

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 589

VOICE OF BRANCH 1477

OCTOBER, 2018



NOTICE



OFFICIAL NOTICE OF NOMINATION AND ELECTION OF DELEGATES NOMINATIONS

In accordance with Article 5 of the National Constitution and Article 4 of the Branch 1477 By-Laws, official notice is hereby given that the **Nomination for Delegates to the 2019 State Convention to be held in St. Petersburg, FL from July 29th—August 2 will be taken during the regular order of business at the November 8, 2018 Regular Branch Meeting.**

In accordance with the will of the 1988 National Convention, all members being nominated must signify they have not served, nor applied for a supervisory position for the past twenty-four (24) months. Candidates must accept the nomination at the time made or, if absent he/she must signify, in writing, his/her desire to be placed in nomination. Said letter, must be presented at the time if nominations.

ELECTIONS

In accordance with Branch By-Laws amended February 26, 2016, the election of officers and delegates shall be held by Mail Balloting in accordance with the NALC Constitution and NALC Regulations governing Branch Election Procedures. The Election Date (by which all ballot must be received will be the Regular Branch Meeting date on December 13th, 2018. Ballots will be mailed to the home address of eligible members no later than November 23, 2018. Ballots must be mailed back to the Election Committee, PO Box 737, Pinellas Park Florida, 33780 and be received by 11 AM on December 13, 2018. The Election Committee will collect the ballots, bring them to the hall and begin the tally at that time.

NEXT BRANCH MEETING: THURSDAY, OCTOBER 11, 2018 AT THE LETTER CARRIER HALL

PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1



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Medical Certification

There are three rules you need to be familiar with relating to sick leave.

- 1. For absences of more than three days, an employee must submit "medical documentation or other acceptable evidence" in support of an application for sick leave ("three days" means three scheduled workdays)*
- 2. For absences of three days or less a supervisor may accept an employee's application for sick leave without requiring verification of the employee's illness.*
- 3. For absences of three days or less a supervisor may require an employee to submit documentation of the employee's illness "when the supervisor deems documentation desirable for the protection of the interests of the Postal Service."*

I however, have yet to have had a clear explanation of how asking a carrier whose home sick to get out of bed and go to a clinic, pay out of pocket expenses to get a note that says:

"... is incapacitated from the duties of a letter carrier till Thursday"

actually, protects the interests of the Postal Service, but those are the rules. These rules apply to FMLA cases as well. Management must (or may) ask

for documentation within the less than 3 workdays more than 3 workdays guidelines.

FMLA coverage does offer some protections and for a serious health condition is always advised. An FMLA protected absence also allows you to choose paid or unpaid leave for an absence related to the protected condition. That means that if you have a FMLA condition related to plantar fasciitis, all leave for treatment of flareups of that condition are protected. It's never advisable to cite FMLA protection for an absence related to bourbon and bad intentions rather than the actual FMLA ailment.

Injuries or illnesses that are related to work may be protected by FMLA and Compensable under OWCP. If your absence in this situation is related to an accepted OWCP claim you should use LWOP and submit for wage loss through a CA-7.

If at any time you call to report an absence and you are asked to provide medical documentation upon your return, then you should follow those instructions and get to a doctor. Without medical documentation you may not be paid for the absence, receive discipline for the failure to follow those instructions, or both.

Recently there have been reported incidents when requests for medical documentation were made, the carrier brought in a note, but the note was insufficient In some way.

The handbooks include for documentation to be acceptable it cannot say "was seen by" or "under my care" The note should state "is incapacitated from this date to that date for flu like symptoms" (example)

It has been discovered by the USPS and shared with the Union that carriers are going online and retrieving signed medical notes from bogus websites and sources, rather than going to the doctor as instructed. The USPS has been verifying all medical documents to ensure that the employee was actually seen at that facility.

Please do not use this type of doctor's note. It can get you into trouble. Providing falsified medical notes

can lead to your being potentially removed from the USPS.

There is no way around the rule that all carriers should follow the instructions of their supervisor and file a grievance. That goes double for being unjustifiably asked to provide medical documentation when you have to call in sick for less than 3 days.

