

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**

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Social Media: Who is Watching?

For as long as I can recall the NALC has touted the Postal Service as being the most trusted Federal Agency, and in doing so recognized that when a patron thinks of the USPS they think first and foremost of the Letter Carrier. City Letter Carriers should take pride in this history and always strive to present a positive image to the community.

Acknowledging this tradition of respect, the Postal Service has certain expectations for the conduct of Letter Carriers. If you are new to USPS and NALC, these expectations may be unfamiliar to you.

Most USPS policies address Social Media issues by addressing conduct/behavior and then political restrictions.

The Employee and Labor Relations Manual (ELM) outlines the overall expectations regarding conduct in and out of the workplace.

Sections in this manual state: Behavior and Personal Habits: Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation.

The Federal Standards of Ethical Conduct referenced also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or

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

other conduct prejudicial to the Postal Service. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute. The Handbook M-41, City Delivery Carriers Duties and Responsibilities, reads in part: Conduct affairs of personal life in a way that will reflect creditably on both you and the Postal Service. Keep the ELM and M-41 guidelines above in mind when interacting with the public or using social media.

The USPS social media policy mainly addresses the conduct of employees who use social media in their official capacity to communicate with the public or other employees. While the guidelines do not limit an employee's participation in union social media activity, there are specific rules contained in the Hatch Act that apply to union political activity and social media. The Hatch Act of 1939 prohibited federal employees from engaging in some forms of partisan political activity. The Act was amended in 2012 and allowed for some freedom by caution is advised.

In general, all federal employees may use social media and email and comply with the Hatch Act if they:

1. Do not engage in political activity while on duty or in the workplace. (Federal employees are "on duty" when they are in a pay status, other than paid leave, or are representing the government in an official capacity.)
2. Do not engage in political activity in an official capacity at any time.
3. Do not solicit or receive political contributions at any time. (This does NOT include contributions to the Letter Carrier Political Fund solicited from fellow NALC members while off the clock.)

Recently, the Postal Service issued reminders to employees about these expectations and specifically employee's behavior when interacting and posting on social media. The Postal Service does not intend to have this policy infringe on employee's ability to have their own social media presence or personal accounts. However, be cautious when making posts related to your job with USPS.

Required Stand-up Talks also remind employees that they should not post while on the clock. This includes "selfies" in the plant, post office, vehicle, or

other official workplace areas. While social media videos and reels of Letter Carriers performing their duties and interacting with customers can often be entertaining and heartwarming, be aware that these may not be favorably received by the Postal Service.

You have the right to use personal social media outside of work hours at your discretion; however, be careful. Comments or videos you make on social media may be misinterpreted by customers, co-workers, or management, which could create difficulties in the workplace.

The policies remind employees to always be respectful, whether in the actual or virtual world. The Postal Service Standard of Conduct states: "Employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment." Employees should "not verbally attack other individuals or companies, this includes fellow employees, contractors, customers, vendors, and competitors." Remember that anything you post might be visible to anyone, including postal managers and the public, and could be there forever. Be mindful of your personal conduct and what you are posting on social media. You never know who could be watching.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*

The process of changing or modifying a Branch Bylaw....

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:

Section 3. 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 Bylaws 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 the vote 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).

The testament of the members to direct specific activities and/or changes of the Branch Bylaws are guided using **Robert’s Rules of Order**.

Guiding Principles:

- Everyone has the right to participate in discussion if they wish.
- Only one thing (motion) can be discussed at a time.

Motions:

- All main motions must be seconded and are adopted by a majority vote unless otherwise noted.
- All main motions may be debated.

Neither the making nor the seconding of a motion places it before the board; only the chair can do this utilizing the 3rd step of stating the question.

- The chair states the question exactly as stated by the mover, “it is moved and seconded that ... [repeats the motion].”
- The chair then turns first to the mover to see if they wish to be assigned the floor for discussion/debate of the question.
- If the mover does not claim the floor and, after a pause, no one else does, the chair may put the question before the board after asking, “are you ready for the question?”

Amend a motion:

This is the process used to change a motion under consideration. Perhaps you like the idea proposed but not exactly as offered. Raise your hand and make the following motion: “I move to amend the motion on the floor.” This also requires a second. After the motion to amend is seconded, a majority vote is needed to decide whether the amendment is accepted. Then a vote is taken on the amended motion.

