

# 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 645

VOICE OF BRANCH 1477

NOVEMBER, 2023



## 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 2024 National Convention to be held in Boston, MA, during August 5-9, 2024, will be taken during the regular order of business at the November Regular Branch Meeting at the Hall and on the Electronic Membership Meeting via Zoom. The link for this meeting will be posted on the branch website at: [Branch1477nalc.org](http://Branch1477nalc.org).** In accordance with Article 5 of the National Constitution and Article 4 of Branch 1477 Bylaws, official notice is hereby given.

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 9, 2023.**  
(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 14, 2023**. Ballots will be mailed to the home address of eligible members no later than **November 22, 2023**. Ballots must be mailed back to the Election Committee, PO Box 737, Pinellas Park Florida, 33780 and be received by 11 AM on December 14, 2023. 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 9, 2023**

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

*Please place my name in nomination for delegate to the 2024 National Convention to be held in Boston, Massachusetts, August 5 through 9, 2024.<sup>1</sup>*

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

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*Signature/Date*

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***<sup>1</sup>This must be received in the Branch Business Office prior to the time of the nominations on November 9, 2023.***

<b>Inside This Issue:</b>			<b>PRESIDENT'S REPORT</b>	
			<i>By President Joe Henschen</i> <i>Twitter @JaHe1</i>	
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Executive Vice President article—Hubble's Troubles by Chris Hubble	5-6			<b>Technology Integrated Alternate Route Adjustment Evaluation and Adjustment Process (TIAREAP) and the Route Review.</b>
Legislative Update by Gene Carroll	6-7			The most important principle of the route count and inspection process is that each route must be adjusted to as near eight hours work per day as possible. Over the years the NALC and USPS have moved away from the traditional Route Adjustment process outlined in the M-39. The current Route Adjustment process (RAP) is intended to gather data through a digital street review process gathering data from the scanner rather than manual data collection by a route examiner on a week of inspection.
Director of Insurance article by Tom Phillips	7			
Minutes of the Branch by Recording/Financial Secretary Ken Grasso	8-10			
Congressional Information article by Chris Hubble	10			What we have noticed in the implementation of TIAREAP is that Carriers have become disadvantaged inasmuch as many have never experienced a unilateral route adjustment. That is important to realize because the daily office and street routine now are more important than ever. What a Carrier does <b>today</b> impacts the route when evaluated. Now the M-39-time
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allowances for office time explains how office time is credited and this is true under the new process.

**Every day is a Route Inspection and should be viewed that way.  
Office Time Work Allowances**

**The M-39 Handbook** contains the following explanation of minimum time allowances for each office function.

**Lines 14-23 on PS Form 1838-C** The following is a brief description of each of the line items used to record time during the week of route count and inspection on PS Form 1838-C. During the week of inspection, carriers will be credited with the actual time it takes to perform the tasks as explained below.

**Line 14 – Accountable Mail** – 6 minutes minimum time allowance – Time spent when you stop casing mail to get your accountable mail, signing for it, filling out the name or address on PS Form 3849, and casing the notice as a reminder in the morning plus the time it takes to get cleared and go on to your next task in the afternoon/evening. **There is a dispute that is pending arbitration relating to Certified mail in the DPS. Till this is resolved much of your Line 14 time has been rolled into street time.**

**Line 15 – Withdrawal of Mail** – 5 minutes minimum time allowance – This includes time spent withdrawing mail from tubs or trays, cutting straps, removing plastic, etc. This line item also includes time you spend withdrawing mail from both the throwback and hot cases. The M-39 states that, “two withdrawals of letter mail and one of papers for each trip, with a final pull just prior to leaving time, generally are sufficient.”

**Line 16 – Sequencing and Collating Mail** – Time spent collating or sequencing mail is recorded on this line.

**Line 17 – Strapping Out Time** – Most letter carriers will not use this line item. Line 17 is only used in very limited circumstances. The only timeline 17 is used is when you have motorized curb delivery routes where the majority of the case separations contain more than two addresses per separation. In these instances, the Letter Carrier records the actual time to place the mail in the exact sequence of delivery instead of 1 minute for each 70 pieces.

