

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 651

VOICE OF BRANCH 1477

JULY, 2024

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Recently, or once again, we have had a lot of confusion regarding the approval of Sick Leave to insure employees from loss of pay when incapacitated due to illness or for medical appointments. Article 10 explains the differences between Sick and Annual Leave.

Vacation Planning—Local Implementation

First of all, Article 10 of the National Agreement includes Section 10.3.A and discusses the Choice of Vacation Period.

13.A. It is agreed to establish a nationwide program for vacation planning for employees in the regular work force with emphasis upon the Choice Vacation Period(s) or variations thereof.

Article 10.3 establishes a nationwide program for vacation planning for the regular work force and specifically addresses the selection of the Choice Vacation Period(s). Article 30 provides for local implementation of more specific leave provisions consistent with the general provisions of Article 10.

A new Local Memorandum of Understanding (LMOU) may be negotiated

shortly after each new National Agreement is finalized. The LMOU is negotiated between the parties at the local level pursuant to Article 30 and covers, among other items, the operation of local vacation selection.

The LMOU typically sets forth a system where the leave year is divided into times known as the "Choice Vacation Period" (also called "prime time") and other times which are outside the Choice Vacation Period ("non-prime time").

Whereas Article 10.3 provides for negotiating how Choice and Incidental Leave is intended to occur, it does

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, JULY 11, 2024

not give the parties at any level the right to negotiate anything relating to Sick Leave.

Sick Leave.

Article 10.5 provides for the continuation of the Sick Leave Program, whose detailed regulations are contained in the ELM Section 513. Section 513.1 defines Sick Leave as leave which “insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy, and confinement, and medical (including dental or optical) examination or treatment.”

There are two distinct classifications for Career Employees. The use of Sick Leave is never impacted by Local Memorandum negotiated provisions defining the “Choice” and Other” Leave, with one exception. In most Branch 1477 LMOUs an employee on Long Term Sick Leave in some cases limits access to incidental Annual Leave.

Long Term Sick Leave or the Annual Leave percentages do not restrict an employee to schedule a medical appointment or if they are incapacitated due to illness or injury or require follow-up medical appointment under FECA.

In fact, the Federal Employees Compensation Act (FECA) governs Compensation for injured workers. Chapter 81 of Implementing Regulations of FECA

§8103 Medical service and initial medical and other benefits

- a. The United States shall furnish to an employee who is injured while in the performance of duty, **the services, appliances and supplies** prescribed or recommended by a qualified physician, ...

If a medical appointment (**a service**) is prescribed. It cannot be denied by the supervisor or USPS manager. Not as quota full, or schedule posted, attempting to deny treatment to a employee with an on-the-job injury is a violation of Federal Law and can include a pretty hefty fine for the supervisor and the agency.

Re: City Carrier Assistant (CCA) Annual Leave

Of course, as the City Carrier Assistants only have one category of leave the contract explains:

Article 30 of the National Agreement and Local Memorandum of Understanding provisions do not apply to City Carrier Assistant employees, except as follows:

During the local implementation period, the parties may agree to include provisions into the Local Memorandum of Understanding to permit City Carrier Assistant employees to apply for Annual Leave during Choice Vacation Periods, as defined in Article 10.3.D of the National Agreement.

Granting leave under such provisions must be contingent upon the employee having a leave balance of at least forty (40) hours.

Again, these provisions deal specifically with the use of CCA Leave and the Choice Vacation Period. It does nothing to restrict the use of leave for reasons listed above in Article 10.5.

Finally, the Employee Labor and Relations Manual includes:

512.411 General

Except for emergencies, Annual Leave for all employees except Postmasters must be requested on PS Form 3971 and approved in advance by the appropriate supervisor. Leave requests from Rural Carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement.

512.412 Emergencies

An exception to the advance approval requirement is made for emergencies; however, in these situations, the employee must notify appropriate postal authorities of the emergency and the expected duration of the absence as soon as possible.

These final two provisions have been a focus of management for a while. Carriers are judged by Unscheduled Sick Leave and Scheduled Sick Leave. If more focus was spent on approving Sick Leave in accordance with the LMOUs, and Article 10 there would be less situations when the Carrier case lights do not go on at begin tour.

You can be a part of your Union Meetings by logging into Branch1477nalc.org to find the link and passcode. The Next General Membership Meeting is July 11, 2024, at 7PM.





Hubble's Troubles

By Executive Vice President,
Chris Hubble

Street Inactivity: How to go from 14 minutes to 7 minutes....