Question:

To end a debate immediately, the question is called (say “I call the question”) and needs a second. A vote is held immediately (no further discussion is allowed). A majority vote is required for passage. If it is passed, the motion on the floor is voted on immediately.

Table:

To table a discussion is to lay aside the business at hand in such a manner that it will be considered later in the meeting or at another time ("I make a motion to table this discussion until the next meeting. In the meantime, we will get more information so we can better discuss the issue.") A second is needed and a majority vote required to table the item being discussed.

Adjourn:

A motion is made to end the meeting. A second motion is required. A majority vote is then required for the meeting to be adjourned (ended).

That being said, may I have a second...

Minutes of February 8, 2024 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.

Minutes of previous meeting: Motion to accept the December minutes by Terry Johnson, seconded by Javier Urrutia. Motion passes. Motion to accept January minutes by Scott Archbold. Motion passes.

Application of New Members: by Ken Grasso –
Tyler Schofield—St. Petersburg
Hayden Crawford Jr—St. Petersburg
Danielle Knause—St. Petersburg
Charles Sheffer—St. Petersburg
Willie Fields Jr—St. Petersburg
Jason Harrell—St. Petersburg
Ryan Fournier—St. Petersburg
Christian Diaz-Vasquez—Seminole

David Clothier—Pinellas Park

Motion to accept these individuals into the membership by Shiela Bradley, seconded by Tom Phillips. Motion passes.

Branch by the Numbers: As of the recent dues roster has 803 Active Members with paying dues, 4 are on Military Leave. 21 no deducts, 2 on light duty, 2 ADR, 2 awaiting Disability Retirement, 5 Separations and 1 Resignation, 1 pending Arbitration. Retirees 558 (89 Gold Cards) with 29 members eligible for Life Membership; 1389 total members.

Recognize from Absolute Quality Interpreting Services Kali Collins.

Installation of Shop Stewards for 2024:

Indian Rocks Beach: Tim Cox

Dunedin: Scott Held

Seminole:

72/74 Zone: Eric Short

76/77 Zone: Donny DeMilta

Largo:

70/71/73/78 Zones: Mike Oster

Pinellas Park:

81 Zone: Clayton Sorvala

82 Zone: Heather Manley

Bradenton Beach: Brian Andrews

Palmetto: Sheldon Jones

Ellenton: Jocelyn Pagan

Englewood: Jon Robinson

Punta Gorda: Dennis Leach

Port Charlotte: Erica Baker

St. Petersburg:

Zone 1: Scott Archbold

Alt: Dan O'Dell

Zone 2: Jillian Iuliucci

Zone 4: Wyatt Stribling

Zone 5: Javier Urrutia

Zone 6: Cheryl Anderson

Alt: Laurann Rose

Zone 7: Olbin Flores-Elvir

Zone 8: Patrick Jacques

Zone 9: Jody Dodd

Alt: Ken Domingos

Zone 10: Heather Vincent-Gates

Zone 11: Michael Hancock

Zone 12: Patrice Cannonier

Zone 13: Anthony Roger

Zone 14: Alan Pollard

Zone 16: David Mills

President Henschen then read the Oath of Office to the newly installed Stewards.

Treasurer: Chuck Cavicchio—Read January ending balances. Motion to accept Treasurer's Report by Greg Welsh, seconded by Mike Oster. Motion passes.

Director of Insurance: Tom Phillips—Attended MBA virtual training class on Sunday. Gave brief history of creation of MBA.

Vice President Report: Greg Welsh—Gave brief discussion about the Material Resource System (MRS) manual and about Article 17 & 31. Management is always watching you so be careful and aware of that.

Executive Vice President: Chris Hubble—Discussed Office Grievance Summary:

- 10 Contract cases and 4 Discipline cases in 3 of our cities filed at Informal A.
- 1 resolved at Informal A
- 1 resolved at Formal A
- 2 appealed to Step B

Not included in these numbers are 2 cases appealed to Formal A today and 4 cases waiting to appeal to Step B.

Welfare Reports:

Sad: None

Glad:

Sheldon Jones, Carrier Palmetto—Has a newborn Grandson named Darius, born January 5.

