

# The Twig of the Branch



Branch 1477 West Coast Florida Letter Carriers



Serving:

**St. Petersburg — Largo — Dunedin — Pinellas Park — Indian Rocks Beach  
Punta Gorda — Englewood — Bradenton Beach — Palmetto — Ellenton**

VOLUME 588

VOICE OF BRANCH 1477

SEPTEMBER, 2018

## Inside This Issue:

President's Report <i>by Joe Henschen</i>	1-2
Executive Vice President article—Hubble's Troubles <i>by Chris Hubble</i>	2-3
First Vice President article <i>by Zulma Betancourt</i>	3
Minutes of the Branch <i>by Secretary Ken Grasso</i>	6-8
Editor's Corner <i>by Judy Dorris</i>	8
Health Benefits Representative article <i>by Gene Carroll</i>	8-9
Legislative Update article <i>by Gene Carroll</i>	9 -10
Director of Retirees <i>by OD. Elliott</i>	10
Scholarship recipients	10-11
MBA Update article <i>by Ben Hamilton</i>	12
CCAs, Don't Be Fooled	13
Meetings and Breakfast Attendees	14
Union's Data Page	15



## PRESIDENT'S REPORT *By President Joe Henschen* *Twitter @ JaHe1*

### 71<sup>st</sup> Biennial Convention

It was a good convention even in light of the loss of John Bourlon, made it very difficult to return to work. It was as always, an honor to lead the Branch Delegation into the Convention. Our group is always on time and attentive in the general sessions and classes.

Thanks to Englewood retiree Susan Chavez for helping here at the Hall during our absence, and Branch Secretary Ken Grasso by helping clear the back-log of cases upon our return.

Among the great speakers and training topics, the Branch was again honored for the members and volunteers work on the Stamp Out Hunger Food Drive as the Category 3 winner. This year's award will take its place in the hall alongside 5 Second Place, 5 First Place Category prizes and our National First Place Winning Award.

I am encouraged that the Branch Resolution was accepted by the Executive Council. The resolution to eliminate the requirement to assign Unassigned Regulars (UAR's) into Residual Vacancies prior to promoting CCAs or accepting an eReassign when the UAR is serving as a 204b will be included in the 2019 Contract Negotiations. Now we wait and hope.

**NEXT BRANCH MEETING: THURSDAY, SEPTEMBER 13, 2018 AT THE LETTER CARRIER HALL**

## **Parcel held at the Office per Customers request.**

The U.S. Postal Service's goal is to scan all of its barcoded mail pieces (flats, letters, and packages) that enter the mail stream. The Postal Service wants to achieve 100 percent visibility and provide world-class package delivery services to be increasingly competitive. The Postal Service measures package delivery service performance based on its acceptance through the first attempt to deliver.

When a carrier attempts to deliver a package, it gets a stop-the-clock scan, indicating the Postal Service has completed its commitment to deliver or attempt to deliver the package.

City carriers must perform stop-the-clock scans for packages at the point of delivery. They use a handheld Mobile Delivery Device (MDD), which uses a cellular network and Global Positioning System technology to obtain real-time delivery tracking information.

Delivery unit management uses the *End of Day* report to monitor stop-the-clock scans. The report identifies packages received at delivery units each day that did not receive a stop-the-clock scan.

Customers rely on accurate data to track their packages in real time. By improving scanning operations, district management can potentially save money and receive fewer customer complaints related to the location and delivery status of their package. When scans are inaccurate, customers can become dissatisfied and lose confidence in the Postal Service's ability to meet their shipping needs.<sup>1</sup>

Scans improperly performed at the end of day to clear reports of non-delivered packages are improper. Recently I received a report that a carrier was forced to bring mail back to the office to meet an arbitrary "window" of operation. Upon his return he checked a few of the parcels that remained. The tracking information stated, "Your Item is being held at the Post Office" and "This is at the Customers request" When the location of the scan was researched it revealed it was scanned at the Postal Facility rather than the customer's residence. Imagine this was a parcel you, as a customer was waiting on. Maybe even at the house knowing it was out for delivery when you see a message like this.

I urge you, aside from completing the most accurate delivery you can – every day, scan all parcels and barcoded mail pieces at the delivery point. If you did not have that parcel do not allow anyone, Supervisor or not, to use your scanner to falsify a stop-the-clock-event. Your employee ID is attached,

essentially tying you to a falsified event. Never surrender your scanner at the end of the day without first signing out. If you are instructed to do anything other than that, ask to see your Union Steward.

## **Executive Board Recommendation.**

The Executive Board recommended that space be allotted in this month's newsletter for a full-page ad identifying the candidates running for Regional 9, National Business Agent. We ask that you read the candidates list of qualifications and their platforms then decide who will best represent the members of Region 9. Each candidate has also been invited to attend the September General Membership Meeting.

The NALC prides themselves on being an accessible and democratic organization. Every NALC member gets an opportunity to vote for representatives at the National and Regional level this year. The NBA decision will be made by those members in Florida, Georgia, North Carolina, and South Carolina. Please exercise your right.

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<sup>1</sup> USPS Office of Inspector General

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## **Requesting Unscheduled Leave Online**

The USPS plans to implement a system change



### **Hubble's Troubles**

*By Executive Vice President,  
Chris Hubble*

in the Enterprise Resource Management System (eRMS) during Fiscal Year 2018. The planned enhancement will provide bargaining unit employees with the ability to request unscheduled leave using the Enterprise Leave Request Application (eLRA) through the Postal Service Liteblue website.