**Line 18 – Break** - 10 minutes minimum time allowance – In most offices, a 10-minute credit is given where letter carriers take a morning office break. If your office has a longer break time than 10 minutes, keep in mind that more time must be credited for line 18.

**Line 19 – Vehicle Inspection** – 3 minutes minimum time allowance – Time spent inspecting your vehicle every morning is recorded on this line. Time starts when you get your key to go to your vehicle and ends when you come back into the office and begin your next task.

**Line 20 – Personal Time** – 5 minutes minimum time allowance – This time credit covers any personal needs that you may have while in the office such as obtaining rain gear from your locker, restroom needs, etc. This time is not entered on Form 1838-C. Five minutes for line 20 is automatically calculated in the fixed office time. If your office has additional wash-up time such time is entered on line 21 not line 20.

**Line 21 – Recurring Office Work Not Covered by Other Line Items** – 9 minutes minimum time allowance – This covers a wide variety of office functions that you perform on a recurring, continuing basis. Generally speaking, recurring office time is an office task that occurs at least once per week. Many of these functions are universal and take place on almost all, if not all, routes. Some examples in the morning are getting your scanner and setting it up, trip(s) to the throwback case, getting your parcel hamper, checking for sleepers, AMS/edit book/red book work, replenishing forms, verifying hold mail, weekly safety talks, removing tags, returning empty equipment to a designated area, etc. Some examples in the afternoon/evening are taking care of outgoing mail collected on your route, placing your attempted parcels and 3M mail in the designated location, returning your parcel hamper to the designated location, processing undeliverable mail, trip(s) to the throwback case, returning empty equipment to a designated area, etc.

**Line 22 – Non-recurring Office Work** – Line 22 is for non-recurring, non-continuing office functions. Because Line 22 items are not regular office activities, you will not receive credit in the route evaluation for the time spent performing them. Activities that are not part of the normal routine do not become part of the route. Remember, no work performed on a recurring, continuing basis should be recorded on line 22. Generally speaking, recurring office time is an office task that occurs at

least once per week as explained above in the description of line 21.

**Line 23 – Counting Mail and Filling out PS Form 1838-C** – Only the time spent counting the mail and filling out Form 1838-C during the week of count and inspection is recorded on line 23.

**Pulling down the route** - like casing mail, and personal needs time, is not a line item as listed. When the carrier completes casing, to include SPRs (which are counted as flat sized pieces). Level the parcels in the hamper and begin pulling down. Each tray should be sat on the parcels in the hamper. The trays should not be stacked in multiple levels. The tray itself should not be placed in the hamper above the top of the sides. When no other trays fit in the hamper, place the additional trays on the ledge for an additional trip. When all mail is completely pulled down, move to the street, and push out to load your vehicle. Scan your parcels in the load feature. Return to the case a second time if trays remain and retrieve the DPS mail.

#### **M-39 141.2 Special Office Mail Counts**

When management desires to determine the efficiency of a carrier in the office, a count of mail may be made.

The carrier must be given one day's advance notification of this special count. Use Form 1838-C to record count and time items concerned. The carrier must be advised of the result of the office mail count.

Following the basics of the office routine, daily will help ensure that these route "Reviews" will be done correctly and fairly. If you are not notified in advance or are not advised of the result of an office count contact your steward.

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TERRI ANNEKEN Sales Representative	1905 Dalton Avenue Cincinnati, Ohio 45214



## Hubble's Troubles

By Executive Vice President,  
Chris Hubble

### **Route review continued....**

Although TIAREAP is intended to eliminate the week of inspections and examiner observations, there is no prohibition of management conducting office count and street observations. In some installations we have been informed that Route "Reviews" will be conducted and no adherence to the rules of Route Inspections will be followed. As we fully expect to have these violations let's review the proper procedures.

First, the M-39 Handbook provides for a one (1) day count of mail when necessary. However, a one (1) day count of mail should be utilized for the purposes intended by the M-39 Handbook and local officials are to ensure that one (1) day counts are not used for the purpose of harassment. (M-00111)

There are no street standards! In national level settlement M-00304, the parties agreed there is no set pace at which a carrier must walk and no street standard for walking.

This language was reinforced in the September 16, 2011, national level settlement M-01769. The relevant language from these two settlements is shown below.

M-00304 "In keeping with the principle of a fair day's work for a fair day's pay, it is understood that there is no set pace at which a carrier must walk and no street standard for walking."

M-01769 "...there is no set pace at which a carrier must walk and no street standard for walking."

Conduct of the Route Examiner The role of the examiner is to observe and accurately record data. Section 232.1 of the M-39 Handbook requires the examiner to do the following:

The route examiner must:

- a. Not set the pace for the carrier but should maintain a position to observe all delivery points and conditions.
- b. Not suggest or forbid any rest or comfort stops but should make proper notations of them.

- c. Not discuss with the carrier on the day of inspection the mail volume or the evaluation of the route. These matters must be discussed with the carrier at a later date when all data has been reviewed and analyzed.
- d. Make notations on the day of inspection on the appropriate form or separate sheet of paper of all items that need attention, as well as comments on the day of inspection. Also list any comments or suggestions for improving the service on the route, as well as suggestions or comments made by the carrier during the course of the inspection for improvement in delivery and collection service.
- e. Make comments and suggestions clearly, and in sufficient detail for discussion with the carrier and for decision-making purposes. The manager who will actually discuss the results with the carrier must have enough facts and figures to reach a final decision on any necessary adjustments to the route.

**Street Break Rules** If the route being inspected takes both rest breaks on street time, the breaks will be taken separately from each other. The street breaks must also be separate from the lunch period.

**Comfort Stops**, The M-39 Handbook also provides that reasonable comfort stops will not be deducted from the carrier's actual time. You have to watch out for management trying to deduct time that was used for reasonable comfort stops. There is no one size that fits all definition for what the term "reasonable" means in this instance. While management likes to put a number to everything, this is one of those situations where they just can't do that. Nature and geography control the amount of time that is reasonable for comfort stops.

**Improper Deductions of Street Time**, Management may not just make a time deduction because a letter carrier allegedly failed to properly finger mail or take proper short cuts. Instead, management is required to instruct the letter carrier to use proper procedures and make every effort to reinspect the route prior to adjustments being implemented.

### **The TIAREAP memo includes:**

"On each workday during the life of this agreement, the Workhour Workload Report for all routes, for the previous day, will be posted daily in a convenient location".

The intention for the posting of the Workhour Workload Report is to ensure that the proper mail

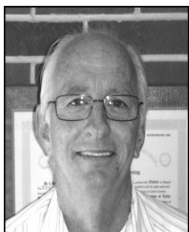
volume as well as auxiliary assistance was recorded properly.

### **PS Form 3999**

In both selected and non-selected zones, all PS Forms 3999 conducted during the life of this agreement will be reviewed with the regular carrier or agreed to replacement carrier.

Within three business days (whenever possible) of performing a PS Form 3999, management will explain the examiner's comments and the reasons for any time recorded as nonrecurring street time, as well as any editing of the original PS Form 3999, to the carrier. The carrier will have the opportunity to write his/her comments on an attachment to the original unedited copy of the PS Form 3999. The carrier will be provided with a copy of the unedited PS Form 3999 one day prior to discussing it with management.

If management is not reviewing either the 1838-C and/or the PS Form 3999 ask to see your steward so that they may initiate a grievance and/or call the hall.



## **Legislative Update**

*By Gene Carroll, CDL District 15*

The Senate Homeland Security and Governmental Affairs Committee (HSGAC) voted 12-0 to advance the renomination of Robert Taub to serve on the Postal Regulatory Commission (PRC). The unanimous vote came after the committee held a hearing on Taub's renomination.

