

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 665

VOICE OF BRANCH 1477

OCTOBER, 2025



NOTICE



OFFICIAL NOTICE OF NOMINATION AND ELECTION OF OFFICERS

Nominations

Nominations for the election of Officers of Branch 1477, West Coast Florida Letter Carriers will be held at the regular Branch Meeting (and on Zoom-link on website) on November 13, 2025 at 7:00 pm, at the Union Hall, 5369 Park Blvd, Pinellas Park, Florida 33781. Candidates must accept nominations at the time made or, if absent, in writing.

Nominations for Delegates to the 2026 NALC Convention to be held in Los Angeles, CA from August 3rd-August 7th, will be taken during the regular order of business at the November 13, 2025 General Membership Meeting and Electronic Membership Meeting via Zoom. In accordance with Article 5 of the National Constitution and Article 4 of the Branch 1477 Bylaws, official notice is hereby given. **The link for this meeting will be posted on the branch website at: Branch1477nalc.org.**

All nominees must signify their willingness to serve, if elected. Nominations will be closed at the end of the November meeting. In the event a member seeking nomination is unable to be present at this meeting, he/she must signify, in writing, his/her desire to be placed in nomination for the office that he/she is seeking. **Said letter must be presented at the time of nominations. (*See Page 2 for acceptance form)**

Nominations will be held for the following Branch offices:

President, Executive Vice President, Vice President, Recording/Financial Secretary, Treasurer, Editor, Sergeant-at-Arms, Director of Insurance/Health and Mutual Benefit Representative, Director of Retiree Affairs, Trustees (3)
The terms of office will be three (3) years beginning January 1, 2026.

Election

In accordance with Branch Bylaws 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 Elections Procedures. The Election Date (by which all ballots must be received) will be the Regular Branch Meeting date on December 11, 2025. Ballots will be mailed to the home addresses of eligible members no later than November 20, 2025. Ballots must be mailed back to the Election Committee, PO Box 737, Pinellas Park Florida, 33780 and must be received by 11 am, on December 11, 2025. The Election Committee will collect the ballots, bring them to the hall and begin the tally. Write in-votes are not permitted.

In accordance with the will of the 1988 N.A.L.C. National Convention, all members being nominated must signify they have not served in or applied for a supervisory position for the past twenty-four (24) months.

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, OCTOBER 9, 2025

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

Please place my name in nomination for **Officer** of Branch 1477 for the term of 2026-2028

Print name as it would appear on
the ballot.


Signature/Date

Please place my name in nomination for **Delegate** to the 2026 NALC Convention to be held in
Los Angeles, California, 2026.¹

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 13, 2025.

Inside This Issue:			<h1>PRESIDENT'S REPORT</h1> <p><i>By President Joe Henschen</i></p> <p><i>Twitter @ JaHe1</i></p>
Delegate Nomination Letter for 2026 NALC Convention	2		
President's Report by Joe Henschen	3-4	<h2>Restricted Bidding and Article 41.3.O</h2> <p>In most Branch 1477 Local Memorandum's of Understanding. Include references to When a Letter Carriers Route or Full-Time Duty Assignment, other than the Letter Carrier Route(s) or Full-Time Duty Assignment(s) of the junior employee(s) is abolished at a delivery unit as a result of but not limited to, route adjustments, highway, housing projects, all Routes and Full-Time Duty Assignments at that unit held by Letter Carriers who are junior to the Carriers whose Routes or Full-Time Duty Assignments were abolished, shall be posted for bid in accordance with the posting procedures in this Article.</p> <p>A delivery unit as applied to Article 41 Section 3.0 shall be identified as the designated Zones within the Installation.</p> <p>In cases where a Route or Carrier Technician position is abolished due to adjustments, the delivery unit/zone is closed to bidding which would have been normally city-wide bidding.</p>	
Executive Vice President article—Hubble's Troubles by Chris Hubble	4-5		
Meeting Attendees	5		
Scholarship Awards	6-7		
Short Stories article by Eric Short	7		
Minutes of General Membership Meeting on 9/11/25	7-8		
New Memorandums article by Joe Henschen	9-10		
Union's Data Page	11		
Calendar	12		

The rules that govern the filling of these positions are found in the National Agreement.

