

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 660

VOICE OF BRANCH 1477

MAY, 2025

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Official Summary

The Official Summary of the 2025 Referendum of the 2023 – 2026 National Agreement results were mailed to each Branch in the National Association of Letter Carriers.

Nationally

185,894 ballots were mailed and 48% active members responded to referendum. 63,680 voted to reject, (59%)—26,304 Voted to accept (41%)

Branch 1477 had 756 Ballots mailed to our members, 48% of members responded to referendum. 193 voted to reject (53%)—171 voted to accept (47%)

The New agreement summarizes the pay provisions for the 2023-2026 Agreement. While attending the Committee of Presidents the implementation of a number of the changes for the 2023-2026 agreement were discussed.

Changes to Article 8.5.A and the modifications to the Overtime Desired List will begin at the beginning of the new quarter to ensure equitable distribution of overtime.

The New Employee Experience, Retention, and Mentoring Program will take some time for portions to be developed. However, some of the memorandum is fully enforceable

- The program guarantees being given a minimum of one nonscheduled day for each service week, except during the penalty overtime exclusion period, for employees in their ninth week and beyond.
- Limited work hours and work locations during their first eight (8) weeks following completion of the Carrier Academy.
- A defined work schedule identifying anticipated nonscheduled days, start and end times, and route

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, MAY 8, 2025

- assignments.
- Training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews that will be conducted at 30, 60, and 80-day intervals. Copies of these reviews will be provided to the local union.
- Access to updated route books and maps and 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.
- Any cross-craft assignments after this must still be in compliance with Article 7.
- In the coming weeks some changes will be made to the Carrier Academy, but the above items will be monitored for compliance.
- A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace. This provision may take some time to develop and orient employees wishing to become a Mentor to on-boarding employees.

New pay rate implementation

Effective April 19 (date is tentative), all City Letter Carriers will begin earning new pay rates that include the following increases pursuant to the terms of the 2023 National Agreement set by Arbitrator Dennis R. Nolan in the interest arbitration award dated March 21, 2025:

For career City Carriers:

- \$978 Cost of Living Adjustment effective August 26, 2023
- 1.3% General Wage Increase effective November 18, 2023
- \$353 Cost of Living Adjustment effective March 9, 2024
- \$978 Cost of Living Adjustment effective September 7, 2024
- 1.4% General Wage Increase effective November 16, 2024
- \$416 Cost of Living Adjustment effective March 8, 2025

*Cost of living increases referenced above are adjusted and paid proportionally to each step's percentage of Step P for City Carriers in Table 2 in accordance with Article 9.3.D of the National Agreement.

For City Carrier assistants:

- 1.3% General Wage Increase and an

additional 1.0% increase effective November 18, 2023

- 1.4% General Wage Increase and an additional 1.0% increase effective November 16, 2024

*City Carrier Assistants receive the additional 1.0% increases referenced above in lieu of cost of living adjustments pursuant to Article 9.7 of the National Agreement.

These new pay rates for all City Letter Carriers are tentatively scheduled to be reflected in the May 9th paychecks.

Backpay will be calculated from the effective dates of the pay increases indicated above through April 19th (tentative). The Postal Service has indicated that it will take some time to calculate the back pay for more than 210,000 Letter Carriers but tentatively expects the process to be completed and payments made sometime in August.

All this information is listed on the NALC.Org webpage. How does it relate to Branch 1477:

The hourly rate of pay will increase for Table 1 Carriers (those hired before 2013) \$2.09 per hour. The Branch has 229 members on Table 1. All of these Carriers are at Step P.¹

Table 2 Carriers (all hired after 2013) in Step I and above will recognize salary increases from \$1.73 to \$2.09 per hour. There are 149 Carriers at Step I or above across the Branch.

Table 2 Carriers that entered on duty February 12, 2020, total 378. Raises will reflect hourly increases of \$1.27 to \$1.67.

