



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 547

VOICE OF BRANCH 1477

JANUARY 2015

President's Report

I will start this month's report with words from the Letter Carrier Guide. This booklet provided by the NALC to new members during orientation and includes a section entitled:

A Contract That Protects You

The NALC is the exclusive nationwide bargaining representative for all city letter carriers. That means NALC negotiates one collective-bargaining agreement for all city carriers employed by the Postal Service.

This "National Agreement" is the "law of the workplace." It spells out the terms of employment and therefore affects nearly every facet of a letter carrier's job. Members should read the Agreement and keep a copy for reference.

NALC's elected National Officers have negotiated new contracts every two to five years in face-to-face meetings with Postal Service officials since 1971. Every negotiated contract must be approved by majority of the membership. In this way, every NALC member can have a voice in decisions vital to his or her job. If we are unable to agree with the Postal Service on a negotiated contract, the NALC can go to arbitration to attain a new National Agreement. While the National Agreement establishes uniform wages and working conditions for letter carriers throughout the United States, Article 30 of the contract permits individual branches to bargain over a number of workplace issues. This allows local leaders to negotiate certain aspects of local work schedules, such as vacation bidding, job postings and overtime lists.



Joe Henschen, President
Twitter: @JaHe1

A Grievance Procedure That Safeguards Your Rights One of the most significant gains NALC members have achieved is a comprehensive grievance procedure. The grievance procedure allows letter carriers to challenge postal management conduct that violates the National Agreement. NALC officers throughout the union—stewards, branch officers, regional officers and the national leadership are all involved in the grievance process, enforcing your rights in the job. By providing members with skilled representation in dealing with management, the NALC works to ensure fair and decent treatment for all letter carriers.

The National Agreement, like all important documents is only effective when it is adhered too. When an employee is not treated fairly and in accordance with the National Agreement then the Contract makes a good coaster at best. It takes the entire membership to enforce the contract. From the City Carrier Assistants with the lowest relative standing to the most senior FTR Carrier in

the office when one is harmed we all are. When a member observes the abuse of an employee without objecting, the Contract suffers. Far too many times I hear "I don't want to make waves because I fear my hours will be cut or my working conditions and treatment will change" or for fear of retaliation from the Supervisor, employees will not write a statement to defend the contract or each other. If I can set some minds at ease, carriers do not like to see other carriers mistreated. Many will not tolerate it and will object to protect the rights of another carrier if given a chance. **Continued on page 2**

NEXT BRANCH MEETING: THURSDAY, FEBRUARY 12, 2015 AT THE LETTER CARRIER HALL

If you notice an incomplete schedule, one that forces an employee to call for his/her schedule **object to it**. Tell a Steward, Call the hall. If unreasonable expectations are made for a Carrier on either side of you, object. If you notice training isn't sufficient to give a junior employee a fair shot, step in and help, offer advice or assistance. Do not let the contract be ignored, do not let it weaken.

This "National Agreement" is the "Law of the Workplace." It spells out the terms of employment and therefore affects nearly every facet of a letter carrier's job. The job is defined, the work methods are agreed to. When Management attempts to change those agreements its for no other reason because they didn't read or understand the document when they were craft employees themselves, or they have come from another craft and have not carried mail or understand the job at all. Take the advice of the Letter Carrier Guide and read the National Agreement. Ask questions when they arise and challenge authority when the contract is violated.

Some other points of interest:

The Branch By-Laws include Elections:

SECTION 2. Shop Stewards

Nomination and election of Shop Stewards will be held at each Post Office, section or station during the last week in January. A notice will be sent to the present Stewards, announcing said election, by the Branch Secretary at least one week in advance. The number of Shop Stewards will be in accordance with the National Working Agreement. The Branch Secretary will be notified of the results of the election by February 1.

Organizing the Branch: When I meet with new Employees during the Carrier Academy, I get a chance to talk about the NALC what we are, Our History and thoughts about the future of the NALC. I started out being reluctant to share the fact that it is a choice to join that Nationwide 92% of all City Letter Carrier "Choose" to join the NALC. As the number of new employees grow I have seen the right to choose as a powerful organizing tool. Many new employees welcome the chance to be an NALC member.

