

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 655

VOICE OF BRANCH 1477

NOVEMBER, 2024



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 Bylaws, official notice is hereby given that the **Nomination for Delegates to the 2025 State Convention to be held in Orlando, FL from August 14th—August 16th will be taken during the regular order of business at the November 14, 2024 General Membership Meeting and on the Electronic Membership Meeting via Zoom. The link for this meeting will be posted on the branch website at: Branch1477nalc.org.**

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 received in the Branch Business Office prior to the time of the nominations on November 14, 2024.** (see page 2 of this newsletter or obtain form from the office)

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 12, 2024**. Ballots will be mailed to the home address of eligible members no later than **November 22, 2024**. Ballots must be mailed back to the Election Committee, PO Box 737, Pinellas Park Florida, 33780 and be received by 11 AM on December 12, 2024. The Election Committee will collect the ballots, bring them to the hall and begin the tally at that time.

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, NOVEMBER 14, 2024

Branch 1477,
Ken Grasso, Financial/Recording Secretary
5369 Park Blvd
Pinellas Park, Florida 33781

Please place my name in nomination for delegate to the 2025 State Convention to be held in, Orlando, Florida, 2025.¹

*Print name as it would appear on
the ballot.*

Signature/Date

¹This must be received in the Branch Business Office prior to the time of the nominations on November 14, 2024.



PRESIDENT’S REPORT

By President Joe Henschen

Twitter @JaHe1

The following summary of the Tentative Agreement is available at NALC.org at the end of each section, are comments discussed on a Region 9 Webex meeting on October 21, 2024.

Summary of Tentative Agreement Term

The term of the 42-month agreement will be May 20, 2023, through November 7, 2026.

Wage Increases

All Letter Carriers

All City Letter Carriers will receive the following general wage increases:

- Effective Nov. 18, 2023 – **1.3% paid retroactively**
- Effective Nov. 23, 2024 – **1.3% paid retroactively**
- Effective Nov. 22, 2025 – **1.3%**

Career Carriers – Cost-of-Living Adjustments (COLAs)

Cost of living adjustments are an important protection against future inflation and remain an important component of the National Agreement. Career Letter Carriers will receive seven COLAs that will provide equal protection against inflation. Top step (Step P) wage rates will be increased by one cent per hour or each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers. Wage rates for the other Steps will be increased proportionally following the practice in effect since the 2011 National Agreement – resulting in the same percentage increase in pay as Step P. January 2023 has been set as the “base month”. The seven COLAs for Step P Carriers (with proportional application for Carriers in lower steps) are payable as follows:

- The first full COLA will be **\$978** annually effective August 26, 2023, **paid retroactively**
- The second full COLA will be **\$353** annually effective March 9, 2024, **paid retroactively**
- The third COLA will **\$978** annually effective September 7, 2024, **paid retroactively**
- The fourth COLA will be effective in March 2025
- The fifth COLA will be effective in September 2025
- The sixth COLA will be effective in March 2026
- The seventh COLA will be effective in September 2026.

The future value of the remaining four COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and July 2026. Based on the inflation forecast of the Congressional Budget Office (CBO), expected inflation rates would generate annual Step P COLAs of \$620, \$604, \$624, and \$561 respectively, for the four remaining COLAs, applied proportionally to the Letter Carrier pay tables as described above. **Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation.** (See below for more detailed projections for both Career Carrier pay tables.)

These general wage increases amount to 3.9% over the life of the contract, which is lower than we hoped to achieve. The COLAs are good and have historically helped raise Letter Carrier wages.

At the Committee of Presidents meeting Former NALC Chief of Staff Jim Sauber is quoted as saying “in the last 54 years half of all raises were directly related to COLAs” Good that total time to reach top step is lowered by 92 weeks.

Obviously, the future value of the COLAs depend on the rate of inflation.

Wage Schedule Changes

MOU Re: Modification of City Carrier Pay Tables – Additionally, Steps AA, A, and B will be eliminated from Table 2. All City Carriers in Steps AA, A and B will be advanced to Step C and begin a new 46-week waiting period to be completed before advancing to Step D. After implementation of this change, the total time to reach top step will be reduced by 92 weeks. These changes will be effective and implemented within 180 days of ratification.

