



WAKE UP!

President/ Editor
Daniel P. Wheeler

Publisher

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Branch 25 Members at the 2025 National Rap Session in Cleveland, Ohio

President's Message

By the time you read this, it will be less than a month until the end of the year. It seems crazy that we are already near the end of 2025, but here we are! Branch 25 sent six members to the recent National Rap Session in Cleveland, Ohio. Vice President Gilbert Paredes and Assistant Secretary Mike Pinto both wrote articles chronicling what happened out there, so I won't get into too much detail. The format was different than previous years, with the focus this year being on members' input into collective bargaining. Please read Gilbert's and Mike's articles for more in-depth information on that.

Since we are nearing the end of 2025, I would like to thank those members who have stepped up as stewards in the branch this year. What we are able to accomplish for our members starts with the stewards. It's no secret that being a steward can be a thankless and challenging job. The willingness to step up and take on that role for their fellow Brothers and Sisters does not go unnoticed. Thank you to the following stewards who have taken on that role in their offices in 2025:

- Peter Baillargeon Andover
- Ralph DiVirgilio North Chelmsford
- Justin Gray Wakefield
- Natashka Guy Peabody
- Andrew St.Pierre Peabody
- Mike Pinto Dracut
- Josh Robshaw Holliston

The Postal Service recently completed inspections in the Lawrence Office. We are currently finishing up with the initial round of consultations and don't have any solid numbers yet. I want to thank all the carriers who attended the branch's training before the inspections to gain as much knowledge as possible to ensure a good outcome for the office. The Lawrence inspections could be the last round of "old school" inspections we have if the rumors of another technology-driven joint evaluation and adjustment process being announced soon are true. I would also like to thank Bob Cronin, James Metilinos, Gilbert Paredes, Mike Pinto, Joe Stearns, and Wes Tugman for their time in assisting with observation and consultations during and after the inspections.

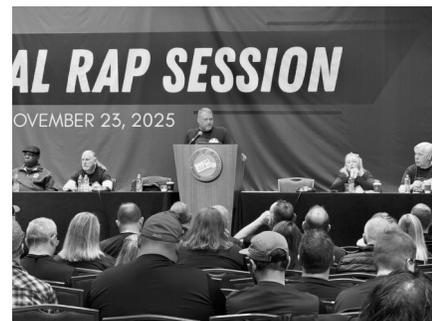
Branch 25 is offering hoodies and 1/4 zip pullovers for purchase. We gave them out to our stewards last December for steward appreciation, and have since heard from other members that they would like to get one as well, so we are making them available to any member who wants one. Please check page 8 of this issue for ordering details.

We will be having Chinese food again at our December meeting. We hope to see a bigger crowd than usual to end the year! If you haven't been to a meeting yet this year, we'd love to see you **on December 9th!** Merry Christmas to everyone, and I hope to see you at the December meeting!

In Solidarity,

Dan Wheeler

Director of safety and Health Manny Peralta and NBA Rick DiCecca speaking at the Rap session



Executive Vice-President's Message

By the time the Wakeup is delivered, Open Season for health benefits will be nearing the end. Please don't wait until the last minute to make any changes to your benefits. The NALC Health Plan will have representatives available by phone to answer any questions you may have, at 888-636-6252 or at nalchbp.org. Open Season ends 12-8-2025. Every carrier should have received a plan brochure at home, if not it is on the health plan's website. Make any elections and changes on the liteblue website choose the "My HR" tab, then "Pay and Benefits" for more information. The sooner you make any changes the better.

Dan Wheeler and I attended the Committee of Presidents meeting in Orlando late in October and there was a presentation given for the NALC Disaster Relief Fund. This fund helps members that are suffering because of natural disasters. The NALC is making this a priority, as there have been an increasing number of destructive storms, floods and fires throughout the country, and a lot of members have lost a tremendous amount. It seems like the storms just get worse every year and all predictions are that it is not getting any better. There is a link to donate to this fund on the NALC website. There should also be an ad for the Fund in this edition of the *Wake Up!*