As of December 1, 2014 we have 596 Active FTR Members carrying and carrying 39 scabs a ratio of 93.35% and 1.35% above the Nation. City Carrier Assistants, The Branch has 183 on the rolls with only 8 scabs or 99.56%. The NALC boasts a rate of organized at 92% Nationwide for Active Members and a CCA rate of 83%. **Overall Branch 1477 is 94% organized.**

Finally, On December 27th the following Carriers were converted to Full Time Regular: St. Petersburg: Ryan Cain, Chris Ratcliffe, Krystal Essenmacher, Russ Hertlien, Justin Carpenter, Jamie Gennett, Lisa Martarno, Tom Williams Jr, and Diana Wilt. Pinellas Park: Paul *Mundo*, Largo: Don *Reynolds* Congratulations to each of you it was a long time coming. If any questions arise on your status as an unassigned regular employee, do not hesitate to ask. In the weeks to come residual vacancies will be made available but remember an employee with an opt in accordance with Article 41 you will serve the opt for its duration. Although you may bid from the opt being assigned a position does not mandate your leaving the opt.

Hubble's Troubles

Causality is the relation between an event and a second event where the second event is understood as a physical consequence of the first. Recently in an office near you, a dog jumped a fence as a letter carrier walked by (the cause). The carrier reacts as trained but is bitten by the dog, (the effect). Causes and effects are typically related to changes, events, or processes.

Could this event have been prevented? Was there a known dog at the residence and was there a prior incident? What did the supervisor do when and if they were notified of a



Chris Hubble, Second Vice President

prior incident? Is there a process to handle such prior events in your station?

We should all ask our supervisors what's the standard operational procedure (SOP) in our office with dog incidents. If they say "yes", ask for it to be posted in a location that everyone may have the opportunity to see it. "I don't know" or "I think so" is not a viable answer and should be immediately addressed.

Largo Retiree Breakfast

The All Craft Retiree's Breakfast on December 3rd @ Denny's on Missouri: In attendance were: Neal Williamson, Kathy McGuiness-Williamson, Bill Nilsson, Betty & Gerry Williams, Lynette Blair, Don Pellegrino, Ivan Davidson, Bob Tillman, Rick Martin, Loren & Barbara Buckley, Virginia Hopkins, John Blackard, Wayne Moore, Ed Joyner, Bob Naja, Henry Zeff, OD Elliott, Cheryl Kelly, Ron & Peggy Eichelman, Tony Vila, Ken & Pauline Tennis, John & Mary Ann Sylvia, Gene Wainscott, Tom Youngedyke, Steve Bartello, and yours truly Bernie.



Bernie Ososky

What a fantastic gathering of retirees for our Christmas breakfast. As advertised, this was our largest attended breakfast of the year with thirty-one hungry retirees, along with some spouses. Peggy Eichelman brought in a photo album that she maintained while still employed by the PO. The pictures were priceless dating as far back as 30 years! WOW, did we all look young! Lots of individual conversations were going on to catch up on life. Since it was December, people started to recall what happened during that month, so here are the top three: Mr. Jubb and his rum balls – damn they were potent. He used to pass them out like candy and we had to go deliver mail after that, WHAT! Second, Bob Barry's (Honey Bear)

chant – "Deutschland, Deutschland, ebba abem". And finally, Postmaster Collin's yearly cheer over the intercom "HO-HO-HO Merry Christmas" with his funny laugh. Yep, the good ol' days! Along with good food, door prizes in the form of gift cards, silver coins and related material, were given away compliments of Dales Coins & Jewelry, Dunedin, Fl., via a drawing.

Health & Welfare: Sad news – retired carrier, Leigh Maynard, passed away on 12-9-14 from lung cancer. He left the PO in 1994. This was a tuff year for retirees passing with nine along with two family members of retirees. Please hug your spouses, significant others and kids this Christmas and keep those families of the retirees in your prayers.

Birthdays: Ivan Davidson, Tom Kohl, Joan Carlton, John Sylvia, Gene Wainscott, Alex Toth and Bob Naja. Free Breakfast – John Blackard. Oldest retiree – Ed Joyner ('84); youngest – Steve Bartello. Next and first breakfast for 2015 is on Wednesday Jan 7th. Merry Christmas & Happy New Year and Remember To Get Out There & Enjoy The Hell Out Of Your Life!

Deferred Annuities

Deferred annuities are when a carrier (or other Postal Employee) leaves the USPS before being eligible for regular retirement, with plans to take their retirement at a later date when they become eligible. Should the carrier die while in this "waiting" period, their surviving spouse would have no entitlement to any annuity, since none had been earned. The carrier's estate would only be entitled to any funds contributed to the retirement plan prior to having left the service. Also, health benefit entitlements are lost under a CSRS-deferred annuity and are suspended with FERS-deferred retirement.

