

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 638

VOICE OF BRANCH 1477

April, 2023

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Probationary Employees

In January, the USPS in the Florida 2 District implemented a form that standardizes the process when an employee is proposed for separation rather than retention during the probationary period. This form requires the District HR Manager and the District Labor Relations Manager to review and concur prior to separation.

This should help standardize how employees are coached throughout the probationary process and not up to the whim of a supervisor. This is an important layer in the process. The 511 Separation Request Documentation Log requires a great deal of documentation prior to requesting a separation.

The information requested includes: An OSHA required New Employee Safety Checklist, A Post Office Acclimation Checklist, PS 1750 Employee Evaluations, Safety Observations, OJT Trainer Checklist, TACS Clock Rings, Payroll Adjustments Processed, Schedules and Work Assignments, if Bid Installation includes multiple locations, outline approaches used to

further coach for success, and a Narrative of justification why further training would be ineffectual. Management must record on the Enter On Duty (EOD) date how many calendar days since the EOD and how many days worked. Additionally, a detailed narrative is required explaining reasons for requesting separation and include why "other corrective" training would be ineffectual in correcting employee's behavior.

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, APRIL 13, 2023

In a recent request for all this information, I received 2 items listed from a request for information. It is clear in some offices we will continue to see separations that are not based on an objective evaluation of the employee. Having a set criteria will help in a large number of cases that the employee was evaluated solely on how fast they can go rather than how they should be evaluated.

I urge all members to keep an eye on each other. When you see a new employee in need of help, please offer it. If you hear of an employee being given the option resigning or being separated, have them call the hall for advice before a form is signed. If an objective and fair, evaluation period is not documented there are avenues to protect the employee.

Article 12.1.A Section 1. Probationary Period

A. The probationary period for a new employee shall be ninety (90) calendar days. The Employer shall have the right to separate from its employ any probationary employee at any time during the probationary period and these probationary employees shall not be permitted access to the grievance procedure in relation thereto. Not filing a grievance is not the same as not being represented. The NALC can represent City Carrier Assistants even during probation.

The NALC has added a layer to our dispute process. (Grievance process) An Alternate Dispute Process. The ADR allows the parties to look into and address circumstances objectively. What this means is if management fails to properly adhere to the process of the evaluation, we can send the information to headquarters for discussion. In many cases, an alternate resolution can be reached that I'm told has included moving the employee to another Installation or direct them to continue their probationary period.

Of course, the best avenue is always to reach out and ask for assistance when the evaluation has unacceptable marks at the 30-day mark. Ask what you can do to improve that evaluation. An OJI, your Steward or Supervisor can help here. Do not feel you have failed in some way. Reach out and ask. Regardless, do not resign. Reach out to your Steward for advice.

During a recent meeting with Region 9 Presidents, our NBA, Eddie Davidson has advised us that in the next few weeks his office will be focusing on the Carrier Academy and the assigned On the Job Instructors. There are plans to review expectations

and new material with all OJIs and Facilitators.

If you have a desire to be part of training new employees, please reach out to the hall and let us know.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*

Third bundles...

Letter carriers deliver different types of mail that are commonly referred to as bundles. The minimum bundles that we normally deliver daily are residual (cased) mail and Delivery Point Sequence (DPS) mail.

Letter carriers also receive additional bundles of mail that are supplied in delivery order by the mailer. They may or may not be addressed to the individual deliveries on the route. An addressed mailing that is in delivery order is called Walk Sequence Saturation (WSS) mail. If the mailing is not addressed, it is known as a simplified mailing.

These additional bundles of mail are handled differently, depending on a few variables:

- The number of bundles of mail to deliver.
- Whether they are *park-and-loop* or foot deliveries, or curb line/mounted/riding deliveries.
- The number of deliveries on the route receiving mail from the additional bundle.

Park-and-loop or foot deliveries.

In 2007, NALC and USPS agreed in national level settlement, M-01663 that letter carriers will not be required to carry more than three bundles of mail on *park-and-loop* or foot deliveries by stating:

The parties agree that under no circumstances will city letter carriers on park and loop or foot deliveries be required to carry more than three bundles.