In this circumstance you should call your doctor or go to a walk-in clinic and be seen. Have the Nurse Practitioner evaluate you. Before the exam is over, let the treating nurse/physician know that you work at the Post Office as a letter carrier. Usually that is all you need to say, they already understand the situation and most of the time know what to write in your note. If you are absent due to an accepted work-related condition, please ensure a physician counter signs the medical note. PA's signatures do not hold weight with OWCP.

It is important that you monitor your mileage, co-pay or total out of pocket expense. When you return to work complete a PS 3971 recording your absence. Hand it to your Supervisor, you have followed their instructions now and ask to speak to your Steward. Now, file a grievance.



Hubble's Troubles

By Executive Vice President,
Chris Hubble

Work Hour Guarantees

Do CCAs have a work hour guarantee? Yes, CCAs employed in post offices and facilities with 200 or more work years of employment have a four hour work guarantee and CCAs employed in all other post offices have a two hour work guarantee.

The provision goes on to state in part: Any CCA employee who is **scheduled** to work and who **reports** to work is guaranteed work or pay in lieu thereof. National Arbitrator Britton held in H1N-3U-C-28621, December 13, 1988 (C-08530) that the two or four hour guarantee provided for in Article 8.8.C does not apply to PTF employees who are initially scheduled to work, **but called at home and directed not to report to work prior to leaving for work.**

Many times throughout the day we make a "choice" to pick up the phone or not to, and most certainly not while driving. With that said, if you report to work and the supervisor states that he or she attempted to call you and not to report.....you are guaranteed work or pay in lieu thereof. Likewise, if you "chose" to answer the phone prior to leaving for work and directed to not report....you have the day off with no pay.

Waiving guarantees. The Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides that "**Management may not solicit employees to work less than their call-in guarantee**, nor may employees be scheduled to work if they are not available to work the entire guarantee. However, an employee may waive a guarantee in case of **illness or personal emergency.**" This procedure is addressed in the ELM Section 432.63 as well, which states in relevant part: As a general principle, when employees are told to *clock out* by management prior to the end of the guaranteed period, the employees are compensated for the hours of the guaranteed period at the rate of pay they would have received had they actually worked the hours. Guaranteed time is paid time that is not worked under the guaranteed provisions of collective bargaining agreements for periods when an employee has been released by the supervisor and has clocked out prior to the end of a guaranteed period.

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The parties have also agreed to the following rules for CCA work hour guarantees when there is a gap between two periods of work: (1) When a CCA is notified prior to clocking out that he/she should return within two hours, it is considered a split shift and no new work hour guarantee applies. (2) When a CCA is notified prior to clocking out that he/she is to return after two hours, the CCA must be given another work hour guarantee pursuant to Article 8.8 (two or four hours depending on the office size).

This is just one of the seventy eight CCA Rights and Benefits questions answered in the City Carrier Assistants Joint Questions and Answers.

Minutes of September 13, 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.

Minutes of previous meeting: Motion to accept as printed in last month's Twig, by Terry Johnson seconded by Anthony Roger. Motion passes.

Reading of Official Correspondence by Ken Grasso: 2

New Members: Charles Sanders, Thelma Cureton, Jeremy Powers, Kenneth Parrish, Miranda Torres, Kemesha Parker, Michelle Cummins, Keith Crawford, Rasam Mohammadean, Scott Cosnowski, Ray Johnson, Gregory Taylor, Brent Wells, David Schief, Alexander Perez, Leanny Matos, Wendy Padilla, Keimondre Fulgham, Christopher Williams, Nicholas Weibley.

Branch by the Numbers: Active 808, 205 being

CCAs, 603 Full Time Regulars, Retirees 588, Gold Card Members 53, Total Membership 1449.

I would like to welcome Diana Sharp from Absolute Quality Interpreting Services LLC.

President also welcomed Branch 2008 Clearwater FSALC State President Al Friedman.

President Henschen welcomed Lynne Pendleton, Orlando Branch 1091 member and Regional Administrative Assistant in Region 9.

President Henschen welcomed Kenneth R. Gibbs Jr. our National Business Agent from Region 9.

Treasurer: Chuck Cavicchio—Motion to accept Report of the Treasurer.

Director of Retiree Affairs: O.D. Elliott—2 new Retirees, Jim Cumby from Englewood and Bill Crowley from Seminole. Working with the Central Labor Council on the upcoming elections with some phone banking and canvassing.