This same loss of entitlement can occur when a person is on worker's compensation (OWCP) and is subsequently



O.D. Elliott, Director of Retired Members

separated from the USPS. While they continue to draw their entitlement from the Dept. of Labor, they are not an employee. If they should die from a condition other than their job-related injury/illness, their spouse would lose that income. A person who is on OWCP and has been separated from the rolls of the Postal Service needs to file for disability retirement within one year of the separation. If they are eligible for regular retirement at the time of the separation, they also need to apply. They can elect to remain on compensation, but it would guarantee their surviving spouse an annuity should death occur outside the compensatory condition.

Meeting and Breakfast Attendees

December Pinellas Park First Tuesday of the Month Bunch:

Jim Long, Roy Vanderveer, Brian Britt, Bill Butler, Bob Shokey, Johnny Wagner, "The Original" Bob Meeks, Denny Elliott, John Bourlon, Willie Santiago (winner), "Col." Ron Haglund, Lester Ray, Terry Wright, Joe Henschen.
Next Breakfast: January 6

St. Pete Breakfast: Ron Cherry, David Walker, Mike Morcillo, Hank Goettelman, Don Kosior, Clarence Keller, Ed Richards, Al Henderson, Bob & Dee Kaufman, and O.D. Elliott.

Shop Stewards Meeting was canceled due to the Christmas Holiday.

South Branch Meeting (12/18/14): Clarisse High (Gateway Station St. Pete), Alicia Gary (Pinellas Park), Ralph Brown (1st Vice President), Zulma Betancourt (MBA), Gene Carroll (Retiree St. Pete) O.D. Elliott Dir. of Retired Members), Gene Carroll (St. Pete Retired), Englewood Carriers Paul Keese, Joshua LaGrew, Steve Delceg, Maurine Bibens, Susan & Roger Chavez, Punta Gorda/Port Charlotte Annex Carriers Sam Haddad, Mike Novak, Paul McPeak, John Bourlon (President Emeritus) and T.C. Bourlon (Office Secretary)

Minutes of December 11, 2014 Membership Meeting

Meeting called to order at 7:00 P.M.

by President Joe Henschen. **Invocation** by John Bourlon. **Pledge of Allegiance** led by President Joe Henschen. **Reading of Previous Minutes** by Harry Strzyzyski. Motion to accept minutes as printed in the Twig of the Branch by MaryAnn Gavin, Seconded Rich Ramos. **Reading of Official Correspondence** by Harold Strzyzyski: One.

NEW MEMBERS: 30 new members: Samantha Faye Reece (St. Pete), Dwana Williams (St. Pete), Bianca Elena Iannello (St. Pete), Alexander Alvarez (St. Pete), Jennifer Cohill (Largo), Tarek Ali (St. Pete), Early Hicks (Largo), Tristan Giles (Palmetto), Ryan Lewis (St. Pete), Siavah Behravesh (St. Pete), Tiffany McBride (St. Pete), Latasha Harrell (St. Pete), Ricardo Valdes (St. Pete), Heather Conti (St. Pete), James Grazioso (St. Pete), Renata Osborne (St. Pete), Don Reynolds (Largo), Edward Dillard (St. Pete), Christopher Holmes (St. Pete), Joshua Doolin (Largo), Stacey Marie Brown (Largo), Andrew Rossetti (Largo), Gregg Baughman (Largo), Paul Keese (Englewood), Andrea Hauser (Pinellas Park), John McCan (Largo), Tiffany Taylor-Brown (St. Pete), John Tankersley (St. Pete), and Zachary Steward (St. Pete) Welcome back Manuel Benton (St. Pete). Roger Williams Retiree transferred his membership from Branch 43374 to Branch 1477. Motion to accept by Gene Carroll, Seconded by O.D. Elliott.

OFFICER'S REPORTS:

TREASURER: - Tom Phillips: Financial Report was accepted by Mark Morgan, Seconded by Elizabeth Dombrowski.

DIRECTOR OF RETIREES: O.D. Elliott – New Retiree Anthony Enger (Largo), Mark Morgan (St. Pete Northside Station), Ken Stevenson (St. Pete Main Office). Retiree Pin given to Mark Morgan.

HEALTH BENEFITS DIRECTOR: Ken Grasso – Applications



*Harry Strzyzyski,
Secretary*

for a total of \$284.00 Open Season closed.

TRUSTEE REPORT: Susan Chavez (excused) Willie Cochran – Books audited all in order.

DIRECTOR OF LIFE INSURANCE: Zulma Betancourt – Mail sent by MBA must be opened immediately. Be wary of anybody coming to your station selling life insurance they are not allowed on the work room floor.

POLITICAL DISTRICT 10 LIAISON: Gene Carroll – Rep. Darrell Issa will no longer chair the oversight and government reform committee. In the Senate when Republicans take over in January It is expected that Sen.

Ron Johnson (R-WI) will take the lead of the Homeland Security and Government Affairs Committee (HSGAC) During the 113th Congress, he spearheaded a failed amendment to S. 1486 that would have put the Postal Service into bankruptcy and

SECOND VICE PRESIDENT: Chris Hubble – Work hour and work load reports should be posted in all units' daily data will be used for all routes 3999s can be used for territory moves. Important for the carriers to look daily for anomalies in report. West Palm Beach Seminar talked about CCA's picks 3999 not used against Carriers consultations this year during route adjustments.

FIRST VICE PRESIDENT: Ralph Brown – Worked in the office for three days was able to make station visits.

EXECUTIVE VICE PRESIDENT: Tricia Meeks –
Welfare Reports:

Sad Kelly Newsome, Largo and Amy Newsome formally Pinellas Park Son past away

Glad Greg Welsh Daughter Katlyn was married Paul Mundo, Pinellas Park Birth of a Daughter.

EDITOR: Don Lyerly – excused

UNFINISHED BUSINESS: None.

NEW BUSINESS: Greg Welsh back in uniform, welcome back.

Convention July 22-25 there are 28 paid delegates, everyone is welcome to go. No discussion on Eye Glass Plan By-law. Bylaw was read for a second time to provide proper notification to the members will be voted on in Jan.

GOOD OF THE SERVICE: Executive Vice President Tricia Meeks

Safety Committee is coming back for the District will look at accidents and unsafe parking spots. Ralph Brown, First Vice President was named to the District wide committee.

No Stewards meeting in December will be counted for pay purposes.

Steward Elections in January. Training for new stewards will be expanded to include all Stewards elected for 2015. One Day Training to unveil the NALC Steward

Workbook

We have 5 residual vacancies in St. Petersburg. Nine CCA's will be promoted. Pinellas Park and Largo each have one conversion for December 27th.

CCA' s can by scheduled for Split Shifts. If scheduled to return within 2 hours no guarantee after 2 hours begin new guarantee.

Code 722 not code 733 is used for parcel delivery. If Management is using 733 file a grievance.

National has 92% paid members. We have 93.5 above National Average. CCA's 99.5% paid members.

Henschen going to Washington for NALC Installation of Officers.

Dinner. Motion to send OD Elliott as a funded attendee made by Bourlon, 'Seconded and passed . **See Page 6**

Auxiliary 181 News

Dottie Tutt-Hutchinson

We hope your holidays were merry and bright and the New Year brings everyone happiness, good health, and financial security. We had a lovely Christmas dinner party in Joyce and Clarence Keller's fabulously decorated home. Each year I try to count the many holiday pieces, but haven't finished yet. I'll try again next year. We missed Alice Wannike, who went to relatives in Baton Rouge; Ralph Brown, a Bucs game; Sally and Paul Madden, family plans; Melissa and Dave Williams; she was called in to work; and Shirley and Bill Moran, family plans; Mary Richards, and Roger and Susan Chavez. We hope to see you soon.

As we dined on ham, and all the fixin's, we chatted about our family traditions for both Thanksgiving and Christmas. I didn't know there were so many ways to stuff a turkey! Each recipe was more mouth-watering than the last, and I'll certainly give some a try. I found out both Pat O'Donnell and Gerry Bourlon have French-Canadian backgrounds, and Sue Elliott told us about some of her English family's special traditions. Alvern Brown made her Jamaican spicy beans and rice, a dish served at all special occasions throughout the year. Sally sent her green pistachio cake to us; she really knows how much we love it. Per request, I made cornbread and fresh cran-

berry salad; recipes given to me by local celebrities. I loved hearing about each person's memories, and seeing the twinkle in their eyes as they told us. Joyce and Clarence didn't put away the extra tables and chairs after we left because they're hosting 30 family members for dinner on Christmas Eve.

Our auxiliary (Joyce Keller) roasted two turkeys and served the holiday dinner for the Branch 1477's annual Christmas dinner and meeting with help from Sandy Hart and Sue Elliott. Thanks to them. With help from our raffles and donations by Letter Carriers, we helped 7 CCA and 2 Letter Carriers' families with gift cards this holiday season. We thank the Letter Carriers and Union for their support.

Our next meeting is January 7th, 2:00, hosted by Sandy Hart in her home. Sally will bake for the raffle on January 15th. If you haven't signed up for hosting a meeting or baking for the raffle, please talk to Joyce. Pat O'Donnell won the cat-in-the-bag gift. \$25 dues are due.

Happy January birthdays to : Gerry Bourlon (12) and Dottie Tutt-Hutchinson (26). Happy January anniversaries to: Melissa and Dave Williams (2), Sally and Paul Madden (7), and John and Gerry Bourlon (13).

Auxiliary 181 Phonebook:

President	Joyce Keller	727 541-2194	Sunshine Lady Sue Elliott	727 526-6358
Secretary	Sandy Hart	727 397-7587	Chaplain Alice Wannike	727 851-2569
Treasurer	Sally Madden	727 391-8055	News Dottie Tutt-Hutchinson	727 347-0371

Legislative Update

With the mid-term elections done, the first order of business for lawmakers was voting on committee leadership posts for the 114th Congress. With regard to committees of importance to the NALC, Rep. Darrell Issa (R-CA) will no longer chair the oversight and Government Reform Committee. In a contested race, Rep. Jason Chaffetz (R-UT) won as chairman and Rep. Elijah Cummings (D-MD) will continue to serve as the ranking member on the committee.



*Gene Carroll, CDL
District 13*

of the elections shifted power in favor of the GOP in the House and Senate starting in January, there has been much discussion about whether funding will be extended for a short-term, allowing the 114th Congress to set its priorities. Alternatively, the current Congress could provide funding through the end of the fiscal year.

The four postal unions have been lobbying to secure moratorium language in whatever funding mechanism moves at the end of the year to prevent the closure and consolidation of 82 mail processing plants in 37 states.

Subcommittee on Federal Workforce and Postal Service will be led by current chairman Rep. Blake Farenthold (R-TX) and Rep. Stephen Lynch (D-MA) is expected to remain as ranking member. The House Appropriations Committee, Rep. Hal Rodgers (R-KY) will remain chairman and Rep. Nita Lowey (D-NY) will remain as ranking member.

For some lawmakers, the solution to the manufacture financial crisis caused by the pre-funding mandate remains eliminating six-day and door delivery and implementing another round of closures and consolidations.

In the Senate, when Republicans take over control in January, it is expected that Sen. Ron Johnson (R-WI) will take the lead of the Homeland Security and Government Affairs Committee (HSGAC). During the 113th Congress, he spearheaded a failed amendment to S. 1486 that would have put the Postal Service into bankruptcy and destroy all postal collective-bargaining agreements. The current committee chairman Sen. Tom Carper (D-DE) will become the ranking member.

So we are making one last push to build support for our long-standing initiatives before Congress adjourns in December. Currently, we have 67 co-sponsors of our door delivery resolution (H. Res. 711) Just as we have done in the past on the six-day resolution (H. Res. 30), we are looking for a strong finish with this Congress on this resolution. We need all of our friends on this resolution so that we can send a message to the next Congress that door delivery cuts are off limits. Everyone should contact their Senator and Congressman and ask them to co-sponsor both resolutions if they haven't already done so.

Congress returned after the Thanksgiving recessed for the lame-duck session to tackle outstanding legislative business, primarily funding the government beyond Dec.12 when the current continuing resolution (CR) the funds the government now is set to expire. Over the last several weeks, House and Senate appropriators and leaders have been discussing the details and the duration of such a funding measure. Given that the outcome

The USPS Board of Governors has announced that Postmaster General and Chief Executive Officer Patrick R. Donahoe has decided to retire February 1, 2015 after 39 years with the Postal Service. He will be replaced by Megan Brennan, who currently is the Postal Services chief operating officer.

Secretary Report Continued from page 6

50/50 - \$62.50 won by Kurt Spaller Lotto/Power Ball – won by Zulma Betancourt

Bob & Trisha Meeks donated a Gift Certificate to Comfort Café.

3 – 25 gift certificates donated by Joyce Keller Arslyn

Uniform, Applebee's won by Justin Wilt, Outback won by Alicia Gary, and Chili's won by Vicki Weber.

Auxiliary Raffle: Turkey won by Russ Hertlien and there were 18 other winners.

Motion to adjourn

UNIFORMS (IN GOOD CONDITION) NEEDED

Please drop off at the hall or call 727-531-1477

NALC.ORG

Have you visited NALC.ORG recently? The web site takes some getting used to but once you get into the information available it is very helpful in staying in touch with what is important for Letter Carriers fight to protect our jobs and way of life.

In November the complexion of the Senate and House of Representatives changed. The NALC has always kept a bipartisan approach to how issues are addressed on Capitol Hill. Do not be surprised by the fact that the NALC in addition to everything contractual is a special interest group. Our jobs depend on cultivating friendships both sides of the aisle. It helps a great deal that we start with our patrons. When we serve the public as professionals, the public will defend us as voters.

It takes more than that at times. The members with the biggest stake in the fight are our junior Carriers. The City Carrier Assistants have the most to gain by a strong political action efforts. When the time comes to make calls and write letters CCA's have the most at stake.