Also, effective and implemented within 180 days of ratification, the annual wage in Step P in Tables 1

and 2 shall be increased by \$1,000. This increase is in addition to general wage increases and COLAs. Table 1 will be eventually eliminated as there are few Carriers remaining in Table 1.

Step	Salary 20-May-23	New Step	Salary 7-Nov-2026	Increase	Hourly	Hourly Increase
AA	\$46,030.00	D	\$ 57,519.00	\$11,489.00	\$ 27.65	\$ 5.52
A	\$46,038.00	D	\$ 57,519.00	\$11,481.00	\$ 27.65	\$ 5.52
B	\$48,094.00	E	\$ 59,788.00	\$11,694.00	\$ 28.74	\$ 5.62
C	\$50,153.00	F	\$ 62,053.00	\$11,900.00	\$ 29.83	\$ 5.72
D	\$52,211.00	G	\$ 64,322.00	\$12,111.00	\$ 30.92	\$ 5.82
E	\$54,271.00	H	\$ 66,593.00	\$12,322.00	\$ 32.02	\$ 5.92
F	\$56,327.00	I	\$ 68,859.00	\$12,532.00	\$ 33.11	\$ 6.03
G	\$58,387.00	J	\$ 71,125.00	\$12,738.00	\$ 34.19	\$ 6.12
H	\$60,448.00	K	\$ 73,395.00	\$12,947.00	\$ 35.29	\$ 6.22
I	\$62,505.00	L	\$ 75,661.00	\$13,156.00	\$ 36.38	\$ 6.33
J	\$64,562.00	M	\$ 77,931.00	\$13,369.00	\$ 37.47	\$ 6.43
K	\$66,622.00	N	\$ 80,196.00	\$13,574.00	\$ 38.56	\$ 6.53
L	\$68,679.00	O	\$ 82,463.00	\$13,784.00	\$ 39.65	\$ 6.63
M	\$70,740.00	P	\$ 83,954.00	\$13,214.00	\$ 40.36	\$ 6.35
N	\$72,796.00	P	\$ 83,954.00	\$11,158.00	\$ 40.36	\$ 5.36
O	\$74,854.00	P	\$ 83,954.00	\$ 9,100.00	\$ 40.36	\$ 4.38
P	\$75,299.00	P	\$ 83,954.00	\$ 8,655.00	\$ 40.36	\$ 4.16

since the expiration of the 2019-2023 National Agreement will also receive back pay from USPS and will have their annuities retroactively adjusted by the Office of Personnel Management.

The back Pay projections were discussed at the NALC Committee of Presidents Meeting in Atlantic City on October 21, 2024.

These amounts are based on a 40-hour workweek. All Overtime hours will be added to the back pay.

In addition, TSP matching contributions will be retroactively adjusted.

Step	Back Pay
CCA	\$ 1,492.00
AA	\$ 2,359.00
A	\$ 2,436.00
B	\$ 2,542.00
C	\$ 2,647.00
D	\$ 2,752.00
E	\$ 2,858.00
F	\$ 2,963.00
G	\$ 3,069.00
H	\$ 3,208.00
I	\$ 3,279.00
J	\$ 3,385.00
K	\$ 3,490.00
L	\$ 3,596.00
M	\$ 3,701.00
N	\$ 3,805.00
O	\$ 3,850.00
P	\$ 3,856.00

City Carrier Assistants (CCAs)

In lieu of COLAs, City Carrier Assistants will receive an additional 1% increase on the effective dates of the three general increases, for a total of 2.3% in November 2023 (*paid retroactively*), 2.3% in November 2024 (*paid retroactively*), and 2.3% In November 2025.

City Carrier Assistant		
	BB	AA
	\$19.33	19.83
18-Nov-23	\$19.77	\$20.27
16-Nov-24	\$20.21	\$20.71
Into effect	\$20.71	\$21.21
15-Nov-25	\$21.15	\$21.65

City Carrier Assistant hourly rates in Table 3 will also be increased by an additional \$0.50 per hour. This The ratification increase will be implemented within 180 days of ratification.