Since the first two bundles will normally be DPS and residual mail, the third bundle can be FSS, WSS or unaddressed mailings. WSS mail is prepared in the order of delivery by the mailer. M-01663 sets

standards that WSS mail must meet to be carried as a third bundle and states in relevant part:

...city letter carriers on park and loop or foot deliveries who currently carry three bundles will continue to carry as a third bundle, within weight restrictions, Enhanced Carrier Route (ECR) and Periodicals walk sequenced letter or flat mailings (WSS) that have either 90% or more coverage of the total active residential addresses, or 75% or more of coverage of the total number of the active deliveries on a route.

Each pre-sequenced addressed mailing for a particular route that meets this criterion is identified with a label/indicia containing the ECRWSS endorsement. Accordingly, if a pre-sequenced addressed mailing for a particular route is identified with a different label/indicia (e.g. ECRWSH or ECRLOT), the bundle would not meet the subject criteria.

Therefore, if the pre-sequenced addressed mailing does not contain the “ECRWSS” endorsement on the address label, then it will not be carried as a third bundle on a *park and loop* or foot route.

Unaddressed mailings also count as one of the three bundles. Management can instruct letter carriers to put enough unaddressed mail pieces for the relay behind another bundle of mail, but that unaddressed mailing still counts toward the three-bundle maximum on a park and loop or foot route. Any additional bundles exceeding the three-bundle limit that management instructs letter carriers to deliver must be merged by collating or casing the additional set(s) of mail into three bundles.

Curb line/mounted/riding deliveries.

Section 322.12 of Handbook M-41, City Delivery Carriers Duties and Responsibilities is where letter carriers will find the work method for curb line/mounted/riding deliveries:

Any sequenced mailing received by a mounted curb delivery route shall be handled as separate bundles, unless the delivery unit manager authorizes the casing and/or collating of the mailings.

This language gives management the right to instruct letter carriers to deliver more than three bundles of mail on a curb line/mounted/riding route. This same language also gives management the right to instruct letter carriers to case or collate this mail.

All bundles of mail on a curb line/mounted/riding route should be worked from the working tray in the vehicle with the addresses facing the carrier. There are several references in Handbook M-41 (322.11, 322.22, 812.5) and one in Handbook M-39 (125.1) that address this.



Contract Talk



Retiree Update

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

Thinking about retirement? Then you won't want to miss the **Retirement Seminar** being presented by Jerry Lonergan, Region 9's Retirement Specialist. This Seminar will be held at the Union Hall of Branch 1477, located at 5369 Park Blvd, Pinellas Park, Florida, 33781 on **Sunday, April 2, 2023**, from 10:00 A M to 2:00 PM. If you are eligible for or close to retirement, you and your spouse are welcome. Please call Branch 1477's office (727) 531-1477) to register.

Recently, I received a call from a Retiree to tell me that his Notice of Annuity Adjustment indicated nothing for a spousal survivor annuity for his wife. Before I could ask him any questions, he continued by telling me he had already found out why. He noted that he retired in 2008 and was married in 2014. Upon receiving his Notice of Annuity Adjustment, he went online to the OPM (Office of Personnel Management) website and learned that upon marrying he was required to notify OPM within two years in order to establish a survivor annuity for his spouse, which he had failed to do. He asked that I print this for the benefit of others who might find themselves contemplating marriage or re-marriage following retirement. He's correct that in order to establish a survivor's annuity for your spouse, you must notify OPM within 2 years of the marriage. This requirement is for active as well as retired Carriers.

In a future article, I will provide more information for Retirees on Marriage, Divorce, Remarriage and Spousal Death.

Minutes of March 9, 2023 Membership Meeting



**Recording/Financial
Secretary**
Ken Grasso

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

Invocation by Vice President Greg Welsh.

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept the February Minutes as printed in the Twig by Tom Phillips, seconded by Javier Urrutia. Motion passes.

Branch by the Numbers: As of PP 4 the Dues Roster has 818 Active Members with 795 paying dues. 9 paying Direct Dues. We have 18 members on OWCP, 3 are on Military Duty, 20 Members on LWOP for Medical or Discipline Reasons. Retirees 560 (86 Gold Cards). 1378 Total Members.