Health Benefits Representative: Gene Carroll—Excused

Political District 13 Liaison: Gene Carroll—Excused

Trustee Report: Willie Cochran—Books audited, all in order, next Audit will be next Thursday.

MBA Representative: Ben Hamilton—Information about a few plans that we have.

Sergeant at Arms: Glenn Fagan—Excused

Editor: Judy Dorris—Articles for Twig deadline is next Thursday. Sept 20th at 4 P.M.

Second Vice President Report: Tom Phillips—At the NALC Convention I attended several classes taught by Director of Delivery Chris Jackson.

First Vice President Report: Zulma Betancourt—No Report

Executive Vice President Report: Chris Hubble—Meeting with Darrell Moore on Route Adjustments. There will be a full Route Count and Inspection in October in Midtown.

Welfare Reports:

Sad:

- Bill Moran, Retired Carrier St. Petersburg — hospitalized.
- Vinny Devine, Retiree Gateway—has been

- hospitalized, first at the VA and now is at Moffitt.
- Steve Halkius, past President of Clearwater Branch 2008—passed away.
- Willie Hodo, Retiree St. Petersburg—Mother in Law passed away.
- Dan Amador, St. Petersburg Midtown Station—hospitalized.
- Mia Albrecht, Pinellas Park—Mother passed away.
- Steve Warshawer, Retiree St. Petersburg—had a heart attack, hospitalized and bypass surgery.
- Mike Johnson, Carrier St. Pete Main—serious injury with a machete, Father in Law passed away.

Glad:

- Nicole Lopez, Carrier Gateway—had a baby boy.
- Jose Santiago, Carrier—Wife had a baby boy.
- Judy Dorris, Carrier Seminole—recovering from Carpal Tunnel surgery.

Presidents Report: President Henschen talked a little about Bill Moran who served the branch for many years and was past President of the Sunshine City Carriers Association.

The following CCAs have been promoted to Full Time Career status: Travis Monroe (Palmetto), Robert Walden (St. Pete), Mike Pleasant (St. Pete), Scott Holderbaum (St Pete), and Robert Espino-Acosta (St. Pete), Bruce Millar (Seminole), Nelson Colon (Seminole).

CCAs with 30 months of Relative Standing that were promoted to PTF in Punta Gorda: Sheryl Suntheimer, Collen Neil, Erica Baker, Nick Light and Breann Abele-Demay. Dunedin: Maria Quiles-Hernandez, Mike Ferguson, and Angela Feldman promoted to PTF.

President Henschen introduced Region 9 National Business Agent Kenneth Gibbs who is running for re-election. He spoke on his qualifications and achievements as National Business Agent.

President Henschen then introduced Region 9 Regional Administrative Assistant Lynne Pendleton who also running for the position of National Business Agent Region 9. She briefly told about her reasons for running for the office and her qualifications and achievements.

Ballots for National Election have been mailed, if you don't get a ballot let President Henschen know so you don't lose your time limits to mail your ballot. Deadline for ballots is 9 A.M. Thursday Oct 4 to be counted.

St.Petersburg is moving the 33715 zone from Midtown to Gulfwinds station leaving Zone 5 and 12 at Midtown. Moving on the 29th of September to the new station. CCAs will also be going that work in that Zone.

NALC Work Tracker was briefly discussed by President Henschen and what it is intended to do to help you track your hours.

Several instances where Management has denied medical documentation when they request medical documentation when they deemed it desirable. Many times it's how it's worded. Some have been pulling medical documentation off the internet and using it as their Doctor's Note. This has created a situation where a carrier was removed for falsifying documentation. He came in the office recently under the pretense of getting help with some forms. The conversation got heated, he was asked to leave, and the Police were called. We also asked the Police to attend the General Membership meeting to make sure that everything went smooth.

Stewards bring your OTDL Equability list to the Stewards meeting this week.

There are plans to give an Informal training for all stewards and supervisors at the Main Office. President Henschen will be giving this training along with Regional Advocate Joe Homalash on Sept 18th with 2 classes.

President Henschen called on Al Friedman to give an update about a rally on Columbus Day with all the Unions. As of today we have signed up 179 co-sponsors against the bill to privatize the Postal Service. We need 218 co-sponsors in total.

First Vice President Zulma Betancourt presented to the membership her project that she has done at the Leadership Academy. Her project was about Delores Huerta who is an American labor leader and civil rights leader who was co-founder of the National Farm workers Association, which later became United Farm Workers. Her presentation was informative and described this woman's life and commitment to the labor movement.