Government Affairs

Political

Working to elect members of Congress who support NALC priorities is the primary objective of our political affairs operation. There has never been a more important time to participate in the NALC's political process. Our political action fund helps pro-labor, pro-letter carriers candidates get elected so they can go to Washington to support and protect letter carrier jobs. The NALC is not partisan and neither is our fight. Our struggle is for letter carrier jobs and we deserve support for that struggle from both sides of the aisle.

We encourage all NALC members to know and understand the process and how to get involved.

What is a PAC?

A Political Action Committee (PAC) raises money for the purpose of defeating or electing candidates to

elected office.

- PACs are formed by corporations, associations, labor unions and individuals with common interests.
- PACs solicit voluntary contributions from individuals with common interests to advance a political process
- PACs are nonpartisan entities whose primary concern is to elect qualified candidates regardless of party affiliation.

Why Should I Join the NALC's PAC?

- Our PAC identifies and contributes to candidates who support issues important to letter carriers.
- Joining the PAC provides letter carriers with the opportunity to build electoral and legislative power required to ensure decisions that impact their lives are made with their best interests in mind.
- Only NALC members can contribute to the PAC.
- Union dues are not used for political contributions.
- PAC contributions are voluntary and can stop at any time. There is no open season.
- We encourage PAC members to make suggestions for political contributions and to attend local fundraisers.
- PAC members are encouraged to attend local events for members locally who support letter carrier legislative priorities.

How do I Become a PAC Member/Contribute to the PAC?

The easiest way to become a PAC member is to contribute through automatic payroll deduction. Contact your branch leaders with questions about how you can contribute.

Go to www.nalc.org and the Government Affairs section for easy access to registration to eActivist alerts and COLCPE Pac registration.

What to do when you are injured on the job

Part I

A traumatic injury is defined as:

"A wound or other condition of the body caused by external force, including stress or strain, which is identifiable as to the time and place of occurrence and member or function of the body affected. The injury must be caused by a specific event or incident or series of events or incidents within a *single work day or work shift*." The key to this definition is that an event or events must have occurred during a *single workday or work shift*.

Step 1: Notifying your Supervisor

Immediately notify your supervisor and request:

Form CA-1, Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation (must be supplied immediately)

Form CA-16, Authorization for Examination and/or Treatment (must be supplied by your manager with 4 hours)

Form CA-17, Duty Status Report (must be supplied immediately)

Forms CA-1 and CA-17 are available at the Department of Labor website: <http://www.dol.gov/owcp/dfec/regs/compliance/forms.htm>

Step 2: The CA-1

If you do not need immediate medical attention, fill out the CA-1. The burden of proof in every OWCP case rests on the injured worker; you must be an active participant in the claims process. Be thorough in describing the accident and related factors.

Fill out the CA-1 yourself – do not let a supervisor fill it out for you! At the bottom of the CA-1, question number 15 allows you to choose either Continuation of Pay (COP) or Sick leave. If you elect COP you will be paid your regular pay for 45 calendar days.

For the first three days of COP, you must use either sick leave, annual leave or leave without pay. After that, you will continue to get paid every two weeks as if you were working. If your absence exceeds 14

days, ask the Postal Service to convert your 3 days to COP and credit the proper leave account. You must supply medical evidence of your injury, signed by a doctor within 10 days to qualify for COP.

Once you have reviewed and signed your CA-1, physically hand the completed CA-1 to your supervisor. Do not leave it on your supervisor's desk or inbox. Request that your supervisor gives you the signed receipt (page 4) immediately. Once you are certain that the CA-1 has been properly completed, request a copy for your file.

The CA-1 receipt establishes a record of your injury and the date you filed your claim.

The Postal Service has 10 working days to submit the CA-1 to the Office of Worker's Compensation Programs, (OWCP). Once management has completed their portion of the CA-1, get a copy of it for your files. Build a file of every document related to your injury, including medical reports and documents from the Postal Service and OWCP.

Step 3: Seeking Medical Treatment

Form CA-16 authorizes payment for medical treatment and provides an initial medical report. Make sure the Postal Service properly fills out their portion of the CA-16, signing and dating it and putting **OWCP's** address in Box 12. The CA-16 is a payment voucher for medical treatment for on the job injuries. You can use the CA-16 to see the doctor of your choice.

You have the right to seek treatment from your own doctor. If the Postal Service insists that you go to their doctor, you have to be seen by them but **you do not have to be treated by them**. If you are examined by a physician's assistant or nurse practitioner, your medical report must be counter-signed by a doctor.