Excessing From a Section. Article 12.5.C.4 provides for special rules when employees are excessed from a section. These rules are only applicable when a Local Memorandum of Understanding (LMOU) identifies separate sections within an installation for excessing purposes as authorized by Article 30.B.18. They do not apply when junior unassigned full-time regular Letter Carriers are assigned under the provisions of Article 41.1.A.7. Nor do they apply when full-time flexible employees are moved between sections since they have flexible reporting times and reporting locations (Article 7).

If an LMOU does identify separate sections for excessing purposes, then the special rules in Article 12.5.C.4 (b-d) apply whenever management proposes to reassign letter carriers within an installation who are excess to the needs of one of the defined sections. These rules give excessed Letter Carriers retreat rights to the first residual vacancy in the same or lower grade that occurs in the section. Failure to accept the first available vacancy at the former grade level in the section ends such retreat rights.

In order to implement these retreat rights, Article 12.5.C.4 provides that as long as an excessed employee has retreat rights to the section, bidding for vacant duty assignments in the level from which the employee was excessed is subject to the following rules:

Bidding is limited to employees in the section who were in the section when the employee was reassigned, even if, for example, the LMOU ordinarily provides for installation-wide bidding.

Bidding for positions in the level from which the employee was excessed is limited to employees in that level. For example, if a Carrier Technician is excessed from a section, only Carrier Technician Letter Carriers from the section may bid on Carrier Technician vacancies in the section.

Bidding for Carrier Technician and non-Carrier Technician positions for which no employees have active retreat rights is not limited. For example, if only non-Carrier Technician Carriers have been excessed from the section and have retreat rights to the section, then only bidding on non-Carrier Technician positions is limited; bidding on Carrier Technician positions is not.

Loss of Retreat Rights. Retreat rights to a section are to the first residual vacancy in the section and salary level from which excessed after employees in the section have completed bidding. If an employee with

retreat rights fails to accept the first residual vacancy in the section and salary level from which exceeded, the retreat rights are ended. This rule is applied as follows:

If a Letter Carrier with retreat rights to a Carrier Technician position fails to accept a residual non-Carrier Technician position in his/her former section, the retreat right to a Carrier Technician position is not terminated. If a Letter Carrier with retreat rights to a non-Carrier Technician position voluntarily bids back to a Carrier Technician position in the former section, the Carrier's retreat right to a non-Carrier Technician position in the section is not terminated. However, in such cases the Carrier could not bid on non-Carrier Technician positions in the section as long as the bidding is restricted to Carriers with retreat rights to non-Carrier Technician positions. Rather, the Carrier would have to wait for the first residual non-Carrier Technician vacancy in the section to exercise the continuing retreat right.

Note: that the language of Article 12.5.C.4(c) imprecisely states the rule as being "failure to bid for the first available vacancy will end such retreat right." Technically, employees with retreat rights do not exercise them by bidding in the strict sense used elsewhere in the contract, such as in Article 41.1.A. Rather, they exercise them by simply accepting a residual vacancy. Bidding only occurs to allow an employee to exercise seniority if there is more than one residual vacancy in a section to which an employee has retreat rights.

In a nutshell, when positions are abolished in any delivery unit or zone, only employees with the right to bid are those within the zone and those that lost their assignments. Until everyone is back in the unit or fails to bid into the unit. This process is especially messy when a T6 loses routes on a swing. In this case they are temporarily a UAR on the regular day for the lost route, or they are assigned another piece of the puzzle. I truly mean a piece of the puzzle as it potentially impacts non-scheduled days. Currently we are working with management on locating assignments to complete the T6 swings with the least amount of disruption on you. It is not an overnight fix, and if inspections are scheduled later in the year or next we will have to start over.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*

MyHR website unveils new veteran programs pages....

