



Report of the President

William Piwowarski



MA Spring State Meeting Cancelled

It is with my sincere apologies that I bring you this news. With all that is going on for health and the strongest suggestion from National and no National Officer attending if we held it, we have decided to cancel our state conference.

Elections will still be held, and the results posted on the website and those involved will be notified.

Please take care of yourselves, be safe. We will all get through this.

William J. Piwowarski

MaRLCA President

MA Rural Letter Carriers' Association Election Notice

A secret ballot election for the Delegates of the MaRLCA to the 2020 NRLCA National Convention to be held in Spokane, WA on August 18-21, 2020 is being conducted by mail. Any eligible member who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Election Chairperson Camille Graves at 508-397-4541. If you request and return another ballot, only the replacement ballot will be counted.



Elections Committee Meeting

Friday, May 1st
Hampton Inn
735 Union St
Franklin, MA 02038

Any member running for State Office or National Delegate has the right to observe the counting of the ballots by the Elections Committee.
Please arrive by 9 a.m.

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Future Dates to Remember

- **May 3 — State Meeting
CANCELLED**
- **May 10 — Mother’s Day**
- **May 16 — Armed Forces Day**
- **May 25 — Memorial Day**
- **Jun 14 — Flag Day**
- **Jun 21 — Father’s Day**
- **Jul 4 — Independence Day**
- **Aug 18-21 — NRLCA National
Convention, Spokane, WA**
- **Sep 2 — Back Roads
Journal Deadline**

MARLCA EDITOR

*Kathy Makowski-Cote
marlca.brj@gmail.com*

**FALL EDITION
DEADLINE
WED SEP 02**

*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.

May 2020

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

June 2020

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

July 2020

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



Report of the President

William Piwowarski



Last fall we voted to change the number of districts here in Massachusetts, and while it may have saved the union a few dollars in travel money it didn't appear to increase the number of members attending those meetings. I'm inclined to say that time will tell as to the long-term effect.

As for other meetings, well CoVid19 has put a damper on some of our national events. Eastern States, secretary/treasurer training, and Legislative seminar were all cancelled.

So, what's going on, we had our fall booster meeting in Marlboro this past November where the big issue was to change the number of districts in the state. There was discussion about why and what for and in the end the members passed a constitution change to bring the number to three. As I stated above time will tell how it works out.

This past late winter we attended the spring district meetings, kind of crazy to call them that, but it is what it is. The attendance wasn't bad, but no great shakes either. I really wish more of you took the time to attend and ask questions. Your job seems to be changing daily and being in the know is important. We try and bring you information that is relatable and answers to the questions you have, but if you don't make the effort to attend then it is hard to guide you in the right direction.

I think that your state board has done its' best for you over this past year. We have had some members step up to fill positions and take on responsibilities when not a lot of hands go up. They are doing an admirable job, and I thank them all.

Respectfully,

William J. Piwowarski, MARLCA President



Report of the Vice-President

Lorraine Pacheco



Spring is here, and warmer weather is on its way. We really can't complain about this past winter, a few small snow storms and above average temperatures for most of the season made our job a little easier. For those of us without amazon parcels, the Christmas season was manageable.

There are plenty of changes coming our way in the next few months. Preparations for the long awaited RRECS are finally coming into play. Mapping, new scanners, & new scans will be required before the new evaluated system begins. Please take this seriously. You should be scanning your parcels NOW at the point of delivery, not in your LLV. We have been preaching this for a while and still there are carriers that don't comply. When RRECS is in place, your job performance will now be reflected in your paycheck. Attend your district meetings. Our DR Art Courcy, has up to date information on what is happening. Don't rely on your coworkers to give you updates. Route evaluations as we know them will be not be the same. There are many new standards that may not apply to your route. You are responsible for your paycheck. The more you know about RRECS the better off you'll be.

As of today, both the Sec/Treasurer training and Legislative Seminar have been canceled due to health concerns. Eastern States conference also has been canceled. I can only hope that in the near future everything will be back to normal and we'll be able to carry on with our everyday lives. Please take care of yourself and loved ones.

Lorraine Pacheco, MARLCA Vice-President



From The District Rep's Desk

Art Courcy, CT Valley/ Greater Boston DR



We all are certainly experiencing unprecedented times with the recent outbreak of the coronavirus COVID-19.