Provide the doctor with a copy of the CA-17. The Postal Service is responsible for filling out the job requirements on the left (side A) of the CA-17. Your doctor fills out the right (side B) of the CA-17, listing any medical restrictions. Make a copy of the completed CA-17 and give one copy to your supervisor.

Continued on page 9

...When Injured on the job cont.

The Postal Service has 10 business days to send your claim to OWCP. OWCP will send you a notification including your claim number. If you do not receive a notice from OWCP with your claim number contact your shop steward or National Business Agent's office.

Your medical records are protected by the Privacy Act. Your Postmaster, manager and supervisor are

not entitled to your personal medical records. OWCP is responsible for the protection of all of your medical records.

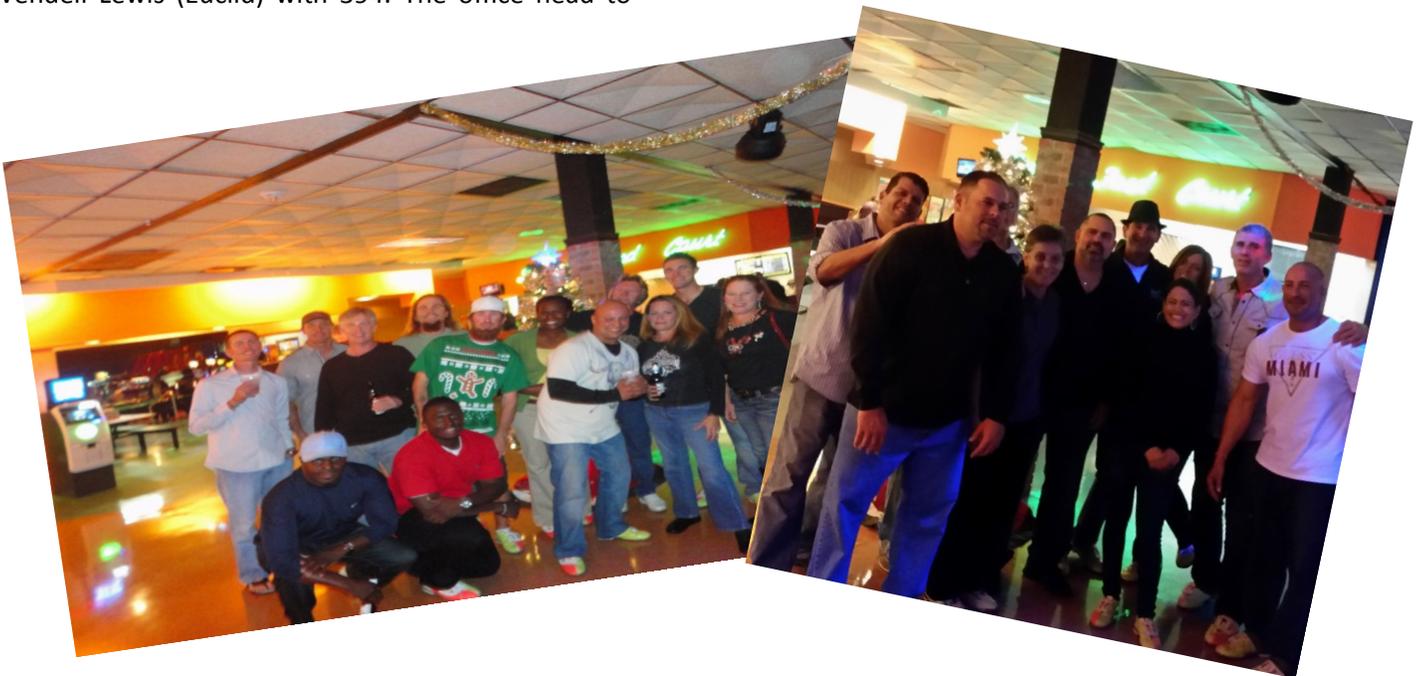
The Branch Officers and Stewards have the knowledge to assist you navigate the OWCP Claim process do not hesitate to seek assistance. Help early in the process can make the claim move much smoother.

To The Carriers at the Euclid and Open Air Post

It's that time of year that some of us are seeing our coworkers more than we are seeing our families so it's nice to get together and have a GOOD time. I would like to thank those that joined us at Sunrise Bowling Lanes for the Euclid and Open Air Christmas party. It was a great time for all. Special appreciation goes to Chris Hubble for providing prizes for some of the bowlers. The Best Bowlers were Tammy Weber (Open Air) with a score of 742 and Vicki Weber (Open Air) with a score of 558, second place was Kenny Larson (Euclid) with a score of 460 and third place was Wendell Lewis (Euclid) with 394. The office head to

head with Vicki Weber & Chris Hubble (Open Air) versus Justin Wilt & Chad Huddy (Euclid) was won by Open Air thanks to an excellent performance by Vicki Weber. Congratulations to the City Carrier Assistants that have completed Euclid's 90 Day Boot Camp C.J. Smith and Matt Comfort. Also congratulations to the CCAs that are converting to Full Time Regulars December 27th. I would like express my hopes all those reading had a happy holidays and a safe New Years.