The New Agreement has a number of components that will take a few days to absorb by us all. The Steward Training was used to communicate to the Stewards on enforcing the new National Agreement.

Good News for Retirees 2026 Retiree COLAs Projection:

CSRS is 1.5% and FERS is 1.5% as of April 2025. The 2026 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2024 (308.729) and the 3rd quarter of 2025.

The 2026 retiree COLA calculation will be finalized in October 2025 with the release of the CPI-W for September 2025.

¹ These numbers may be a little higher due to eReassign Carriers.

2026 FECA COLA Projection: 1.4% as of April 2025.
The 2026 FECA COLA calculation will be finalized when the December 2025 CPI-W is published during the month of January 2026.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.



Hubble's Troubles

By Executive Vice President,
Chris Hubble

The process of changing a branch by law....

A fundamental concept in any democracy is the right to have your voice heard. This ensures that governing is based on the will of the people. As such, the importance of one's right to vote cannot be overstated. There are many slogans used to highlight and bring awareness to the importance of voting. Your vote, your voice; if you don't vote, you can't complain; elections have consequences.... the list goes on and on. Incorporated within the NALC Constitution are several provisions that require the will of the members to direct specific activities or changes.

Article 12, Section 3 of the Constitution for the Government of Subordinate and Federal Branches (CGSFB) addresses funds in part: *All funds shall be devoted to such uses as the Branch may determine; provided, that no appropriation shall be made except when ordered by a majority vote of the members present and voting at a regular meeting; provided further, that Branches may make provision in their by-laws allowing officers to spend a certain sum of money between Branch meetings in cases of emergency.* The above is meant to illustrate the importance of voting in establishing the will of the membership and is not inclusive of every circumstance in which a branch vote is required or necessary.

Article 15 of the NALC Constitution sets forth rules that Branches and State Associations must follow to approve a change in their bylaws. Branches or State Association Bylaws may contain additional guidelines. Article 15 of the NALC Constitution explains: *That branch bylaws "may be amended at any regular meeting of the branch, provided the amendment has been submitted in writing at the last previous regular branch meeting, and suitable notification to members shall be made at least ten (10) days before the regular meeting at which the vote is to be taken."*

Any proposed change in a Branch's or State

Association's bylaws, whether involving deletion of old language, addition of new language or both, constitutes an amendment of the bylaws and would be subject to the requirements of Article 15 of the NALC Constitution.

After the proposed bylaws have been approved by the Branch or State Association, the proposed changes must be submitted to the Committee of Laws for approval.

The Committee of Laws has three options available when ruling on proposed changes. They are: *"Approved," "Approved with exception(s)" and "In conflict with the National Constitution."*

"Approved with exception" means that the items listed as exceptions are in conflict and not approved. To remedy the exceptions and amend bylaws, the entire process contained in Article 15 of the NALC Constitution must be completed again (submitting, notification, voting and mail to the Committee of Laws).

For further information on Bylaws, scan the QR code below.



Steward Meeting Attendees

Meetings were held at the Hall and on Zoom and led by President Joe Henschen and Executive Vice President Chris Hubble.

April 17th:

Tiffany Naughton, Laurann Rose, Karen Peck, Eric Short, Donny DeMilta, Scott Held, Alan Pollard, Anthony Roger, Daavid Brown, Wyatt Stribling, Javier Urrutia, Olbin Flores-Elvir, Ken Domingos, Patrick Jacques, Gary Johnson, Alex Peck, Tim Cox, Erica Baker, Jody Dodd, Jacob Lovelace,

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The following proposed Bylaw changes were read at the April 10th General Membership Meeting and will be discussed and voted on at the May 8th General Membership meeting.

ARTICLE 3 MEETINGS

SECTION 1.

