes or assignments become vacant during December, they are still available for hold downs by unassigned regulars and CCAs. Some managers would lead you to believe that they can make certain decisions simply because it is December but that is not true. We all want the Postal Service to be successful during the holiday season but the contractual provisions do not change.

Have a safe and healthy Christmas. Keep your head up!

Paul Desmond

Calendar of Events

November 29	Executive Council Meeting
December 3	Penalty OT Exclusion Begins
December 6	8pm Branch Meeting @ Knights of Columbus 27 School St. Ext. Wilmington Chinese Food served @ 7:15
December 7	Pearl Harbor Day
December 12	FEHB Open Season ends
December 15	Combined Federal Campaign Open Season ends
December 16	Deadline for MA AFL-CIO Scholarship Application
December 24	Chanukah Begins
December 25	Christmas
December 26	Kwanzaa begins
December 30	Penalty OT Exclusion Ends
December 31	New Year's Eve

Branch 25 Directory of Officers

Veterans' Representative

David J. Barbuzzi	President
Paul G. Desmond	Executive V.P.
Bob Cronin	Vice President
Andy Coan	Secretary
James P. Nutter	Treasurer
Kenneth Dusombre	Health Benefits Rep.
Rick Dauphinais	Safety Officer
Jack Lyman	Sergeant At Arms
Ron Noviello	Chmn. Board of Trustees
Dan Raske	Trustee
Dave Ferris	Trustee
Bruce Johnson	Trustee
Anthony Bossi	Assistant Secretary
John McNulty	Assistant Treasurer
Dan Wheeler	Wake-Up Publisher
Richard Donlon	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.

I would like to thank Dan Wheeler, Dave Barbuzzi, and Randy Keller for giving me the honor of supporting my fellow military veteran letter carriers.

We, from all branches of the military have served our country in the highest form. This is something we are all proud of. As veterans, we need to look out for one another and buddy check on each other to see how things are going.

Unfortunately, there are times that this isn't enough. The Department of Veterans' Affairs has established a support line for veterans and their families. Veterans can speak to a representative confidentially who can offer support and provide additional resources as needed. The veterans' crisis line is 1.800.272.8255 press 1.

Please don't hesitate to contact me with any concerns or questions. I look forward to serving you all.

Andie Coulter
NALC Branch 25 Veterans' Group

TRUSTEES REPORT

In accordance with Article 6 Section 9 of the NALC Constitution for the Government of Subordinate and Federal Branches, on Tuesday September 20, 2016 trustees Ronald J Noviello, David M Ferris, Daniel J Raske and Bruce Johnson, assisted by treasurer James P Nutter and assistant treasurer John K McNulty, audited the financial books and found them in order.

**Beginning balance as of
December 31, 2015** **\$297,428.76**

**Ending balance as of
June 30, 2016** **\$298,680.23**

Board of Trustees

Ronald J Noviello
Daniel J Raske

David M Ferris
Bruce M Johnson

"Uniforms and safety"

Recently at my office a safety standup was given. Along with driving conditions, colder weather, and proper footwear it dawned on me that some carriers, mainly City Carrier Assistants [CCA's], may not have been aware that the NALC negotiated an annual uniform allowance with the Postal Service for all carriers. Although it serves in the eyes of the public of being a good and professional image, to we carriers it also helps to provide for a safer way to perform our jobs.

Footwear for walking in weather conditions such as rain, snow, and wet leaves. Winter garments for dealing with cold weather which will help prevent frostbite or hypothermia. Please if you have an allotment "use it" if you are a CCA then inquire with local management when you are entitled, and if it should be necessary involve your shop steward and/or branch union office.

Article 26 --- Uniforms and Work Clothes

Section 2 --- Annual Allowance

**Once a CCA has completed 90 work days or has been employed for 120 calendar days, whichever comes first, they are provided with an annual uniform allowance.

In Solidarity,

Jim Cavalieri, NALC

New Branch 25 Veteran's Group

My project from week two of the NALC Leadership Academy involves the NALC Veteran's Group. It is estimated that approximately twenty five percent of NALC members are veterans. The Veteran's Group is still in the early stages of development. The group is designed to provide NALC members who are military veterans information and resources specific to veterans issues and benefits in regards to the USPS. The Veterans Group will also give the ability for members to connect with fellow NALC veterans and keep up to date on important issues to letter carrier veterans.