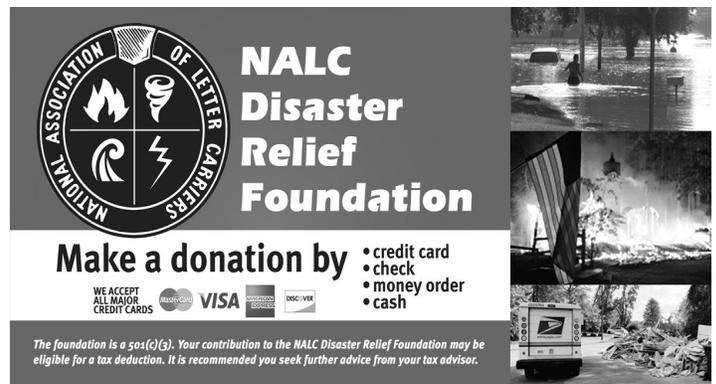
The penalty overtime exclusion period this year **starts on November 29th and ends on December 26th**. The elimination of penalty time does not change the provisions of Article 8 that state that OTDL carriers must work OT off their assignments, to the maximum extent prior to using non-OTDL carriers off their assignments for OT. OTDL carriers can now volunteer to work over 12 hours per day, even though it is not a requirement. Another OT issue that has been brought to our attention, is management in some installations, is under the impression that they can keep an OTDL carrier to an 8-hour day and use a non-OTDL carrier if they feel the OTDL carrier will be reaching 60 hours late in the week. This is not true. Management must use OTDL carriers until they reach 20 hours OT, or 60 hours prior to going off the list. If necessary, carriers can volunteer to work over 60 hours.

There is still time to register for the branch scholarships that we give out through the Mass AFL-CIO Scholarship Program. The application is on the website at massaflcio.org and the **deadline to apply is December 19, 2025**. The exam is given at local high

schools and will be administered between February 2-6, 2026. There is an online study guide, and the scholarships are awarded based on exam scores. The Mass AFL-CIO notifies the branch of who the winners are in the Spring. We are currently awarding 2 scholarships of \$1000 each.

I hope everyone has a great Christmas and holiday season, **see you at the next branch meeting on December 9th**. Keep your head up!

Paul Desmond



Calendar of Events

- | | |
|--------------------|---|
| December 9 | Regular Branch Meeting
K of C Wilmington 8:00PM
Food served at 7:15 PM |
| December 15 | Hanukkah Starts |
| December 21 | Winter Solstice |
| December 25 | Christmas |
| December 26 | Penalty Exclusion Period Ends |
| December 31 | New Years Eve |

Daniel P. Wheeler	President
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Sandi Mannas	Trustee
Mike Pinto	Assistant Secretary
Jeremy Boucher	Assistant Safety Officer

Continued from page 11

RAP Session

During the RAP session on Sunday, we had the opportunity to hear from our National President Brian Renfroe. He spoke about a variety of topics: the finances of the Postal Service, the pooling of members regarding collective bargaining, surveys being put out for all members to fill out regarding collective bargaining, the process of collective bargaining this time around and political aspects affecting us letter carriers.

Brian talked about the rank & file committee which met in September. There were 30 members which were divided in three groups of 10:

- Branch leaders
- Experienced members
- Less experienced members

This group went through all of the articles of the National Agreement and discussed how to improve the proposals for this round of collective bargaining.

Another Rank & File committee will be appointed with another 30 members, and they will meet sometime in January to read and discuss all the articles of the National Agreement.

There will be a survey which will be available for all members in the next few weeks. This survey will be in relation to collective bargaining. This will be in addition to the pool that went out to some members in the past couple months.

Brian took the time to talk about the financials of the Postal Service which reportedly loss \$9 Billion dollars this year. He mentioned that there was a drop of 49% in mail volume. Another concern is the fact that the retiree health plan fund is running out of funds around 2032.

Another issue is the fact that the Postal Service has no money to invest. This year they had \$8 Billion in cash, last year they had \$14 Billion in cash to invest. The Postal Service has a line of credit with the treasury department for \$15 Billion dollars which is currently maxed out.

For the Postal Service to achieve financial stability we need to advocate for policy change which would allow the Postal Service to invest in the stock market instead of treasury bonds.

Overall, attending my second National RAP Session gave me a deeper understanding of the complexity of collective bargaining and the hard work our national leadership and members bring to improve our collective bargaining agreement. I left the weekend more informed, more engaged and more motivated to inform our members how National is preparing for this round of collective bargaining negotiations.

Be informed or be left out. Your choice.