The Postal Service has created new pages on the MyHR website to provide employees with information on Veteran pPrograms.

These pages contain material about Veteran Outreach, Veteran Recognition and other resources available to employees who have served in the military.

This includes access to information on military leave, military buyback options, the Uniformed Services Employment and Reemployment Rights Act, and more.

Employees can also verify their Veterans' preference status through MyHR. Validation of this information ensures employees receive certain legal protections and rights.

While self-identification is voluntary, cooperation in providing accurate information is critical to our ongoing efforts to fully support our employees.

To correct inaccuracies in their preference-eligible status, employees must submit any required documentation through the Employee Self-Service, or ESS, application.

To join the NALC Veterans Group, email veteransgroup@nalc.org and provide the following information:

- Name
- Address
- Branch number
- Military branch
- Any affiliated veterans group

Weingarten Rights....

Prior to employees being disciplined by management, generally they will be given a pre-disciplinary interview (PDI) or an investigatory interview (II) by management. If you are given one of these interviews, there is no doubt your supervisor or manager is looking for information to use against you so they can issue you discipline.

All Letter Carriers, including CCAs (regardless of how long they have been employed) have Weingarten Rights, which means you have the right to have a Union Steward present during a meeting in which management asks you questions that could lead to discipline.

Weingarten Rights have been afforded to employees because of Federal Labor Law which was created in the U.S. Supreme Court ruling *NLRB v. Weingarten, INC.*, 420 U.S. 251 (1975). After that ruling from 1975, it created what is known as the **Weingarten rule**, giving each employee the right to be represented during any investigatory interview which he or she reasonably believes may lead to discipline.

This rule applies during any investigatory interview - whether management is searching for facts and trying to determine the employee's guilt or deciding whether or not to impose discipline.

These questions could be asked during a closed-door meeting, through text messaging, a phone conversation or through an informal conversation at the supervisor's desk.

In any situation, if the employee reasonably believes that discipline could result, they have **Weingarten Representation Rights**. Whether or not an employee's belief is "reasonable" depends on the circumstances of each case.

Some cases are obvious, such as when a supervisor asks an employee whether he discarded deliverable mail. Generally, if you are asked a question concerning something you allegedly did wrong, you should reasonably believe that discipline could result, and you should request a Steward.

The Steward cannot exercise Weingarten Rights on the employee's behalf. And unlike "Miranda Rights" which involve criminal investigations, the employer is not required to inform the employee of the Weingarten right to representation.

You must ask for representation. You can ask at any point during an interview, even if you didn't ask for it in the beginning. No matter how smart you think you are, no matter how innocent you are, you should never under any circumstances participate in an investigative interview without a Steward present.

Employees also have the right under Weingarten to a pre-interview consultation with a Steward or another Union Representative. Federal courts have extended this right to pre-meeting consultations to

cover Inspection Service interrogations as well.

No matter who is questioning you, if you believe the questioning could lead to discipline, then you have the right to have Union Representation present during the line of questioning. In a Weingarten interview the employee has the right to a **Steward's** assistance, **not just a silent presence**.

The employer would violate an employee's **Weingarten Rights** if they refused to allow the representative to speak or tried to restrict the steward to the role of a passive observer.

Although postal employees are required to cooperate with postal investigations, the Carrier still has the right under Weingarten to have a Steward present before answering questions. In the occurrence a Steward is not made readily available or if a Steward is not present after you have asked for one, you may respond that you will be happy to cooperate in any investigation, but you will only answer questions once a Steward is provided.

Lastly, if you receive a letter from management either in person and/or in the mail revealing that you are in fact being charged for an alleged violation, request to see your Steward the day received. The Steward has fourteen (14) days to investigate it and file a grievance on your behalf.