Taub's nomination now awaits consideration in the full Senate. NALC urges the Senate to swiftly advance Taub's nomination. He is currently serving in a holdover year that expires on Oct. 22. Taub is one of two PRC nominees currently in the confirmation process.

The Senate Committee on Homeland Security and Governmental Affairs (HSGAC) held a hearing to consider the nomination of Thomas Day to serve on the Postal Regulatory Commission (PRC), an independent agency that exercises regulatory oversight over the Postal Service.

The PRC's responsibilities include preventing

anticompetitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards.

During his 35 years at the Postal Service, Day served in multiple senior roles including vice president of engineering, senior vice president of government affairs, senior vice president of intelligent mail and chief sustainability officer. Additionally, he served as the chair of the standards board at the Universal Position Union, the U.N. agency that governs international mail exchange from 2007-11. Following his retirement from the Postal Service in 2019, Day worked at the International Post Corporation (IPC) in Brussels. He is an Army veteran and a graduate of the U.S. Military Academy at West Point.

Day began his testimony by highlighting his broad experience in both the global and domestic postal sectors. Regarding the role of the PRC and the ongoing modernization and revitalization of the Postal Service under the Delivering for America plan, Day stated, "It is essential that the PRC provide the oversight to ensure that the implementation of DRF is accomplished in a manner that provides fair competition, accountability and transparency." Day concluded by committing to engage USPS and all key stakeholders "to find the optimal, practical solutions to create a postal system to best serve our country."

HSGAC Chairman Gary Peters (D-MI) began by asking Day to describe how he would shift from working for the Postal Service to serving on the PRC and ensuring it acts as a strong regulator. Day emphasized the importance of fostering a positive working relationship between the PRC and USPS, even when there is disagreement, but affirmed his commitment to fulfilling the responsibilities of the PRC.

Day also responded to questions from Senators Thomas R. Carper (D-DE) and Richard Blumenthal (D-CT) regarding the integration of electric vehicles to the USPS's fleet, expressing optimism about the use of electric vehicles despite challenges, adding "it is the right thing to do."

In response to questions from Senator Rick Scott (R-FL) about the USPS's challenges, Day described how factors like inflation and the decline in first-class mail have impacted the Postal Service's revenue but asserted that he was hopeful and optimistic that the USPS would break even or produce a positive net income in 2024. As the

Postal Service continues to go through a dramatic shift in the kind of product it handles, Day also emphasized the responsibility of the PRC to monitor cost attribution on an ongoing basis in the rate-making process.

Today, the Senate Homeland Security and Governmental Affairs Committee (HSGAC) voted 10-5 to advance the nomination of Thomas Day to serve on the Postal Regulatory Commission (PRC). The vote came after the committee held a hearing on Day's renomination last week.

Day's nomination now awaits consideration in the full Senate. If confirmed, he would replace Mark Acton, the current vice chairman of the commission.  
**NALC**



## Director of Insurance

*By Tom Phillips*

### How to Join the NALC Health Benefit Plan

If you are eligible for FEHB benefits, you may enroll in one of the many participating health plans, change your current health plan, or cancel your enrollment in a FEHB plan during the annual Open Season. This includes active and retired postal and federal employees, annuitants, survivor annuitants, Indian Tribes, Tribal organizations, and urban Indian organizations. Certain Qualifying Life Events (QLE) also allow anyone eligible to make changes to their FEHB enrollment outside of Open Season.

Current Active Letter Carriers can enroll in the NALC Health Benefit Plan by going to:

Access Lite Blue at <https://liteblue.usps.gov>.