Gilbert Paredes

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

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 **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 is 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



Thoughts from the Rap Session

At this year's Rap Session, President Brian Renfroe delivered what many carriers described as one of the bleakest financial reports they've heard from national leadership in years. With USPS posting a \$9 billion loss, Renfroe made it clear: the Postal Service is facing deep structural problems and a difficult road ahead. It was a deliberately sober message that signaled a tough round of national bargaining but his warning didn't land in a vacuum. Carriers had just spent hours outlining real, day-to-day issues that demand attention:

- A broken overtime system
- Stronger steward rights
- A fully career workforce
- Better safety, leave, and family protections
- Ending excessive 204-B usage and counting them in the complement
- Modernized equipment, uniforms, and training

Real advancement paths for CCAs and PTFs
These aren't abstract problems — they're what carriers live every day on the workroom floor.

What made Renfroe's message harder to digest was the timing. While carriers were being told to brace for difficult bargaining, supervisors had just received raises, new provisions, and improvements of their own. Management "found" the money to take care of itself, yet carriers are being told to temper expectations. Many in the room saw this as the first hint of another concessionary fight.

There is another possible explanation: National may be recalibrating after over-promising in the last round of bargaining. After years of hearing about "historic gains," expectations may be getting reset to avoid future disappointment. If so, the grim tone could be a bargaining tactic — not a sign of more losses ahead.

The rest of the RAP session made the membership's priorities unmistakably clear. National laid out key bargaining goals:

- Leave, sick time, personal time, and parental leave
- Career workforce development
- Safety, de-escalation training, and dog-bite protections

- Fixing Step B and reducing the 42,000-case backlog
- Enforcing timelines for information requests
- Protecting breaks and lunches from micromanagement
- Shielding routes from adjustment during active grievances

These weren't fringe ideas — they were repeated and strongly supported across the room. Even if not all are won this cycle, they set the long-term direction for what carriers will continue fighting for.

Where things stand:

Renfroe's financial message could represent:

1. Real budget limitations
2. Strategic pessimism to control expectations
3. A negotiating posture

A preemptive explanation for modest outcomes
Whatever the intent, the takeaway is the same: this will be a difficult bargaining cycle, and unity will matter.

What We Can Do

As a branch, we must:

- Educate members on what's at stake
- Push for transparency and strong bargaining priorities
- Support stewards as grievance loads rise
- Hold leadership accountable to the issues raised at RAP

Stay politically engaged — because bargaining doesn't happen in isolation

Final Thought

RAP made one thing clear: carriers are tired of holding the line while management continues taking care of itself. Whether Renfroe's message was realism or a preview of a tough contract fight, we owe it to each other to stay engaged, informed, and united. The demands raised weren't excessive — they were overdue.

Branch 25 will continue to keep members updated as national negotiations move forward.

Mike Pinto

Treasurer's Report

The Postal Service just recently released its annual Form 10-K, breaking down revenue and expenses, alongside liabilities and risks and projected outlook in the near future. Just like last year, I've taken the liberty of identifying some key aspects of the report for the membership. However, unlike in 2024, I want to help the membership understand where the Postal Service currently stands and how we got to this point.

Some backstory will be necessary to further explain the Postal Service's continued financial instability. Following the 1970 Postal Reorganization Act, the Post Office Department was dissolved, introducing what we know today as the United States Postal Service and the "Universal Service Obligation" (USO) to deliver to every physical address in the United States.

However, in 2006, legislation was introduced called the Postal Accountability and Enhancement Act (PAEA), which was the first major piece of legislation since 1970 to affect Postal operations and revenue. The bill required the Postal Service to prefund retiree health benefits, which no other federal organization was mandated to do. Alongside this, it set strict requirements for price increases; namely, USPS would be required to cap prices tied to inflation, which the Postal Regulatory Commission (PRC) would review in ten years. After 2006, revenue began to sharply decline alongside mail volumes, which would continue into this very day, largely attributed to the increase in digital media and email.

Following that ten-year period, the PRC adjusted the price cap model, however, it didn't allow the Postal Service to adjust prices to account for over a decade of steep losses. USPS continued to hemorrhage money over this time as volume declined continuously year after year, and the federal government did nothing to address these issues. However, in 2022, the Postal Reform Act was passed, which removed the Postal Service's obligation to prefund benefits into the future. While this burden was removed, it's important to remember the Postal Service would default on these payments.

While many of us are happy reform was passed, it didn't put actual dollars into the pockets of the Postal Service. In 2025, volume continues to drop, prices have begun to stabilize, and the Postal Service, with its

Delivering For America 2.0 plan, is ready to adjust its underlying issues.