Retroactive (Back-pay) Provisions

A full back-pay calculation for all Letter Carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023, and Nov. 23, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first three COLAs (totaling \$2,309 annually). It will take some time for the Postal Service to complete more than 200,000 back-pay calculations, so the exact pay period in which back-pay will be issued has yet to be determined but will be reported as soon as it is confirmed. **Note: Letter Carriers who have retired**

At the COP information regarding the financial losses by the USPS since 2014 was discussed as a part of the presentation and discussed during the Webex meeting.

In 2023 a loss of 6.5 billion and as of July 2024 - 7.1 billion in losses. This of course makes it difficult to negotiate a financial package and could harm the outcome of binding interest arbitration.

Steps AA, A and B will be eliminated from Table 2. All those Carriers will be advanced to Step C and will begin a new 46-week waiting period. This change would be effective within 180 days of ratification.

Step P in Tables 1 and 2 will be increased by \$1,000 within 180 days of ratification. Carriers in Table 1 having reached Step P

In lieu of COLAs CCAs will receive an additional 1% raise, for a total of 2.3% in Nov. 2023, in Nov. 2024, and Nov 2025.

Reviewing the active membership numbers of the Branch, there are 275 Carriers at Step P. There are 165 members that are less than Step P. We have 133 Carriers currently in Steps AA, A, B and/or C. In addition, there are 212 CCA's currently on the roles.

The time frame for the Postal Service to finish backpay calculations has yet to be determined.

Uniforms

All Letter Carriers will receive uniform allowance increases to the following amounts on the indicated dates:

- May 21, 2025: \$536 plus an additional \$125 for a newly eligible carrier
- May 21, 2026: \$549 plus an additional \$128 for a newly eligible carrier

The newly eligible credit may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to Career Carrier) will be continued. CCA Carriers are entitled to the same uniform allowances provided to Career Carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

Uniform allowance carryover

Unused portions of an eligible employee’s annual allowance for uniform and work clothing will be carried over and available for use. An eligible employee’s uniform or work clothing allowance balance may not exceed the sum of two (2) years of the employee’s annual allowance entitlement. This newly negotiated uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the effective date of the 2023-2026 Agreement.

Good that unused portions of annual allowance for uniforms carry over.

The allowance only increasing by \$37 dollars and \$50 dollars is underwhelming.

The Postal Service requires Carriers to be in uniform, yet they do not agree to provide Carriers with the appropriate monies to purchase them.

MOU Re: City Carrier Assistants – Conversion to Career Status – This MOU, found on pages 160 and 161 of the 2019 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing. In the current MOU, CCAs converted to PTF were counted as Full-time Regular City Letter Carriers when applying the provisions of Article 7.1.C.1 and Article 7.1.C.2. Since Article 7 is being amended to include all Career City Letter Carriers, this language is no longer necessary.

MOU Re: Multi-Installation Carrier Technician Assignments – This new MOU establishes a test to explore the effectiveness of multi-installation Carrier Technician assignments in independent installations, level 21 and below. In the test sites, management will create temporary Full-time Carrier Technician assignments which combine full-time routes from up to

three installations to fulfill the five full-time route requirement. The intent of this test is to improve staffing situations in these smaller offices, while creating additional full-time assignments.

MOU Re: Complement and Staffing – This MOU, found on page 167 of the 2019 National Agreement, requires the parties to meet at the headquarters level and discuss the complement and staffing issues within the City Letter Carrier Craft. These discussions have led to hundreds of installations being added to the all-career hiring model. This MOU continues this process during the life of the 2023 National Agreement.

The bargaining position of the NALC going into negotiation was focused on the CCA category either being eliminated entirely, or the length of time would be lessened to at a minimum of one year, did not occur.

T-6 working in multiple installations, we need more information.

**Health Insurance
Career Letter Carriers**

There are no changes to the Postal Service’s cost share of health benefits premiums. The employer contribution will remain at 72 percent over the term of the contract and will be capped at 75 percent of any given plan’s premium.

City Carrier Assistants

The tentative agreement maintains the Postal Service’s biweekly contribution of 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

For the past, several Contracts the USPS contribution rate had reduced. Good that the employer contributions to health benefit premiums remained unchanged at 72%.