South Meetings shall be held on the Fourth Thursday of each month, beginning at 7:00 P.M. The time and place of meetings may be changed as conditions necessitates, such as the January meeting following election of Officers. The purpose of these meetings is to provide updated information relative to Branch Business, Training, and Rap Sessions. Attendance will be counted toward Paid Delegate eligibility for State and National Conventions. (Adopted 1/11/07)

ARTICLE 3 MEETINGS

SECTION 1.

Delete:

~~—South Meetings shall be held on the Fourth Thursday of each month, beginning at 7:00 P.M. The time and place of meetings may be changed as conditions necessitates, such as the January meeting following election of Officers. The purpose of these meetings is to provide updated information relative to Branch Business, Training, and Rap Sessions. Attendance will be counted toward Paid Delegate eligibility for State and National Conventions. (Adopted 1/11/07)~~

Change to read:

- C. The President shall visit the South Branch offices each month. The purpose of these visits is to provide updated information related to Branch Business.

ARTICLE 7 DUES AND FEES

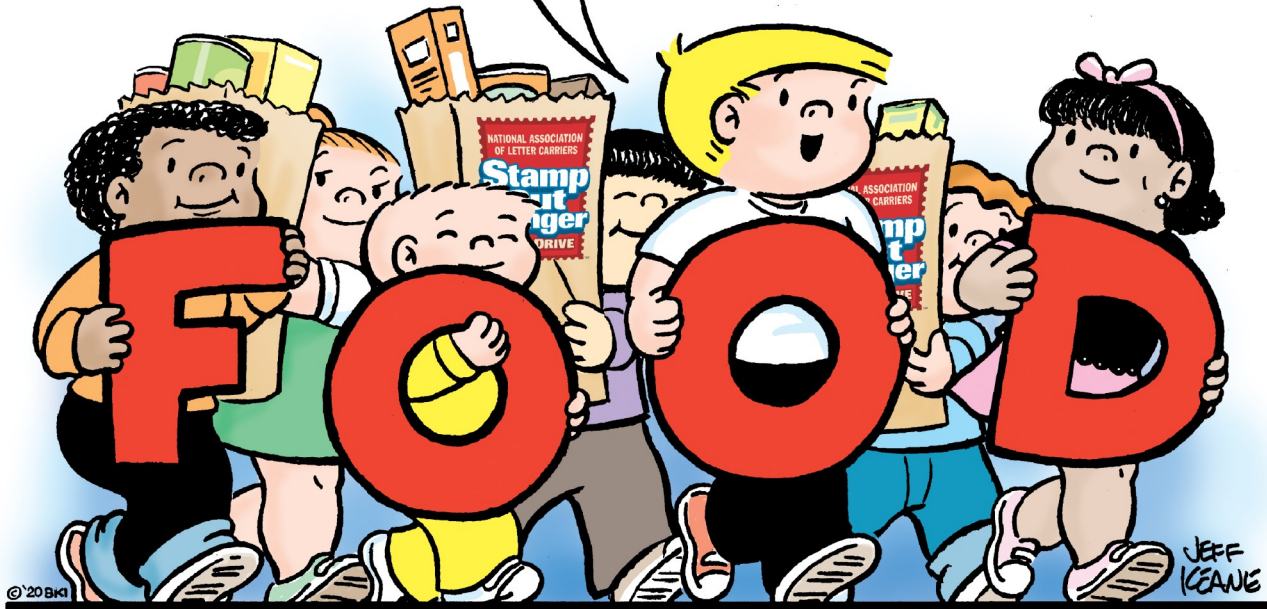
SECTION 2.

- D. Twenty Three Cents (\$.23) per active member per pay period will be expressly used to maintain an Automobile Fund for the sole purpose of expenses *relating to the maintenance and repairs and to the purchase of a replacement Branch Automobile*. The Treasurer of the Branch will reimburse the Automobile Fund each pay period.