Part of my project was to work with President Barbuzzi to create the position of Branch 25 Veteran's Group Coordinator and to fill that position. We have been able to do both of those things. Andy Coulter from Tewksbury has accepted the position. Andy introduced himself at the November branch meeting. Andy is a Marine Corps veteran and is very passionate about veterans issues. He has been involved in veteran's issues outside of the Postal Service for a long time. We look forward to the passion and enthusiasm he brings to this new endeavor. Hopefully you will be hearing more from Andy in the future.

We are in the beginning stages of getting this group together at the branch level as well. Any input from any carrier, veteran or non veteran, active or retired is welcomed. This group can be whatever we want it to be at the branch level. Please feel free to reach out to myself at dw.branch25@yahoo.com or our new Branch 25

Veteran's Group Coordinator, Andy Coulter of Tewksbury with any thoughts or suggestions for the group.

Another part of my project was to increase our branches membership in the Veteran's Group. The form at the bottom of this page may be used to sign up. You may cut it out or copy it. You may send it directly to the address listed or get it up to the branch office or get it to myself, Andy or Dave. I would encourage all of our members who are veterans to sign up for the group. We look forward to being able to make this new group a valuable part of Branch 25.

In Solidarity,
Dan Wheeler



**You continue to serve your country—
THANK YOU!**

NALC Veterans Group

**Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144**

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____



MASSACHUSETTS AFL-CIO 59th ANNUAL SCHOLARSHIP APPLICATION

The scholarship exam will be given at the student's high school on
Thursday, February 2, 2017

Please note that a student cannot receive more than two (2) awards from this program.
Please submit application to guidance to register for this exam.

Part 1 Student Information

Full Name	
Male/Female	
Address	
City, State, Zip	
Phone	
Email Address	
School	

Part 2 Parent Information

Parent Full Name	
Parent Full Name	

Part 3 Member Information

Only students that come from a union affiliation need to complete this section

Member's Full Name		Active <input type="checkbox"/>	Retired <input type="checkbox"/>
Relationship to student applying (select one)	Self <input type="checkbox"/> Parent/Step-parent <input type="checkbox"/> Grandparent <input type="checkbox"/>		
Union			
Local Number			
Union Telephone			
Home Address			
Phone			

Member's Full Name		Active <input type="checkbox"/>	Retired <input type="checkbox"/>
Relationship to student applying (select one)	Self <input type="checkbox"/> Parent/Step-parent <input type="checkbox"/> Grandparent <input type="checkbox"/>		
Union			
Local Number			
Union Telephone			
Home Address			
Phone			

Deadline to register: December 16, 2016
REMIT TO GUIDANCE

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A Program You Can Trust



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

Foods that fuel the brain

- ✓ For mental sharpness, eat seafood such as salmon, mackerel, herring and trout that are rich in omega-3 fatty acids.
- ✓ To boost cognition and memory, eat foods high in antioxidants including blueberries, grapes, nuts and leafy greens.
- ✓ For steadier energy, eat complex carbohydrates like whole wheat bread, green and starchy vegetables, brown rice and soy.
- ✓ To help regulate levels of serotonin (and mood), eat lean proteins like turkey, chicken, lean beef, eggs and beans.

The benefits of being physically healthy

Whether your doctor tells you to adopt better health habits, or the motivation comes from a discouraging discovery such as not being able to fit into last year's outfits, realizing that change will be needed can be a harsh wakeup call. It helps to keep in mind the basic benefits of living more actively.

Both a healthy eating plan and regular physical activity play a critical role in getting to and staying at a healthy weight. If exercising has proven daunting to you, try to be more active in simple ways throughout the day such as taking the stairs instead of the elevator.

Being active can help you prevent or manage a wide range of health problems including heart disease, stroke, metabolic syndrome, type 2 diabetes, colon and breast cancer, arthritis and falls. It also helps support better digestion and bone density.

Getting regular exercise is also one of the best ways to reduce stress, anxiety and depression, elevate and stabilize your mood (via production of endorphins, the feel-good neurotransmitters), improve sleep quality, and boost your self-esteem!

If you're struggling to find or maintain a good exercise plan, consider new activities that you might find fun—from dancing to swimming to cycling to martial arts to dog walking.



Log on to www.EAP4YOU.com today!

Magellan
HEALTHCARESM

WAKE UP

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*at the next meeting
December 6, 2016*

FEDERAL EMPLOYEES

Knee and Hip **ARTHRITIS** is the Silent
OCCUPATIONAL DISEASE that No One Tells You About.

- If You ...
1. Have had a hip/knee replacement; or
 2. Have been diagnosed with leg arthritis; or
 3. Have chronically sore knees; or
 4. Have had knee surgery for **ANY** reason; then

**YOU MAY BE ENTITLED TO:
SUBSTANTIAL COMP BENEFITS**

For more information call:

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