So, how did the Postal Service do this year? *bad. Just shy of a \$9B loss.*

2025 Financial Losses	
Workers' Comp non-cash Expense	\$972M
CSRS Unfunded Liability Amortization	\$3.122B
FERS Unfunded Liability Amortization	\$2.159B
Controllable Loss	\$2.725B
Net Loss	\$8.978B

The Postal Service uses what they call "non-GAAP" (generally accepted accounting practices) measures to manage the service and its finances. Because the Postal Service reimburses the Department of Labor, a separate federal entity, for its workers' compensation program, this loss is not controllable and separated as a non-GAAP measure. Each year USPS estimates its total liability following annual trends, however, due to inflation and discount rates for workers' comp, it rarely is accurate. For instance, last year USPS spent \$2.164B on workers' comp reimbursements, putting it at a substantially higher than predicted cost.

Additionally, USPS currently estimates (based on OPM reporting) it has underfunded roughly \$60.3B in CSRS pension liabilities as well as \$43.3B in FERS, which USPS is currently liable for \$20.1B and \$10.8B respectively. Pension funds are paid for by direct investing in the Civil Service Retirement and Disability Fund (CSRDF). Short-term securities are usually under a year and return around 4% on interest. If a federal agency is unable to fund its liabilities, the difference is made up by the Federal Reserve. However, legislation requires that USPS fund its liabilities with its revenue, which continues to decline, further crippling the service.

Treasurer's Report

However, there are silver linings for the Postal Service. USPS saw a decrease of \$422M in transportation costs, which is impressive considering USPS's Ground Advantage service has skyrocketed. The service brought in \$16.251B in operating revenue alongside 2.930B volume, boasting a 26.1% and 26.5% increase over last year respectively. USPS acknowledges in its report they must find ways to compete in the e-commerce market, as digital and social advertising continues to crush physical mail volume. But don't count out the Postal Service's antiquated letter system; it's still increasing in annual revenue. For instance, First Class mailings saw a decrease of 5% in volume, yet an increase of 1.5% in revenue, likely due to lifted restrictions on postage pricings from the PAEA. Currently, physical mailers account for 51% of USPS's total operational revenue.

USPS also is considering and pursuing legislation to assist its current financial condition. First, they're looking to increase their debt ceiling on their borrowing limit with the First Federal Bank. Currently, they're limited to \$15B, of which all of it has been borrowed. Another large piece of legislation to assist their financial help would be to adjust requirements of pension investments. USPS continues to claim a traditional stock bond portfolio versus treasury bonds would give billions back to the Service and return financial well-being. Lastly, legislation could be passed to change their requirements regarding workers' compensation.

Many private workers' compensation programs offer lump sum payments for employees versus continued compensation. Because the Federal Employee's Compensation Act (FECA) has substantially stricter requirements under federal law, USPS cannot offer lump-sum payments and often is required to pay benefits and compensation over periods of years, which are all subjected to discount rates and inflation. This could alleviate the Postal Service's workers' comp issues it faces. However, it's important to understand that form of legislation could adversely affect letter carriers by stripping us of comp benefits. USPS also displayed its traditional view of cutting labor costs in this year's report, further demonstrating the potential harm letter carriers face.

By September of 2025, USPS states work hours decreased by 17M hours and was partially offset by an increase of 5M overtime hours. This is likely an impact due to the historic staffing issue USPS faces. The New Employee Experience, Retention and Mentoring Program has shown some promise in fixing the retention issue USPS faces, which is nearly 35%. However, in 2025, USPS saw a decrease in career employees of 2,000, or less than .5%, with a decrease in non-career (CCA's, PSE's, RCA, MHA) of 13,000, or 12.3%. This demonstrates USPS's inability to adequately build staff and its requirement to pay overtime to deliver the mail.

Less total hours, increased overtime, no non-career help. Naturally, the Postal Service has seen its dedicated craft bargaining employees working extra overtime to ensure its constituents get their mail and show the largest annual increase in compensation to its EAS staff. While most salary increases for EAS employees are done through a Pay-For-Performance measure, they accounted for a general increase of 3.8% annually, down from 5.13% the prior year. USPS continues to show support and gratitude for its management employees.

Hopefully some of you guys have taken something away from this article. The future of the service remains bleak, especially under a Trump administration that leans substantially pro-privatization. Our national office is planning another day of action. Everyone will be made aware and have an opportunity to come out and support the Postal Service and NALC. USPS continues to be the most trusted federal organization by the American public, and our presence during these rallies resonate strongly with them as well. Hope to see everyone out there!

No pasarán

James Metilinos

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Secretary's Report

(I imagine you have all recovered from your Thanksgiving dinners and black Friday shopping sprees. Hopefully you were able to spend the day with family and loved ones. Now we can gear up for the Christmas season and all it brings.

Just a reminder that open season ends on December 8th. So, if you need to make changes and have not done so, then jump on it right away. I will be switching to the NALC health plan this year and I recommend checking it out. It is a very competitive plan and for me I will be saving over \$200 a pay period on premiums by making this change.

If you have a son or daughter who is graduating high school in 2026 the deadline for our Branch 25 scholarships is coming soon. The branch gives out two \$1000 scholarships. These scholarships are administrated by the Massachusetts AFL-CIO. In order to get one of these they must sign up by December 19th, 2025, by 5pm. They need to go to www.massaflcio.org, then go to programs and click on scholarship program. The test will be given at the student's school between February 2nd through the 6th. Study materials are available at learnlaborhistory.com. All the information they need will be there. I am also proud to say that from now on these scholarships will be known as the **David J. Barbuzzi Scholarships**. This is to honor Dave and all he did to make these scholarships what they are today.

Thank you to the membership for sending a group of us to the 2025 NALC RAP session in Cleveland. They changed the format this year and we spent the day on Saturday getting information on the plans for the upcoming contract negotiations. We were given info on almost every article of the contract. The NALC executive council and staff have been hard at work preparing for our contract. Another new thing they have done this year is put together a group of rank-and-file members. These fellow carriers went to DC and worked on ideas they had for our contract as well. From what we were told I don't think we will go as long as we did last time if we have to go to arbitration.

Join us on December 9th for our meeting, we will be serving Chinese food this year. I am sure there will be updates from the RAP session as well as the wealth of information given out each month. The food will be ready at 7:15 and the meeting starts at 8pm.

Lastly, I want to congratulate branch 25's own Tony Bossi. He has recently been appointed to the position of RAA (Regional Administrative Assistant) for region 14. He was previously the RGA (Regional Grievance Assistant) for region 14 and 15. This is a well-deserved promotion for Tony, who held various positions in our branch before going to work for national. Tony Works hard and is extremely knowledgeable for everything in our union. As a member of this branch I am so happy and proud of Tony for representing our branch the way he does. But for me it means even more to me because over the years he has become a close friend to me and I know how much he deserves this. Congrats Tony!!!!!!

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 December 9th.

Snapple Fact # 1278 – Hawaiian pizza was actually created in Canada.

Joe Stearns



Peabody's John Houlihan received his retirement gratuity at the October Branch Meeting. Best of luck in your retirement, John!

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.

Vice President's Report

On the weekend of November 21st through November 22nd I had the opportunity to attend my second NALC National Rap Session in Cleveland, Ohio. This time around instead of classes and training sessions, National had workshops about collective bargaining on Saturday. In these workshops, that were set up as roundtable discussions, we went through all of the Articles in the National Agreement and the proposals that are being prepared for the next round of collective bargaining that starts next year. After the committee was done presenting the proposals for those articles, we were given the chance to not only ask questions about the proposals, but to also provide ideas and suggestions that can help improve our proposals.

I enjoyed every minute of this format as it provided me with information that I was not aware of before regarding how the bargaining proposals are worked on and improved after they are approved by the delegates at the National Convention. Every Union leader had the opportunity throughout the workshop to give input on the proposals that are being worked on, and we even had the chance to give proposal ideas for all of the articles of the National Agreement.

I'm going to take the time to mention some of the articles and the proposals that are being worked on for the next round of collective bargaining. It is important to remember that some of these proposals come with a dollar value attached, and others are more about convincing management to accept certain proposals as it will benefit the membership.

Article 4 Proposals

Add language to establish time frames to discuss proposed technological changes.

Article 7 Proposals

CCAs: Goal is to eliminate the positions. Shorten the time to conversion. Address staffing issues.
Look into combining aux routes to potentially create full time assignments.
Special inspections for aux routes.

Article 8 Proposals

Right of refusals for PTFs & CCAs after they reached their contractual hour limits.
Equalization of hours by classification (PTF/CCA)

Use PTFs & CCAs prior to mandating of assignment.
Sunday premium for CCAs.

Penalty OT for CCAs & PTFs working on their 7th day.
Additional 10 minute break for overtime.
No mandatory OT based on age or years of service.
Right to be on the ODL upon conversion.
Eliminate the exclusionary period for December.
Joint overtime tracking/ODL for the Union & management.
No make up for quarter equitability violations.
Carriers to have option to sign the work assignment list and the NS list.