Thanks again,



Sunrise Lane Bowlers: Pictured above left: Euclid Employees: Richard Simmons, C.J Smith, Justin Wilt, Manny Pena, Traci Bastien, Sherry Rollins, Matt Comfort, Jim Turbush, Chad Huddy, Matt Kennedy, Andrea Bryant, Wendell Lewis, and Kenny Larson. Above Right Open Air Clerks and Carriers: Hector Rivera , Johann Mohorko, Bill Linnane, Tammy Weber, Eddie Donato, Chris Hubble, Vicki Weber, Adela Torres, Frank Godfrey, and Kelvin Florenciani

“Mary Lou Jackman-William Corbeau”
Scholarship Application

(Please do not reduce the size of this application)

Name of Student: _____

Male Female

Address: (print legibly) _____

City, State , Zip: _____

Contact Phone Number: Cell _____ Home _____

NALC Branch Name/Number: _____

Branch Contact Phone Number: _____

NALC Member’s Name :(print legibly) _____

I certify the above named member of the FSALC is in good standing .

Date: _____

Signature of Local Branch President or Secretary

Return all applications to:
Joseph A. Henschen, FSALC Director of Education
C/O Branch 1477
5369 Park Blvd.
Pinellas Park, Florida 33781

To Qualify, the following requirements must be met:

- 1. The Student must have graduated from an accredited high school or have a GED.*
- 2. The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.*
- 3. Applicant must enroll as a full-time student in an accredited college or university, and submit proof of enrollment to receive the funds if awarded (DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME)*
- 4. Applications must be postmarked on or before July 1, 2015*

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be four scholarships awarded—two for female and two for male—each in the amount of \$2000. This drawing will be held during the FSALC Biennial Convention, July 23-24, 2015

(Please do not reduce the size of this application)

BRANCH 1477 PHONE DIRECTORY

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UNION FAX: 727-531-1478

WEBSITE: branch1477nalc.org

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Alt	Sean Shade	727-738-4845	Alt	Chris Hubner	727-848-8828
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St. Pete Zone 6	Andre McCalla	727-543-1848	Alt	Susan Chavez	941-697-2423
St. Pete Zone 7	Rich Ramos	941-204-7373	Indian Rocks Beach	Brenda Mavretic	727-479-5457
Alt	Matt Fernandez	786-247-4185	Largo/Seminole (Chief)	Judy Dorris	727-403-2173
St. Pete Zone 8	Bob Brown	727-365-6717	Largo/Seminole (76/77)	Ken Bushery	727-267-3966
Alt	Ralph Brown	727-557-8225	Palmetto	Bruce Berkey	941-722-3249
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Alt	Jim Bumbul	727-460-3581	Pinellas Park (82)	Alicia Gary	973-981-2174
St. Pete Zone 10	Pat Kelly	203-228-0941	Alt	Fred Assidy (81/82)	727-656-9653
Alt	Jim Bumbul	727-460-3581	Punta Gorda (50)	Don Lyerly	941-286-5056
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St. Pete Zone 12/15	(union hall)	727-531-1477	Punta Gorda (Annex)	Sam Haddad	240-605-8404
St. Pete Zone 13	(union hall)	727-531-1477			
Alt	Cathy Marsh	727-420-5757			
St. Pete Zone 14	Cathy Marsh	727-420-5757			
Alt	Neil Hunt	813-215-7067			
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JANUARY UPCOMING EVENTS

- 1st New Years Day
- 6th WCFFL, CLC AFL/CIO Meeting
- 6th Pinellas Park Breakfast
- 7th Executive Board Meeting
- 7th Largo All Craft Breakfast
- 8th General Membership Meeting
- 15th Stewards Training
- 19th Martin Luther King Jr. Birthday
- 21st St. Pete Breakfast
- 22nd South Meeting

FEBRUARY UPCOMING EVENTS

- 3rd Pinellas Park Breakfast
- 4th Largo All Craft Breakfast
- 5th Executive Board Meeting
- 10th WCFFL, CLC AFL/CIO Meeting
- 12th General Membership Meeting
- 14th Valentine’s Day
- 16th Presidents Day
- 18th St. Pete Breakfast
- 19th Stewards Training
- 26th South Meeting

January 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31