



Report of the President



Members Vote to Re-District at Fall Booster Meeting



I have had a fairly busy fall, what with running around to five district meetings and then getting ready for the Fall Booster Meeting. This last meeting was fairly well attended, and business was conducted accordingly. If you weren't there, then you missed out on a chance to voice your opinion on the constitution change that was proposed. We had lively discussion on both the proposed change and an amendment to that change. When all was said and done the amendment failed and the constitution change was adopted by a secret ballot. We have now gone from five districts down to three. The change brings district five back in with district two and splits district four between one and three. This is done along zip codes and we are going to post this on the state website.

As I have done in the past, I would like to remind everyone to be safe this winter as you are carrying your routes. It doesn't take but an instant of inattention and your day can be ruined. You have been doing your job for so long that it comes as second nature, or you are that new relief carrier just getting the feel of how it all goes when your eyes are off the road and you have an accident. I'm truly hoping that it doesn't happen to you, and the way to prevent it is always to be diligent.

Remember you need to be able to go home the same way that you came in.

I would like to wish you all a great holiday season, a very Merry Christmas and a Happy New Year.

Respectfully,

William J. Piuowarski

MaRLCA President

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Future Dates to Remember

- **Jan 1**
New Years Day

- **District 1, 2, and 3 Meetings**
Watch for Meeting Notices
mailed to your house!

- **Mar 18**
Back Roads Journal Deadline

- **Mar 27-29**
Eastern States Convention

- **May 3**
Spring State Mtg

- **Aug 18-21**
National Convention

MARLCA EDITOR

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**SPRING EDITION
DEADLINE
WED MAR 18**

Address Change:
You can log on to
<http://liteblue.usps.gov>

The Backroads Journal is a publication of the MARLCA. Opinions and views expressed in this newsletter are those of the writer and do not necessarily reflect or represent those of the Editor or the State Officers of the MARLCA.

January 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 New Years Day	2	3	4 PP-02
5	6	7	8	9	10 Pay Day	11
12	13	14	15	16	17	18 PP-03
19	20 MLK Day	21	22	23	24 Pay Day	25
26	27	28	29	30	31	

February 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 PP-04
2	3	4	5	6	7 Pay Day	8
9	10	11	12	13	14 Val Day	15 PP-05
16	17 Pres Day	18	19	20	21 Pay Day	22
23	24	25	26	27	28	29 PP-06

March 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6 Pay Day	7
8 Daylight	9	10	11	12	13	14 PP-07
15	16	17	18 BRJ Deadline	19	20 Pay Day	21
22	23	24	25	26	27	28 PP-07
29	30	31				

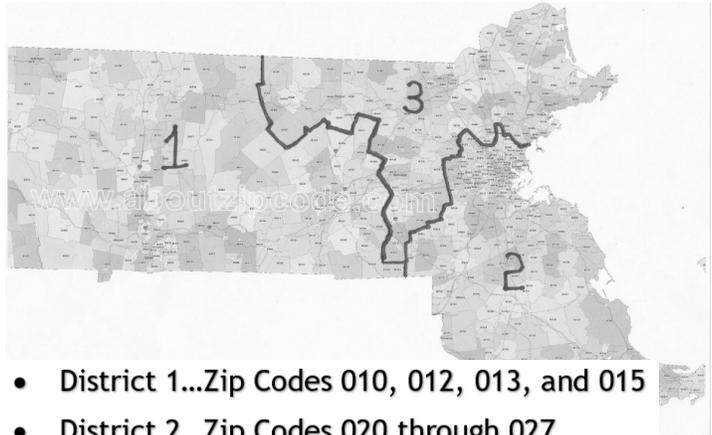


VP Report

New Districts —> New Meeting Locations



First I'd like to thank everyone that took time out of their Sunday to attend the Fall Booster Meeting. It was nice to see some new faces in the room. If you did not attend you missed a great meeting. After much discussion, the proposed constitution change was adopted. We now have three districts in our state. This change will NOT affect your union representation. What will change, is your district meeting location! District presidents will work to hold meetings in a central location. Please take the time to attend your meeting, knowledge is power.