Unfinished Business:

Old business/New business; None

Winners of drawings:

50/50: \$70.00 – Curt Spaller
Lotto/Power Ball: Kyle Corcoran

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

Sandra Pagan, Sheldon Jones

Auxiliary raffle drawings:

Eric Short, Anthony Roger (twice),
Terry Johnson (twice), Clay Hanson, Willie Cochran,
Curt Spaller, Dee Grant (twice), Rick Renshaw,
Ralph Ferguson

Motion to adjourn

In this month's article, I would like to share with the membership that I have been fielding questions regarding the comparison of Roth to Traditional IRA's and which to choose. In all reality, the difference is solely based on your unique situation regarding your tax bracket currently, your tax bracket when you retire, and recommendations from your financial advisor. To be frank, you should choose the type of IRA which leaves you more money after taxes. I will admit, that choice can be confusing and a bit...taxing..., however, some routine information



MBA Update

By MBA Representative,
Benjamin L. Hamilton

should help you with your decision.

For starters, some basic definitions:

- *IRA* – Individual Retirement Account
- *Traditional IRA* - A traditional IRA is a tax-deferred retirement savings account. You pay taxes on your money only when you make withdrawals in retirement. Deferring taxes means all of your dividends, interest payments and capital gains can compound each year without being hindered by taxes - allowing an IRA to grow much faster than a taxable account. -money.cnn.com
- *Roth IRA* - A Roth IRA is a retirement savings account that allows your money to grow tax-free. You fund a Roth with after-tax dollars, meaning you've already paid taxes on the money you put into it. In return for no up-front tax break, your money grows and grows tax free, and when you withdraw at retirement, you pay no taxes. -money.cnn.com

Deciding which type of account is best for you is

difficult mostly because every individual has unique financial circumstances which can help or hinder your investment and your ability to invest. Of the number of investment opinions I have found, there seems to be a general consensus in being diversified by investing in both types of accounts mostly due to flexibility and having freedom in choosing withdrawal from the account which best benefits your situation while in retirement.

Here are some other important factors that you may want to consider prior to deciding:

- *Income Limits* - Contributions to traditional IRAs do not have income limits for savers who contribute to these kinds of accounts (though high earners may not get the upfront tax break). Roth IRA contributions, however, do have income limits. For 2018, the income phase-out is \$120,000 to \$135,000 for singles and \$189,000 to \$199,000 for married couples who file jointly.
- **Contribution Limit - For both the Roth and Traditional IRA**, the year's regular contribution limit plus a catch-up contribution for those at least 50 years old by year end.
- **Deductibility** – For a Roth IRA, contributions are never tax deductible. For a Traditional IRA, contributions may be deductible, depending on tax-filing and active-participant statuses, as well as income amount.
- *Age limits* - The rules for traditional IRAs prevent you from making contributions once you turn 70½. But the same doesn't apply to Roth IRA's.
- *Required minimum distributions (or RMD's)* - With traditional IRAs, you are forced to take distributions starting at age 70½. Roth IRA's aren't subject to required minimum distribution rules.
- *Money withdrawals* - If you withdraw from a Traditional IRA before retirement, you will pay tax on that money. Plus, if you are under 59½, you generally will be subject to an additional penalty. You can take money out from Roth IRAs, on the other hand, for any reason, penalty free. nbc.com, investopedia.com, money.cnn.com, fidelity.com

I would be happy to assist you with signing up or with any questions you may have about the NALC MBA Retirement plans that are available to you. There is no better time than now to start your retirement plan. You can contact your MBA

Representative Ben Hamilton at (727) 735-5125 or the National MBA's Office at (202) 638-4318.

that one (1) day counts are not used for the purpose of harassment."