Time limits are crucial and should be taken into account as well as the **consequences of not reporting discipline** you received to your Steward and/or designated officer within the fourteen (14) days of notification.

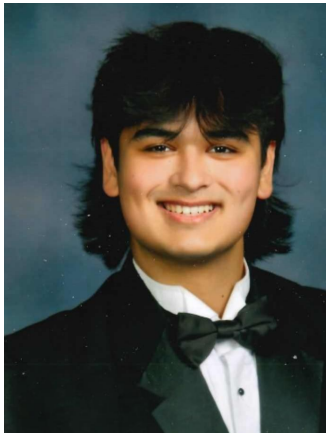
Steward Meeting Attendees

Meeting was held at on Zoom and led by President Joe Henschen.

September 18th:

Laurann Rose, Scott Archbold, Eric Short, Wyatt Stribling, Nadir Alwani, Ken Domingos, Jody Dodd, Patrick Jacques, Gary Johnson, Karen Peck, Scott Held, Jillian Iuliucci, Tim Cox, Javier Urrutia, Jon Robinson, Tiffany Naughton, Jacob Lovelace, Devin Price,

George B. and Annie R. Elliott Scholarship Winner
and
Bernard Baxley Scholarship winner:



Andy Xayadeth
(Son of St. Petersburg Carrier, Annalisa Lamb)

Hello,

My name is Andy Xayadeth, I am a 2025 Graduate of Northeast High School. My mom Annalisa Xayadeth Lamb has proudly served the USPS for 22 years as a City Letter Carrier. This fall, I will be entering my next chapter at Saint Petersburg College, where I plan to study Biology. I am honored to have been chosen for the George B. and Annie R. Elliott Branch 1477 Scholarship and the Bernard "Bernie" Baxley Scholarship. These Scholarships mean more than assistance with my financial state but more of the representation of the hard work, dedication, and values that the USPS community puts in every single day. With these Scholarships, I plan to focus on my studies for an A.A. in Biology to work toward my goal of being a Veterinarian. The Commitment perseverance and service that I've seen my mother bring to the USPS day in and day out inspire me to bring that same dedication to my own path. Thank you, and the NALC for your support and I'm truly grateful for helping me take the next step toward my future.

Andy

George B. and Annie R. Elliott Scholarship Winner:



Gianna LaCert
(Daughter of Don LaCert, Retiree, Seminole)

Hello,

My name is Gianna LaCert, I am a junior at USF and I am studying biology with plans of becoming a dentist. I am currently taking courses in cell biology, genetics, biochemistry, and human nutrition! I am also treasurer for both the pre-health and pre-dental clubs on my campus! Outside of school I spend a lot of time volunteering at the St. Pete free dental clinic! I am so grateful to the National Association of Letter Carriers for all the help and support on my journey to becoming a dentist!

Alternate for both Elliott and Bernard Baxley
Scholarships



Reynalis Gomez-Malave
(Daughter of Haydee Malave, Pinellas Park)

Hello,

This is Reynalis Gomez-Malave, Haydee Malave's daughter, and I want to thank you for the scholarship offer!

For my freshmen year and first semester of sophomore year, I attended Boca Ciega High School and got the opportunity to be part of the school's orchestra playing violin. While it was only for a year or so, I was able to pick up the skill of playing violin, even if it was beginner level. While in that same school, I was also in a digital arts class for my whole time there, which helped me develop my art skills over the years, and even to this day, use the techniques I've learned when creating my own personal art. With that class, it made my love for art grow even more. Then I moved to Weeki Wachee High School for the rest of my high school career, which unfortunately didn't have the classes I enjoyed, though I was able to pick up a new passion through one of the classes, which was Marine Science Honors. I already have a love for animals in general, but learning about marine life made my curiosity grow, wanting to learn more about the creatures of the sea, along with their habitats. With that, I decided to go forth and enhance my education to major in Marine biology during my time at Stetson University. While I may have not been in clubs in high school, I focused on my academics and personal growth, such as studying the best I could to get through math classes I had. Though it was hard, I managed to pull through to the very end, earning all the credits I needed for graduation.