Christopher Jackson, Director of City Delivery, is the lead representative for two task forces established by the 2016 National Agreement. They are the City Delivery task Force and the Alternate Route Evaluation and Adjustment

They are the City Delivery Task Force and the Alternate Route Evaluation and Adjustment Process Task Force. The Alternate Route Evaluation and Adjustment Task Force meet regularly with the Postal Service to explore alternate methods of evaluating, adjusting and maintaining city delivery routes. The alternate processes in the past have reduced disputes and are more efficient and less intrusive than the unilateral route count and inspection process. The hope is that we can once again enter into a future joint process that not only does those same things, but to improve even more upon those successful predecessor agreements.

The Task Forces also have had several meetings as part of the City Delivery Task Force. Some of NALC's interests discussed in this task force have been on Self-management, the elimination of MSP scans, and creating dedicated parcel post routes. Some of the Postal Service's interests discussed so far have been of Dual casing in which the case labels would flip so one case is utilized for two routes.

Lastly I have to share with you one report the Office of Inspector General (OIG) issued. The report suggested the use of an Autonomous Mobile Robot (AMR) to either assist letter carriers while delivering or to deliver parcels unaccompanied. One scenario would involve an AMR following the carrier on a park-and-loop route, transporting the mail. Another scenario involves the letter carrier driving a vehicle loaded with robots filled with parcels. The carrier stops at specific locations and deploys the AMR which then deliver the parcels, with the carrier picking up the robots when delivery is complete. I imagine robot supervisors will be deployed shortly thereafter saying...

***"It can only be attributable to human error".***



## First Vice President

*By Zulma Betancourt*

It is my honor to be attending the Leadership Academy. I have just finished my first week at the Academy. The last day we had a go around thru the 30 chosen to attend from all different NALC regions. We needed to answer how did we feel when we got accepted to the Academy? My answer was after applying so many times I felt like I hit the Lotto and sharing the winnings with our members.

My classmates are from all around the United States. We are all different in many ways. But we come together to improve our Leadership skills to make our Union stronger. My classmates are very supportive and encouraging lifelong friends. It is an amazing experience to work with motivated and exciting Leaders.

The first week was very intensive a lot of work to consume and less sleep. It is very important to know our history. The stepping stones are what guide us so we know where we are going. I am very thankful for this opportunity that is invaluable as is priceless. We all need to be lifelong learners "Knowledge is Power". I have really enjoyed this wonderful group of NALC Leadership Academy Class23 Brothers and Sisters. In Solidarity Our Future Leaders. ☺  
They Fear Those With Knowledge, And Control  
Those Without It





***Win with Lynne  
Candidate for Region 9 NALC  
National Business Agent  
Lynne Pendleton  
Most Qualified Candidate  
Vote for a Leader – Pendleton for NBA!***

**LETTER CARRIER OF THE USPS FOR 31 YEARS.  
Full Time Union NALC representative since 2007**

**PREVIOUS MEMBER OF BRANCH 1071 SOUTH FLORIDA LETTER CARRIERS &  
BRANCH 248 WESTERN NORTH CAROLINA LETTER CARRIERS.  
CURRENT MEMBER OF BRANCH 1091 CENTRAL FLORIDA LETTER CARRIERS.**

**UNION EXPERIENCE AT EVERY LEVEL:  
LOCAL, STATE, REGIONAL & HEADQUARTERS  
CURRENTLY NALC REGION 9 REGIONAL ADMINISTRATIVE ASSISTANT**

**MY COMMITMENTS**

**I PROMISE THE MEMBERSHIP TO RESTORE THE STRENGTH AND RESPECT  
NALC MEMBERS DESERVE.  
CONTINUING MY PRACTICE OF OPEN LINES OF COMMUNICATION, NO MORE  
“BUDDY BUDDY” SYSTEM.  
TO STAND FIRM AGAINST MANAGEMENT ASSURING THIS REGION IS  
RESPECTED AND NO LONGER VIEWED AS WEAK.**

**AS A NATIONAL LEVEL TRAINER, TOGETHER I WILL CONSTRUCT A FIRST  
RATE EDUCATIONAL PROGRAM ALONG WITH THE FOUR STATE  
ASSOCIATIONS TO BENEFIT ALL MEMBERS.**

**EVERYONE HAS AN INDEPENDENT VOTE  
I AM ASKING THAT YOU VOTE FOR ME!  
WIN WITH LYNNE**

**Friends to ELECT Lynne Pendleton National Business Agent Region 9  
Chairperson Matty Rose  
129 Ashby Cove Lane New Smyrna Beach FL 32168 - (386)785-7414**

**[win.with.lynne.region9nba@gmail.com](mailto:win.with.lynne.region9nba@gmail.com)  
(386) 785-7411**



# Re-Elect Kenneth R. Gibbs Jr.

NATIONAL BUSINESS AGENT, REGION 9



## **Kenneth R. Gibbs Jr.**

**National Business agent, Region 9**

I am honored to be chosen by NALC President Fred Rolando to be on the Rolando-Renfroe Team. The President hand-picked members to be on his Team who are strong, knowledgeable, and capable of giving our members the very best representation possible.

I was voted National Business Agent, in 2014 by acclamation. As a National officer, I served on committees to help negotiate our 2016-2019 National

Agreement. I also represent all letter carriers as a member of the NALC Executive Council. Some of my duties are; oversight of the Dispute Resolution Process, managing the Arbitration Process for the entire Region, developing, approving and conducting all training, implementation of work place interventions, assisting in carrying out NALC's legislative Program, and being your voice with District and Area management.



**Other service includes:**

**Regional Administrative Assistant** 2003-2014.

**Georgia State:** President, 2002-2003; Vice President, 2000-2002; Treasurer, 1998-2000; Executive Board Chairman, 1996-1998; Executive Board Member, 1994-1996.

**Branch 313:** President, 1990-2013; Vice President, 1988-1990; Trustee, 1984-1988; Sgt. at Arms, 1982-1984; Chaplain, 1981-1982.

**Appointments:** Arbitration Advocate, Step B Team Member, Route Inspection Team Co-Leader, COLCPE Chair, Food Drive Chair, Legislative Liason, EEO Representative, Recording Secretary for The Local Joint Steering Committee, Intervention Team, DPS Coordinator.

**Education:** Graduated Brunswick College with a Degree in Business Administration in 1980. Graduated Brunswick High School in 1976.

**Work:** Became a city letter carrier and union member in 1980. Owned and operated 2 restaurants. Performs all duties of the NBA daily.

As you can see, I have the proven experience, integrity, and character to continue to give you the quality representation you deserve.

# Minutes of August 9, 2018 Membership Meeting



## **Secretary**

*Ken Grasso*

**Meeting called to order** at 7:00 p.m.  
by President Joe Henschen.

**Invocation** by Greg Welsh

**Pledge of Allegiance** led by President Joe Henschen.

President Henschen then changed direction of meeting and introduced Carl Zimmerman and Jeff Larson who are running for upcoming School Board positions in District 2 and District 3. Each one was given 5 minutes to introduce themselves and give brief outline of why they're running for these positions.

**Minutes of previous meeting:** Motion to accept as printed in last month's Twig, by O.D. Elliott, seconded by Pat Kelly. Motion passes.

**Reading of Official Correspondence** by Ken Grasso: 3

**New Members:** Christopher Williams, Wendy Padilla-Gonzalez, Felix Torres, Kenneth Parrish, Jeremy Powers, Racquel Joseph, Natalie Sampoll, Adolfo Hernandez, Kristopher Beal.

**Branch by the Numbers:** Active 808, 205 being CCA's, 603 Full Time Regulars, Retirees 588, Gold Card Members 53, Total Membership 1449.

I would like to welcome Jessica Bellinger from Absolute Quality Interpreting Services LLC.

**Treasurer:** Report by Chuck Cavicchio—Motion to accept Report of the Treasurer Terry Johnson, seconded by Joe Rudolph. Motion passes.

**Director of Retiree Affairs:** O.D. Elliott—One Retiree this month – Bill Crowley Seminole. Upcoming AFL–CIO Labor Day Picnic on Sept 3, 2018. If interested see me about tickets.

**Health Benefits Representative:** Gene Carroll — 31 eyeglass applications, 25 being members and 10 dependents.

**Political District 13 Liaison:** Gene Carroll — Senate approved a four bill fiscal 2019 spending package preserving NALC's six-day mail delivery language. House Resolution 993 has been introduced calling on Congress to take all appropriate measures to make the Postal Service remain an independent agency and not subject to privatization.

**Trustee Report:** Willie Cochran—July Audit will be next month.

**MBA Representative:** Ben Hamilton—Thanks for sending me to National Convention being my first convention.

**Sergeant at Arms:** Glenn Fagan—Excused

**Editor:** Judy Dorris—This current Twig probably delivered today, delayed due to National Convention. Articles for next Twig deadline is Aug 16th at 4 P.M.

**Second Vice President Report:** Tom Phillips—CCA scheduled for an 8:00 start in one station received a phone call telling him to start at another station at 10:00. Best advice for CCA is don't answer the phone and show up as first scheduled for guarantee.

**First Vice President Report:** Zulma Betancourt — The Leadership Academy is the hardest training that I have ever gone through. You get home work each and every night and get about 2-3 hours sleep.

**Executive Vice President Report:** Chis Hubble—Alternate Route Adjustments are back in the talks again. Big issue is on West Coast with time clock skimming of clock rings of mostly CCA's resulting in saving money.

OIG report came out with idea that on Park and Loop Routes you're followed by a robot carrying parcels.

## **Welfare Reports**

### **Sad:**

- John Bournon, Branch 1477 President Emeritus—passed away.
- Jim Bell, Carrier St. Petersburg—passed away.
- Robert Keller, Retiree St. Petersburg—passed away.
- Heather Vincent-Gates, Carrier Gateway—Father in law hospitalized.
- Sue Dombrowski. Steward Northside—taken to hospital (possibly heat stroke) today.
- Sheldon Jones, Carrier Palmetto—1st Cousin

passed away.

- Bill Moran, Retiree—hospitalized with blood clots.
- Andy White, Carrier Largo—left work with chest pains.
- Latonia Walker, Carrier Crossroads—Aunt passed away.
- Mary Marquardt, Carrier Crossroads—had surgery.
- Josh LaGrew, Carrier Englewood-- Mother ill.

#### **Glad**

- Jennifer Forte, daughter of President Henschen, received a Masters degree from Florida International University.
- Second Vice President Tom Phillips—daughter received a Certified Manager Award.
- Branch Secretary Ken Grasso and his wife Pauline celebrated their 41<sup>st</sup> Wedding Anniversary on August 13, 2018.

#### **Presidents Report:**

President Henschen introduced Joanne Cannon who is the District 2 Chairman for the Florida State Association. She has been going to branch meetings offering to explain the workings of the Letter Carrier Political Fund and to offer to sign up people who haven't done so yet. Our branch is about 6% involved but it's important to sign up and donate a small amount each month that could affect the way politicians vote on our issues that affect the Postal Service issues.

Detroit Convention was a great Convention, I was encouraged that our resolution that was presented for approval was accepted and approved by the Executive Council and approved by the Convention Delegates.

I want to thank Ken Grasso, Chuck Cavicchio and Chris Hubble who stepped up in the office in TC's absence for the time she was out due to the death of her Father.

President Henschen acknowledged O.D. Elliott who wanted to make a motion to pay T.C. Bournon 40 hours of Administrative Leave since she exhausted her leave during the death of her father. President Henschen reminded him that the Executive Board already voted to afford T.C. 47 hours of Administrative Leave so as to have 40 hours A/L left for the remainder of the year and was just letting the members know of this decision.

Have been in Arbitration this week and one next week. It's been since 2013 that we have had any of these in the branch.

With the National Officers having an election we need to may sure we adhere to the rules and regulations concerning elections. The branch will not endorse one candidate over another. The Executive Board extended an invitation to both Region 9 candidates to have a page in our next Twig but not to National Officers.

National Interpretive Issues signed in July 27, 2018.

These 4 issues are:

M-01892 Conversion of CCA's

M-01893 Hold in Place Rule rescinded

M-01894 CCA Holiday Pay

M-01895 Lump Sum payments for delayed CCA backpay.

M-01896 Recalculation of former TEs step credit

Finance Committee was directed to start looking at next year's State Convention and prepare a detailed report to recommend the number of delegates to send to the 2019 State Convention being held in St. Petersburg. State Association does pick up some of the costs of the rooms.

Article 8 Section 1 of our by-laws In the event of the death in the immediate family of a member in good standing the Branch will furnish floral tributes. In lieu of floral tributes; other remembrances may be made not to exceed fifty dollars (\$50.00). Due to the passing of President Emeritus John Bournon the Executive Board has recommended we send a donation to each the Michael J Fox Parkinson's Foundation and the Wounded Warrior Organization in honor of John each in the amount of \$50.00. Anyone liking to make this in the form of a motion 1 Sheldon Jones, seconded by Rick Renshaw, Motion passes.

**Unfinished Business:** None

Old Business/New Business; None

#### **Winners of drawings:**

50/50: \$47.00 – Joe Rudolph

Lotto/Power Ball: Zulma Betancourt

Two \$25 gift certificates donated by Joyce Keller of Arslan Uniforms, the winners are:

Joe Henschen, O.D. Elliott

#### **Auxiliary raffle drawings:**

Willie Cochran, Zulma Betancourt, Joe Rudolph (three times), Anthony Roger- (twice), Tom Phillips O.D. Elliott (three times), Rick Renshaw, Sheila Bradley, Pat Kelly, Terry Johnson (twice)

Motion to Adjourn

**seriously.** (signs and symptoms, still no list)

My very favorite one:

***If it's hot in your LLV, turn on the fan mounted to the dash to keep cool.*** (Thank goodness for Corporate, after driving an LLV for over 29 years, I never would have thought of that on my own.)

Although Heat Stress and Heat Stroke are very serious situations, these messages come across more like someone trying to cover their \_\_\_'s. Almost as if by stating these phrases, if anyone does succumb to the heat, they can be accused of failure to follow instructions!

For the symptoms and signs of heat illness, see article below by the branch's Health Benefit Representative, Gene Carroll.

You've need to have a sense of humor to survive as a Letter Carrier. **Stay Cool!**

**\*\*\* On a sad note, Seminole Carrier Ernesto Encinosa's Mother Passed Away August 14th.**

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## What will my MDD (scanner) have to say today?

When we were first issued our scanners, they were used to scan bar codes on parcels and accountable items. Then came the sample piece scanning of bar codes on flats and letters.



## Editor's Corner

*By Editor, and Largo/Seminole Steward, Judy Dorris*

For the last

month or two we've been getting heat related messages from "Corporate Communications". As Executive VP Chris Hubble explained in the July Twig, these are generated as part of the Postal Service's Heat Illness Prevention Program (HIPP). Each time we log on we are given some catchy phrase from someone unseen sitting in their air conditioned office telling us how we should deal with the heat index.

Here are a few of them:

***Drink plenty of water every 15 to 20 minutes and choose water over soda.***

***Drink small quantities of water frequently throughout the day.***

***Consider sports drinks when sweating a lot.*** (wait, what happened to the water?)

***Rest; Water; Shade; Know the signs.*** (this one was very cryptic, what are the signs?)

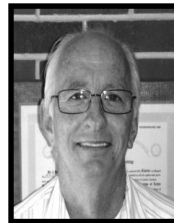
***During the heat, dress in layers.*** (how many shirts will fit under a Shirt Jac, and will it be considered a time wasting practice to go to a restroom to take off layers?)

***Know the symptoms of heat stress and seek help if experiencing an emergency.*** (seems like it would be helpful to have listed what those symptoms are)

***Wear proper clothing for the heat.*** (here we go with the clothing again, don't they realize we have a specific uniform to wear?)

***Know the signs of heat illness and take them***

What are the first signs of heat exhaustion? Symptoms are; confusion, dark-colored urine, dizziness, fainting, fatigue, headache, muscle or abdominal cramps and nausea,



## Health Benefits Representative

*by Gene Carroll*

vomiting or diarrhea. Heat exhaustion is the precursor to heatstroke and is a direct result of the body overheating.

What is the cause of heat exhaustion? Heat exhaustion occurs when a person exercises or works in a hot environment and sweating cannot dissipate the heat generated within the body. Often dehydration occurs because the person hasn't



replaced the water lost by sweating

What does a heat stroke feel like? Altered mental state or behavior. Confusion, agitation, slurred speech, irritability, delirium, seizures and coma can all result from heatstroke. You can have alteration in sweating. In heatstroke brought on by hot weather, your skin will feel hot and dry to the touch.

Is heat exhaustion life threatening? Heat exhaustion is one of the heat-related syndromes. Symptoms range in severity from mild heat cramps to heat exhaustion to potentially life-threatening heatstroke. Heat exhaustion can begin suddenly or over time, usually after working or playing in the heat, perspiring heavily, or being dehydrated.

How can you tell the difference between heat exhaustion and heat stroke?

Heat exhaustion is usually accompanied by a fever no higher than 104 degrees Fahrenheit, excessive thirst, nausea, fainting, cool and clammy skin, weakness, muscle aches, heavy sweating, slow heartbeat and dizziness. Heatstroke may develop following heat exhaustion if the condition is not treated.

What are the symptoms of heat exhaustion? Cool, moist skin with goose bumps when in the heat, heavy sweating, faintness, fatigue, weak, rapid pulse, low blood pressure upon standing and muscle cramps.

What can you do for heat exhaustion?

In most cases, you can treat heat exhaustion yourself by doing the following: Rest in a cool place. Getting into an air-conditioned building is best, but at the very least, find a shady spot or sit in front of a fan, drink cool fluids. Stick to water or sports drinks. Try cooling measures and loosen clothing.

**Mayo Clinic**

You need to pay attention to what your body is telling you, it could save your life.

The House and Senate were in session this month, from July 9 to July 27. The House of Representatives heads home for August Recess

and are  
return

## Legislative Update

set to

*By Gene Carroll, LCCL, District 13*

September 4, following Labor Day, while the Senate will remain in session at least for part of the scheduled recess.

On July 16, Rep. Stephen Lynch (D-MA) along with nine other bipartisan representatives introduced House Resolution (H. Res. 993) calling on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization. As of press, 63 members have cosponsored the resolution, but we need 218 cosponsors to achieve a majority. Please call your member and ask them to sign on to H. Res. 993.

In the ongoing work on fiscal year (FY) 2019 appropriations, the House of Representatives approved a package (H.R.6147) of two fiscal year (FY) 2019 Appropriations bills including a bill funding Financial Services and General Government (FSGG) on July 19. Of note, the House preserved NALC's long-standing language on six-day mail delivery. The major victory for letter carriers, however, was the defeat of House Republican Whip, Rep. Patrick McHenry's (R-NC) amendment, which sought to prohibit the Postal Service from carrying out any programs or task forces on expanded financial services. Thanks to the quick response from letter carriers, the amendment failed in a 201-212 vote. 28 Republicans joined the whole Democratic caucus in opposition. If your Member of Congress opposed the amendment, take a moment to contact them and let them know we appreciate their support.

On July 9, President nominated Judge Brett M. Kavanaugh to fill Justice Anthony M. Kennedy's seat on the Supreme Court. His nomination will be considered by the Senate in the coming weeks.

The Senate is expected to continue its work on the FY19 Appropriations process through what would have been their August recess, as will the House when they return. With only 11 session days for the House to consider their six remaining appropriations bills before going into conference with the Senate on the remaining bills, Congress is unlikely to finish their work before the end of the fiscal year on September 30. Letter carriers can expect a temporary funding measure to come out of Capitol Hill, which may or may not be signed by the President.

**Make calls to their offices:** You can contact your

members via the Congressional Switchboard at (202) 224-3121, be prepared to provide your ZIP code to connect to your representative's office.

Ask them to support our resolutions:

- H. Res. 993 (oppose postal privatization)  
63 co-sponsors
  - H. Res. 15 (six-day mail delivery)  
255 co-sponsors
  - H. Res. 28 (door delivery)  
246 co-sponsors
  - H. Res. 31 (service standards)  
227 co-sponsors
- NALC**
- 

Employees' Group Life Insurance (OFEGLI) receives a completed claim Form for Living Benefits.

Living Benefits only apply to the **BASIC LIFE INSURANCE AMOUNT**.

Living Benefits are reduced by a nominal amount (4.9%) to make up for lost earnings to the Life Insurance Fund because of the early payment of benefits.

The election of Living Benefits has no effect on the amount of any optional insurance you may have. You will continue to pay premiums for any optional insurance you have.

To apply for Living Benefits, you must contact the Office of Federal Employees Group Life Insurance at 1-800-633-3542 to obtain the form to elect Living Benefits (FORM FE-8). This form is not available from any other resource.

I certainly would wish that no member would ever have a need for a Living Benefit, but I hope the information is useful should such a need arise.

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## Retiree Update

*By Director of Retiree Affairs,  
O.D. Elliott*

### FEGLI – LIVING BENEFITS

At our Aug Branch meeting, a member told me she had a friend in another state who is a Postal Worker and that her friend has been diagnosed with a terminal illness. Her friend wanted to know whether, since she was terminal, she could take money from her Federal Employee Group Life Insurance (FEGLI). I told her that I thought she could, but to get back with me the first of the following week and I would try and have a more thorough answer. The following is the answer to her question.

A Living Benefit payment is a lump sum payment to those who are terminally ill and have a documented medical prognosis showing life expectancy of no more than nine (9) months. You are eligible to elect a Living Benefit if you are an employee, annuitant, or compensationner and you are enrolled in the FEGLI Program.

Employees can choose a full or partial (multiple of \$1,000) Living Benefit. Annuitants and compensationners can elect **only a FULL** Living Benefit. A Living Benefit is equal to the **Basic Life Insurance amount**, plus any extra Benefit for persons under age 45, that would be in effect nine months after the date the Office of Federal

George B. and Annie R. Elliott Scholarship winner:



Shane William Butler  
(son of Bill Butler, Largo)

George B. and Annie R. Elliott Scholarship winner:



Alanys Zoe Mercado  
(daughter of Miguel Mercado, St. Petersburg)

I am very honored and grateful to have been selected as the winner of the George B. and Annie R. Elliott, Branch 1477 Scholarship.

I graduated from Steinbrenner High School Lutz, FL. Throughout these four years of high school I have been a part of the National Honor Society and the Spanish National Honor Society, as well as the Interact club, in which we serve the community.

Apart from school and community service I spend most of my time at Patel Conservatory Performing Arts School, where I take ballet classes from Monday to Saturday. Balancing dance and Advance Placement classes has definitely taught me to have discipline, responsibility, and extraordinary time management skills, in part, shown by my 3.8 unweighted grade point average and a 4.6 weighted GPA.

This fall I will be attending the University of South Florida, starting out as a Health and Natural Science major.

Bernard Baxley Scholarship winner:

The winner of the Bernard Baxley Scholarship is Megan Hernandez, daughter of Wilfredo Hernandez

#### Auxiliary 181 Phonebook:

President	Joyce Keller	541-2194
Secretary	Sandy Hart	397-7587
Treasurer	Sally Madden	391-8055
Sunshine Lady	Sue Elliott	526-6358
Chaplain	Alice Wannike	851-2569
News	Dottie Tutt-Hutchinson	347-0371

#### ARSLAN UNIFORMS :

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For Branch 1477 St. Petersburg FL

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FAX: 727-623-9209  
kellerjoyce6@gmail.com



## MBA Update

*By MBA Representative,  
Benjamin L. Hamilton*

Brothers and Sisters, I would first like to thank our branch members and the NALC for the opportunity to attend the 71<sup>st</sup> Biennial Convention in Detroit this past July. This was my first time attending a National Convention and it was an experience that I have learned a great deal from and look forward to sharing my knowledge with the membership.

One point emphasized, by current MBA Director Myra Warren at the Detroit Convention, was the benefits of two Whole-Life Insurance Policies that the MBA has to offer. Firstly, the policies have a limited premium payment period, meaning the policy is paid-in-full at the end of the plan's designated time. No more payments are due and the plan benefits remain in effect for the insured's entire lifetime. Secondly, the premium remains the same for the entire payment period. Thirdly, the plans include a coverage amount up to \$100,000 and are available to NALC members, including their spouses, children, stepchildren, grandchildren, step-grandchildren, great-grandchildren, step-great-grandchildren, and the member's parents.

There are two plans available differing based on the age at which the policies may be issued. The ***Paid Up in 20 Years*** policy can be issued to anyone from 0-80 years old. The ***Paid Up at Age 65*** can be issued to anyone age 0-55. As the names suggest, the ***Paid Up in 20 Years*** policy is paid-in-full 20 years after the issue date. ***Paid Up at Age 65*** is paid-in-full upon the policy's anniversary date after the insured reached the age of 65. Again, one of the best features of these policies is that the premiums do not change during the duration of the premium payment period.

An additional benefit of the Whole-Life insurance policies is that they are "participating plans of insurance," meaning that the policy owner will share in any divisible surplus of the MBA. The divisible surplus is given as a dividend on the policy and is credited to the policy on the anniversary date of the policy. These dividends can then be received as "cash dividends in the form of a check", "dividends on deposit" where the dividends remain with the MBA and earn interest, or as "Life-Paid-Up additions" which can be used to purchase additional life insurance for the insured.

There are even benefits in place to help the policy

owner in the case that they become unable to continue paying the premium prior to the plan being paid-in-full. These benefits consist of automatic premium loans, non-forfeiture options of extended term insurance, and reduced paid-up insurance. All help to ensure that the policy owner will not lose coverage.

If you are interested in either of these Whole-Life Insurance Policies, you can obtain brochures, applications with postage paid envelopes in person at the Branch 1477 Union Hall, via mail upon request, or the NALC website at [nalc.org/mba](http://nalc.org/mba). All details are located under the link for MBA Brochures, Applications, and Forms near the bottom of the webpage. If you have any questions, need assistance, or would like a paper copy of the brochures and/or applications, please contact your MBA Representative Ben Hamilton at (727) 735-5125 or contact MBA National Headquarters at (202) 638-4318.

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## CITY CARRIER ASSISTANT RESOURCE GUIDE

### CCAs, DON'T BE FOOLED

One of the most important ways that NALC represents City Carrier Assistants is if you should happen to be disciplined or removed by management, then a grievance may be filed on your behalf. The grievance must be filed within 14 days of the date you receive discipline, so you should let your shop steward, or a branch officer know as soon as you receive discipline or believe you may become the subject of discipline. It is important to give your shop steward the most time possible to investigate and prepare a grievance.

The National Agreement outlines the discipline procedure as it applies to CCAs.

### Appendix B 3. OTHER PROVISIONS E. Article 16 – Discipline Procedure

CCAs may be separated for lack of work at any time before the end of their term. Such separation of the CCA(s) with the lowest relative standing is not grievable except where it is alleged that the separation is pretextual.

CCAs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance arbitration procedure, provided that within the immediately preceding six months, the



employee has completed ninety (90) work days or has been employed for 120 calendar days (whichever comes first) of their initial appointment.

The **Questions and Answers 2011 USPS/NALC National Agreement** document addresses the matter of discipline for CCAs:

37. Will CCAs have access to the grievance procedure if disciplined or removed?

A. CCA who has completed 90 work or 120 calendar days of employment within the immediate preceding six months has access to the grievance procedure if disciplined or removed.

**Discipline—Within 90 Work Days or 120 Calendar Days of Employment.**

CCAs have access to the grievance procedure when disciplined or removed except during their first 90 work days or 120 calendar days of employment (whichever comes first). However, in regard to removals, it is important to note that the 90 work days or 120 calendar days restriction is only in effect for "disciplinary" removals.

The contractual provisions state CCAs can be separated in inverse relative standing order for lack of work, meaning the Postal Service can let the junior CCA go when there is not enough work available to keep all CCAs in the office gainfully employed.

That contractual language also states this cannot be done on a pretextual basis. The best way to describe pretextual would be an instance where the Postal Service separates a CCA claiming there is a lack of work, however some other underlying factor, such as a manager's personal dislike of the individual, is the real reason the CCA is being separated. For discharge due to "lack of work", CCAs have access to the grievance procedure, even during that 90 or 120-day period.

In the event you happen to be disciplined or removed during the 90 or 120 period discussed above, you may also be able to challenge management's action through the grievance procedure under certain circumstances. Article 2 of the National Agreement gives letter carriers, including city carrier assistant letter carriers, the contractual right to object to and remedy alleged discrimination by filing a grievance. Additionally, in accordance with federal law and regulations, letter carriers have legal recourse to remedy alleged workplace discrimination through the Equal Employment Opportunity Commission (EEOC) and the federal courts. Additionally, Article 2 of the National Agreement also gives letter carriers the contractual right to object to and remedy alleged

violations of the Rehabilitation Act through the grievance procedure. If you should happen to receive any discipline, regardless of your time of service, you should always contact your union steward or a local union representative immediately to inform him or about the situation.

**As a CCA, do not be fooled into believing that you need to resign because the boss says you are not fast enough after 5 or 10 work days.** If this occurs talk to your Steward or a Branch Officer. If you resign, you may be forfeiting your rights to a grievance, and your job for the hope that a less paying clerk job awaits.

### **THE JOB'S TOUGH ENOUGH**

The job of a Letter Carrier is a tough enough when you know what is expected of you. The job is made up of a lot of tasks that fit together like a jigsaw puzzle. Your training academy is intended to turn over each piece of that puzzle, looking at each individually. In picture puzzles, some puzzle pieces have one or two flat edges and are easy to identify where they go in the picture.

The same goes for the job of a letter carrier some pieces of the day are easier to master, but it may take time to determine where it fits into your day.

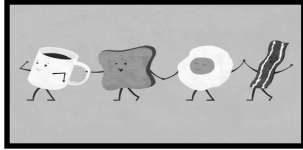
In the Academy, you learn all these smaller tasks. When you head to your new work location and meet your On the Job Instructor (OJI) he/she will help you see how all the pieces fit together. No matter how good the OJI is and how nice the route is that you train on, your going to forget some things when you are on your own. You will make a few mistakes along the way. We all do! I did as a Carrier, your Boss certainly did when during the 3 or 4 months many of them actually delivered mail.

### **THE 30-DAY EVALUATION**

The 30-day evaluation is intended to identify some things that need improvement. It is common to have some unsatisfactory ("U") marks. A "U" does not mean that "U" should be coerced into resigning. **Please do not be fooled.**

*Article by President Joe Henschen*

## Meeting and Breakfast Attendees



The All Craft Retirees Breakfast was on August the 1st @ Denny's on Missouri. In attendance: Ken & Pauline Tennis, Tom Youngedyke, OD Elliott, Don Brierley, Bill Nilsson, Ivan Davidson, Wayne Moore, Paul Rumpf, Roger Williams, Virginia Hopkins, and yours truly, Bernie.

Average turnout for the summer months. Attendance will start to increase probably next month but October for sure. There were a variety of topics discussed @ breakfast that warranted noting. Technology, how far it has advanced and how much it affects everything we do on a daily basis. Our I-phones, or should I say mini-computers, are probably the most notable. Everyone has one and we can't seem to function without it! I remember not too long ago when pagers were a big deal! Only Lawyers, Doctors or someone really important had them – but when I got mine I felt just as important as those big wigs! Wow look how far we have come – both for the good and yes bad. Another topic from the past – postal supervisors following carriers in private vehicles for street observation and then carriers calling the cops stating they were “being tailed by a suspicious vehicle” only to watch the cops put the supervisor up against the car and give them the third degree. Yes, most of us knew who was in the car – so what! OK, how many of you did this? You gotta show up for these breakfasts so you can tell your story.

Welfare news: The passing of John Bournon on July 17th, a longtime retiree who attended many breakfasts, will **ABSOLUTELY** be missed! As a spokesperson for the Largo retiree breakfast, we express our sincere sorrow for his untimely demise and offer our prayers for TC and John's wife, Gerry that they get through this difficult time. **RIP MY FRIEND!** Birthdays: Les Stroup, Dick Spencer, Ann Brown, Cheryl Kelly. Free Breakfast – Ivan Davidson. Oldest retiree – Wayne Moore ('92). Newest retiree – Paul Rumpf ('15).

Next breakfast – September 5th. Yep still @ Denny's. That's how it happened from my perspective and always remember – Get Out There And Enjoy The Hell Out Of The Rest Of Your Life!

## First Tuesday of the Month Bunch

The following Retirees attended the Pinellas Park August 4th Retiree Breakfast:

Johnny Wagner, De Thompson, Roy Vanderveer, Bill Butler, Denny Elliott, Bob Shokey (breakfast winner), Dave Meier, Rick Barker, Brian Britt, Leon Jernigan, Lester Ray, Nancy Long, Linda Leporati, Mike Wampler, Denise Champagne

**Next month's Breakfast will be Sept. 11th, the second Tuesday of the month due to Parkside Café being closed Sept 3rd—7th**

## St. Pete Retiree's Breakfast

The following attended on July 18th:

Ellen Kirschner, Ron Cherry, Hank Goettelman, Darryl Beatie, Brenda Beatie, Dennis Jones, Terry Johnson, Bob, Kaufman.

The following attended on Aug. 15th:

O.D. Elliott, Ron Cherry, Ellen Kirschner, Hank Goettelman, Roger McAdams, Darryl Beattie, Brenda Beattie, Terry Johnson, Don Kosior, Rick Renshaw, Ernest E. Eva, Don Goble, Dawn Rogers, Bob Kaufman

## Steward's Meeting

The following attended the Aug.16th meeting given by Chris Hubble:

Suzette and Elizabeth Dombrowski, Tom Phillips, Javier Urrutia, Patrick Jacques, Ken Domingos, Pat Kelly, Anthony Roger, Heather Gates, Chuck Cavicchio, Clay Hansen, Jim Bumbul, Ben Hamilton, Ana Ramos, Sam Haddad, Chris Kotonski, Eric Short, Kenny Bushery, Judy Dorris, Alicia Gary, Brian Andrews, Sandra Pagan.

## South Meeting

August 23rd meeting attendee list wasn't available at time of printing and will be printed in October's edition of the Twig.

# BRANCH 1477 PHONE DIRECTORY

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*Willie Cochran. . . . . (727) 687-4163*

*Greg Welsh. . . . . (727) 804-4726*

## STEWARDS OF BRANCH 1477

### **St. Petersburg:**

<b>Crossroads 9</b>	Ken Domingos	(716) 598-1205
Alt	Bobby Maultsby	(727) 667-0944
<b>Crossroads 10</b>	Pat Kelly	(203) 228-0947
Alt	Ben Hamilton	(727) 735-5125
<b>Euclid</b>	(union hall)	(727) 531-1477
<b>Gateway</b>	Tom Phillips	(727) 531-1477
<b>Gulfwinds 7</b>	Rich Ramos	(941) 204-7373
<b>Gulfwinds 11</b>	" "	" " "
Alt (7 & 11)	Jon Modica	(727) 939-1225
<b>Madeira Beach</b>	Patrick Jacques	(727) 218-2721
Alt	Greg Welsh	(727) 804-4726
<b>Midtown 5</b>	Javier Urrutia	(813) 484-2499
<b>Midtown 12/15</b>	Joel Baez	(787) 629-3596
Alt (all zones)	Willie Cochran	(727) 687-4163
<b>Northside 2</b>	Suzette Dombrowski	(727) 644-9924
<b>Northside 16</b>	Heather Gates	(727) 460-8852
<b>Open Air</b>	Tony Mells	(727) 385-8579
<b>St. Pete Beach</b>	Cheryl Anderson	(727) 531-1477
<b>St. Pete Main 13</b>	Anthony Roger	(813) 507-4082
<b>St. Pete Main 14</b>	Sandra Pagan	(813) 454-9269
Alt	Anna Ramos	(727) 531-1477

<b>Bradenton Bch</b>	Brian Andrews	(941) 748-5594
<b>Dunedin</b>	Chuck Cavicchio	(727) 798-8506
Alt	Chris Hubner	(727) 848-8828
<b>Ellenton</b>	Bert Lewis	(941) 266-2109
<b>Englewood</b>	Josh LaGrew	(763) 232-8954
<b>Indian Rocks Bch</b>	Clay Hansen	(727) 744-2456
<b>Largo— (chief)</b>	Judy Dorris	(727) 403-2173
<b>Largo 70/71</b>	(union hall)	(727) 531-1477
<b>Largo 73/78</b>	Eric Short	(727) 251-9846
<b>Palmetto</b>	Sheldon Jones	(941) 580-1058
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<b>Pinellas Park 82</b>	Alicia Gary	(973) 981-2174
<b>Punta Gorda</b>	Chris Kotonski	(330) 212-1777
(PC Annex)	Sam Haddad	(941) 219-9306
<b>Seminole 72/74</b>	Judy Dorris	(727) 403-2173
<b>Seminole 76/77</b>	Ken Bushery	(727) 267-3966

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District 17: **Lori Bell** 941-815-6042



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Sun	Mon	Tue	Wed	Thu	Fri	Sat
						<b>1</b>
<b>2</b>	<b>3</b> Labor Day	<b>4</b>	<b>5</b> Largo All Craft BK	<b>6</b> Executive Board	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b> Pinellas Park Retiree BK	<b>12</b>	<b>13</b> General Membership	<b>14</b>	<b>15</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b> St. Pete Retiree BK	<b>20</b> Stewards Meeting	<b>21</b>	<b>22</b>
<b>23</b> <b>30</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b> South Branch	<b>28</b>	<b>29</b>