Change language in article 8 from "May" to "Must."
No mandate to work OT on your NS day. Non-ODL carriers.
Pay penalty OT for involuntary mandates.
Leave credit for work on NS day or when mandated to work on NS day.
Reinstate the 10 hour preference.
Additional pay for extreme work conditions.
Increase rates for night differential.
OT hours stay on the ODL tracking sheet at the end of the quarter even if the carrier removes their name from the list.

Article 10 Proposals

New pay leave categories to include parental leave and personal leave.
Increase sick leave hours for dependent care.
Expand bereavement leave.
Expand carryover for annual leave hours.
Expand CCA paid time for national days of observance & provide CCAs with sick leave.

Article 11 Proposals

Schedule 204bs before non-volunteers on the holiday schedule.
OT pay for designated holiday carriers working.
Add holiday pay for PTFs.
Add observed holidays for CCAs

Article 12 Proposals

CCA time counts toward probation when converted before a year of service.
No second probation for rehired employees.
Eliminate 120 days of probation. Only 90 calendar days for CCAs.
Review all separations.
Improve the excessing mileage radius.
204B included in the ORNA calculation. Minimum years or service to be a 204B. Limit the time allow on 204B status.
Must return to full time assignment for a full pay period.
Return supervisors seniority.
Improve the following regarding ratios: ratios, lock in periods, local reassignment, CCA reassignment.
Mutual exchange improvements to include an online process to allow for requests to be put in.
CCA reassignments to include Ereassignment options.

Vice President's Report

Article 13/14 Proposals

Improve language for strong consideration for carriers that use EAP.
Standards for extreme weather conditions: Air quality, heat safety & cold weather.
Add CCAs to article 13.
Neighborhood first responders.
Dog safety program. NALC has been trying to add this since 2011, yet management continues to resist it.
Joint workplace improvement process (JWIP).
Case configuration process which involves the union.

Article 15 Proposals

Create new DRT MOUs.
Activate back up teams to clear the backlog.
Train & develop Step B Reps.
Set DRT expectations as to how many cases need to be cleared by teams.
Defined expedited arbitration criteria.
Make the process more efficient.
Improve backpay process.
Delayed implementation of changes until adjudication of grievances. These applies to inspection changes, start time changes.

Article 16 Proposals

Admin Leave for carriers placed on 16.7 emergency placement.
Required management to notify the union when discipline is issued to carriers.
Include stronger language for CCAs in Article 16.

Article 17 Proposals

Change the steward formula. Complement offices with a lot of grievance activity.
Add timelines for getting information, steward time & for stewards to talk to carriers.

Article 20 Proposals

On site parking at all facilities to avoid street parking and general parking for the carriers.

Article 25 Proposals

Incentives for trainers at the academy and OJIs.

Article 26 Proposals

Uniform program: USPS provides uniforms like UPS & FedEx does. Utilizing only one vendor.
Full uniform for new hires.
Price and quality control.
Increase allowance using CPI.
Uniform repairs on allotment card.
Eliminate one year gap in rollover.
Modernize uniforms: Summer/winter gear, ties optional, US flag or NALC logo on them, visible attire, hoodies, stretch fabrics, maternity uniforms, shoe return policy.

Article 27 Proposals

Threshold for personal property claims.

Article 28 Proposals

Debt collection process.
Statue of limitations for letters of demand (LOD).

Article 30 Proposals

Provide union stewards with private office space to conduct union business.

Article 31 Proposals

Language regarding electronic information, cybersecurity & copies of documents.

Article 33 Proposals

Requirements for 204B positions. Goal is to try and eliminate the 204B position all together.

Article 41 Proposals

204B loses assignment after 60 days on higher level.
5 years of service requirement as a city letter carrier for 204B assignment.
No implementation of route adjustments until grievance is resolved.
Priority scheduling of route adjustments grievances.
Satchel carts to be provided upon request.
Carrier choice of break location.
All routes delivered daily.
Lunch anytime, anywhere.
Restrict changing of start times.
Requirement to clean vehicles monthly.
Joint training on the JCAM.
Access to programs in joint process.
Provide first-aid kits for postal vehicles & city letter carriers.
Union allowed to request special inspection on vacant & aux routes.
Set up emergency alerts on the scanners.

Appendix B Proposals

All career workforce.
CCAs retain leave upon conversion.
CCAs retain relative standing when involuntary transfers take place.

(continued on page 4)

WAKE UP

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at the next meeting
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