Short Stories

*By Sargeant at Arms,
Eric Short*

Political Fund

Contrary to popular belief, our Letter Carrier Political Fund does not support strictly Democratic Candidates. As I learned while at the State Convention, 1/3 of our Political Fund is given to Republican Candidates. Our NALC dues cannot be used to support political candidates. So, we are reliant on Carriers to donate to the LCPF. Take that Big Beautiful Bill (H.R.1) that was passed. Originally 3 provisions in that bill would have negative consequences for Postal Carriers. (1) Originally it included language that could have increased FERS

contributions to 4.4%, becoming a 3.6% payout for employees hired prior to 2013. (2) Eliminating the FERS annuity supplement that provides an additional annuity amount to retirees prior to reaching Social Security eligibility age. (3) Calculating retirement based on the highest 5 years of pay instead of our current high 3. The friends we made through that PAC were able to have that language removed prior to H.R.1 being approved. Government is coming after our jobs and the way to protect those jobs is to contribute to the LCPF. Also look into our new Postmaster General. He was handpicked to try to break down our Union. While CEO at Waste Management he was considered a Union Buster and preferred a non-Union workforce. A simple Google Search will show you the fight we are in to protect our jobs. Our PAC brings together Letter Carrier advocates from both sides of the aisle to fight for issues that are relevant to Carriers. So whether you are a Democrat or Republican, contributing to the LCPF will help you continue to see the same pay and benefits that we have all become accustomed to. So, whether you have a year left before you retire or are just starting your career, please consider contributing so we can help keep our friends in government in a position to help us.

Minutes of September 11, 2025 Membership Meeting



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

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

Invocation: Greg Welsh.

Pledge of Allegiance: led by President Joe Henschen.

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

Branch by Numbers: As of the latest dues roster, 769 Active Per Capita, 740 Members paying dues. Retires 566 (124 Gold Cards) – 1340 Total Members.

Recognize by Absolute Quality Interpreting Services
Kelly Benz.

Treasurer: Chuck Cavicchio—Read ending balances for July due to no quorum last month. August ending balances were read. Motion to accept Treasurer's Report by Eric Short, seconded by Kyle Garlow. Motion passes.

Director of Retiree Affairs: O.D. Elliott—Been working with some Carriers who are getting ready to retire and wanting to get with me. Any retiree out there can call me and see if they're entitled to Social Security Benefits due to the WEP and Government Offset provisions.

Trustee Report: Brian Andrews—Trustees met, and books are in order up through June.

Vice President Report: Greg Welsh—Contributions to the Letter Carrier Political Fund is about 13-14%. We need to make sure we need to sway politicians whether what political party you are. We need to ensure that we are supporting those in office that support us.

Executive Vice President: Chris Hubble—Grievance Workload since our last meeting: We have initiated 40 Informal A files appealing 22 to Formal A and 13 appealed to Step B. We have 1 case scheduled for Arbitration involving starting times in St. Petersburg S&DC that was filed in 2024 and to be met October 17, 2025.

Welfare Reports:

Sad:

- Jackie Davenport, Carrier Crossroads—Had Surgery.
- Sandra Pagan, Carrier St. Pete Main—Father is in Hospice.
- Ken Grasso, Branch Secretary—Family having health issues.
- Michael Luff, St Petersburg—Is ill.
- Jennifer Chan, Carrier Crossroads—Injured on duty.
- Brian Andrews, Steward Bradenton Beach—Brother is ill.
- Tom Phillips, Director of Insurance—Had a procedure.
- Mike Johnson Carrier Palmetto—Had surgery.
- Johan Mohorko, Carrier Open Air—Father passed away.
- Hank Gottleman, Retiree St. Pete—Having some health issues.
- Mickey Mikilus, Retiree St. Pete—Having some health issues.