Our NRLCA National Officers have been closely following the quickly developing news about COVID-19's spread for several weeks, and are continuing to gather information from the CDC, WHO, state and local public health departments, and other government and health organizations about recommended actions to prevent the spread. As a result of these recommendations, the NRLCA National Board has determined staff, representatives, and meetings to the greatest

‘We all are certainly experiencing unprecedented times with the recent outbreak of the coronavirus COVID-19’

that it is in the best interest of our members to limit non-essential travel extent possible.

Many of us are within the very serious reactions to the such individuals, including fam-

groups that are at an elevated risk for virus or are in frequent contact with ily members. We are also frequently

in close contact with members of the public. Thus, like many businesses, unions, educational institutions, and other organizations across the country that have canceled meetings and events and limited travel, we have decided to follow the best public health practices and cancel events that involve large gatherings of people. This will help to diminish disease transmission and protect everyone in our communities, particularly the most vulnerable.

Also, in an effort to keep our stewards protected as best as possible, we will be limiting some of the meetings that we have always attended for the time being. We will however, continue to participate in meetings pertaining to grievances, pre-disciplinary interviews when requested by the carrier and all other aspects of union representation related to our duty of fair representation.

The USPS has issued an updated version of its COVID-19 supervisor and management guide;

CORONAVIRUS DISEASE 2019 (COVID-19) UPDATED SUPERVISOR AND MANAGEMENT GUIDANCE (V.2)
March 13, 2020

The Postal Service continues to monitor the spread of COVID-19 across the United States. The following information is provided to assist you as managers and supervisors to communicate with your employees.

Key Facts to Emphasize:

- 1) While there is still much to learn about the unfolding situation involving the spread of Coronavirus Disease 2019 (COVID-19), the immediate health risk from COVID-19 is considered low for the general American public
- 2) If you have employees exhibiting these symptoms: fever, cough, and shortness of breath, provide them with a surgical mask and require them to go home and seek medical attention. Then, inform the District Occupational Health Nurse Administrator (OHNA) immediately
- 3) The best preventive strategies against COVID-19 to communicate to your staff are:
 - Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.
 - Avoid touching your eyes, nose, and mouth with unwashed hands.
 - Avoid being exposed through close contact with people who are sick.
 - Stay home when you are sick.

General Guidelines:

- Immediately Report any communication you receive from the Public Health Office or Centers for Disease Control and Prevention (CDC) concerning an employee's health to your District HR Manager and District OHNA. Your HR Manager and OHNA will provide you with instructions for future action.
- If an employee in your facility has contracted COVID-19 or has been directly exposed to someone with COVID-19, the Postal Service will follow Public Health Guidance. Your HR Manager and District OHNA will provide instructions for future action in this situation.
- Prior to an employee returning to work after visiting any country identified by the CDC as a level-3 country (currently China, South



From The District Rep's Desk

Art Courcy, CT Valley/ Greater Boston DR



Korea, Iran, Italy, and most other European nations) within the past 14 days or from a trip on a cruise ship in which an identified case of COVID-19 was detected on board the ship: o If employees under your authority meet the above criteria, you must immediately inform your District Human Resources (HR) Manager and the District OHNA.

o Employees who meet the above criteria must not report to work for a period of 14 days from the date they departed from any of the listed four countries, certain European nations, or the cruise ship with reported COVID-19 cases.

o Employees instructed to stay at home after visiting any one of the four listed countries, certain European countries, or cruise ship will be provided TACS Code 086, Other Paid Leave, to cover the employee's absences under these circumstances for a period of up to 14 days.

o Employees who are asymptomatic but who develop COVID-19-related symptoms while at home during the 14-day period will be charged sick or annual leave after the first 14 days.

- An FMLA packet should be generated for any employee who uses leave in conjunction with COVID-19.
- Allow liberal sick leave usage for employees who are sick.
- Ensure approved hand sanitizer (containing at least 60% alcohol) is available at work.
- Ensure CDC posters concerning COVID-19 are posted in appropriate locations.
- Deliver stand-up talks regarding COVID-19 in a timely manner.
- Provide the contact information of your District OHNA and District HR Manager (list attached) to all employees under your supervision.
- Provide surgical masks to any employee who requests one, which can be ordered through eBay Plus.
- Ensure Postal facility is cleaned daily as per the MMO-031-20, Influenza and Coronavirus Cleaning Contingency.
- Only advise other employees, if asked, that an employee has been "cleared" to return to work

DO NOT:

- Ask employees to stay at home without HR review.
- Request medical documentation for employees to return to work unless they are on sick leave pursuant to Employee and Labor Relations Manual (ELM), Section 513.
- Request fitness-for-duty evaluations for employees to return to work.
- Share specific health information about any employee, including an employee who is suspected or who has been confirmed to have COVID-19.
- Make "medical decisions."

On the Contractual Issues news front;

The NRLCA was notified by USPS HQ that a new scan has been established for parcels that have been attempted and the customer has requested redelivery. At this time, this has been established as a carrier scan. When a customer requests redelivery of a parcel, the clerk is to pull the parcel and hand off to the carrier informing them of the redelivery request. Prior to loading, the carrier is to enter the "Out for Redelivery" scan of the parcel.

For now, rural carriers should record these additional scans (18 seconds each) in the comments section of the 4240 and will compensated for the scans accumulated via 8127 time. IF a route is required to perform an inordinate number of these scans that might affect the evaluation, a grievance should be filed requesting a base-hour change to the route. We expect the number of these scans to be insignificant but we will evaluate on a case-by-case basis. The requirement for carriers to make this scan will possibly be short-lived as it was suggested to USPS Operations to just have the clerk make this scan before handing the parcel to the carrier.



From The District Rep's Desk

Art Courcy, CT Valley/ Greater Boston DR



Where are our retroactive payments from our latest national agreement?

Step 4 Grievance Filed on Delayed Retro Payments

On February 21, 2020, the Postal Service notified the NRLCA that the contractual retro payment would be delayed once again due to programming issues within the system. This delay would cause the retro payment to be processed and paid on May 15, 2020. The National Agreement was ratified on August 6, 2019. This latest delay would cause rural carriers to wait some forty weeks before receiving the retro payment. This delay is inexcusable, excessive, unreasonable, and unprecedented. Rural carriers have been harmed by being deprived of these required retro payments. The Postal Service has unjustly enjoyed an interest windfall as rural carriers have waited patiently and had to forgo or delay financial decisions, losing out on the opportunity to accrue interest and realize other gains through their TSP contributions and other investments. The Postal Service has not kept its contractual promise and we intend to enforce the National Agreement at Step 4 or in National Arbitration

As always, if you have any questions, please do not hesitate to contact your assigned steward or myself.
Be safe everyone!



Sec-Treasurer's Two Cents

Dawn Makrinikolas



MaRLCA Statement of Finance As of March 18, 2020

	<u>Mar 18, 20</u>	<u>Mar 18, 19</u>
ASSETS		
Current Assets		
Checking/Savings		
1000000 · TD Bank	4,410.60	6,137.33
1100000 · APCU Savings Account	77,960.14	72,288.30
1200000 · APCU CD's	114,779.86	112,220.09
Total Checking/Savings	<u>197,150.60</u>	<u>190,645.72</u>
Total Current Assets	<u>197,150.60</u>	<u>190,645.72</u>
TOTAL ASSETS	<u>197,150.60</u>	<u>190,645.72</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2100000 · Payroll Liabilities	801.94	1,081.04
Total Other Current Liabilities	<u>801.94</u>	<u>1,081.04</u>
Total Current Liabilities	<u>801.94</u>	<u>1,081.04</u>
Total Liabilities	801.94	1,081.04
Equity		
3900 · Net Assets	177,251.24	159,761.91
Net Income	19,097.42	29,802.77
Total Equity	<u>196,348.66</u>	<u>189,564.68</u>
TOTAL LIABILITIES & EQUITY	<u>197,150.60</u>	<u>190,645.72</u>



Sec-Treasurer's Two Cents

Dawn Makrinikolas



03/18/20

MaRLCA Statement of Activities July 1, 2019 through March 18, 2020

	Jul 1, '19 - Mar ...	Jul 1, '18 - Mar ...
Income		
4050000 · Incentive Program	1,745.00	1,855.00
4100000 · Interest / Dividends	1,498.35	1,108.12
4200000 · Membership Dues	99,678.94	98,927.92
4300000 · Miscellaneous	509.74	0.00
4400000 · Reimbursements	388.00	279.00
Total Income	103,820.03	102,170.04
Expense		
5000000 · Accounting Fees	2,600.00	2,946.61
5010000 · Bank Charges	27.00	32.00
5100000 · Awards Recognition Bereavement	0.00	225.00
5200000 · Education & Training	1,949.63	2,021.29
5350000 · Elections	394.44	286.00
5400000 · Equipment Purchases	0.00	662.84
5700000 · National Convention	44,018.84	25,319.99
5800000 · Office Expense	1,435.15	3,435.89
5900000 · Payroll Taxes	3,778.25	2,148.67
6000000 · Per Capita Dues	7,169.66	7,189.00
6100000 · Postage	133.35	5,277.11
6200000 · Printing	43.51	175.31
6300000 · Eastern States Conference	345.00	0.00
6420000 · National Seminars	527.92	275.92
6600000 · Salaries & Wages	9,426.14	9,730.77
6620000 · Salaries-Annual	175.00	0.00
6700000 · State Meetings	4,696.51	3,889.32
6701000 · Backroads Journal	4,431.42	4,265.76
6900000 · Telephone & Internet	264.01	0.00
7000000 · Travel	1,463.28	2,983.79
7200000 · Web Site	243.00	270.00
7300000 · Storage Rental	1,471.50	1,232.00
8000000 · State Income Tax	129.00	0.00
Total Expense	84,722.61	72,367.27
Net Income	19,097.42	29,802.77