Overtime Provisions

Article 8 Sections 2, 4, & 5 have been modified significantly to increase overtime protections and provide more opportunities for Letter Carriers, as well as the introduction of a new pay rate that was previously only achieved through the grievance-arbitration procedure.

Section 2. Work Schedules

A new Section 2.D has been added which provides all Full-time Carriers with the right to terminate their tour of duty when reaching their respective work hour limits without being subject to disciplinary action. For

Non-ODL and Work Assignment Carriers, this means that they may clock out and leave when reaching eleven and a half (11.5) hours of work in a day or sixty (60) hours in a service week.

Section 4. Overtime Work

Additionally, a new Section 4.G has been created which guarantees pay at the rate of **two and one-half** time the base hourly straight time rate for all Letter Carriers for any work beyond twelve (12) hours in a day and sixty (60) hours in a service week. Previously, a grievance would have to be filed for Carriers to be provided the additional pay for violations of the 12/60 work hour limitations. This will no longer be necessary as the pay rate will now be automatically applied when these work hour limits are exceeded.

Section 5. Overtime Assignments

In Section 5, a new opportunity has been created for ODL Carriers to volunteer to exceed twelve (12) hours of work in a day or sixty (60) hours of work in a service week on a daily case-by-case basis. Carriers cannot be forced to work beyond the applicable work hour limits (pursuant to Section 8.2.D) and receive protection from discipline for terminating their tour when those limits are reached, however, under this new provision, management may seek volunteers and ODL Carriers may choose to volunteer to work beyond the work limits. This provision is intended to address those situations in which the employee is already scheduled up to the work hour limits and an unexpected circumstance arises which creates a need for additional overtime hours beyond the work hour limitations to complete the remaining work.

Article 8.5.A – Full-time Letter Carriers desiring to work overtime shall place their names on one or both of the regular Overtime Desired Lists, or the work assignment list during the two weeks prior to the start of the calendar quarter. The regular Overtime Desired Lists are for employees desiring to work up to twelve (12) hours per day on their regularly scheduled days only or employees desiring to work eight (8) hours per day on their non-schedule days only. However, employees signing both regular Overtime Desired Lists are eligible to work up to twelve (12) hours per day on their regularly scheduled days and their non-scheduled days, and effectively are on the same ODL that has been in place for many years. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day.

Good, that it allows full-time employees who don't want to work beyond 12/60 to leave without fear of discipline.

Also, it may affect additional remedies' that branches have procured for 12/60 violations. Need clarity on the effects of the changes.

Not sure how it affects CCAs and PTFs working beyond 11.5 daily hours. Need more details and clarification.

Need to know more about the "intended to address those situations in which the employee is already scheduled up to the work hour limits and an unexpected circumstances arises which creates a need for additional overtime."

The TA creates three separate overtime desired lists, i.e., working up to 12 hours on regularly scheduled days, those wanting to work 8 hours on their NS days, and those wanting both.

Consistent with the 2019 NA if you get off one list, then you automatically are off all OT Lists.

Management's ability to properly administer one OT List, was questioned as now they are going to handle three? Hopefully, we can get more clarification in the coming weeks to better understand the new process.

Also, volunteers can work over 12/60 work hour limitations, and it cannot be grieved if volunteers are selected in a discriminatory fashion.

Lay Off Protection.

The no-lay-off clause that protects Letter Carriers after six years of service as a career employee is retained in the tentative agreement.

Sub-contracting of Letter Carrier Work

The existing prohibitions against contracting out city carrier work would be continued for the duration of the 2023-2026 contract.

City Delivery and Workplace Improvement Task Force

MOU Re: City Delivery and Workplace Improvement Task Force – This existing memorandum reorganizes the task force for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

This task force will develop the processes necessary to examine conditions, to develop solutions, and to test alternative procedures in city delivery offices related to creating a positive work environment/culture where everyone is treated with dignity and respect; evaluating the workplace culture and developing solutions to address the causes of conflicts between management and City Letter Carriers; efficiency and use of space; staffing and scheduling; route

evaluation; safety; contractual compliance; and business growth.