I would like to welcome Kelly Bins of Absolute Quality Interpreting Services.

Treasurer: Chuck Cavicchio—Excused Ending balances will be read next month.

Director of Retiree Affairs: O. D. Elliott—Have one report of a retiree—Jason Sloan out of Pinellas Park. On Sunday 4/2/23 from 10 AM to 2 PM, we will be having a Retirement Seminar at the Hall. You need to register for this so we can plan on the number attending. Member's Spouse can also attend.

Director of Insurance: Tom Phillips—Eye Glass Plan – 6 members and 2 dependents for combined total of \$360.00. Assisted a couple of CCAs that were converted and wanting to change insurance.

Political District 13 Liaison: Tom Phillips—Had contact with Congresswoman Anna Paulina Luna about being interested in the NALC Food Drive and to see if she would like to co-sponsor HR 82.

Political District 15 Liaison: Gene Carroll—Senate Bill 597 Social Security Fairness Act has been introduced.

Trustee Report: Brian Andrews—Trustees met, and January books are in order.

Vice President Report: Greg Welsh—Topic is about discipline and what you can do better and that is to show up on time. There is a misunderstanding that bringing in a doctor's note is going to make an unscheduled absence ok which is not necessarily so.

Executive Vice President: Chris Hubble—Received a call this week about 3rd bundles. On Park and Loop Routes Letter Carriers will not be required to carry more than three bundles of mail. On Motorized Routes everything is treated as a separate bundle unless instructed to case something. Been getting calls about observations and counts in the office. Let us know if this is happening in your station.

Welfare Reports:

Sad:

- Kelvin Florenciani, Carrier Open Air—Daughter had surgery.
- Danny Nix Carrier Open Air—Had surgery.
- Steve Piccolo, Retiree St. Petersburg—Passed away.
- Jordan Conover, Carrier Northside—Father and Uncle passed away.
- Alex Toth, Retiree Seminole—Fiancée passed away as well as his former Wife, Sister, and cousin.
- John Blanchard, Retiree Largo—Passed away.
- Tom Phillips, Director of Insurance—Wife Debbie had knee surgery.
- Chris Mazzola, Carrier Northside—Had a dog bite.

Glad:

Retired Life Member Winton Peterson turned 103 years old on January 21, 2023.

Clay Hansen, Carrier Indian Rocks Beach and Wife Molly welcomed a baby boy named Avery.

Presidents Report:

Region 9 Presidents Meeting 3/7/23 had NALC President Brian Renfro host the meeting with some updates on bargaining talks and plans for a National Rap Session.

Region 9 NBA Eddie Davidson cleaned up the reporting spreadsheets for 12-60 and Undeliverable Routes by Week spreadsheet: The total number of routes or partial routes not delivered and the number of Workhour violations during the week. We are required to email a completed spreadsheet for the week by close of business every Friday to the NBA.

Letter Carrier Crime Report consists of:

- A narrative and date of the incident
- Carriers First and Last Name
- Management's Response
- Status of Employee

Please report all Carrier confrontations to the Hall immediately.

2023 Training and Events:

COP Detroit MI: March 11-13, Executive Vice President Chris Hubble and President Joe Henschen will be attending this meeting. Vice President Greg Welsh will be in the hall on Monday.

St. Petersburg Grand Prix—March 3-5 was great success for the Branch Sandra Pagan did a fantastic job on organizing it and we had over 30 volunteers helping man the booths.

FSALC District 2 Meeting, Sunday March 26th in Bradenton, Florida from 10 AM—2 PM. Any Stewards wanting to attend let us know by the Steward's meeting.

Sunday April 2, we are hosting a Retirement Seminar from 10 AM—2 PM conducted by the State Association.

President Henschen received in the mail a "Retirement Advantage" brochure soliciting to assist with retirement planning, but all this company wants is to take over the TSP Accounts f reinvestment and commissions. Please stay away from these companies.

Food Drive Saturday May 13, 2023 Letters to food Banks and Volunteers are being prepared now. More information will be coming up.