When enrolling, know your health plan enrollment code:

- **321 - High Option Self Only**
- **323 - High Option Self Plus One**
- **322 - High Option Self and Family**
- **324 - Self Only NALC Consumer Driven Health Plan**
- **325 - Self and Family NALC Consumer Driven Health Plan**
- **326 - Self Plus One NALC Consumer Driven Health Plan**

- **KM1 - Value Option Self**
- **KM3 – Value Option Self Plus One**
- **KM2 - Value Option Self and Family**

Annuitants or Retirees eligible in the FEHB program can enroll by using OPM's Open Season Online system at

<https://retirefefhb.opm.gov/Annuitant/Home/Default>, or by calling Open Season Express at 800-332-9798. For more information, call the Retirement Information Center at 888-767-6738 (TTY: 800-878-5707).

If you submit your change by mail, the address is:

OPM, Open Season Processing Center  
PO Box 5000  
Lawrence, KS 66046-0500

The 2024 FEHB Open Season will run from November 13, 2023, through December 11, 2023. Open Season starts every year on the Monday of the second full work week in November and ends on the Monday of the second full work week in December.

### Should I Purchase a FEDVIP Dental or Vision Plan?

The Federal government offers standalone "FEDVIP" dental and vision plans, separate and distinct from the FEHB program. The FEDVIP program shares the same Open Season dates as the FEHB program, but to you join them separately. To enroll, use Benefeds (<http://www.benefeds.com/>) or call 1-877-888-3337. In sharp contrast to regular health insurance benefits, there is no direct federal government contribution to the cost of the premium. You pay for it all, though with substantial tax savings to employees (but not retirees). While these plans do have an element of insurance, in that they protect you against some unforeseen dental or vision expenses, they are best thought of as primarily pre-paid care. Most people enroll in these kinds of plans because they know roughly what kinds of expenses to expect, and plan to do a little better than breaking even. In effect you pay for those new contact lenses or your recurring dental expenses on the biweekly or monthly installment plan, with protection against some unanticipated expenses. Like FEHB plans, FEDVIP plans offer three enrollment options: self plus one, self and family. The premiums for self plus family are almost always about double or triple the self-only premium.

# Minutes of October 12, 2023 Membership Meeting



**Recording/Financial  
Secretary**  
*Ken Grasso*

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

**Invocation** by Greg Welsh.

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

**Special Presentation:** President Henschen invited Ron Eichelman and O.D. Elliott to the front. They were both presented with their 50 Year Gold Card and Pin. President Henschen also read a Letter of Proclamation from NALC National President Brian Renfroe.

President Henschen discussed the Agenda Order of Business and the Rules that pertain to virtual meetings as outlined in **Roberts Rules of Order** as follows:

- The role of the Chair (President Henschen) is to make sure the meetings stay on track and participants don't lose discipline or order.
- Each participant has a responsibility to stick to the topics at hand without going off track. All participants get their turn to speak about a discussion or topic. They raise their hand or be called by the Chair. The Chair goes around the virtual room in a fair order allowing everyone who wants to speak on an issue to have their turn. Before anyone can speak again the Chair ensures everyone has spoken in that round of comments.
- Above all, all participants, including the Chair are expected to keep things professional. Participants should keep any personal issues or ulterior motives out of your discussions. You are expected to be courteous, respectful and congenial in all meetings.
- Different points can be raised as a motion or be considered when you want to speak. "Point of privilege" is when someone says "point of privilege" they do so when someone else is speaking, notes something that is distracting in

the meeting.

- "Point of information" is where speaker can be interrupted, the individual does so to ask for more information.
- "Motions to table" is used to halt discussion for the time being until a later meeting. Someone must second the motion to table an agenda item and needs a majority vote to pass. Only one person should speak at a time and the Chair will call each person wanting to do so.

**Minutes of previous meeting:** Motion to accept the previous month's minutes by Jim Bumbul, seconded by Ron Eichelman. Motion passes.

**Branch by the Numbers:** As of the recent dues roster has 822 Active Members with 797 paying dues, 3 are on Military Leave. 9 paying direct, with 13 on LWOP. Retirees 558 (90 Gold Cards). 1380 Total Members.

I would like to welcome Barbara Carr of Absolute Quality Interpreting Services.

**Treasurer:** Chuck Cavicchio—Balances for September were read. Motion to accept Treasurer's Report by Brian Andrews, seconded by Anthony Roger. Motion passes.

**Director of Retiree Affairs:** O.D. Elliott—I met with 2 Carriers today and helped them with their paperwork for retirement. I also make myself available to meet with surviving spouses of a member that passes away to help with paperwork.

**Director of Insurance:** Tom Phillips—Eyeglass Report: 7 Members for \$345 and 4 Dependent \$190 for total of \$535. Next month starts the Open Season for Health Insurance.

**Political District 13 Liaison:** Congress is currently in recess.

**Trustee Report:** Brian Andrews—We went over the August books and they are in order.

**Vice President Report:** Greg Welsh—Those that work at the NBA office work very hard for us. Discussed the difference between the Letter Carrier Paragraph and Mandatory Overtime.

**Executive Vice President:** Chris Hubble—Something I got from the Rap Session was about Uniforms Vendors. There are ideas about getting a third party to try to not let one Vendor have a



monopoly. If there is a balance left on the Citi card at the end of the year, Citi Bank retains that money not the Postal Service.

### **Welfare Reports:**

#### **Sad:**

Patricia Cannonier, Carrier Midtown—Younger Sister passed away in Ft. Lauderdale.

Jody Dodd, Carrier Crossroads—Father hospitalized.

#### **Glad:**

O.D. Elliott, Branch Director Retiree Affairs—Birthday is this Saturday.

#### **New Retirees:**

Sam Gizzi, St. Pete Beach

#### **Office Grievance Summary**

- 45 cases processed at Informal A
- 3 resolved at Informal A
- 10 resolved at Formal A
- 24 have been appealed to Step B
- 8 are still open at Formal or Informal A
- Topics include:
- 12 Letters of Warning
- 2 - 7 Day Suspensions resolved
- 1 Emergency Placement resolved
- 2 Notice of Removals resolved
- 24 Article 8 cases sent to Step B (seeking escalating remedies).
- 4 Contract cases (Other)

#### **Presidents Report:**

#### **Upcoming Training and Meetings 2023**

**October 14-15, 2023, Fall COP:** Executive Vice President Chris Hubble will be leaving tomorrow to represent the Branch.

**November 17-19, 2023, National Rap Session** President Henschen will be attending.

**October 14-18, 2023, Health Benefit Seminar:** Director of Insurance Tom Phillips will be leaving Saturday.

We attended the Region 9 RAP Session in Orlando. There were over 400 members in attendance. National President Renfroe began addressing the

delegation about his battle with alcoholism and the charges levied against him. He was very open and apologetic and hopes his story can help others battling the disease.

Contract negotiation is ongoing and discussions on setting up a panel of Arbitrators as early as next week. The path to an agreement is detailed as Economic (Wages, Benefits etc.) and Non-Economic.

USPS does not want to go to Interest Arbitration. NALC is in a strong position as Unions are moving upward.

We have positions on violence against Carriers in Key theft and robberies. A Bill is proposed in Congress that would change how those charged are prosecuted. Currently about 14% of all these acts are prosecuted.

The Training at the Rap Session was very good with classes on:

- Article 8
- Light Duty
- Emergency Placement
- Remedies on Joint Statement of Violence and Behavior in the Workplace
- Just cause
- Proper Grievance Procedure
- Mock Arbitration
- Retirement

NALC sent out notifications from USPS highlighting changes to the ELM 520 Health Benefit Program to reflect changes in the Postal Service Health Benefits Education Program.

The 2024 Retiree COLA for CSRS and FERS benefits based on the increase in the average CPI-W between the 3<sup>rd</sup> quarter of 2022 and the 3<sup>rd</sup> quarter 2023 is announced at 3.2%.

The FRCA COLA will be finalized in December of 2023 at 3.9%. The FECA COLA is only applied if the disability occurred 1 year prior to the adjustment's effective date.

#### **Door Prize Drawing:**

#### **Lotto – Scratch Off Ticket**

Judy Dorris

Motion to adjourn by Terry Johnson, seconded by Javier Urrutia.

## Federal Retirement Fairness Act

Congressional Legislation Info

Article by Chris Hubble

### ***Take Action today!***

#### **Federal Retirement Fairness Act reintroduced in House**

On October 19, 2023, Reps. Derek Kilmer (D-WA), David Valadao (R-CA), Don Bacon (R-NE) and Gerry Connolly (D-VA) introduced the Federal Retirement Fairness Act, legislation that would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after December 31, 1988, making it creditable service under the Federal Employees Retirement System (FERS).

The legislation would cover Letter Carriers who were employed as Casuals, Transitional Employees, or City Carrier Assistants, providing them with greater retirement security.

This bipartisan bill would provide greater retirement security for federal employees, including Postal Service employees, who begin their federal/postal service in non-career positions. It would:

- Modify what is considered creditable federal civilian service under the Federal Employees Retirement System (FERS)
- Allow Letter Carriers, and other affected federal employees, the opportunity to purchase retirement credit for time spent in non-career positions, such as Casuals, Transitional Employees (TEs) or City Carrier Assistants (CCAs)

Many federal employees, including Postal Service employees, begin their federal/postal service in non-career positions before transitioning to career status. These employees, including Letter Carriers who were employed as Casuals, Transitional Employees (TEs) or City Carrier Assistants (CCAs), do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits.

The Federal Retirement Fairness Act would modify

what is considered creditable federal civilian service under FERS. It would allow these employees to make catch-up retirement contributions for time spent as non-career employees after December 31, 1988, making such time creditable service under the FERS, and for other purposes.

This legislation would allow Letter Carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these noncareer positions, providing greater retirement security.

Ask your legislators to support the Federal Retirement Fairness Act.



### **Steward Meeting Attendees**

**Meeting was held at the Hall and on Zoom and led by President Joe Henschen and Executive Vice President Chris Hubble.**

#### **October 19th:**

Javier Urrutia, Heather Manley, Donny DeMilta, Wyatt Stribling, Anthony Roger, Tiffany Naughton, Eric Short, Scott Archbold, Olbin Flores-Elvir, Patrick Jacques, A.J. Pollard, Josh Wheeler, Cheryl Anderson, Scott Held, Mike Oster, Heather Vincent-Gates, Brian Andrews, Erica Baker

### **South Meeting**

#### **October 18th:**

Joe Henshen, Chris Hubble, Erica Baker, Chris Kotonski, Dennis Leach, Rui Almeida, John Knighten, Jason Giardina, Jacob Brache, Mike Churchill, Ingrid Heise

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**SERGEANT AT ARMS**

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Alt	Jody Dodd	(727) 768-2562
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Alt	Ken Domingos	(716) 598-1205
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Alt	Patrick Green	(813) 671-4770
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<b>Gulfwinds 7,15</b>	Olbin Flores-Elvir	(913) 671-0397
<b>Gulfwinds 11</b>	Mike Hancock	(954) 955-0350
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<b>Midtown 5</b>	Javier Urrutia	(813) 484-2489
<b>Midtown 12</b>	Patrice Cannonier	(786) 200-0957
Alt	Gary Johnson	(316) 209-3764
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Alt	Suzette Brown	(727) 580-1084
<b>Northside 16</b>	Tonya Lee	(813) 270-2918
Alt	Kalani Mosman	(727) 418-8767
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Alt	Ross Cassidy	(727) 510-9685
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<b>St. Pete Main 14</b>	Alan Pollard	(727) 667-4254
Alt	Dee Grant	(727) 225-9272

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<b>Dunedin</b>	Scott Held	(727) 418-5742
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<b>Largo 71/78</b>	Eric Short	(727) 251-9846
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<b>Pinellas Park 81</b>	Josh Wheeler	(813) 947-5369
<b>Punta Gorda</b>	Dennis Leach	(941) 276-0806
<b>PC Annex</b>	Erica Baker	(941) 661-5196
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# November, 2023

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