New Retirees:

Leah Hess, St. Petersburg
Melanie Fick, Seminole

Presidents Report:

Last month we discussed the idea of a Carrier Appreciation Cookout to be on Sunday February 18, 2024, but we have to push it back and the reason is we have 29 members eligible for Life Membership and a large number of members eligible for a lot of levels of pins years and above. There is no better way to show appreciation to our members. Let us look about planning it May 26 or May 27 (Memorial Day).

2024 National Convention August 5-9 Boston Massachusetts. We received forms for registering our Delegates. Once the Delegates are registered, we will get the Credentials mailed to the Hall with instructions to book accommodations. We will make accommodations for Delegates that have completed the rooming forms sent out in January and completed the form attesting that they have neither applied for nor served in management in the last 2 years. If you are a Delegate and have not filled these out contact Recording/Financial Secretary Ken Grasso.

Steward Training

We have previously discussed Local Steward Training. In the past we have conducted a 4-hour basic training class for new Stewards. We have brought to the Board a proposal to change training for all Stewards from 4 hours to 3 Days. The Union will cover the salaries of the 17 Stewards for 3 days on the clock. The Stewards we are looking at are 6 first year, 7 less than 2 years, and 3 with 4 or more years. This cost could be around \$14,000 and to be held February 27-29, 2024 at the hall. Motion made by Patrick Jacques, seconded by Greg Welsh to approve training for 17 Stewards for 3 days and the Branch compensate them at their base rate of pay. The motion passed with 2 opposed.

President Henschen just returned from Marietta, GA where he and 3 other Branch Presidents formulated training for Region 9 Formal A and Beyond to be held in March, 2024.

Good of the Service: Disaster Relief Fund

Region 9 has the most grants written and has the least amount in donations from Branches in this region. Branches have been asked to sponsor a Grant. The Executive Board has recommended the Branch donate \$1,000 to the NALC Disaster Relief Fund. Motion by Terry Johnson, seconded by Javier Urrutia to accept recommendation of the Board.

Motion Passed.

A Proposed Bylaw Change signed by 3 members in good standing was presented at the January General Membership as follows:

ARTICLE 10, SECTION 7 B NOW READS:

The Executive Board shall be empowered to act for the Branch between meetings and shall be empowered to expend funds not in excess of one thousand dollars (\$1,000.00), when, in the judgement of the majority of the Executive Board, it is in the best interest of the Branch and the National Association of Letter Carriers.

CHANGE TO READ:

The Executive Board shall be empowered to act for the Branch between meetings and shall be empowered to expend funds not in excess of five thousand dollars (\$5,000.00), when, in the judgement of the majority of the Executive Board, it is in the best interest of the Branch and the National Association of Letter Carriers.

The Bylaw Committee met and reviewed the Proposed Bylaw Change and after reviewing the NALC Constitution, Article 12 Section 3 of the Constitution for Government of Subordinate and Federal Branches which states: 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 Bylaws allowing officers to spend a certain sum of money between Branch meetings in cases of emergency.

The Bylaw Committee finds that the proposed Bylaw submission would conflict with the National Constitution, as it is missing the language **emergency**. Therefore, the Bylaw Committee disapproves the Bylaw as written. The Bylaw Committee offers a substitute change in place of the original proposed change with exception to read:

B. The Executive Board shall be permitted to expend funds not more than two thousand dollars (\$2,000.00) in cases of emergency between regular branch meetings when in the judgment of the Executive Board.

President Henschen then allowed the makers of the proposed Bylaw change to speak. Vice President

Greg Welch started to speak but then gave the spot to Director of Retirees O.D. Elliot.

The Maker of the proposal began saying that he thinks some language of our Bylaws are inconsistent with Article 13 as well as the National Constitution. Saying the committee can substitute changes, they can recommend anything but to offer substitute changes and vote on that is inconsistent for the right of 3 members to submit a bylaw change. Basically, what they're doing is proposing something different here and we're going to vote on this today. That is inconsistent. President tried to interject, and Brother Elliott said hang on. He then said if 3 members wanted to make a Bylaw change and the 3 people on the Bylaw Committee for whatever reason they decide they do not like it, we're just going to submit something different. That would be inconsistent with our Bylaws. President Henschen tried to stop Brother Elliott from speaking however he refused to stop talking so at this point President Henschen ruled him Out of Order and had his mic muted. President Henschen informed him that at no time did the Bylaw Committee say that we are not going to vote on the original amendment as it was presented. They voted against it, and you heard their reasons, now it's up to you to tell why you are in favor of your motion and against the recommendation of the Bylaw Committee. Brother Elliott's mic was unmuted and given a chance to speak in favor of his proposal but instead he made a Motion to Table the Bylaw proposal. President Henschen declared that motion was Tabled at which time Secretary Ken Grasso said that we needed to vote on that motion. President Henschen asked Vice President Greg Welch who said we did not need to take any action until it was taken off the table.