Delete:

- D. ~~Twenty Three Cents (\$.23) per active member per pay period will be expressly used to maintain an Automobile Fund for the sole purpose of expenses relating to the maintenance and repairs and to the purchase of a replacement Branch Automobile. The Treasure of the Branch will reimburse the Automobile Fund each pay period.~~

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

Second Saturday in May
Special thanks to



Dunedin Cares
COMMUNITY FOOD PANTRY



Minutes of April 10, 2025 Membership Meeting



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

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

Invocation: O.D. Elliott

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept previous minutes by Terry Johnson, seconded by Kyle Garlow. Motion passes.

Branch by the Numbers: As of the latest dues roster, 764 Active Per Capita, 742 Members paying dues. Retirees 558, (124 Gold Cards), 1322 Total members.

Recognize from Absolute Quality Interpreting Services Kelly Benz.

Treasurer: Chuck Cavicchio-read ending balances for March. Motion to accept Treasurer's Report by Glen Fagan, seconded by Patrick Jacques. Motion passes.

Director of Retiree Affairs: O.D. Elliott—Been working with some Carriers who are getting ready to retire.

Director of Insurance: Tom Phillips—Eye Glass Plan, 7 members and 1 dependent for a total of \$495.00. If you referred to a specialist, you could go on the Cigna Provider list and check to see if they are in network or out of network.

Political District 13 Liaison: Tom Phillips—Nationally there has been legislation to protect the Letter Carrier. HR 1065 has 180 co-sponsors.

Trustee Report: Brian Andrews—Trustees are meeting this week for March books.

Executive Vice President: Chris Hubble—Grievance Workload since our last meeting: We processed 46 cases at Informal A. last month, 20 cases were appealed to Formal A, 6 cases were appealed to Step B.

Welfare Reports:

Sad:

- Pauline Wilson, Madeira Beach—Had Surgery.
- Rick Enriguez, Retiree Open Air—Passed away.
- Laurann Rose, St. Pete Beach—Nephew passed away.
- Michelle Douglas, Northside—Mother passed away.
- John Kieck Jr., Ellenton—Father passed away.

Glad:

- Erica Baker, Port Charlotte Steward—Got married.

- Shea Haviland, Carrier Midtown—Got married.
- Nadir Awani, Open Air—Wife gave birth to a baby boy.

CCA Promotions:

Jacquan Fuller—St. Pete Main
Jeff Bennett—Dunedin
Marcia Buchia—Punta Gorda

New Hires:

Judson Atkinson—St. Pete Main
Salvatore Rannazzisi—St. Pete
Jarmarcus Smith—St. Pete
Javier Solomon—St. Pete
Mohamed Belkitar—Seminole
Kelly Jordan—St. Pete

Retirees:

Carol Kilpatrick—Crossroads

Presidents Report:

I just got back from COP in California that took place in Pasadena. There were 10 agenda items which were about the Arbitration Award and how we arrived at this award. There was discussion about potential attacks on the Postal Service Union's and Collective Bargaining, dues check-off, Steward time on the clock. There has been talk that the Social Security Supplement could be eliminated even for those retired.

Numbers on the National Agreement and Branch 1477 mailed ballots were read.

Based on comments of the President and DOGE the Executive Board felt we needed a contract as soon as possible. On March 21, PMG DeJoy denied DOGE access to employees' information and was then pressured to give access but decided to resign. Arbitrator Nolan signed the award on Monday 3/24/2025.

Nothing in the agreement is more favorable to the Postal Service, there were no givebacks. Retro Pay is projected sometime in August. Also, currently the APWU and NRLCA are without contracts. Also, there is talk of eliminating Steward time on the clock. If you have not been contributing to the LCPF please consider doing so. Currently only 13% of NALC members contribute. Our PAC currently has \$7 Million.

The enemy is not in the NALC. We have a common threat that could change our way of life, it's time to work together on this.

Saturday May 10, 2025, Food Drive is just around the corner.

Discussed the upcoming training and convention dates for 2025.