- District 1...Zip Codes 010, 012, 013, and 015
- District 2...Zip Codes 020 through 027
- District 3...Zip Codes 014, 017, 018, and 019

Union Representation is now allowed in the Rural Academy. Academy instructors have a one hour module to recruit new members. Currently, board members have been traveling to orientations in Boston and Providence. Hopefully, this will be another cost savings for the state. The State Board will work with the academy instructors to get the information needed to make the transition successful.

The holiday season is upon us and parcels are at an all time high. Management will be pushing everyone to work within their evaluation during the Christmas overtime period. The service talks we received all year on "working safe" don't seem to apply during the month of December. We are expected to fill our inadequate vehicles to the brim and be back on time. We need to continue working at the same pace we've worked all year and provide good customer service. Please do not take shortcuts and put yourself in any danger.

Winter months can be challenging and very stressful on everyone. If at any-time you feel the need to reach out for help, EAP is available to all employees and their families. You can call 1-800-EAP-4-YOU or log on to their website EAP4YOU.com for more information.

Happy Holidays,

Lorraine Pacheco

MaRLCA Vice President



Cindy Stoops, Westfield Regular Carrier, was the raffle winner of the gift basket at the Fall Booster meeting.

Congratulations Cindy!



Sec-Treasurer's Two Cents

State Sec-Treasurer: Dawn Makrinikolas



MaRLCA Statement of Activities July 1 through November 14, 2019

	<u>Jul 1 - Nov 14, 19</u>	<u>Jul 1 - Nov 14, 18</u>
Income		
4050000 · Incentive Program	790.00	1,675.00
4100000 · Interest / Dividends	737.24	497.33
4200000 · Membership Dues	64,600.09	64,527.00
4400000 · Reimbursements	388.00	279.00
Total Income	<u>66,515.33</u>	<u>66,978.33</u>
Expense		
5000000 · Accounting Fees	2,250.00	2,621.61
5010000 · Bank Charges	12.00	16.00
5100000 · Awards Recognition Bereavement	0.00	225.00
5200000 · Education & Training	1,923.18	1,771.29
5350000 · Elections	0.00	62.00
5700000 · National Convention	44,018.84	25,319.99
5800000 · Office Expense	511.48	220.85
5900000 · Payroll Taxes	3,294.10	1,387.70
6000000 · Per Capita Dues	733.66	7,189.00
6100000 · Postage	64.16	1,235.96
6200000 · Printing	43.51	175.31
6600000 · Salaries & Wages	7,759.80	5,012.80
6620000 · Salaries-Annual	175.00	0.00
6700000 · State Meetings	2,924.38	1,655.00
6701000 · Backroads Journal	2,215.71	2,180.84
7000000 · Travel	1,150.28	1,698.49
7200000 · Web Site	153.00	180.00
7300000 · Storage Rental	817.50	741.50
8000000 · State Income Tax	129.00	0.00
Total Expense	<u>68,175.60</u>	<u>51,693.34</u>
Net Income	<u><u>-1,660.27</u></u>	<u><u>15,284.99</u></u>



Sec-Treasurer's Two Cents

State Sec-Treasurer: Dawn Makrinikolas



MaRLCA Statement of Finance As of November 14, 2019

	<u>Nov 14, 19</u>	<u>Nov 14, 18</u>
ASSETS		
Current Assets		
Checking/Savings		
1000000 · TD Bank	21,313.55	26,000.53
1100000 · APCU Savings Account	41,861.41	37,635.47
1200000 · APCU CD's	114,083.63	111,681.21
Total Checking/Savings	<u>177,258.59</u>	<u>175,317.21</u>
Total Current Assets	<u>177,258.59</u>	<u>175,317.21</u>
TOTAL ASSETS	<u>177,258.59</u>	<u>175,317.21</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2100000 · Payroll Liabilities	1,667.62	270.31
Total Other Current Liabilities	<u>1,667.62</u>	<u>270.31</u>
Total Current Liabilities	<u>1,667.62</u>	<u>270.31</u>
Total Liabilities	1,667.62	270.31
Equity		
3900 · Net Assets	177,251.24	159,761.91
Net Income	<u>-1,660.27</u>	<u>15,284.99</u>
Total Equity	<u>175,590.97</u>	<u>175,046.90</u>
TOTAL LIABILITIES & EQUITY	<u>177,258.59</u>	<u>175,317.21</u>