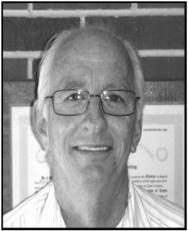
Some questions and discussion from members took place: Tiffany Naughton asked about the Bylaw process. Suzette Brown asked about getting an ice machine for Northside Station.

Many installations are getting a facelift with new equipment and new bathrooms, etc.

Door Prize Drawing:

Lotto – Scratch Off Ticket

Erica Baker



Legislative Update

By Gene Carroll, CDL District 15

More than 165 million U.S. businesses and households entrust the U.S. Postal Service to seamlessly deliver mail and packages – be it amidst a pandemic or a severe winter storm. The men and women of USPS tirelessly provide a vital, modern service six and seven days a week, while serving as the eyes and ears of every community in America. With this long and proven record of service to the American people, it's hard to understand why the U.S. Treasury has persistently and unfairly tapped the retirement funds of this essential workforce for over half a century. That's right, for some 52 years, a glaring misallocation of pension liabilities has persisted, resulting in about \$90 billion in unjust expenses to USPS, harming postal employees and postage ratepayers.

This accounting problem came to light in 2010 during the Obama administration when the Postal Regulatory Commission released the results of an independent audit, often referred to as the "Segal Study." The audit examined the Postal Service's assets and liabilities within the Civil Service Retirement System and found that the methodology used by the Office of Personnel Management in their valuation of postal CSRS pensions did not meet the standard of "fair, equitable, or preferred [private sector] methodology." It recommended immediate reforms.

Now, over a decade later, corrective action has yet to be taken, with three successive presidential administrations sidestepping the issue. While the Postal Service Reform Act of 2022 passed by Congress was a positive step forward, it was intentionally silent on the postal pension policies since Congress previously determined that executive administrative action could be taken to resolve the issue. President Biden, acclaimed as the "most pro-labor president in history," now has an opportunity to once again demonstrate his pro-worker commitment by directing OPM to cease the unjust raid on the USPS pension fund by implementing the Segal Study's long-overdue reforms.

It is time for President Biden to deliver for the letter carriers and other postal workers who voted for him. In fact, in 2020, then-former Vice President Joe

Biden acknowledged this issue and expressed support for rectifying the misallocation of CSRS pension costs in a candidate questionnaire for the National Association of Letter Carriers stating, "I have long fought to change the federal employees' pension funding formula to prevent the Postal Service from overpaying into the federal government's pension fund."

As we approach another election year, we eagerly anticipate the fulfillment of this commitment and expect the voices of postal employees to be heard. The failure to uphold the promise to fix the unfair pension allocation is hurting the Postal Service's ability to recover from the pandemic — adding an astounding \$3 billion to its expenses in 2023 and accounting for nearly half of last year's net loss. Continued failure to address this problem will not only adversely affect the USPS but also impact the millions of Americans who depend on its services. Fortunately, there is a viable solution to stop the raid on the USPS pension fund, saving the USPS billions of dollars. Congress has repeatedly granted the Administration clear legal authority and guidance to fix the unfair pension allocation. President Biden possesses the power to take immediate and unilateral action without any additional action by Congress. If adopted, the Segal reforms will pave the way for the USPS to save substantial funds while fairly and justly allocating pension costs between postal and other federal workers.

The U.S. Postal Service is an essential workforce of public servants in which we can entrust the safe passage of our mail; and it is an essential institution that binds the nation together. We urgently call on President Biden to champion America's hardworking and dedicated postal employees, rectify a half-century-old mistake, and put an end to the raid on the USPS pension fund.

H.R. 82 would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits of federal annuitants. The bill has overwhelming bipartisan support with more than 300 cosponsors. Last November, a successful field hearing was held on repealing the WEP and GPO. There was enthusiastic support from legislators and witnesses for repealing these unjust Social Security penalties. The next step to move H.R. 82 forward is for the Ways & Means Committee to schedule a markup on the bill.