Glad:

Anthony Roger, Carrier/Steward St. Pete Main—Got married.

CCA Promotions:

Chris Sanchez—Seminole on 10/4/25
Tanya Gray Anderson—Pinellas Park on 9/6/25
Meaghan Freund—St. Pete on 9/20/25

Previous promotion as printed in the Twig named Eric Mills, should be Erica Mills.

Presidents Report:

President Henschen opened with reading of proposed by law change to be voted on tonight concerning Article 4 Elections. The proposed Bylaw was read and opened the floor to discussion for anyone to speak in favor of the motion. Executive Vice President Chris Hubble spoke in favor of the motion. President Henschen then recognized O.D. Elliott who spoke against the motion. Several other members spoke either in favor of or against the motion.

O.D. Elliott offered up an amendment to the bylaw that all members in good standing who wish to vote to make a written request, all requests must be individually mailed, no verbal requests will be granted. The makers of the bylaw accepted the amendment. A call for the question by O.D. Elliott, seconded by Jim Bumbul. Motion on the question passed. Voting on the bylaw proposal took place in the hall and on zoom. Some confusion occurred with several members saying that they never received the poll on zoom. The poll online was relaunched. After counting votes, the motion failed.

Door Prize Drawing:

Olbin Flores-Elvir

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



Left to Right: **Don Southern, Judy Willoughby, Matty Rose, Fred Rolando**

This weekend several of our officers joined me at a NALC Region 9 Rap Session in Orlando, Florida. In attendance was the above group of former Region 9 leaders.

When I began my career with the NALC, Matty Rose was the National Business Agent for Region 9. Matty had been the President of Miami Branch 1071, and after his stint as the NBA Matty served some time as the President of the Florida State Association of Letter Carriers.

Matty, was succeeded in Miami by Don Southern whom he tagged to follow him as a Regional Administrative Assistant (RAA) Don became the National Director of Retired Members at Headquarters.

Fred Rolando also an RAA in Region 9 was the Sarasota Branch 2148 President prior to being assigned to the NBA's Office. As you all know Fred became the NALC National President in 2009 and after a 44 plus year career Fred retired in 2022.

Then of course there is Judy Willoughby. Judy began her career as a Carrier in Branch 1477, then relocated to Tallahassee, Florida and took over the reins of Branch 1172 before she was tagged as an RAA in Region 9. When Matty Rose stepped away from NBA position, Judy took over the Region 9 office as National Business Agent, and later she was elevated to the Assistant Secretary Treasurer at NALC headquarters. Judy was a great mentor to me personally.

It is hard to believe how much Florida has influenced the NALC and it, for me, began with this group in the NBA Office. It was great being around

them all again.

Joe Henschen

New Memorandums

The National Agreement has a number of memorandums that have some positive changes.

New Employee Experience, Retention, and Mentoring

MOU Re: New Employee Experience, Retention and Mentoring Program –This new MOU creates guidelines related to the onboarding, retention, and mentoring of new employees. This program will be implemented nationally in a manner and time as agreed upon by the national parties and includes guide-lines for CCAs and PTFs such as:

Prior to leaving Carrier Academy 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.

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.

The guarantee of being given 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 work hours and work locations during their first eight (8) weeks following completion of the Carrier Academy.

A defined work schedule identifying anticipated non-scheduled days, start and end times, and route 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.

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

This well intended program to increase retention, unfortunately, is being ignored like so many other parts of the National Agreement. This part of the contract was to take effect on July 1, 2025, City Carrier Assistants hired prior to that date are slid into the timeline. For example, If someone hired mid-July would still have 6 weeks of limited hours and work locations, and all restrictions after the 8-week time frame.

Mentors, each Thursday a virtual meeting is held for anyone that asked to be a mentor. If mentors have not received this training, ask to speak to your Steward. We will file a grievance under non-compliance.