From The District Rep's Desk: Art Courcy



Route evaluation errors, updating number of deliveries, mileage discrepancies, who's responsibility is it?

“Ultimately it is your manager's responsibility to ensure the accuracy of the route's evaluation, but it is also the carrier's responsibility.”

We have had many issues recently with errors in route evaluations that have substantially and in some cases detrimentally affected some of our carriers monetarily. Discoveries have been made on some routes being credited with literally over 50-100 boxes less than they are actually delivering and vice-versa, being over paid by more than 50-100 boxes that they do not have. The results of these errors ultimately result in the carrier that is being overpaid issued a letter of demand for the over payment. Or, the carrier that is underpaid is compensated retroactively once the PS Form 4003 is updated.

What is the PS Form 4003?

It is the official route description for your route.

Why is the PS Form 4003 so important?

This is the vital form that determines your route's evaluation and it also determines your salary. The 4003 is used to input and update data to a carrier's route. It is the controlling document that generates a base-hour change to your route's evaluation when certain criteria are met.

What else is the PS 4003 used for?

The PS Form 4003 is also called the Official Line of Travel.

The PS Form 4003 will describe line for line:

- Directional turns
- Number of miles of delivery on each road;
- Number of boxes (regular and centralized) on each road;
- Official turnaround points - retraces, U-turns, backups on each road;
- Dismounts;
- Hardship deliveries;

The PS Form 4003 controls the route evaluation and a carrier's pay. If a carrier's PS Form 4003 is not properly maintained between mail counts, there will not be any interim adjustments with salary changes. Route data should be accurate to reflect the work that is being done. This not only affects a carrier's salary, but also other things such as the relief day, retirement contributions, EMA and the overall weekly time standards.



From The District Rep's Desk: Art Courcy



Who is responsible for the accuracy of the PS Form 4003?

Ultimately it is your manager's responsibility to ensure the accuracy of the route's evaluation, but it is also the carrier's responsibility. You are responsible for keeping your edit book accurate. Every route receives a time credit during a mail count that is included in one's route evaluation for this task. After your edit book is submitted, a PS Form 4003 should be updated and you should be given a copy. When you receive it, **you** need to review it to be sure that it is accurate. Most importantly, be sure that the number of boxes that you are currently delivering is accurate as well as the route's mileage length. Do not just assume that when you updated your edit book, the PS Form 4003 was updated as well. Every carrier should have an updated PS Form 4003 for their route. If you do not have a PS Form 4003, request it today from your postmaster or manager and review it thoroughly.

In accordance with the language contained in handbook PO-603 Section 541.3- PS Form 4003; *"When a substantial service change, seasonal route change, or a change due to unusual conditions occurs, you receive a copy of PS Form 4003, Official Rural Route Description, showing the change."*

The language contained in this section of the PO 603 is clear, "...**you receive a copy of PS Form 4003**". Every carrier needs to ensure that they have a most recent copy of this extremely pertinent form as it relates directly to your salary.

We have recently had carriers that have had errors going back to the effective date of their last mail count in April 2018. Obviously, the mail count documents were not reviewed for accuracy by the carrier or if they were, the errors were not caught and brought to management's attention. If you require further guidance, as always please contact me or the steward that is assigned to your office.

As we approach the winter months, please also keep safety as your main daily focus and enjoy the holidays with friends and family.



Your Union—Your Voice



Dianne Daley
District 2 President

Here we are at the beginning of the Christmas mailing season as well as the early darkness as we finish up our routes. Please be ever vigilant to safety issues as we get through this period and the coming winter weather.

I want to thank all those who attended our October district meeting. Was the earlier time good? Would you consider a Saturday/Sunday breakfast/lunch meeting? Does anyone belong to a social club that offers a room & catering? Many restaurants that have meeting rooms require a minimum of 40-50 meals. If the price is within our budget it's fine but when only a few people attend the meeting then we are certainly not spending your money well. Yes, your money. Our district funds come from your union dues. We are required to hold the meeting to provide information about our jobs. Our district has grown with the realignment of the Districts during the Fall Booster meeting. This decision was with much discussion from most of the members attending and we discussed several options. I want to welcome the Cape Cod members back into District 2 and hope to see you at our meetings. You can contact me at deedlespot@gmail.com with any feedback.

If you have ever been an RCA (of course you have!) you are needed to contact your local Congressional Representative to get them to support AND co-sponsor HR 2478 Federal Retirement Fairness Act. This will allow you to buy back your RCA time so it is creditable towards your retirement. I have sent letters to Rep Stephen Lynch and will be sending letters to Sen Edward Markey & Sen Elizabeth Warren. The more letters they receive, the better. You can find a form letter for this and other bills important to the USPS and to rural carriers on the national website at: <https://www.nrlca.org/Content/Grassroots>

Finally I want to wish you and your families a Happy Holiday season! See you in the spring!

Dianne Daley



Your Union—Your Voice

Camille Graves Former District 4 President

Good day to my fellow postal workers,

To say the least, this past summer has not been ordinary. Like the rest of you, I received an email looking for some of us to represent the United States Postal Service by appearing in a commercial. For reasons not yet understood to me, my Postmaster encouraged me to submit an audition. At that point, I assumed that was the last of that. I was wrong. Several weeks went by, and then, on a Friday, I got a call telling me that I was a finalist. Once again, I figured that was it. On Sunday at 7pm, I got another call asking me if I could be in Los Angeles the next day. After asking them to repeat that (several times), panic set in. Once that eventually passed, arrangements were made. The next day I was picked up by an Uber driver (my first time using Uber) and caught my flight to Los Angeles. The next step was being fitted for a uniform. This took some getting used to, since I don't wear a uniform. I was fitted for a city carrier uniform, even though I serve a town of 3400 people. I had the next day off, but I was sent to a spa to get my nails done. My nails were the wrong color. Remember that I had less than a days notice before I left home. Thursday. The day of filming. I was picked up at 5:30am, taken to breakfast and then straight to makeup. I had my own trailer. The day was an interesting mix of postal employees, postal service representatives to ensure accuracy, and the whole production team. The size and scope of the production team was very surprising and impressive to me. The rest of the day was a blur. I know that I was well fed, that I was brought back to my hotel, but then suddenly I woke up. Breakfast, another Uber to the airport, Back to Boston, and then back home.

A couple of weeks later, I'm in my own bed, sound asleep when my phone rings. Co-worker was excited (to say the least) yelling "Oh my God Camille, you're on TV". I thought that she was kidding, and I wondered why she couldn't wait until morning to do this. She wasn't kidding. She wasn't the last person that called that night. She definitely wasn't the last to wake me up. I've seen the commercial on the computer, but not on TV yet.

Never in my life did I expect that this would happen to me. If you ever get the opportunity to take such a chance, do it.

I've always been a proud member of the United States Postal Service, and this experience has only reinforced my love for my work and for my USPS family.

Happy Holidays and take care.

Camille Graves

Considering Running for District or State Officer or National Delegate?

Did you know that every Spring this union re-elects Officers (both district and state level) and National Delegates? Are you considering running for one of these positions? Did you know these positions are open to all members?

- Watch your mailbox for your Spring District Meeting Notice
- Attend your Spring District Meeting to hear more about the responsibilities of each office.
- Nominate, run, and vote for District Officers that same night.
- Nominate or announce intentions to run for State Office that same night (or until announced closing date).
- Candidates for National Delegate— fill out and mail in the nomination form published in the National Magazine or obtained from your State Secretary at your Spring District Meeting (deadline published in National Magazine).
- Write a candidacy article for the Backroads Journal, up to 100 words, with optional 1x1" photo, and email it to marlca.brj@gmail.com prior to midnight on Wed, Mar 18th, 2020.
- Watch your mailbox for two ballots—1 for State Officers and 1 for National Delegates.
- Follow all ballot instructions carefully and exercise your right to vote!

Who Ya Gonna Call? Stewards at a glance

Area Stewards:

Ed Knight
ed-mary@msn.com
413-323-7392

Theron Boudakian
GraniteguyfromRI@yahoo.com
774-266-7056

Thomas Gorman
774-319-0788

District Rep CT Valley/Greater Boston:

(Full Time DR)

Art Courcy
Arthur.Courcy@nrlca.org
508-761-6870

Assistant District Representatives:

Peter Allatin
860-267-0033
Peter.Allatin@nrlca.org

Don Ryle
508-997-1696
Donald.Ryle@nrlca.org

Dan Cote
978-237-2625
Daniel.Cote@nrlca.org

Joan Tenerella
401-536-8697
Joan.Tenerella@nrlca.org

Full Time ADR

Bill Smith
860-664-1020
Bill.Smith@nrlca.org

Eastern States Conference

March 27-29, 2020 Grantville, PA

The Eastern States Conference will be held Friday, March 27, 2020-Sunday March 29, 2020 at *The Holiday Inn Harrisburg-Hershey*, 604 Station Road, Grantville, PA 17028. The room rate will be \$99 night for double occupancy plus taxes. Maximum occupancy for each room is 4 people. The rate includes complimentary parking and wi-fi. The discounted rate is applicable 2 days prior and 2 days after. For hotel reservations, call 1-717-469-0661. **Our group code is 'ESC'. Hotel reservations must be made by February 24, 2020 to receive the group rate.**

Registration for the conference is \$30 per person. Registration for non-conference guests wishing to participate in the meet-and-greet, breakfasts and all other program activities is \$15 per person. The deadline for registering is **March 18, 2020**. Registrations received after March 18 or "at the door" will be \$40 for conference attendees and \$20 for non-conference guests wishing to participate in the meet-and-greet, breakfasts and all other program activities. Registration will include the meet and greet on Friday evening, continental breakfast on Friday, Saturday and Sunday, and all program activities. The Saturday evening Banquet will be \$35.

The Executive Committee meeting will be Thursday, March 26, 2020 at 6 p.m.

Lorraine Pacheco
ESC Secretary-Treasurer
368 Washington St
Taunton, MA 02780

Due to commitments to submitted totals that are required in advance, we cannot give refunds.

Eastern States Conference Registration

Name(s): _____

Home Address _____

Work Address _____

Phone: _____ Email: _____

Saturday Evening Banquet Tickets	Number _____	x \$35.00 = _____	
Registration (Conference Attendees)	Number _____	x \$30.00 = _____	
Registration (Non-conference Attendees)	Number _____	x \$15.00 = _____	
Total			\$ _____

Check this box if you wish to have a hard-copy receipt mailed to you.

Backroads Journal

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State Executive Officers:

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wjp01585@yahoo.com

Vice President: *Lorraine Pacheco* (774) 244-0837

Lorraine.pacheco@nrlca.org

Sec-Treasurer: *Dawn Makrinikolas* (508) 838-3800

Dawn.Makrinikolas@nrlca.org

District Presidents:

#1: *Jason Dole*

#2: *Dianne Daley*

#3: *Robert Richardson*

Appointed Positions:

Assistant Sec-Treasurer: *Lorraine Pacheco*

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Amy Bucelli

mailthis1@netzero.net

Camille Graves

camille@a1parts.biz

Editor:

Kathy Makowski –Cote

marlca.brj@gmail.com