New Employee Experience, Retention, and Mentoring

MOU Re: New Employee Experience, Retention and Mentoring Program – A result of two pilot programs conducted across the country, this program creates guidelines related to the onboarding, retention, and mentoring of new employees. This program would be implemented nationally after ratification of the National Agreement and includes guidelines such as:

Prior to leaving Carrier Academy and reporting to their employing office, all newly hired City Letter Carriers will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit, and instructions for completing time reporting records.

No later than the first day in the employing office, all newly hired Letter Carriers will receive an equipment package including a new USPS-branded reflective vest, mail satchel, and hat. They will also receive an introduction and familiarization with the employing office conducted jointly by USPS and NALC representatives.

All CCAs and PTFs will now be guaranteed a minimum of one nonscheduled day each service week, except during the penalty overtime exclusion period for employees in their ninth week and beyond.

Limited daily and weekly work hours and work locations for CCAs and PTFs during their first eleven (11) weeks following completion of the Carrier Academy. Effective week twelve (12) PTFs and CCAs are limited to 11.5 workhours per day (consistent with Employee and Labor Relations Manual, Section 432.32).

All CCAs and PTFs will receive a defined work schedule identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.

Newly hired City Letter Carriers will receive training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.

Progress reviews will be conducted at 30-, 60-, and 80-day intervals. Copies of these reviews will be provided to the local union.

Employees will have access to updated route books and maps and provided reasonable time to review prior to delivering a new route assignment.

To the extent possible, newly hired Letter Carriers will be provided with consistent route assignments.

New employees are prohibited from performing work outside of the City Letter Carrier craft during their first 90 workdays or 120 calendar days, whichever comes first.

A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace.

Joint Workplace and Improvement Process

MOU Re: Joint Workplace and Improvement Process (JWIP) – This MOU found on pages 252-254 of the 2019-2023 National Agreement has been restructured to reaffirm the parties' commitment to improving the workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, area/regional teams to oversee the process and implementation of any necessary improvement plans, and district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

Local Implementation

The local implementation period will be April 3, 2025, to May 2, 2025.

Good that Lay off protections carried over.

Sub-contracting prohibitions carried over.

New Employee Experience, Retention, and Mentoring Program offers some promising changes.

The language stating new employees are prohibited from crossing crafts needs clarification. It could be misconstrued by management and give them the impression other employees can be required to cross crafts whenever (if not clarified in the JCAM.)

However, this prohibition for new employees may help curb management from hiring CCAs because they cannot hire RCAs, and then only working CCAs in the rural craft.

The Joint Workplace and Improvement Process (JWIP) has some good provisions and allows more access to installations where there are problems with harassment.

Route Evaluation and Adjustment

MOU Re: Alternate Route Evaluation and Adjustment Process – This MOU is continued.

The parties have worked to develop six previous joint route adjustment processes dating back to 2008 under the terms of this MOU and would continue that work throughout the life of this Agreement.

MOU Re: Fixed Office Time in a Joint Route Evaluation and Adjustment Environment

– This new MOU recognizes the need to modify methods for determining fixed office time to fit office activities in the current work environment by recording most office activities other than casing mail and pulling down mail as either recurring or non-recurring. Activities previously recorded under Lines 8-13 and 15 would now be recorded under Line 21. When determining minimum line-item values in the modified method, the MOU would prohibit such values from being less than indicated values for the following line items:

- Line 14 – Accountables – 2 minutes
- Line 19 – Vehicle inspection – 3 minutes
- Line 20 – Personal needs – 5 minutes
- Line 21 – Office work not covered – 10 minutes.

The change to the Fixed Office Times is going to cause management to further push their arbitrary one-hour office times. It may cause more harassment and a more stressful work environment. We definitely need more information and clarity on this provision.

The memo’s intent was only to pertain to agreed upon joint route adjustment processes; however, it is interesting because the wording of “line items” are not part of joint processes. Instead, line items are part of Chapter 2 adjustments.

Other Contractual Provisions

Article 2

Article 2.1 - The language will be changed to include pregnancy as a protected class and to replace the term “handicapped employees” with “individuals with disabilities.”

Article 8

Article 8.3 – All Part-Time Flexible and City Carrier Assistant employees will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned nonscheduled day by the Wednesday preceding the service week.

PTFs and CCAs will be guaranteed a minimum of one nonscheduled day each service week, except for penalty exclusion period. CCAs and PTFs can volunteer to work their NS day.