2020 State Elections

Candidate's Corner (in order of receipt)

PLEASE REMEMBER TO VOTE!

My name is Don Ryle and I have been a member of the Massachusetts Rural Letter Carriers Association for 28 years. I have been involved the Steward System since 2001. I began as a Local Steward and I am currently an ADR in the National Steward System, primarily representing the carriers in the Southeastern part of the state and Cape Cod.

I am asking for your vote so that I may again faithfully represent all the members of the MARLCA, both Regular and Relief, as a Delegate to the National Convention in Spokane Washington this year.

There's a lurking dark cloud in Salisbury. My parcel volume jumped from the drawbridge, simultaneous with an announcement that data collection has started that will affect our future pay. There are a lot of gaps in our contract language around the new pay system. Last year, I wrote all our state's Resolutions (proposed contract changes). I have an MBA, and some business experience. I plan to stick around a few more decades, and I'm running for State Secretary/Treasurer so I can have every opportunity to protect our jobs to the best of my abilities. Respectfully yours, Kathy Makowski-Cote.

Being a Table 2 carrier at National Convention can feel a lot like being completely alone in a sea of people. Sometimes 90% of the floor votes down your pay raise, while the National Officers put forth two pay increases for themselves. Yet, I still feel the perspective of Table 2 needs to be present for balance. This year I will have a resolution to reduce the total duration of Table 2 to match that of Table 1. I ask you to send me as a delegate again, to keep up the good fight. Respectfully yours, Kathy Makowski-Cote.

Hi my name is AMY BUCCELLI
it's that time of year again and I am running for National Delegate. I have tried on many Hats on for the Union and I am currently your Pac Chair. I am committed to serving you and the Union .what I/we do at the National Convention is very important to ME i don't take it lightly. SO please take the time to VOTE . please consider me as a Delegate REMEMBER to VOTE and get your co-workers to vote too!

AMY BUCCELLI



Fellow members, it's that time again to vote for Delegates to the National Convention.

My experience with the USPS and the NRLCA is as follows: 3 times District President, Academy Instructor, OJI Trainor, Chairman of the Constitution and Resolution Committee, past delegate and over 18 years in the postal service. I enjoy doing work to contribute to our union. I take all votes on resolutions and National Board positions seriously because they impact **all of us** as rural carriers. **Let me be your voice!** I ask you for your support. Please vote for Robert "Bob" Richardson as a Delegate.

I am running for the first time to be a Delegate to the NRLCA National Convention. I have been a regular carrier for 15 years in the Middleboro/Lakeville carrier annex. I am the current District 2 President, an RCA/ARC Academy instructor in Wareham and Shrewsbury. I have learned quite a bit on pulling a district meeting together and will be prepared to learn about all the resolutions put forth for preparing for the next round of contract negotiations. I will attend all the appropriate session and vote with all of us in mind. I ask for your vote as delegate on this year's elections. Thank You!

Dianne Daley

2020 State Elections Candidate's Corner (in order of receipt)

I am running for both State Vice President and National Delegate. I have served this union in many different capacities and truly feel that I can represent our members and be their voice when need be. I'm always looking out for our members best interest. Please consider supporting me during this election.

Lorraine Pacheco

Hi, William Piwowarski here and I'm running for delegate to the National Convention. I have been doing my level best to represent you as a delegate and as your state president. I listen to what is said, and I vote for what I think are your best interests each and every time. What I'd like to ask is that you vote when you get your ballot, also to vote for me for National Delegate.

William Piwowarski

Fellow MARLCA Union Members, I am again running as delegate to this year's national convention. I have met many of you over the years and hopefully gained your confidence to vote and allow me to represent you and all rural carriers in our state. As always and again, we have many changes and challenges coming. We will soon be moving forward with an entirely new evaluated pay system and it is vital that we have strong leadership through its implementation. I would be honored again to have your support. Thank you for your consideration when casting your ballot.

Art Courcy

My fellow members it has been my honor and privilege to serve you as a State board member for the last 12 years. I started as District 2 Committeeman then became Backroads Journal Editor and for the last 5 years as your State Secretary/Treasurer. I am asking for your support to continue to serve you and this great Union as your State Secretary/Treasurer. I am very passionate about my job and our Union. I always remember that I work for You.

Respectfully,

Dawn Makrinikolas For State Secretary/Treasurer

I have had the pleasure of attending the last 12 National Conventions and I learn something every time. I would be honored to attend this National Convention in Spokane, Washington as one of your delegates.

Please vote,

Dawn Makrinikolas National Delegate



From Your District Presidents

Dianne Daley District 2 President

It was nice to be back at the Mitchell Club for the District 2 Meeting and to see carriers from offices not seen for a while. I am still open for moving the meeting around our district to enable the membership to attend fairly locally. Keep your eyes open for locations that may have meeting room w/catering or allow us to bring catered food in - and let me know (deedlespot@aol.com) where it may be. I'll make contact with them.

With the onward push of RRECS, it will be ever so important to stay in touch with information coming from the union. This can be done with the union presence on social media via Facebook, Instagram & Twitter. I believe this came about from the union hearing from the membership - so good job! There are other USPS/carrier related groups on social media but they are not official sources of information. I have seen multiple answers varying in levels of fact to fantasy. Get the actual answers from the union.

Covid-19... oh boy! You've heard from every source on this about preventing exposure. Be safe, wash your hands and we will surely have to adjust our jobs in dealing with absenteeism while still getting the mail & packages delivered. May social distance be effective to bring this under control quickly. The May State Meeting is canceled, HOWEVER... you can safely vote for your state board officers as well as National Delegates from the safety of your home via mail. Please return your ballots on time... don't wait until the last minute, send it in ASAP the mail May be slower than usual.

Robert "Bob" Richardson District 3 President

Greetings fellow Rural Letter Carriers!! Although it is the 2nd week in March, "Looks like We Made It". We have passed another winter season, so let's move onto spring and summer. As of the time of this article, all 3 district meetings have been held, and district officers have been elected. Thank you to those people who stepped up to these positions. Please remember, if you are unsure of what to do or how to do it, I am just a phone call away and the other officers are there for you as well. We all have been through that first nervous moment, so just take a deep breath and go forward.

Although our membership numbers continue to grow, the attendance at our meetings is rapidly decreasing. Here is the problem with low turnout at any of the meetings, both district and state. Those who do not attend the meetings are missing out on important information about your daily job. You are also passing up the opportunity to ask questions and get answers from your union leaders. In case you didn't know, our state went from 5 districts to 3 districts. This change was done for 2 reasons. The first reason was due to poor turnout at a few districts. And second, to control costs for our state officers, District Rep, and PAC chair to attend all of these meetings. Well, the good news is that we did accomplish the cost savings, but failed at increasing attendance. As the District 3 President, I tried to do something different from past meetings. I held our meeting on a Sunday morning at a Radisson Conference Center. This was due to a larger district area and hoping more members would be able to attend. Unfortunately this did not turn out like I hoped it would. Please, let us, your district and state officers, know why you are not attending, not able to attend, or, "I would be able to attend if you did this..." Keep in mind that these meetings are mandatory under union regulations. This is your dues being spent. We cannot just eliminate meetings.

If you were not at any of the District meetings, you missed a lot. One of the most important topics was the update on RRECS. Art Courcy talked about what was at one time called the Rural Street Database. Well, it now has a new name AND, it is about to start up again real soon. If I can give you some advice, please make sure your edit book is up to date. Make sure your 4003 matches your edit book. If they do not match, you should work on getting them to match. Also, please make sure you are following your official line of travel daily. Your MDD {scanner} is collecting data NOW!! This will be used to set up your route to be plotted. There is a lot happening so please make every effort to attend the next meeting. In closing, always stay safe and be aware of your surroundings.

Who Ya Gonna Call? Stewards at a glance

District Representative- CT Valley/Greater Boston Districts (Full Time DR)

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

Full-Time Assistant District Representative

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

Assistant District Representatives:

Don Ryle (Massachusetts)
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Backroads Journal

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State May Meeting Cancelled!!!

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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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PAC Co-Chairs:

Amy Bucelli

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Camille Graves

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