NALC



“Mary Lou Jackman - William Corbeau” 2024 Florida State Association of Letter Carriers Scholarship Application



Al Friedman, President

*****PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY*****

Name of Student: _____

Male

Female

(You must select only ONE box. If more than one child is eligible, please use a separate/additional forms.)

Address: _____

City _____ State _____ Zip: _____

NALC Branch Name and/or Number: _____

Branch Contact Phone Number: _____

NALC Branch Member's Name: _____

Applicant/Member Phone number: _____

By signing below, I certify the above-named member of the FSALC is in good standing.

Signature of Local Branch President or Secretary

Date

(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)

******* TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: *******

1. The student must have graduated from an accredited High School or have a GED.
2. The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
3. Applicants must enroll as a full-time student in an accredited college or university and submit proof of enrollment to receive the funds if awarded. Winners will be notified by mail. **DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME.**
4. **Applications must be postmarked on or by July 1, 2024.** Entries received with a postmark after July 1, 2024, will not be open or returned. Only one application per applicant will be accepted.

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2000.00. **This drawing will be held during the NALC 73rd Biennial Convention, August 5-9, 2024 in Boston, MA.** Winners will be notified via mail.



FSALC USE ONLY

**RETURN ALL APPLICATIONS TO:
John W. Mitchell
FSALC Director of Education,
1440 7th Street Southeast
Winter Haven, FL 33880**



CANCELLATION OF BREAKS

C8N-4C-C 12068 Arbitrator Albert Epstein THE ISSUE

What is the appropriate remedy for the Postal Service's erroneous denial of break time to Northfield, Minnesota, letter carriers during the period from November 17, 1979, to April 23, 1980?

DISCUSSION AND OPINION

There is no dispute as to the facts upon which this grievance is based but there is a difference of opinion as to the remedy which is appropriate in this matter.

In 1978, the Postal Service and the Union agreed to incorporate provisions in their National Agreement providing that carriers receive two ten-minute breaks each day, and it was further agreed that such breaks would be implemented one week prior to the count week. In the Fall of 1979, a count was conducted at the Northfield, Minnesota, Post Office and the carriers there were permitted to have two ten-minute breaks each day from beginning one week before that count until November 17, 1979.

As a matter of past local practice, one ten-minute break had already been permitted in Northfield prior to the 1978 agreement so only one additional break was implemented one week before the count.

On November 16, 1979, the carriers were told that the count that had been conducted earlier in the Fall had been cancelled, and that during the period from November 17, 1979, until a new count was conducted, no Northfield letter carriers would be permitted to take any breaks.

On December 8, 1979, the carriers were told that they could resume their past practice of taking one ten-minute break each day.

On April 7, 1980, Arbitrator Benjamin Aaron issued an award, after conducting a hearing on the grievance filed by the Union with reference to the

Postal Service's action in discontinuing the break periods. He held that the Postal Service may not unilaterally discontinue the two ten-minute break periods negotiated in the Memorandum of Understanding during the 1978 negotiations, when the count and inspection implementing the break periods is cancelled.

The reference to the Memorandum of Understanding relates to Paragraph 6, Sub-paragraph 2, which provides that the carriers at the delivery unit will receive two ten-minute break periods (unless the local union opts to have the carriers in the delivery unit take one of the ten-minute break periods during office time). If two ten-minute breaks are taken on the street, they will be separate from" each other. Breaks must be separate from the lunch period.

On April 24, 1980, the Northfield, Minnesota, carriers were again permitted to have two daily ten-minute breaks so that the instant grievance involves the erroneous denial of break time during the period from November 17, 1979, to April 23, 1980.

The Union argues that the grievants should be paid compensation for the total break time denied them during the relevant period at the rate of one and one-half times the regular pay. The Postal Service contends that the overtime provisions of the National Agreement do not permit overtime payments for lost break time, but the Union points out that there have been previous decisions which found that payments of overtime was an appropriate remedy. In the alternative, the Union agrees that even if the payment of overtime is not an appropriate remedy, some remedy should be granted. It notes that the letter carriers were deprived of a substantial amount of break time during the relevant period; that they were granted that break time under the terms of the National Agreement; that management erred and then admitted that it was wrong. It suggests that the arbitrator could make the carriers whole for the relevant period by granting compensatory time off, such as in the form of double breaks for an amount of time equal to the time the carriers were deprived of breaks, or such time could be granted to them in blocs of hours or days.