Two Bylaw proposals were read

Door Prize Drawing:

Lotto – Scratch Off Ticket

Karen Peck

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PRESIDENT

Joe Henschen. (727) 492-4009

EXECUTIVE VICE PRESIDENT

Chris Hubble. (727) 641-8396

VICE PRESIDENT

Greg Welsh. (727) 804-4726

RECORDING/FINANCIAL SECRETARY

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TREASURER

Chuck Cavicchio. (727) 798-8506

EDITOR

Judy Dorris. (727) 403-2173

DIRECTOR OF RETIREE AFFAIRS

O.D. Elliott. (727) 608-6027

DIRECTOR OF INSURANCE

Tom Phillips. (727) 458-4127

SERGEANT AT ARMS

Eric Short. (727) 251-9846

TRUSTEES:

Shiela Bradley. (813) 335-7783

Brian Andrews. (941) 807-5669

Patrick Jacques. (727) 218-2721

STEWARDS OF BRANCH 1477

St. Petersburg:

| | | |
|--------------------------|--------------------|----------------|
| Crossroads 9 | Jody Dodd | (727) 768-2562 |
| Crossroads 10 | Ken Domingos | (716) 598-1205 |
| Euclid | Wyatt Stribling | (727) 480-6121 |
| Gateway | Jillian Iuliucci | (727) 458-1623 |
| Gulfwinds 7,11,15 | Olbin Flores-Elvir | (913) 671-0397 |
| Madeira Beach | Patrick Jacques | (727) 218-2721 |
| Midtown 5 | Al Baldwin | (727) 754-0199 |
| Alt | Tony Cook | (727) 244-3194 |
| Midtown 12 | Gary Johnson | (316) 209-3764 |
| Northside 2 | Tiffany Naughton | (727) 642-5466 |
| Northside 16 | The Hall | (727) 531-1477 |
| Alt | Alex Perez | (786) 413-8220 |
| Open Air | Nadir Alwani | (813) 305-6136 |
| Alt | Scott Archbold | (727) 422-4766 |
| St. Pete Beach | Laurann Rose | (727) 226-3291 |
| St. Pete Main 13 | Anthony Roger | (813) 574-9971 |
| St. Pete Main 14 | Alan Pollard | (727) 667-4254 |
| Alt | Anthony Roger | (813) 574-9971 |

| | | |
|----------------------------|----------------|----------------|
| Bradenton Bch | Brian Andrews | (941) 807-5669 |
| Dunedin | Scott Held | (727) 418-5742 |
| Alt | Devin Price | (803) 944-2706 |
| Englewood | The Hall | (727) 531-1477 |
| Indian Rocks Bch | Tim Cox | (727) 481-5348 |
| Largo 71/78 | Daavid Brown | (727) 657-5606 |
| Largo 70/73 | Karen Peck | (727) 418-1990 |
| Palmetto | Sheldon Jones | (941) 580-1058 |
| Pinellas Park 81/82 | Javier Urrutia | (813) 484-2499 |
| Punta Gorda | Erica Baker | (941) 661-5196 |
| PC Annex | Erica Baker | (941) 661-5196 |
| Seminole 72/74 | Eric Short | (727) 251-9846 |
| Alt | Donny DeMilta | (727) 430-4413 |
| Seminole 76/77 | Donny DeMilta | (727) 430-4413 |
| Alt | Eric Short | (727) 251-9846 |

Congressional Liaisons:

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

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



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ADDRESS SERVICE REQUESTED

May, 2025

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|------------------------------|---|--|---|--|-----------|------------------------------------|
| | | | | 1 Executive Board Meeting | 2 | 3 |
| 4 | 5 Pinellas Park Retiree Breakfast | 6 St. Pete Retiree Breakfast | 7 Largo Retiree Breakfast | 8 General Membership Meeting | 9 | 10 NALC Food Drive |
| 11 Mother's Day | 12 | 13 | 14 | 15 Steward's Meeting | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |