

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 618

VOICE OF BRANCH 1477

JUNE, 2021

Inside This Issue:

President's Report <i>by Joe Henschen</i>	1-2
Executive Vice President article—Hubble's Troubles <i>by Chris Hubble</i>	2-3
Director of Insurance article <i>by Tom Phillips</i>	3-4
Legislative Update article <i>by Gene Carroll</i>	4-5
Auxiliary 181 News <i>by Dottie Tutt-Hutchinson</i>	5
Webex Meeting for CCAs and newly converted Career Carriers	6
Minutes of the Branch <i>by Recording/Financial Secretary Ken Grasso</i>	7-8
Union's Data Page	11
Calendar	12



PRESIDENT'S REPORT

By President Joe Henschen

Twitter @JaHe1

The work that letter carriers do is dangerous. Driving and delivery duties can result in accidents that cause traumatic injuries such as muscle and tendon sprains, broken bones and torn ligaments, or even more serious outcomes. Repetitive tasks performed over extended periods of time can cause occupational injuries like carpal tunnel syndrome, tendinitis, "tennis elbow" and other overuse syndromes.

Fortunately, a law exists that protects postal employees who suffer on-the-job injuries by providing certain benefits to them. The law applies to all postal employees, career, and non-career, permanent and temporary—including city carrier assistants (CCAs). However, the law comes with an associated bureaucracy and complex system of regulations that can be frustrating to navigate, particularly when the injury is hard to diagnose, has long-term effects or causes significant disability from work.

This can be eased by a basic understanding of the law, as well as by assistance from the NALC—which can help members file on-the-job injury claims, deal with the complexities that often arise, and appeal adverse decisions. This assistance is one of the benefits of membership in the union.

The Federal Employees' Compensation Act (FECA) protects carriers and provides benefits such as full payment of medical expenses, travel expenses to medical appointments, partial payment of lost wages, and compensation for permanent impairments to certain body parts and functions. It authorizes the Department of Labor (DOL) to establish regulations and administer the law. DOL created the sub department, the Office of Workers' Compensation Programs (OWCP) to administer the program and decide all issues regarding on-the-job injury claims.

NEXT BRANCH MEETING HELD VIA ZOOM: THURSDAY, JUNE 10, 2021

OWCP has sole authority to decide all questions regarding the claimed injury. OWCP determines whether an injury is work-related, whether wage loss compensation is payable, whether surgery is authorized, and all related issues. The Postal Service has no authority to decide whether an injury is job-related, what benefits are payable, or any other adjudication related issue.

Postal managers have the responsibility to provide COP, and if they fail to do so when there is entitlement, they are in violation of ELM 543.41, Continuation of Regular Pay.

The Postal Service has the right to controvert or challenge a claim within clearly defined limits. However, the Postal Service has a legal obligation to inform the injured worker of a decision to controvert COP and the basis for doing so. Part 20 of the Code of Federal Regulations (CFR) 10.211 (c). Postal regulations require that such notice be in writing. The EL 505, Section 8.15. Injured workers need to respond swiftly to any notice of controversion or challenge to prevent the delay of COP.

If management fails to properly enter COP and charges an injured worker's sick or annual leave, the injured worker can require management to change the leave to COP. To accomplish this, the injured worker must make a written request to the postmaster within one year of the date the leave was used or the date of the written approval of the claim by OWCP (if written approval is issued), whichever is later. 20 CFR 10.206 and ELM 543.42 (c)

This is important, as in many cases USPS Managers have intentionally denied some of the benefits associated with an on-the job injury. In 2020, the Branch filed a Grievance at Informal A on behalf of a carrier that had been injured on the job. Although this carrier was entitled to Continuation of Pay for 45 Calendar Days, compensation was not paid for the entire time. The Grievance went unresolved and was advanced through the Grievance Process and was heard at Arbitration on January 12, 2021.

The Arbitrator determined that an authoritative difference in the exclusive rights of the OWCP and the National Agreement exists. Whereas the Service has the right to request the discontinuance of COP from OWCP, Management does not have the right to stop the payment, OWCP makes that decision.

There is a lot to navigate when a carrier is injured on the job. That is why the NALC has spent so much time and effort developing the resources to give injured workers the assistance needed to file the claim, and when necessary, appeal the decision of OWCP. In some cases, it takes a lengthy appeal to resolve these issues. Sometimes it's due to medical reports that fall short of what is required by the FECA. At times, it's simply reaching out for help well into the denial of the claim. In some situations, claim approvals are delayed when the matter involves properly illustrating the illness or injury is linked to work or a prior work-related injury.

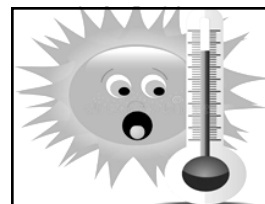
The FECA has established rules that do not allow denials of claims to be addressed through the Grievance Procedure, however if management fails to maintain the time limits or properly process the claim, that's another story. Contacting the hall for advice helps ensure the claim is processed locally at home properly and sent timely for processing.

If a Carrier suffers a traumatic injury or an illness like a repetitive motion injury, the most important thing in most cases, is to keep copies of forms completed and call the hall for advice. The NALC locally and regionally can get the answers.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*



As a matter of general interest, the Postal Service has created a **Heat Illness Prevention Program, (HIPP)**. A main purpose is to equip employees with the knowledge needed to recognize and abate heat – related illnesses. The **HIPP** is triggered when any employee in any facility is exposed, or reasonably anticipated to be exposed, to heat index temperature exceeding 80 degrees Fahrenheit for extended periods of time, six hours or more, over the course of a workday or work shift.

April 1 through October 31, each day the **MDD**

(Mobile Delivery Device) messaging will be disseminated from the National level addressing issues related to heat exposure and the prevention of heat-related illness, with a focus on matters such as proper attire, sufficient hydration, effects of personal medical conditions or medications. As well as how to recognize signs and symptoms of heat-related illness, other weather-related concerns, and guidance on how to respond in an emergency.

The Postal Service will also implement procedures to ensure that: Stickers will be in every vehicle identifying the signs and symptoms of heat-related illness; postal vehicle fans are included in all preventative maintenance inspections and any necessary repairs are made; an escalation process is put in place to prioritize all requests for HVAC repairs and temporary abatement efforts in postal facilities.

Section 866.1 of the **Employee and Labor Relations Manual (ELM)** provides that *“In the event of a medical emergency, immediate and appropriate medical care must be provided.”* As soon as possible, employees should report any signs or symptoms of heat-related illness to their supervisor, who should then call 911 immediately if it is determined that medical attention is necessary. However, if it is determined by the employee that medical attention may be necessary prior to calling the supervisor, the employee should call 911 first.

Additionally, carriers returning from an absence or illness may be especially vulnerable to the effects of excessive heat and are especially encouraged to take necessary breaks. Carriers taking an extra break should use their MDD to send a text message to their supervisor at the beginning of the break (indicating the break location) and another text message at the conclusion of the break.

Here are key pieces of advice from the NALC safety and Health:

- Hydrate before, during and after work. Prevention is important, so make sure to maintain good hydration by drinking at least 8 ounces of water every 20 minutes.
- Utilize shade to stay cool. When possible, use shaded areas to stay out of direct sunlight.
- Know the signs of heat stress. You should understand what heat stress is, and how it can affect your health and safety.

Here are some elements to look out for:

- Hot, dry skin or profuse sweating
- Headache
- Confusion or dizziness
- Nausea
- Muscle cramps
- Weakness or fatigue
- Rash

Lastly, it is important to notify your supervisor or call 911 if you are experiencing signs of heat-related illnesses.

<https://www.nalc.org/news/nalc-updates/do-not-put-yourself-in-danger-from-excessive-heat-and-sun>



Director of Insurance

By Tom Phillips

Finding Skin Cancer Early Can Save Your Life

My wife and I go to the dermatologist for our skin screenings. I go once a year, she goes twice a year. I'm from New England, she was born and raised in St. Petersburg. We never gave going to the beach or just playing outside without sunscreen much thought. Now we both have been diagnosed with skin cancer. The removal of basal and squamous cell skin cancer is a serious matter. The following article was in the National Foundation for Cancer Research.

Skin cancer is the most common form of cancer in the United States. Approximately 9,500 people are diagnosed with skin cancer every day in the U.S. That's well over 3 million diagnoses every year. Fortunately, skin cancer is one of the most preventable and treatable forms of cancer. The five-year survival rate for early detected melanoma is 99% and over 90% of melanomas are considered preventable. With that being said, one person dies nearly every half-hour from melanoma in the country. These statistics show the importance of awareness, prevention, and early diagnosis for skin cancer, and they point to why an entire month, May, is dedicated to skin cancer awareness. Basal cell carcinoma, squamous cell carcinoma

and malignant melanoma are, respectively, the three most common forms of skin cancer. These three different cancers vary based on the cells within the skin, in which the cancer develops: the basal cell, the squamous cell or the melanocyte. The squamous is the most superficial layer, followed by the basal and, finally, the deepest, the melanocyte. Basal cell carcinomas generally don't metastasize. As such, they are the least threatening of the three. They often appear as red bumps. Squamous cell carcinoma, on the other hand, can spread throughout the body. This cancer often appears as a red and/or scaly patch or bump. They are most common on the face, lips, ears, and mouth.

Malignant melanomas are the most dangerous of the three and lead to the highest number of mortalities for Americans. These melanomas often develop around existing moles and tend to form irregular shapes with diverse colors. However, they can also appear to be bruise-like with slight underlying pigment changes. Malignant melanomas can even appear as a dark streak under the fingernail.

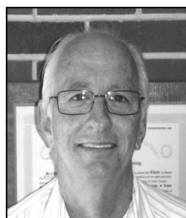
Skin cancer is a highly preventable disease that is strongly correlated with exposure to ultraviolet (UV) rays. Such UV rays are considerably genotoxic. In other words, they interfere with the normal functioning of the genetic material within a cell by causing it to mutate. This damage is caused both by the absorption of energy and the intermediate hazardous products that are produced via the UV energy. Ultimately, these rays cause DNA damage and errors in transcription. Both UVA (deep penetrating) and UVB (superficial penetrating) cause DNA damage. Ideally, free radical scavengers, like vitamin E, can help to "clean up" and remove these damaged DNA parts. Similarly, glutathione, the cells primary antioxidant, can help to remove dangerous by-products of UV radiation produces within the cell. However, if more damage is caused than can be repaired, the stage is set for cancer growth.

The best way to prevent the dangerous cellular cascade caused by UV radiation is by putting on sunscreen (or lotion with UVA and UVB protection) and by wearing protective clothing. The SPF (sun protection factor) should be at or above 30 (97% of UVB rays blocked) for extended activities and at or above 15 (93% of UVB rays blocked) for regular use. Since UV radiation does not always correlate with heat, it is important to wear sun protection regularly. It should be a part of normal healthy habits; similar to teeth brushing. In addition, it is

recommended to avoid tanning beds and plan to be close to shaded areas on strong UV ray days. Finally, it is essential to find a dermatologist and schedule a minimum of one appointment per year. One blistering sunburn in youth more than doubles cancer risk later in life. Given that cancer can develop over time and be in places that are hard to see, a trip to the dermatologist is truly the best way to ensure skin health.

Skin cancer is largely preventable and highly treatable, when caught early on. Don't be a statistic! Save your life and the lives of those you love by wearing and promoting skin protection, developing safe sun habits and scheduling yearly dermatologist appointments.

NFCR WRITER AMY YATES
(National Foundation for Cancer Research)



Legislative Update

By Gene Carroll, CDL District 15

Both the House of Representative and the Senate passed the \$1.9 trillion American Rescue Plan Act and sent the Legislation to President Biden, who signed it. Of critical importance to letter carriers are two key provisions that NALC successfully lobbied for:

- Establishment of an emergency Federal Employee Leave Fund for Federal and postal employees. The bill provides up to 600 hours of paid leave for each full-time employee, or a proportional equivalent for part-time employees at a capped rate of \$35 per hour and no more than \$1,400 per week.
- Workers' compensation language the presumes a positive COVID-19 diagnosis for postal (and federal) employees as work-related. The presumption would authorize benefits such as medical, disability and survivor benefits for workers who contracted COVID-19 in the three-year period beginning Jan. 27, 2020 and ending Jan. 27, 2023.

Senator Brian Schatz (D_HI) introduced The Comprehensive Paid Leave for Federal Employees Act (S.1158) in the Senate. The bill, which mirrors H.R. 564 introduced by Rep. Carolyn Maloney (D-NY) in the House in January, would provide up to 12

weeks of paid family and medical leave for federal employees, including Postal Service employees.

On April 28, the Senate Committee on Homeland Security and Government Affairs (HSGAC) advanced the nominations of Anton Hajjar, Amber McReynolds and Ronald Stroman to the U.S. Postal Service Board of Governors (B)G) and Kiran Ahuja to be Director of the Office of Personnel Management (OPM).

The nominees testified before the committee and received the support of all Democratic Committee members. Hajjar, Reynolds and Stroman all received support from HSGAC Ranking Member Rob Portman (R_OH). McReynolds and Stroman received support from Sen. Mitt Romney (R_UT), and Ahjula did not receive any Republican support. The nominees will now advance to the full Senate for a confirmation vote expected in the coming weeks. If the BOG nominees are confirmed, USPS will have a fully appointed board for the first time in years.

"NALC supports these nominations and encourages the Senate to take immediate action to confirm all of these important nominees." A fully functioning Postal Board of Governors and competent leadership at the OPM are critical for letter carriers and other postal employees. NALC is committed to working with these nominees to ensure that the interest of letter carriers are considered when decisions affecting them are made.

NALC

Auxiliary 181 News

By Dottie Tutt-Hutchinson

We're so proud of Sandy Hart and Joyce Keller for honors bestowed upon them recently. Sandy has been named Volunteer of the Year by Suncoast Hospice! Not only has she made hundreds of face masks for them but she has sewn many layette outfits for premature babies. She often spends three days a week at their office and still helps from home. Joyce has been recognized with a certificate for 50 years of service to the NALC through its national auxiliary. We honor these remarkable ladies.

More good news--Alice Wannike's granddaughter, Megan, has been accepted into a Master's program for Archives in Scotland. She'll start university in September. Alice became a great

grandmother. Lorie Davenport's grands have been winning all their cheerleading competitions. My grand, Madelin, is going into her final semester at UF with all A's.

We learned all that after the business portion of our May 5th meeting, hosted by Alice at Joyce's newly remodeled home. We won't have a June meeting, but will meet for lunch at Freda's Restaurant on Wednesday, July 7th at noon. Next meeting is September 1st, at noon. Our Ice Cream Social is set for 2:00, September 12th at Joyce's.

We are praying for the best for Zulma Betancourt's mother, Bill Moran's complete recovery, and everyone's relief from Covid 19.

Happy June birthdays to Sally Madden (18), Pat O'Donnell (21), and Shirley Moran (25).

Happy June anniversaries to Roger and Susan Chavez (2) and Alvern and Ralph Brown (14).



Harry Stryzynski

March 20, 1936-March 28, 2021

Sometimes goodbyes take a little while to put into words. The first time I served on the Board with Harry he took me aside and said "Don't tell me any secrets, I don't keep them well". Funny way to make a first impression. Harry was a dedicated Union leader and moreover a great friend. And oh could he tell stories – which usually started as someone's shared secret.

Harry, an Army Veteran served the members of Branch 1477 entering duty in August of 1967. Served as a Steward, Branch Officer, and Arbitration Advocate for 27 years. He retired from the USPS in November of 2002 and stepped away from the Board in 2016. Rest in Peace Brother.



CCA's & NEWLY CONVERTED CAREER CARRIERS

***LEARN YOUR RIGHTS & BENEFITS – FOLLOWED BY
Q & A'S***

WHEN: JUNE 6, 2021

TIME: 5:00PM – 7:00PM

WHERE: WEBEX MEETING

INSTRUCTORS:

***LYNNE PENDLETON, NALC REGION 9 NATIONAL BUSINESS
AGENT***

JOSEPH BAKER, BRANCH 233

PLEASE CONTACT THE REGION 9 OFFICE TO REGISTER:

Stong@nalc.org

Or

(678) 942-5295

Registration closes May 30, 2021

Minutes of May 13, 2021 Membership Meeting



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

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

Invocation by: President Joe Henschen

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept last month's minutes as printed in the Twig by James Grazioso, Seconded by Clay Hansen.

Reading of Official Correspondence: by Ken Grasso: One

New Members: Damon Dowell, Mathew Tunley, Cory Daltzell, Donald Footh, Christina Hayes, Joseph Maggelet, Brittney Vemeik, Mathew Lacey, Marcus Henry, Selena Mercado, Ruben Merichal, Arfemer Murphy, Heather Woodall.

Branch by the Numbers: As of PP 9 the Dues Roster has 767 Active Members with 733 paying dues. We have 24 members with no deductions, 4 are on Military Leave. 4 paying direct, 4 other OWCP accepted claims were sent letters, with 14 on LWOP. Retirees 543 (85 Gold Cards). 1310 Total Members.

President Henschen excused Kelly Bins from Absolute Quality Interpreting Services LLC for tonight.

Treasurer: Chuck Cavicchio—President Henschen read the account balances this month. We will send to Trustees for a more comprehensive report next month.

Director of Retiree Affairs: Excused.

Director of Insurance: Tom Phillips—Eye Glass Plan for the month of April had 7 applications for a total of \$395.00, 9 dependents for \$374.00. May is

Skin Cancer Awareness Month.

Political District 13 Liaison: Tom Phillips—No Report.

Trustee Report: Brian Andrews—March books were done and will be reviewing April's books.

Sergeant at Arms: Clay Hansen—No Report.

Editor/Webmaster: Judy Dorris—No Report.

Vice President Report: Excused.

Executive Vice President: Chris Hubble—Illness Prevention program runs from April 1th to October 31st.

Welfare Reports:

Sad:

- Zulma Betancourt, Vice President—Mother is ill.
- Darby Cummings, Carrier Gulfwinds— Wife is ill.
- Jesse Edwards, Carrier Indian Rocks Beach— Injured shoulder.
- Dee Daniels, Carrier Gulfwinds—Mother passed away.
- Tommy Leone, Retiree Northside—Father passed away.
- Ken Grasso, Retiree, and Branch Secretary— Wife Pauline is battling an illness.

Glad:

Tom Phillips, Wife received her degree.

Presidents Report:

- COVID -19 Suncoast Numbers/Information:
- 1736 Total Cases +131 from 4/8 General Meeting
- 1733 Confirmed Cases (+120)
- 3 Current Unconfirmed/Under Investigation
- 1623 Confirmed Positives have RTW (+143)
- 110 Active Cases
- 2239 Total Employees on Survey (+29 from 4/8 General Meeting)
- 1,909 Employees returned to work
- 330 Employees still on quarantine
- 156 Required quarantine
- 174 Self quarantine

Postmaster General today has announced the appoint of Douglas A. Tulino to the position of Deputy Postmaster General. Tulino is a 40-year veteran of the USPS who is well known and respected in the NALC. He will also serve on the

Postal Service's Board of Governors. In the restructuring, the Suncoast District has been renamed Florida 2.

We have been notified today that the USPS has halted all eReassign activity that was not approved prior to May 8, 2021. I have reached out to our business agent to see if National agreed to it.

We had 70 of our members converted to PTF or Regular on 5/8/21 and already have heard that Investment firms already trying to get them to invest with them rather than TSP. You don't want to do this as you will miss out on matching contributions that are part of the benefits given to federal employees.

We have had some issues with getting pay adjustments entered timely which normally involves the Informal A resolves. We discovered a local # is not needed Management at Informal A. This change should expedite payment of resolves.

Local Implementation "LMOU" the period will be April 29 to May 28. I have given notice to several Stewards and Officers asking them to participate in a 10:00 AM "LMOU" Training Sunday April 11th.

Most of Local MOU's have just cosmetic changes.

Branch Finances

In 2019 bylaws were approved to realign the distribution of deposits being made into accounts from the National Check. At that time, we had over \$13,000 in the 941-deposit account and over \$4,000 in a Training Fund that wasn't included in the bylaws. We later deposited \$10,000 of the undesignated funds into the General Fund and rolled the Training money into the Convention Fund. Since 4/2019 we have had Chris working fulltime at the hall. Last month Secretary Grasso and Treasurer Cavicchio reported the General Fund was not self-supporting and several bills were needed to be paid prior to the next National Check. As President I authorized the move of \$5,000 from the Convention Fund to the General Fund with the intent to re-deposit the money in the Convention Fund as the Quarterly Annuitant Check became available. I could not bring this to your attention prior to the action when I would normally ask that I get a motion to move the \$5,000 to the General Fund and repay the Convention Fund as soon as possible but no later than September 2021. We can't vote on it tonight since we're short of a quorum. It will be brought up at next month's meeting. In discussion of this and with the upcoming raises and back pay

responsibilities from the Contract Ratification we must step back to one (1) full time officer and Chris will be returning to carrying mail at Open Air on 5/22/21. He will return to coming up to the office on Thursdays as was the practice before. Along with this comes an estimated dues increase to \$30.63 per pay period. This increase will not take effect until January 2022.

FSALC Convention is on August 12-14 at the Lake Buena Vista Palace at Disney Springs. The Board has authorized to run a full-page ad for the convention booklet. I will be touching base with each delegate to see if they plan to attend.

CCAs and Newly Converted Career Carriers, on Sunday June 6, 2021, 5-7 PM a WebEx Meeting is occurring.

Unfinished Business:

Old Business/New Business

Branch Finances/Hall Repair

Metro Air bid is submitted and was a different bid process. Darren DiNardo from Metro Air did a full evaluation over our needs and proposed a very competitive bid.

The Front Unit was an 8 ton may be replaced with a 3 ton in either 14.0 Seer or 15.5 Seer for \$ 5717.00 or \$6198.00.

The Hall Unit would be a 6 ton for \$8896.00, for total cost \$14,613.00 or \$15,094.00. There is an option for upgraded air purifier system for each section at \$795.00 each for additional \$1590.00. There are discounts for doing both the AC's at the same time as not needing the \$250.00 Crane rental twice.

There may be some additional electrical and roofing expense. The Executive Board makes a recommendation to accept Metro Air bid and install the 3 ton 15.5 SEER unit on the Front Office and the 6 ton unit over the hall for an estimated total of 15,094 and \$795.00 air purification system for the front office for a total of \$15,889. The board also recommends allowance of \$1,000—\$1,500 for electrical work. I am going to call for a Special Meeting to try and get a quorum so we can vote on these issues.

Duke Energy has come out and done their trimming of the trees involved in the back lot. We will be addressing about the new roof later.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Implemented April 10, 2021

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Jan. 2020	COLA	\$166
July 2020	COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Jan. 2021	COLA	\$416
July 2021	COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
Jan. 2022	COLA	TBD
July 2022	COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
Jan. 2023	COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	49
Carrier Technician **	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	46
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician **	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician **	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (in Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%.

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

Basic Annual Salaries																Most Prev. Step	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237		1,850
Carrier Technician **	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649		1,859
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician **	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician **	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (in Weeks)																	
Steps (From-To)	AAA	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%.

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	CC	BB	AA		CC	BB	AA
City Carrier (Grade 2)	18.01	18.51	19.01		19.50	20.00	20.50
Carrier Technician (add 2.1%)	18.39	18.90	19.41		19.91	20.42	20.93
Steps (From-To)	CC-BB		BB-AA		CC-BB		BB-AA
In weeks	12		40		12		40

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three will be eliminated. Step BB and its pay rate will become the new entry step for new CCA hires. The new waiting period from Step BB to Step AA will be 52 weeks.

Look, Listen and Be Aware Signs of Suicide

Sometimes people let us know through their actions that they are having severe difficulties coping with the stress, anxiety and/or depression in their life and may be choosing death by suicide as a way out. Being aware of these actions and signs of suicidal ideation may help save someone's life. The below signs are examples of what you might see or hear from those contemplating suicide.

Giving away valuable or meaningful possessions.

"Julie has had her dog, Buddy for over 3 years and just recently she asked me if I could take him because she doesn't feel able to care for him right now."

Speaking of not being around for the future.

"I just can't take it anymore." or "I just can't do this anymore." Brian mentioned this in passing and then said nothing more about it. I didn't know what he was talking about, so I let it go."
If you or someone you know has these thoughts, actions or signs do not ignore them.

Talking, discussing, fixating on death or suicide.

"Amy shared with me some of her writings and discussed her interest and fascination with death. One of her closest friends committed suicide last month."

Additional Signs:

- Having reckless and dangerous behavior*
- Increasing the use of alcohol and/or drugs*
- Sleep issues; too much or too little*
- Not taking basic care of self*
- Having a history of suicide attempts*
- Putting personal business in order*
- Neglecting doctor's orders*
- Increased anger & intensified mood swings*
- Withdrawing, isolating, disconnecting from others*
- Decline in personal appearance*
- Rapid improvement in mood; the decision has been made which relieves the internal struggle*

If you or someone you know has these thoughts, actions or signs do not ignore them. Get help for yourself or that person.

Call your EAP to discuss your concerns or visit EAP4YOU.com to get more information and resources.

**800-EAP-4YOU (800-327-4968),
TTY: 877-492-7341 | EAP4YOU.com**

Mandatory Stand-Up Talk

May 19, 2021

Face covering and mask update

The requirement for Postal Service employees to use face coverings or masks continues when social distancing of six (6) feet cannot be maintained, or in public-facing settings when required by state or local orders or directives.

The recommendations regarding the use of face coverings to prevent the spread of COVID-19 are starting to ease as more and more individuals become fully vaccinated. At this time, however, the Postal Service will continue its current policy regarding face coverings and social distancing while we determine the appropriate modifications to our policy based on CDC's new guidance.

As a reminder, the current policy requires all employees to wear face coverings in the following situations until further notice:

In public-facing settings when there is a state or local face covering order or directive in place; or

When an employee who does not deal directly with the public cannot achieve or maintain social distancing in the workplace.

You may request a face covering or surgical mask from your supervisor.

Meetings are held at the Hall and on Zoom, led

Steward Meeting Attendees

by Joe Henschen and Chris Hubble

May 20th:

Tom Phillips, Shiela Bradley, Cheryl Anderson, Anthony Roger, Eric Short, Jim Grazioso, Chris Kotonski, Alicia Gary, Brian Andrews, Sheldon Jones, Harry Nieves, Patrick Jacques, Tonya Lee, Tiffany Naughton, Denise Clark, Christina Johnson, Bert Lewis

Present at Special Meeting re: Board Recommendations:

Willie Cochran, Judy Dorris, Ken Grasso, Tammy Weber, Vicki Weber, Clay Hansen, Mark Patrick, Sandra Rivera

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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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June, 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3 Executive Board	4	5
6	7	8	9	10 General Membership (Zoom)	11	12
13	14	15	16	17 Steward's Meeting (Zoom)	18	19
20 Father's Day	21	22	23	24	25	26
27	28	29	30			