Regional Training in Orlando Florida May 4th - 7th, 2023 Room rates are \$149. This is a Steward's Training which could be an intermediate level. We will discuss more once we get and agenda.

FSALC Convention/Training, Naples, Florida August 24th-26th, 2023. We are sending 18 Delegates to Convention that starts August 24, 2023 at 1.00 PM and ends at 12:00 PM on August 25, 2023. NBA contractual training starts at 1:00 PM on August 25, 2023 and ends August 26, 2023 at 5:00 PM. We have received 16 registration forms back indicating attending and 4 not attending. More discussion on Steward attending the Training we be forthcoming.

NALC Region 9 Rap Session October 5th-7th, 2023, Myrtle Beach SC. At this time, we haven't received any information on which hotel.

NALC Health Benefit Plan Seminar Oct 15th-18th, 2023. This year's Seminar will be held at the Tropicana Las Vegas.

There has been an increase in Amazon parcels. The reason is Amazon has returned to pre-Pandemic staffing. As many as 3,000 employees have been released, many of them were drivers.

The St. Petersburg Postmaster call the CCAs into a town meeting that the Union was not invited to. The meeting wasn't quite as bad as the last one he had. Not many answers were discussed regarding the scheduling of CCAs and the retention rate. When President Henschen returns in the next couple of weeks, we will have our own Town Meeting to discuss what we are doing to assist in the retention of this position.

Lotto-Ticket Winner:

O. D. Elliott

Residence:	Business:
Cell: (727) 743-5395	(513) 621-4787
Home: (727) 772-8383	(800) 543-0379
ganneken@msn.com	Fax: (513) 621-0483
Palm Harbor, FL	Postal Fax: (888) 724-7882
ROY TAILORS UNIFORM CO., INC.	
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TERRI ANNEKEN Sales Representative	1905 Dalton Avenue Cincinnati, Ohio 45214

Scholarships available for Florida Colleges

The **Costas G. Lemonopoulos** Scholarship Trust, established by the late St. Petersburg, Florida Branch 1477 member **Costas G. Lemonopoulos**, will award scholarships to children of NALC members attending public, four-year Colleges or Universities supported by the State of Florida or St. Petersburg College (no private Colleges or Universities and no other community colleges). For an explanation of the rules governing the awards and instructions as to how you can complete, fill out and send the form at the bottom by June 1, 2023 to the **Costas G. Lemonopoulos Scholarship Trust**, NALC, 100 Indiana Avenue NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____

Check if renewal

Please send details on how I can complete for a scholarship award.

I am the _____ of active Letter Carrier _____
Son retired
Daughter Deceased (Name)

Of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member
(or spouse if deceased)

Signature of Branch Officer

NALC parent's Social Security No.

Title

Date

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FAMILIES THIS
YEAR!



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SECOND SATURDAY IN MAY

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RETIREMENT SEMINAR

Are You Ready?

NALC, Region 9 Instructor
Jerry Lonergan

Sunday, April 2, 2023

Branch 1477 Letter Carriers Hall
5369 Park Blvd.
Pinellas Park, FL 33781

10 a.m. – 2 p.m.

Class intended for those eligible and/or close to retirement. Spouses are welcome.

Call the branch office to register.
(727) 531-1477

**Burgandy Chair
with Large Ottoman
\$75**

**9' wide x 8' high wooden
bi-fold door with lock and key
Best Offer**

(727) 434-0197

Steward Meeting Attendees

Meeting was held at the Hall and on Zoom and led by President Joe Henschen:

March 16th:

Anthony Roger, Tim Cox, Patrick Jacques, James Grazioso, Eric Short, Scott Held, Heather Vincent-Gates, Sheldon Jones, Javier Urrutia, Oblin Flores-Elvir, Patrice Cannonier, Ken Domingos, Heather Manley, Brian Andrews

South Meeting

March 15th:

Joe Henschen, Chris Hubble, Erica Baker, Chris Kotonski, Rui Almeida, Dennis Leach, Kevin Kelly, Ingrid Heise, Kris Beal, Steve Delceg, Jason Giardina, Josh LaGrew

**We are no longer
accepting
ANY uniforms
at this time
at the Union Hall**

BRANCH 1477 PHONE DIRECTORY

UNION HALL: (727) 531-1477

UNION FAX: (727) 531-1478

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PRESIDENT

Joe Henschen (727) 492-4009

EXECUTIVE VICE PRESIDENT

Chris Hubble (727) 641-8396

VICE PRESIDENT

Greg Welsh (727) 804-4726

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DIRECTOR OF INSURANCE

Tom Phillips (727) 458-4127

SERGEANT AT ARMS

Eric Short (727) 251-9846

TRUSTEES:

Shiela Bradley (813) 335-7783

Brian Andrews (941) 807-5669

Patrick Jacques (727) 218-2721

STEWARDS OF BRANCH 1477

St. Petersburg:

Crossroads 9	Heather Vincent-Gates	(727) 460-8852
Alt	Jody Dodd	(727) 768-2562
Crossroads 10	Patrick Jacques	(727) 218-2721
Alt	Ken Domingos	(716) 598-1205
Euclid	Wyat Stribling	(727) 480-6121
Alt	Patrick Green	(813) 671-4770
Gateway	(Branch Hall)	(727) 531-1477
Gulfwinds 7,15	Olbin Flores-Elvir	(913) 671-0397
Gulfwinds 11	Mike Hancock	(954) 955-0350
Madeira Beach	Patrick Jacques	(727) 218-2721
Midtown 5	Javier Urrutia	(813) 484-2489
Midtown 12	Patrice Cannonier	(786) 200-0957
Alt	Gary Johnson	(316) 209-3764
Northside 2	Tiffany Naughton	(727) 642-5466
Alt	Suzette Brown	(727) 580-1084
Northside 16	Tonya Lee	(813) 270-2918
Alt	Kalani Workman	(727) 418-8767
Open Air	Scott Archbold	(727) 422-4766
Alt	Ross Cassidy	(727) 510-9685
St. Pete Beach	Cheryl Anderson	(727) 531-1477
St. Pete Main 13	Anthony Roger	(813) 574-9971
Alt	Scott Holderbaum	(813) 777-7626
St. Pete Main 14	Alan Pollard	(727) 667-4254
Alt	Dee Grant	(727) 225-9272

Bradenton Bch	Brian Andrews	(941) 807-5669
Dunedin	Scott Held	(727) 418-5742
Alt	Chuck Cavicchio	(727) 798-8506
Ellenton	Mark Patrick	(941) 524-1746
Englewood	Josh LaGrew	(763) 232-8954
Indian Rocks Bch	Tim Cox	(727) 481-5348
Largo 70/73	Adam Deveau	(978) 435-1280
Largo 71/78	Eric Short	(727) 251-9846
Palmetto	Sheldon Jones	(941) 580-1058
Pinellas Park 82	Heather Manley	(727) 244-0665
Pinellas Park 81	Josh Wheeler	(813) 947-5369
Punta Gorda	Dennis Leach	(941) 276-0806
PC Annex	Erica Baker	(941) 661-5196
Seminole 72/74	Mike Oster	(443) 542-1052
Alt	Jim Grazioso	(727) 410-6492
Seminole 76/77	Donny DeMiita	(727) 430-4413
Alt 76/77	Anne Winkelbauer	(708) 692-6540

Auxiliary 181 President Joyce Keller (727) 541-2194

Congressional Liasons:

District 13: Tom Phillips (727) 458-4127
 District 15: Gene Carroll (727) 742-1640

The Twig of the Branch is published monthly by Branch 1477 West Coast Florida Letter Carriers. Articles and opinions printed herein are those of the writer and do not necessarily reflect those of Branch 1477 or the NALC. We invite all members to contribute material for possible publications. The editor reserves the right to edit or reject such material for reasons of good taste, legality, space, or the good of the Branch. Articles should be of general interest, be 350 words or less and be submitted by email to the branch by the 10th of the month.



Branch 1477, N.A.L.C.
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 Pinellas Park, FL 33781-3421

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April, 2023

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