New employees that are not provided with access to this program should ask for a steward. This program is designed to stop the abuse that so many employees face when they are onboarded.

MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft

This MOU outlines the process for filling full-time opportunities through the conversion of PTFs to full-time, the conversion of CCAs to full-time regular Career Status, and the acceptance of voluntary transfer requests. In addition to date changes, the new language addresses several issues which arose during the 2019 National Agreement. CCAs converted to PTF, in accordance with the MOU Re: City Carrier Assistants – Conversion to Career Status, will count as conversions to full-time when determining the ratio in item 3 of the MOU. Career Letter Carriers, as well as other bargaining unit employees, may be accepted for transfer under item 3 in offices with PTFs on the rolls; however, the transfer would report as a PTF. PTFs who transferred under item 2 will be granted retreat rights before the PTF(s) within an installation are converted to full-time under item 1 unless the PTF (s) with retreat rights has less seniority than the PTF(s) in the installation. When full-time City Letter Carriers are on LWOP for 13 consecutive pay periods, an on-the-rolls-but-not-available (ORNA) assignment must be created and filled under the

MOU. Only one ORNA assignment will be created for each City Letter Carrier on extended LWOP. When a former career employee is reinstated, meaning they leave the Postal Service and are rehired in accordance with Section 233.33 of Handbook EL-312, Employment and Placement, in an office with PTFs on the rolls, they are reinstated as a PTF.

This memo has made some substantial changes to eReassign requests. In the 2019 Contract City Carrier Assistants converted under the twenty-four months provision did not count towards the 1 in 4, 1 in 6 eReassign ratio. This memo allows for the conversion to count as a conversion to count. This should open up more opportunities for transfers to be accepted. That's good for anyone waiting years for an opening.

Another caveat of this memo relates to employees who are on the rolls and not available due to illness or any absence of more than 13 pay periods. In these circumstances, for each ORNA employee it triggers a promotion to an unassigned regular incumbent only position. This is another way to advance CCA promotions many times sooner than the 24-month conversion. In St. Petersburg 9 Carriers are being promoted. In Punta Gorda another 4 Carriers are being promoted.

Disaster Relief Foundation

What seems to be a calmer hurricane season for us is a huge contrast from last year's onslaught. NALC members can help their fellow Carriers in crisis by supporting the Disaster Relief Foundation. The foundation relies on donations from NALC members. Every penny of donations to DRF go directly to individual Carriers or branches needing assistance—no administrative costs are deducted. Donations can be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144; or made by credit card at nalc.org/ndrfdonate. The foundation is a 501(c)(3) organization; contributions to DRF may be tax-deductible.

In 2024 donations received \$89,580.51 with \$247,500.00 grants written. The 2025 totals are \$33,482.00 in donations and nations and \$48,400 in grants written.

BRANCH 1477 PHONE DIRECTORY

UNION HALL: (727) 531-1477

UNION FAX: (727) 531-1478

EMAIL: branch1477nalc@gmail.com

WEBSITE: branch1477nalc.org

OFFICERS OF BRANCH 1477

PRESIDENT

Joe Henschen. (727) 492-4009

EXECUTIVE VICE PRESIDENT

Chris Hubble. (727) 641-8396

VICE PRESIDENT

Greg Welsh. (727) 804-4726

RECORDING/FINANCIAL SECRETARY

Ken Grasso. (727) 744-2578

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	Javiar Urrutia	(813) 484-2499
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
Ellenton	The Hall	(727) 531-1477
Englewood	Jon Robinson	(740) 919-7687
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 Donaldson	(941) 661-5196
PC Annex	Erica Donaldson	(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.



Branch 1477, N.A.L.C.
5369 Park Boulevard North
Pinellas Park, FL 33781-3421

NON-PROFIT ORG.
U.S. POSTAGE PAID
ST. PETERSBURG, FL
PERMIT 5489

ADDRESS SERVICE REQUESTED

October, 2025

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