The Union contends that to find the carriers are not entitled to a remedy making them whole would be to deprive the grievance arbitration procedure and the terms of the National

Agreement of any meaning, and that management, under such circumstances, would be free to ignore its contractual commitments. Therefore, the Union requests that the arbitrator order that the grievant's be paid overtime for the lost break times, or alternatively some other remedy which the arbitrator may fashion which he deems appropriate.

The Postal Service takes the position that the Union's request is not within the framework of the labor agreement.

It is clear that Arbitrator Aaron's award held the Postal Service action to be erroneous and that the grievant's are entitled to a remedy covering the break periods which were denied them during the period from November 17, 1979, to April 23, 1980. The only issue before this arbitrator is which remedy is appropriate. I find after studying the matter that the payment of overtime pay at the rate of one and one-half times the carrier's regular pay is not an appropriate remedy within the meaning of the labor agreement or within the meaning of the Memorandum of Understanding between the parties. However, there is no question that an appropriate remedy must be fashioned.

Under all of the circumstances, it is my finding that all of the Carriers who suffered a loss of break time within the meaning of the Aaron award should be granted compensatory time off either in the form of double breaks for an amount of time equal to the time in which they were deprived of breaks or in blocs of hours or days, at the option of the United States Postal Service. One or the other of these forms of compensation should be established and promptly put into effect by the U.S. Postal Service in Northfield, Minnesota.

If you look around the room when an office break time begins, without a doubt a handful of brothers and sisters continue to case through the AM Office Break. Over the last several years the morning office time has dwindled. Lower cased volume has played havoc with break times. In some offices, management has moved the break times to 10 minutes after reporting. Not much of a "rest break" which is what was intended when first negotiated into the National Agreement in 1978. Yes that's in 1978, the parties agreed to add a second break as a benefit to the City Carrier's workday.

Clearly, breaks are not as coveted as they once were. The Arbitration Opinion printed here illustrate it was pretty important the Northfield Minn.

Carriers. It should be important to you today. When a Carrier works through an office break or skips a break to make managements estimate, we all lose. Those before us fought for these rights. Our job is to protect them.

Residence: Cell: (727) 743-5395 Home: (727) 772-8383 ganneken@msn.com Palm Harbor, FL	Business: (513) 621-4787 (800) 543-0379 Fax: (513) 621-0483 Postal Fax: (888) 724-7882
ROY TAILORS UNIFORM CO., INC. Postal Uniforms - Shoes Your Union Preferred Uniform Company Spouse of NALC Branch 1477 Member	
TERRI ANNEKEN Sales Representative	1905 Dalton Avenue Cincinnati, Ohio 45214

Steward Meeting Attendees

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

January 18th:

Tim Cox, Heather Manley, Donny DeMilta, Wyatt Stribling, Tiffany Naughton, Eric Short, Scott Archbold, Olbin Flores-Elvir, A.J. Pollard, Scott Held, Patrick Jaques, Mike Oster, Brian Andrews, Erica Baker, Suzette Brown, Patrice Cannonier, Javier Urrutia, Cheryl Anderson, Anthony Roger, Jim Grazioso

February 15th:

Jody Dodd, Ken Domingos, Gary Johnson, David Mills, Jim Grazioso, Janice Pantoja, Scott Archbold, Jillian Iulicci, Wyatt Stribling, Javier Urrutia, Cheryl Anderson, Olbin Flores-Elvir, Patrick Jaques, Heather Vincent-Gates, Patrice Cannonier, Anthony Roger, Daevid Brown, Laurann Rose, Scott Held, Eric Short, Mike Oster, Donny DeMilta, Heather Manley, Clayton Sorvala, Brian Andrews, Jocelyn Pagan, Erica Baker, Zach Rodriguez

South Meeting

January 17th:

Joe Henschen, Chris Hubble, Erica Baker, Chris Kotonski, Dennis Leach, Ingrid Heise, Sam Haddad, Rui Almeida, Colton Smith

BRANCH 1477 PHONE DIRECTORY

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March, 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	8	9
10	11	12	13	14 General Membership Meeting	15	16
17	18	19	20 South Branch Meeting	21 Steward's Meeting	22	23
24 31	25	26	27	29	29	30