Tactlessly, as a substitute of managing in accordance with the applicable contractual provisions, handbooks, and manuals, management has resorted to intimidation and bullying of Letter Carriers on the street in the performance of their duties. This is happening in the form of taking pictures, measuring the mail, and questioning them without a Steward.

After taking pictures, and interrogating the Carrier, management returns to their cell to create a PowerPoint with the pictures and answers to questions bludgeoned from the Carrier.

In the PowerPoint, management highlights mail volume of the day of the attack, and another day of a previous assault. In addition, management uses "breadcrumb details" as a focal point of alleged "street inactivity" to illustrate how the Carrier allegedly went from "14 minutes to 7 minutes" of inactivity.

Clearly, this behavior is unacceptable and is in direct violation with multiple articles of the National Agreement, handbooks and manuals, and countless Step 4 Memorandums.

Handbook M-39 explains how management must conduct proper street supervision, which reads in relative part:

"The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above-board manner."

In addition....

"The manager is not to spy or use other covert techniques. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deals with these problems".

The above notes management's obligation to conduct street supervision in a straightforward and

upfront manner. In this incident, management took pictures of the mail and the Carrier, which is clearly not in an above-board manner.

Similarly, taking pictures of a Letter Carrier, their mail, and their surroundings while they are working is like spying as the Carrier is not aware of all the pictures that are taken. The Carriers were told to continue to work during these observations, therefore the pictures were taken in a covert manner. Thus, management has failed to honor these contractual mandates, instead, they are attempting to harass and intimidate Carriers.

In addition, Administrative Support Manual (ASM Section 273.172 provides maintains in part:

273.172 Policy

The purpose of CCTV systems is to provide visual verification in conjunction with intrusion detection devices or exit alarms and doors equipped with exit alarms or access control devices. CCTV systems are to function as deterrents, and if a crime occurs in the monitored area, to record evidence of it. The administrative and security uses of CCTV systems are limited to the following:

*b. CCTV systems are **not** installed to view work areas to evaluate the performance of employees.*

As wrote, CCTV cameras should not be used to monitor employees' work performance, thus a cell phone and/or any other type of recording device cannot be used for that purpose either.

Furthermore, if management wishes to take pictures of the mail on the street, as a count of mail to determine the efficiency of a Letter Carrier, it must be done in the office and in accordance with Handbook M-39 Section 141.2, which reads:

"When management desires to determine the efficiency of a Carrier in the office, a count of mail may be made. The Carrier must be given one day's advance notification of this special count. Use PS Form 1838-C to record count and time items concerned. The Carrier must be advised of the result of the office mail count".

There are no contractual provisions that allow management to count a Carrier's mail on the street. Additionally, Carriers have not been given one day's advance notice, nor have they been advised of the results of the count. More importantly, the reason for a count of mail is to determine the efficiency of a Carrier. However, there is no standard on the street, which has been ordered in Step 4 Memorandums.

M-00360 provides in part:

“These grievances involve disciplinary actions as a result of route management. In keeping with the principle of a fair day’s work for a fair day’s pay, it is understood that there is no set pace at which a Carrier must walk and no street standard for walking”.

The above-cited Step 4 memorandum reaffirms that a count of mail cannot be done on the street, and that it may not be used to determine efficiency.

Although Carriers may expect to be supervised during their daily duties, management must comply with the proper procedures for conducting street supervision. Handbook M-39 Section 134.12 and 134.3 provides the methods for which observations on the street are to be completed:

“Accompanying Carriers on the street is considered an essential responsibility of management and one of the manager’s most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times”.

“When overtime or auxiliary assistance is used frequently on a route (foot, motorized, parcel post, collection, relay), when a manager receives substantial evidence of loitering or other actions or lack of action by one or more employees, or when it is considered to be in the interest of the service, the manager may accompany the Carrier on the street to determine the cause, or meet the Carrier on the route and continue until such a time as the manager is satisfied. No advance notice to the carrier is required”.

As indicated, street supervision mandates management either accompany Carriers on the street and/or meet the Carrier on the route and continue until such time the manager is satisfied. Nowhere in this section does it permit management to photograph of the Carriers, mail, or anything else for that matter.

To further illustrate proof of management’s harassment towards Carriers, management failed to complete PS Form 4588 (Observation of work practices) and provide a copy to the Carrier.