This brings me around to a problem that continues to rear its ugly head on the workroom floor across our branch: **Harassment, Bullying, Intimidation and Threats** by Management. Arbitrator Leonard C. Bajork, in case no. H04N-4H-C stated in pertinent part: **"Bullies cannot exist unless the local Employer organization tacitly permits or encourages bullying behavior."**

Special Office Mail Counts

The M-39, section 141.2 states:
When Management desires to determine the efficiency of a Carrier in the office, a count of mail may be made. The carrier **must be given one day's advance notification** of this special count. Use Form 1838-C to record count and time items concerned. The carrier **must be advised of the result of the office mail count.**

Now, more than ever before, the Postal Service is using barely trained, inexperienced people as 204bs. Many are still CCAs who have often experienced Harassment and Bullying themselves and think that's the way it's supposed to be. The result is that some of these individuals do whatever it takes to make themselves "stand out" in some way so they will be noticed by upper management. This is not a statement regarding all 204bs or Supervisors. Many of them do treat Carriers with Respect and Dignity, and we are thankful for them. Those who don't know who they are. More than likely, there have already been numerous complaints made against them in their short stint in Management.

There are many different reasons for employees to go into Management. We will always be supervised, so we want good, decent people and the reason someone goes into Management is important. Unfortunately, those that go into it for the wrong reason make the atmosphere in the workplace miserable. Some examples of the wrong reason might be a wish to have control over people, a desire to investigate people, thinking that being in Management makes you better than your coworkers, or will guarantee you respect that you might not get in your personal life. Some Individuals even think that somehow they've "earned" their position as 204b. Apparently they aren't aware that the opportunity to go into Management is usually there for anyone who is willing and has an okay attendance record. They mistakenly think that being a supervisor must be because they are smarter than their coworkers. The wrong reasons for being in Management are often the cause of a Toxic Work place.

Some of them find fault like there is an award for it.

Bullying is domestic violence at work. The abuser is on the payroll.

It is so important to stand together as Carriers on the floor and be willing to stand up for your co-workers when they are being bullied.



Editor's Corner

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

For several months now, in the Largo/ Seminole Offices, these "Special Mail Counts" are being conducted. I've been assured by management in both offices that these Mail Counts don't count but are merely a requirement by the District to count all routes/carriers during the year.

I would advise every Carrier counted to request the results of your 1838-C mail count. Despite Management saying they don't count, they **are not relieved** of the requirements of the M-39 to advise the carrier of the results. Get your Steward involved if necessary to make this happen.

Management is frequently using 204b CCA employees to conduct these counts, after only a limited amount of training, and without their work product being reviewed. Of the few I've looked at, one put the carrier on a Line 22 for their personal restroom break and also claimed doing Edit book maintenance when there was mail to case was a time-wasting practice! Line 22 items times are deducted from a Carrier's Office Time!

You cannot contest the results of these counts if you're not insisting on your right to be advised of the results. Additionally, Arbitration NC-C-12007 stated in pertinent part: *"However, a one (1) day count of mail should be utilized for the purposes intended by the M-39 Handbook and local officials are to ensure*

If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an Elephant has its foot on the tail of a mouse, and you say you are neutral, the mouse will not appreciate your neutrality. Desmond Tutu

Toxic Workplaces can't exist if we shine a light on Bullying and Harassment before they can get a stronghold.

If you are observant, it is very easy to recognize a bully:

- They like to make us uncomfortable
- They are manipulative and controlling
- They think highly of themselves
- They have sadistic tendencies
- They target our self-esteem
- They take pleasure in annoying us
- They cause stress and dissonance
- They demolish our peace of mind

The Workplace Bully will devastate you emotionally, cause physical health problems, make you feel like you're the problem.

Life is a fight, but not everyone's a fighter, Otherwise, bullies would be an endangered species. Andrew Vachss

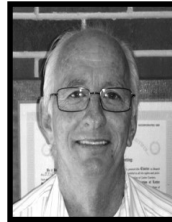
Fortunately, you belong to a Union that will take up the fight for you, but you must make them informed about the situation.

On August 30th, St. Pete Main Office Carriers came to the hall to discuss issues they were having with Management in that office. This is a great example of standing together as nearly every carrier was present at the meeting. I'm told there have been some improvements.

Be prepared for Open Season

Current active letter carriers have four ways to enroll in the NALC Health Benefit Plan during Open Season (Nov. 12 through Dec. 10):

1. Use your home computer, tablet or smartphone to go to <https://liteblue.usps.gov>. You must have your employee ID number (the eight-digit number printed on your earnings statement just above the words "employee ID.") You will also need your USPS PIN (the same one you use to access PostalEASE).
2. The Blue Page (Intranet) at work.



Health Benefits Representative

by Gene Carroll

3.

Employee self-service kiosks located at some USPS facilities.

4. PostalEASE by telephone-call 877-4PS-EASE (877-477-3273) and enter Option 1

When enrolling by internet, intranet or employee self service kiosk, simply follow the instructions on the screen. If you prefer to enroll or make changes by phone, call PostalEASE toll-free at 877-4PS-EASE (877-477-3273) and choose option 1. TTY users can call 866-260-7507. To do so, have your PostalEASE worksheet completed before you call. When prompted, select "Federal Employees Health Benefits." Follow the prompts to enter your employee ID, USPS personal identification number (PIN) and the information you entered on your worksheet. The following information will be required:

- Daytime telephone number.
- The name of the health plan in which you want to enroll (NALC Health Benefit Plan High Option).
- Health plan code number (322 for "self and family," 323 for "self plus one" or 321 for "self only").
- Names, addresses, dates of birth and Social Security numbers for all eligible family members covered under your enrollment.
- Name, policy number and effective date on any other group health insurance in which you or eligible family members are enrolled, including Medicare and Tricare.
- If you are changing plans or canceling coverage, enter the code of your current health plan. After completing your entries, write down and save the confirmation number you receive from PostalEASE and the date your enrollment will be processed.

Annuitants and retirees can enroll by calling Employee

Express at 800-332-9798, by going to OPM's Open Season website at retireefehb.opm.gov, or by submitting a Standard 2809 to your Retirement office. You can get additional information at opm.gov/healthcare-insurance/healthcare/plan-information/enroll/#annuitants. If you submit your change by mail, the address is: Center, P.O. Box 5000, Lawrence, KS 66046-0500. Annuitants or retirees eligible for the FEHB program should call the Retirement Information Center at 888-767-6738 (TTY: 800-878-5707) for instructions on enrolling.

Materials soon will be appearing to promote our 2017

Open Season and describing what we offer in our 2018 benefit package. As we have done each year, we encourage you to take the time to compare

benefits and decide what is best for you. Perhaps you will face no greater decision than to choose the right medical coverage for you and your family in the upcoming year. To compare plan options, go to opm.gov/insure. On the right side of the page, click on the quick link, "Compare Health Plans." Insert your ZIP code. Hit enter. Then select the plans you wish to compare (up to four). Choose an "Employee Type" such as "U.S. Postal Service or Annuitant." Click "Next." Choose a pay frequency such as biweekly or monthly. The comparison will be shown on your screen.

Federal judge overturns Trump administration's anti-federal union orders

On Saturday, a federal judge invalidated key provisions in three executive orders the Trump administration issued in May, which had made it easier for agencies to fire federal workers and placed strict limits on union activities. (The orders did not apply to the Postal Service and its unions.)

In her ruling, Judge Ketanji Brown Jackson of the U.S. District Court for the District of Columbia said the executive orders were a clear violation of the 1978 Federal Service Labor-Management Relations Statute of 1978. Under that statute, Congress gave federal employees the right to unionize and negotiate job contracts as a matter "of public interest." "The Court has concluded that many of the challenged provisions of the Orders at issue here effectively reduce the scope of the right to bargain collectively as Congress has crafted it, or impair the ability of agency officials to bargain in good faith as Congress has directed, and therefore cannot be sustained."

The district court's ruling on August 25 resolved four lawsuits filed against the Trump administration by several federal employee unions. The unions challenged the three orders Trump signed in May that rolled back labor protections for federal workers. One order made it easier to fire and discipline federal employees. Depending on the agency, firing an employee for poor performance could take six months to a year, not including the

appeals process. This order gave employees only 30 days to improve their job performance, instead of the current limit of up to 120 days. It also instructed agencies to ignore contracts that prioritized seniority during layoffs. Another executive order directed federal agencies to spend less time negotiating contracts with labor unions and set a goal of no more than six months to reach an agreement, after which the agencies would be free to unilaterally implement contracts containing their "last best offers." This would have destroyed the agencies' incentives to bargain in good faith. A third order placed limits on how much time employees in union leadership roles can spend on union activities during work hours. This is known as "official time," and it can include helping other employees file grievances or resolve other workplace problems. The administration sought to limit official time to 25 percent of an employee's yearly work hours.

The administration said it has the legal authority to give such guidance to executive agencies that answer to the president. But the orders prompted immediate litigation from government unions. Judge Jackson's ruling described the Trump administration's defense of the orders as an attempt to do "verbal jujitsu" with the law. She rejected the argument that the administration had the power to interfere with union negotiations that are protected under federal law.

On August 28, 2018, the Senate confirmed the nominations of David Williams (D) and Robert Duncan (R) to serve as members of the U.S. Postal Service's Board of Governors, each for one term.

David C. Williams was confirmed to serve the remainder of a seven-year term that ends December 8, 2019. Robert M. (Mike) Duncan was confirmed to serve for the remainder of a seven-year term that ends December 8, 2025.

Additionally, the White House announced its intention to nominate two more individuals to the USPS Board of Governors, Ron Bloom (D) and Roman Martinez IV (R).

Ron Bloom, will be nominated for the remainder of a seven-year term expiring December 8, 2020. Roman Martinez IV will be nominated for the remainder of a seven-year term expiring December 8, 2024. To be confirmed, they will need to appear for confirmation hearings before the Senate Committee on Homeland Security and Government Affairs (HSGAC). If approved by the Committee, their appointments will be subject to a confirmation vote by the whole Senate.

The USPS Board of Governors consists of eleven

members, nine governors and two ex officio members, the Postmaster General and the Deputy Postmaster General. While the Board functions similarly to a board of directors of a publicly held corporation, it has not been fully staffed since 2010 and lost its final appointed governor in December 2016, leaving all nine positions vacant. If Bloom and Martinez are confirmed, four of the nine seats on the Board would be filled, enough to achieve a quorum if the Postmaster General and Deputy Postmaster General are present.

Weddings, funerals, as well as births recently reminds us of the circle of life. John Bourlon was honored not only by his family and friends, but by national, state and local officers of the NALC, USPS, military, and clergy during his funeral in July. It was a stately affair with his sons, grandsons, great grandsons and granddaughters, great granddaughter, and daughter-in-law speaking and singing of their love for him. Auxiliary 181 was happy to provide food for the reception along with Left Coast Utility. Alice Wannike witnessed her great niece's wedding in New York while Joyce Keller is flying to Denver for her grandson, DJ Jernigan's nuptials. Zulma and Rudy Betancourt welcomed

Auxiliary 181 News *By Dottie Tutt-Hutchinson*

grandson, Uziel Bari on June 24th. We are saddened, happy, and hopeful for them, as each case may be.

I think Ryan Davenport enjoyed our Ice Cream social most of all! He exclaimed that he was the only man who attended, and received lots of attention from the Auxiliary ladies. Poor Lorie has battled a nasty cold with sinus infection, cough, and fever for about a month, so didn't want to spread her germs around our group, so stayed home. Whatever it is has knocked a bunch of us down this summer, between allergies and the devastating red tide. I hope all the Letter Carriers along the beaches stay healthy during its spread.

We had lots to catch up at our September 12th meeting, hosted by Joyce in her home, after a long and eventful summer. I think we were exhausted just from hearing all that happened, so decided to limit our social events in the coming few months. We definitely want to raffle a Christmas basket in December, to amass more funds for our

needy families. Members can bring contributions to the October and November meetings, and to our Christmas social on December 9th, 2:00 pm at Joyce's home. Again, if there's extras, we'll make up 2 baskets. We've helped 2 families this summer, both undergoing devastating problems. Our postmaster brought one family to our attention; it's good to know people are aware of our attempts to assist fellow carriers in their time of need.

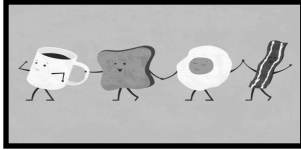
Our next meeting is on October 10th, 1:30 at Joyce's home, with me hosting. The next day Lorie and I will bake for the raffle. Thanks to Joyce and Sue Elliott for cooking and selling raffle tickets throughout the summer. Thanks to Sandy Hart, Alice, Zulma, Joyce, and Sally Madden for baking for the raffle this summer.

Auxiliary members who went to the National NALC convention in Detroit are Joe Henschen and Denny Elliott, with Sue travelling along. Zulma and Rudy were unable to attend this year's biennial convention. As Zulma has 3 separate weeks of Leadership Academy classes to attend they decided to prioritize their time away from family. Alice is delighted her daughter, Michelle, has taken a job at the Mirror Lake library and will move here shortly from Louisiana. Hopefully, granddaughter, Megan, will transfer here after her last college term. Sally's granddaughter, Kara has joined the Kappa Delta sorority at UF. We hear Pat O'Donnell really loves living in Mease Manor. It has everything! What's not to like!

Belated birthday wishes to Susan Chavez on September 29th, and anniversary congratulations to Joe and Karen Henschen on September 4th, and Alan and I from 9/9/99 to 9/9/18.

Happy October birthdays to Karen Henschen (17), Ralph Brown (21), and Denny Elliott (21).

Meeting and Breakfast Attendees



The All Craft Retirees Breakfast was held on September the 5th @ Denny's on Missouri. In attendance: Robert Elliott, Tom Youngedyke, John Blackard, Loren & Barbara Buckley, OD Elliott, Jim Disney, Jerry Boies, Henry Zeff, Robert Tillman, Virginia Hopkins, Randy & Danielle Hambrick, Paul Rumpf, Cherie Mayer, and yours truly Bernie.

As stated in my previous article, attendance has increased right on schedule with sixteen hungry folks. I must apologize for being tardy so an official discussion is highly probable. WOW! Remember those days when some of you were taken into the front office by your supervisor for one thing or another and being interrogated for a crime, in postal eyes, that they thought you committed! Yeah, it all counted towards their end of the year bonus. What a joke! Yes, the good ol' days, right! So, I digressed a little – moving on. Don't know why the subject of Sharon Rochester came up but maybe because there were so many bad memories of her. You know how sometimes you want to get something off your chest, I'm pretty sure that's what was going on, to rid their minds of that terrible person. Along with the Rochester name, Dr. Boutin's name came up. He was the shrink that about one third of the Largo employees went to because of her bull__it!!! Some of our retirees have been marred for life and even had to leave the PO early because of the psychological affect. Those of you who are still active and don't know about the nightmare, just ask an old timer about the Gestapo Postmaster, Sharon Rochester.

Welfare news: No bad news to report which is how we like it! Birthdays: Scott Montgomery, Joe Blanchette, John Blackard, Louis Blithe, Rose Garnto, Randy Hambrick, Tom Latto, Cherie Mayer. Free Breakfast – Randy Hambrick. Oldest retiree – John Blackard ('93). Youngest retiree – Jim Disney ('17).

Next Breakfast – October the 3rd – Of course, the same place, Denny's on Missouri, Wednesday, 9 a.m. 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 September 11th Retiree Breakfast:

Johnny Wagner, De Thompson, Roy Vanderveer, Bill Butler, Denny Elliott, Bob Shokey, Dave Meier, Rick Barker, Brian Britt, Leon Jernigan, Nancy Long, Linda Leporati, Ron Hearon, Ann Friel, Fran Friel, Debby Huff (breakfast winner)

Next Breakfast—October 2nd

St. Pete Retiree's Breakfast

The following attended on Sept. 19th:

O.D. Elliott, Ron Cherry, Ellen Kirschner, Roger McAdams (breakfast winner), Darryl Beattie, Brenda Beattie, Dennis Jones, Al Henderson, Bob Kaufman, Dee Kaufman

Steward's Meeting

The following attended the Sept. 20th meeting given by Joe Henschen:

Suzette and Elizabeth Dombrowski, Tom Phillips, Javier Urrutia, Cheryl Anderson, Patrick Jacques, Ken Domingos, Pat Kelly, Joel Baez, Anthony Roger, Heather Gates, Clay Hansen, Jim Bumbul, Ben Hamilton, Eric Short, Brian Andrews, Sandra Pagan, Bert Lewis, Chris Kotonski, Chris Hubble, Nick Worthington.

South Meeting

The following attended the August 23rd meeting:

Joe Henschen, Chris Hubble, Sam Haddad, Josh LaGrew, Susan Chavez, Kris Beal, Dean Kauffman, Chris Kotonski, Mike Novak, Chris Larson.



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October, 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Pinellas Park Retiree BK	3 Largo All Craft BK	4 Executive Board	5	6
7	8 Columbus Day	9	10	11 General Membership	12	13
14	15	16	17 St. Pete Retiree BK	18 Stewards Meeting	19	20
21	22	23	24	25 South Branch	26	27
28	29	30	31			