Article 10

MOU Re: Monetization of annual leave – This new MOU provides career employees the opportunity to sell back up to forty (40) hours of annual leave prior to the beginning of the leave year if they are at the carryover maximum and they have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

Carriers can sell back up to 40 hours of annual leave prior to the beginning of the leave year if they are at maximum and they have used 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

This is the same language the APWU has in their contract.

MOU Re: CCA Advanced Annual Leave – Upon completion of an initial 360-day appointment as a City Carrier Assistant, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced forty (40) hours of annual leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

MOU Re: PTF Advanced Annual Leave – Forty (40) hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

MOU Re: Bereavement Leave – This MOU on page 182 of the 2019-2023 National Agreement provides City Letter Carriers up to three workdays of leave to make arrangements necessitated by death of a family member or attend the funeral of a family member. With the ratification of the 2023-2026 National Agreement, grandchildren will be added to the existing list of defined family members.

MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations –

This new MOU defines the amount of administrative leave granted and time limitations applicable to bone marrow, stem cell, blood platelet, and organ donations for career employees.

Article 11

Article 11.1. Holidays Observed – Amended to add Juneteenth, which has been observed since 2022, as an official designated holiday for full-time employees. In the February 2022 edition of the Postal Bulletin, the Postal Service announced official observation of the Juneteenth holiday and a revision to the Employee and Labor Relations Manual (ELM) adding the holiday.

Article 11.7. Holiday Part-Time Employee – Modified to update the pay calculation for Part-Time Flexible employees (PTFs) to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay per se, Article 11.7 provides that the holiday pay Regular Carriers receive is built into the regular hourly rate for PTFs. The new calculation provides that PTFs will be compensated for the eleven (11) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 1,992 hours. This calculation has been already in effect since 2022, this contractual change simply updates the language.

CCAs, upon completion of an initial 360-day appointment, will be advanced 40 hours of annual leave.

PTFs will be advanced 40 hours annually.

Grandchildren were added to the Bereavement Leave LMOU.

Juneteenth was added to Article 11 and will be factored into the PTF payrate as well.

Article 12

Article 12 – Article 12 will be amended to remove any sections and/or language which do not apply to the City Letter Carrier craft.

Article 12.2.B - Under the current Article 12.2.B language, supervisors who return to the City Letter Carrier Craft begin a new period of seniority unless they return within 2 years. The modified language would change this to 1 year.

Article 12.5.C.8 - Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF employees over quota, will be deleted.

Article 14

Article 14.3.C – This new section establishes Joint Labor-Management Safety Committees at the District level, for each of the 50 USPS Districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly. District Safety Committees are responsible for assisting in implementing district-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees. The establishment of District Joint Labor-Management Safety Committees follows the long-standing pilot test in certain USPS Districts under MOU Re: District Safety Committees Pilot Program. This MOU will be removed from the National Agreement since these committees will now be established nationwide in Article 14.

MOU Re: Air-Conditioned Vehicles – This new MOU requires the Postal Service to make every effort to

acquire vehicles equipped with air conditioning for use by City letter Carrier Craft employees. If USPS plans to acquire vehicles without air conditioning due to the climate in a particular geographic location or other factors, the issue must be discussed with the NALC. Additionally, USPS must continue to follow repair and maintenance procedures to ensure that any necessary maintenance or repairs to air conditioning systems are completed in a timely manner. Inspection of vehicle air conditioning systems will be included in preventive maintenance inspections as well.

Article 14.3.C will establish Joint Labor Management Safety Committees at the District Level, which will meet quarterly. There will be two members from the NALC and 2 members of management.

The MOU Re: Air-Conditioned Vehicles, mandates management continue air- conditioned vehicles and requires them to repair, maintenance, and inspect air conditioned for postal vehicles.

Article 15

MOU Re: Dispute Resolution Process Testing – This MOU found beginning on page 210 of the 2019-2023 National Agreement has been modified to add the requirement for the task force to begin meeting no later than ninety (90) days after the ratification of the 2023-2026 National Agreement and to meet regularly no less than once a quarter.

MOU Re: Article 15 - Dispute Resolution Process- Step B Team Procedures – This MOU replaces the MOU Re: Article 15 - Dispute Resolution Process and the MOU Re: Article 15 - Dispute Resolution Procedure Task Force and creates a new MOU outlining the guidelines and defined responsibilities for the Step B teams and the joint parties who oversee them. This new MOU is designed to streamline and improve the Step B process to facilitate more rapid resolution of grievances.

MOU Re: Electronic Grievance System – Establish a Task Force at the National level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties. The parties will explore the potential functionality of the electronic grievance system including but not limited to electronic grievance forms for all steps, push notifications when grievances are appealed to the next step, time stamps to record dates and times of actions taken, responding to information requests, and managing and storing documents.

The MOU Re: Electronic Grievance System is a task force that will explore and work towards developing and implementing an electronic grievance system. Anything to speed up document requests will be helpful.

Article 16

Article 16.7 Emergency Procedure – Amended to allow Carriers placed in an off-duty status the right to use accrued annual leave to offset the non-pay period.

Article 16.7 would now allow Carriers placed in an off-duty status to use accrued annual leave to offset the non-pay period.

Article 17

Article 17.5. Labor-Management Committee Meetings – Amended to add a requirement for the local parties to meet at least twice per year to discuss labor-management issues.

Article 17.7. Dues Checkoff - Changed to reflect that NALC will be taking over the dues processing for our members.

Article 23

MOU Re: Article 23 Rights of Union Officials to Enter Postal Installations – This new MOU affirms that upon reasonable notice to the Postal Service, authorized representatives of the Union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the Collective Bargaining Agreement. The MOU clarifies that this right applies to elected or appointed National, Area, Local officers, and representatives regardless of whether they are active USPS employees or retired. The MOU requires the Postal Service to provide officers and/or NALC representatives, who are in a full-time Leave Without Pay (LWOP) status or retired, a USPS identification badge to enter postal facilities within their respective local(s).

Changes to Article 17.5 adds a requirement for the local parties to meet at least twice per year.

The changes to the Dues Checkoff will allow branches to get their portion of new employee's dues for representation quicker.

Article 23 changes clarifies the right of appointed National, Area, Local Officers and representatives of whether they are active or retired. It mandates the Postal Service to provide representatives, who are in a full-time LWOP or retired, a USPS identification badge.

I want to thank Region 9 National Business Agent Eddie Davidson and his staff for the presentation on October 21, 2024. The discussion was open and honest, as importantly it was not a sales job. Questions and concerns were raised about the effectiveness of the Tentative Agreement. NBA Davidson promised more Webex meetings like this as clarity is some of the questions are answered.

Links for future planned TA meetings will be added to the Branch 1477 web site at Branch1477nalc.org.

The DRF grant application process....

Considering Hurricanes Helene and Milton, over 27 Branch members (Active and retired) have applied for Relief Grants. What the NALC Disaster Relief Foundation (DRF) gives is not much, but its intent is it help the NALC members in need. It can't replace what was lost, but it is available for our members and their families.

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations to offer financial grants. With natural disasters increasing in frequency, the Disaster Relief Foundation grants can be considered only for property damage sustained to a primary residence, vehicle or personal property from a hurricane, flood, tornado, wildfire, earthquake, severe storm or other natural disaster. Damage declared by the applicant will be verified by the branch president or a designee.

Other matters that need to be considered: If members rent a residence, please provide statements (if available) from a landlord establishing property inhabitation, a copy of the new residence application or a copy of the deposit receipt. If the member incurs expenses due to the displacement, he or she should provide hotel receipts or other documents to show these costs.

Members must document with photos the damage sustained by their primary residence, vehicle or personal property. If the member receives estimates or begins to repair their property or vehicle, they should provide those receipts.

Finally, the Branch President or Designee will need to verify the member's address and claim damages; this is with the form provided by the President and/or a prepared statement documenting the member's damage from the disaster. Remember, the application for DRF assistance is not an application for Federal Emergency Management Agency aid, or any other federal disaster assistance. It is also not automatic; you must provide the proper documentation.

You can find the DRF grant application form at nalc.org/disaster. Grant applications can be sent to disasterrelieffoundation@nalc.org



Donations to the DRF can be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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November, 2024

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