The Union asserts that these observations are nothing more than an intimidation tactic. Management’s treatment of the grievant violates the noted contractual provisions prohibiting these types of behavior and treatment. Handbook M-39 requires management to maintain an atmosphere of mutual respect which provides:

“The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management’s attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other’s rights and responsibilities”.

Management not only has the right, but also the responsibility to manage. Inherent in this responsibility is the obligation to set the tone as to how all employees will be treated. Management must maintain an atmosphere of dignity and respect. When management takes photographs of a Carrier’s surroundings as they are delivering mail, management fails to fulfill their obligations, thus subjecting the grievant to an atmosphere of disrespect and intimidation.

Both the USPS and the NALC drafted the Joint Statement on Violence and Behavior in the Workplace together and signed it on Valentines Day, 1992 following the tragic bloodshed in Royal Oak, MI, in 1991.

The following two commitments in the JSOV are key to bettering our workplace climate which are:

“We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone”.

“We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day’s work for a fair day’s pay, does not justify actions that are abusive or intolerant. “Making the numbers” is not an excuse for the abuse of anyone, those who do not treat others with dignity and respect will not be rewarded or promoted”.

Management uses these types of non-contractual observations and publishes the pictures in Power Point Presentations, which is then zoomed within the Installation, District, and Area. This abuse is solely used as an excuse to make the numbers and the JSOVB distinctly prohibits this type of behavior.

The Union maintains the relationship between management and employees is distinct in nature,

accordingly, any behavior which could be perceived as intimidating or threatening is equivalent to workplace bullying and harassment.

In my thirty years employed for the USPS as a City Letter Carrier, taking photos of Carrier's surroundings as they worked has never been a condition of employment and should not be yours going forward.

I'll end with this. 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. These questions could be posed during a closed-door meeting, through text messaging, a phone conversation or through an informal conversation at the supervisor's desk to include when being interrogated on the street.

7:40 a.m. to 5 p.m. Mon-Fri (Eastern time), or 202-606-0500 in the Washington D.C. area. Mail your written inquiries to Office of Personnel Management, Retirement Operations Center, Boyers, Pa. 16017 (unless OPM has specified a different address for a specific action such as health benefits open season).

You may also contact Branch 1477 at 727-531-1477 or contact me at 727-608-6027 (cell) or 727-526-2673. (Note: When you contact HR Shared Services to apply for Retirement, you should also request an "Annuity Estimate".) You will receive a large packet containing many forms and explanatory material. This packet and these forms may look intimidating. These forms must be completed letter perfect. If you have any questions or would like assistance in completing the forms, don't hesitate to contact me.

Minutes of June 13, 2024 Membership Meeting



Retiree Update

By Director of Retiree Affairs,
O.D. Elliott

If you are considering retirement, are already retired and have questions concerning your annuity, health and or life insurance benefits, the following Contact Information may be helpful.

The NALC Retirement Department may be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to Noon or 2 p.m. to 4 p.m. (Eastern time), or by calling the NALC Headquarters switchboard at 202-393-4695 Mon-Fri, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

The USPS HR Shared Service Center (HRSSC) can be reached by "current "employees who are planning or applying for retirement by calling 877-477-3273, option 5.

The Office of Personnel Management (OPM) acts as the personnel office for retired Letter Carriers, and is the agency responsible for administering retirement, health and life insurance benefits. Before calling or writing to OPM, be sure to have your Civil Service Annuity (CSA) number ready. OPM can be reached by retirees who have a CSA number by calling 888-767-6738 or 724-794-2005,



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 May's minutes as printed in June's Twig by Terry Johnson, seconded by Greg Welsh. Motion passes.

Reading of Official Correspondence: by Ken Grasso - 2

Branch by the Numbers: As of the recent dues roster, 798 Active 801 Members paying dues. Retirees 562, (130 Gold Cards) – 1374 Total Members.

Recognize from Absolute Quality Interpreting Services Natasha Moreno.

Treasurer: Chuck Cavicchio read ending balances

for May. Motion to accept Treasurer's Report by Patrick Jacques, seconded by Eric Short. Motion passes.

Director of Retiree Affairs: O.D. Elliott—We had 4 retirees this month: Jim Odoriso—Seminole, Bobby Quagliotti—Seminole, Deena Harrell—St. Pete, Randy Daugherty—St. Pete. When you are thinking of retiring contact HR Services and request Retirement Package and Annuity Estimate. If you need help you can contact me, and I will assist you.

Good of the Service:

President Henschen presented to Terry Johnson his Gold Card and 50-year Pin. He also read a letter of congratulations from NALC President Brian Renfroe.

Director of Insurance: Tom Phillips—Talked about canceling your Life Insurance by filling out form SF2817.

Political District 13 Liaison: Tom Phillips—West Coast Central Labor Council met and decided not to endorse any of the candidates in Pinellas until after the Primary.

Vice President Report: Greg Welsh—Discussed his experience with helping collecting food from some of the carriers on Food Drive Day.

Executive Vice President: Chris Hubble—Discussed the issue of management taking photos of Carriers on the street, mail in your truck. We have just filed the first 4 Grievances on this in St. Petersburg. If you encounter this, inform your Steward immediately.

Office Grievance Summary: 40 Grievances Filed, 12 resolved at Informal A, 19 appealed to Formal A with 12 being resolved. We had 79 files processed last month, 9 remaining open, 1 Step B sustained. 8 files appealed to Step B. We have about 38 cases at Step B awaiting adjudication.

Welfare Reports:

Sad:

- John Knighten, Carrier Port Charlotte—Mother passed away.
- Mike Wilkerson, Carrier Bradenton Beach—Had accident at home and is recovering.
- Kirt Sullivan, Retiree—Passed away (former President of Branch 1779).
- Deena Harrell, Carrier St Petersburg Main—Had surgery.
- Pat Kelly, Carrier St. Pete Beach—Father

passed away.

- Dave Decastro, Carrier Gulfwinds—Had a motorcycle accident.

Glad:

- Karen Banks, Carrier Punta Gorda—Has a new Granddaughter Zamreo Sherman—"Z".
- Tom Phillips, Carrier Gateway—Daughter is expecting twins.
- Eric Short, Carrier Seminole—Daughter graduated early with Honors from Seminole High School.
- Mark Hall, Carrier Port Charlotte—Daughter graduated from Veterinarian School and is headed to Tufts University to further her education.

Promotions:

Eric Savadakis—Largo
Nickia Slaughter—Palmetto
Syncyr Wisdom—Pinellas Park
Dayami Monzon Sanchez—Pinellas Park
David Ford—Punta Gorda
Leon Holman—Punta Gorda

Presidents Report:

If any of the newly promoted carriers are in your office, please advise them that the non-career Health Plan that they may have currently have will no longer be in effect at the end of the month they convert. We have sent them a letter today to help them understand this. They have 60 days to select a plan from the FEHB menu.

2024 National Convention August 5-9 Boston MA.

We have received the Convention Credentials from National NALC. If any Delegates have plans that have changed, please note the deadline to make changes to rooms is July 14th. If any of the Delegates have decided not to go, please let us know before that date. Our hotel that we are staying in is the Boston Seaport Hotel.

July 8th: The last day rooms will be available at the NALC discounted rates.

July 14th: The last day to change or cancel a room through Maritz Housing.

July 18th: First day to contact hotels directly.

Metal Detectors will be in place for all those entering the Convention. The NALC Site urges Delegates to plan for the congestion at the entrance.

eOPF Access to an employee's Electronic Official

Personnel Folder has been restored. To view your eOPF, log into LiteBlue (liteblue.usps.gov) from the Apps tab click on eOPF.

On Friday, May 31, the first production-model Next Generation Delivery Vehicles were delivered to the Postal Service by Oshkosh Defense. They were deployed to the Athens, GA Sorting and Delivery Center and will be used to replace the current fleet as more are produced and deployed. The initial production of vehicles are gas-powered variants with the battery-electric models scheduled for deployment in August 2024. St. Petersburg Main Office is scheduled to receive some of these vehicles.

Food Drive Day was May 11, and we reported a total of 612,276 pounds of food collected. That is the lowest amount collected since the 1st Drive in 1993. Several issues contributed to this such as we didn't have enough bags for all the cities and the cards were only allowed to be delivered to single family dwellings. A lot of the cards were not delivered as it just shows the lack of commitment to the Food Drive from the management staff in St. Petersburg.

MDA has launched a 2024 July Branch Challenge to fundraise around MDA Summer Camp. Branches that raise \$3000 in July will be awarded prizes and recognition at the National Convention. The goal is to raise \$100,000. NALC will cover the cost for 33 kids to attend camp this summer. EVP Chris Hubble has put together a plan for a Top Golf outing. The event will allow 6 players per Golfing Bay for 2-3 hours and a full BBQ Buffet. We are looking for Sponsors.

Committee of Presidents Oct 20-22, 2024, Atlantic City. The Executive Board has recommended sending 2 Officers. Hotel is \$129, Airfare is \$601. Motion by Eric Short, seconded by Terry Johnson. Motion passes.

Sorting and Delivery Center, St. Petersburg, Sarasota. President Henschen inquired about the relocation of Bradenton Beach and Longboat Key into Sarasota. He has not received any notification from USPS on any new proposed S&DC sites beyond the September list. This is important as with the DUO Memorandums it could impact 2 separate Unions, LMOUs, etc.

Every quarter we get a breakdown of USPS change in numbers from the prior quarter of last year to this year.

Total mail volume year to date (millions of pieces) - 9.2%. Mail volume by class (First Class- -5.6%). Operations Numbers-Operating revenue \$21,614

0.5%, Operating expenses \$ 23,805 4.9%, Net operating income \$(2,072)- 101.6%. These are just some of the many categories that can be found that are compiled by the NALC Research Department.

Most of you are aware of about 23 of the 2100 NALC Branches and 1 of the 50 State Associations have signed a resolution to Bargain in the Open. I believe the reasoning behind the NALC's bargaining tactics are impacted in part by the numbers. However, the numbers do not show the change in mail distribution and delays in delivery times since Postmaster General DeJoy rolled out the Delivering for America Plan. How difficult would it be to negotiate in front of our patrons and allow them to see our requests for raises when the stamps just went up to 73 cents starting in July. A change if the traffic pattern flow for the Hall's parking lot. You can enter off Park Blvd but exit the parking lot by going to the rear exit at 78th Ave. Please do not exit at the Park Blvd entrance.

Door Prize Drawing:
Lotto – Scratch Off Ticket
Tom Phillips
Jim Bumbul



Heather Manley
Branch 1477
Letter Carrier Political Fund
Coordinator

Letter Carrier Political Fund

Every day we wake up to the sound of an alarm, make breakfast, have a cup of coffee, put on our postal blues and head to work in service of our communities.

We are a collective hive that is tasked with dispersing whatever lands at the footsteps of each post office whether we want to or not. Sometimes we go depressed, sometimes we go in a little sick, and sometimes we go in despite wanting to stay in bed. Regardless, we gather ourselves up and drag our bodies in to be integrated into the energies that surround us.

Whether we choose autopilot mode or presence, we are met with an unraveling comedy as our teams grapple with the realities of the day. And although sometimes it seems impossible,

somehow, someday, we become one and get work accomplished. Every day is triumphant in that we overcome struggle for the good of the people.

Our job is not easy, just ask the folks that couldn't hack it. We are the carriers. Wear that with pride. We are powerful even though it doesn't feel like it sometimes.

Together we have a voice that strengthens with numbers. **I ask you to consider making a pledge to the Letter Carrier Political Fund.** Help the team that has the unenviable task of educating our elected officials on topics for the betterment of you. As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund. The QR code below will assist you in contributing.

Grow with us.



Additionally, the legislation would increase prosecution rates for these crimes by requiring the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any case involving an assault or crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these crimes.

The bill would also strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on Federal Law Enforcement Officers.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. Letter carrier robberies climbed to 643 last year, an increase of nearly 30 percent, and the number of robberies resulting in injuries doubled, according to the United States Postal Inspection Service (USPIS).

"NALC appreciates Sen. Gillibrand and Sen. Hawley's leadership in introducing the Protect Our Letter Carriers Act. Every employee has the right to be safe and protected on the job. Our hope is that this legislation will deter these violent crimes and keep letter carriers safe on the job," NALC President Brian L. Renfroe said. "I urge Congress to pass this bill that would protect the nation's letter carriers who dutifully deliver medications, checks, ballots, packages, and other essential mail that all Americans depend on."

"Amid a concerning uptick in postal crime, I'm proud to be introducing this critical bipartisan legislation to protect our mail and those who deliver it," Sen. Gillibrand said. "This bill will make long-overdue upgrades to mailboxes around the country to safeguard against the theft of Americans' sensitive information. It will also strengthen penalties for assaulting a postal worker, helping ensure that the hard-working men and women who deliver our mail are not put in harm's way because of their jobs. I look forward to getting this bill passed."

"Postal carriers work day in and day out to fulfill critical needs, like package deliveries, that Americans often take for granted," Sen. Hawley said. "The recent uptick in violent assaults against these men and women is unacceptable and inexcusable. Congress should protect our postal workers on the job, and that starts by increasing enforcement of the law for crimes committed against them."

NALC



Legislative Update

By Gene Carroll, CDL District 15

Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) introduced the Protect Our Letter Carriers Act (H.R. 7629/S. 4356). The Senate companion bill comes after Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) introduced the bill in the House in March, which currently has 71 cosponsors.

The bipartisan legislation, which mirrors H.R. 7629, would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes and the replacement of items carried by letter carriers with more secure electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025-2029. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

Retiree Breakfasts



June 6, 2024

**St. Petersburg Retiree
Breakfast Attendees**



**Hank Gottelman receives his Life Membership
Card from President Joe Henschen**



June 4, 2024

**Pinellas Park Retiree
Breakfast Attendees**

Ron Cherry received his 55 year Pin

Personal Risk Factors and Heat Exposure

Hot work environments can be dangerous for all workers, especially over long periods of time. Millions of workers are exposed to heat in their workplaces and thousands of workers are sickened each year from heat injuries or illnesses.

Even workers who have built up tolerance to, or acclimated to, the heat need to be careful. This is because some workers feel the effects of heat differently than others. It's important to know what may make you more vulnerable to heat injury and illness.

In addition to the environment you are working in, the clothes you are wearing, and type of work activities you are doing, certain health conditions, medications, and physical and behavioral characteristics may increase your risk for heat illness and injury.

Your work environment and activities may increase your risk of heat injury and illness. In addition, you may also have one or more personal risk factors that increase your risk.

Personal Risk Factors

Health conditions Some health conditions may cause you to be less likely to sense and respond to changes in temperature.

- Diabetes
- High blood pressure
- Heart disease
- Kidney disease
- Mental health conditions
- Overweight or obese
- Respiratory diseases, like asthma and chronic obstructive pulmonary disease (COPD)

Medications

Certain medications may cause you to be less likely to feel heat conditions and/or limit your ability to sweat or retain water to cool your body.

- Antihistamines
- Blood pressure medications
- Diarrhea medications
- Diuretics (water pills)
- Muscle relaxants • Psychiatric medications
- Sedatives

Physical characteristics

Some physical characteristics may cause you to become dehydrated faster and/or limit your ability to cool your body. • Older age (60 years and older) • Lower level of physical fitness

- Pregnancy
- History of prior heat illness
- Acclimatization status (i.e., if you have built up tolerance to the temperature you are working in)

Behavioral characteristics

Certain decisions, like what you consume and put in your body, may dehydrate you and impair the way your body normally regulates itself.

- Alcohol use within 24 hours of your shift
- Use of illicit drugs, such as opioids, methamphetamine, and cocaine
- Lower intake of water

Staying Safe

Heat injury and illness can be prevented, and you can prepare for working in hot environments. Use the tips below to help plan how you can stay safe at work.

- Stay hydrated. Drink 1 cup (8 oz.) of water every 15-20 minutes, even if you are not thirsty.
- Take rest breaks. It's best to rest in air-conditioned or cool, shaded areas.
- Remember your acclimatization status. When returning to work after time away or if conditions get hotter, gradually increase back to your normal workload.
- Know the signs and symptoms of heat illness. If you feel ill, notify your supervisor and move to a cool space.

- Be a buddy. Check on your coworkers, and if they show any signs of heat illness, report it to a supervisor.
- Cool them right away with water or ice, and stay with them until help arrives
- Know what to do in an emergency. Ensure you know your workplace's emergency response protocols. When in doubt, call 911!

Available in the Google Play and App Store download the OSHA-NIOSH Heat Safety Tool is a useful resource for planning outdoor work activities based on how hot it feels throughout the day. It has a real-time heat index and hourly forecasts specific to your location. It also provides occupational safety and health recommendations from OSHA and NIOSH.¹

¹NALC.org, Safety and Health

Residence:	Business:
Cell: (727) 743-5395	(513) 621-4787
Home: (727) 772-8383	(800) 543-0379
ganneken@msn.com	Fax: (513) 621-0483
Palm Harbor, FL	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 Vic President Chris Hubble

June 20th:

Wyatt Stribling, Olbin Flores-Elvir, Scott Held, Erica Baker, Tiffany Naughton, Patrice Cannonier, Javier Urrutia, Anthony Roger, Jody Dodd, David Mills, Tim Cox, Eric Short, Scott Archbold, Jillian Iulucci, Patrick Jacques, Heather Gates, Heather Manley, Chris Kotonski, Laurann Rose, Ken Domingos

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July, 2024

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