

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 630

VOICE OF BRANCH 1477

JULY, 2022

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Watch Your Language

In April, the Branch took issue with the use of dedicated parcel runs (static routes) when the carrier was instructed to code their work hours to a labor distribution code that did not allow credit to the route.

As the issue could not be resolved locally, the matter was elevated to the Step B Team asking the following questions:

6 Did Management violate Article 19 of the national Agreement when Carriers were instructed to move to Operation 733 to deliver parcels in lieu of Operation 721? If so what is the remedy to be?

7-8 Did Management's failure to credit the proper route with the parcel volumes and times adversely affect the wages, hours and working conditions of Carriers designated as Work Assignment Only and violate Article 8 of the National Agreement? If so, what is the remedy to be?

12 **The Step B representatives** (a Regional Union and Management

Designee) work together in pairs and attempt to resolve grievances jointly. Both Step B representatives are responsible for ensuring that the facts and contentions of grievances are fully developed. The Step B representatives may restate or change a grievance's issue statement as appropriate.

The written Step B decision must state the reasons for the decision in detail and include a statement of any additional facts or contentions not set forth in the grievance as appealed from Formal Step A. The Step B team must attach to the decision a list of all documents included in the file. A Step B decision establishes

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, JULY 14, 2022

precedent only in the installation from which the grievance arose. For this purpose, precedent means that the decision is relied upon in dealing with subsequent similar cases to avoid the repetition of disputes on similar issues that have been previously decided in that installation.

The Branch files hundreds of grievances each year. Most deal with the use of Non-ODL and Work Assignment Carriers off Assignment in lieu of Overtime Desired Carriers. Most of those cases are resolved locally either at Informal A with the Local Steward and Supervisor or at Formal A between the Postmaster's Designee and an Officer of the Branch.

The cases appealed in April were unique. First of all, the dates triggering the discussion occurred in December. Over the years, Static Parcel Routes have been a common practice and as December is omitted from the evaluation period for Route Adjustments most Grievances were resolved with a Cease and Desist **and no monetary payouts.**

Cleverly, Cheryl Anderson, the Steward at the St. Pete Beach Station looked at the circumstances differently. She looked at the issue through the Work Assignment Only Desired Carrier. Let's clarify:

The Work Assignment List is distinct from the regular ODL. The Work Assignment List was established for Full-Time Letter Carriers who only want to work overtime on their own assignment on regularly scheduled days. It does not create any entitlement or obligation to work overtime on a nonscheduled day.

Full-Time Letter Carriers who sign the Work Assignment List are considered to be available for up to 12 hours per day on regularly scheduled days. However, the Work Assignment Agreement recognizes that it is normally in the parties' best interests not to require employees to work beyond 10 hours per day, and managers should not require work assignment volunteers to work beyond 10 hours "unless there is not an equally prompt and efficient way to have the work performed."

Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

Management may always assign another carrier to perform the work at the straight-time rate rather than

assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight-time or overtime rate within the daily limitations of the PTF and CCA.

On the dates addressed in the 10 Grievances it was clear that management had utilized ODL Carriers to begin at 6 AM to carry parcels in some cases from the WAO Carriers.

The Step B Team resolved the matter setting a clear enforceable precedent.

"Operation 733 is an LDC code used on routes designated as Parcel Post Routes. As noted above, auxiliary assistance given to city delivery routes, to relieve the route, by delivering their parcels is not part of LDC 23. Here, the assistance was given to city delivery routes, by delivering parcels. This assistance is part of the Carrier's Street Time and is part of the Carrier's route time. It must, therefore, be attributed to LDC 22."

"Management is responsible for accurately recording volume and other data into DOIS. The ORT agrees the practice of having Carriers move to the correct operation and/or route when delivering parcels on city delivery regular and auxiliary letter routes on a normal service day would prevent the misrepresentation of DOIS data."

"Based on the foregoing facts, contentions, and analysis of the evidence, it is clear the union has met their probative burden in the present case, thus a violation of Articles 15 and 19 were proven."

Step B and Arbitrators decisions are always about the language. What can we do better next time? Will the language educate both parties and stop the violations? Even a loss sometimes can give enough education to be successful in the future.

A case like this is nearly impossible to prove with clock rings not illustrating the time spent or number of parcels delivered on each route. The hard work on Cheryl's part and collaboration with other officers paid off. These resolutions are huge for all Carriers City Wide as it establishes that, being instructed to move to operation 733 to deliver parcels or any work normally assigned to operation 721 is a violation of the contract *in any month it occurs*. Although only enforceable in St. Petersburg currently, it lays the groundwork to expand into the other USPS Installations as the violations occur. These decisions protect routes, overtime rights, and leaves nothing for interpretation.

Great Job Cheryl



Hubble's Troubles

By Executive Vice President,
Chris Hubble

TIAREAP....via Zoom!

Carrier consultations will be held via *Zoom* and the route inspections (PS Form 3999), will be completed with the use of data retrieved from the Carrier's scanner (MDD).

Let me start first with the route inspection. The PS Form 3999 will be created with the use of *Digital Street Review* (DSR). In years past, a PS Form 3999 was created manually with an examiner pushing buttons on a *Data Collection Device* (DCD). The examiner would follow the Carrier the entire day. Watching and timing the Carrier as they loaded their vehicle. Timing how long it took for the Carrier to travel to their first delivery. This would go on the entire day until the Carrier returned to the office, unloaded the vehicle, and moved back to the office.

With the use of the **DSR** technology, there will be no contact with an examiner...the PS Form 3999 is virtually created with the use of the Carrier's scanner called a DSR 3999 during the selected (Live) week. The Post Office in which you work has a *geofence* virtual perimeter of roughly 75 ft. When the Carrier moves to the street, the scanner uses a *Global Positioning System* (GPS) to time how long it took the Carrier to load their vehicle and begin travel to the route.

The scanners we use today get pinged every second. The scanner approximates what speed it is moving as well as when it's stationary. There are other parameters clocked also. Such as relay time, signature required and parcel delivery. Other parameters include residential curb line, and central delivery. The **DSR** recognizes this via the Carriers Edit book. The **DSR** will flag an event if it exceeds the associated time for the delivery as listed in the Edit book. The **DSR** will not flag a stop at an active delivery. (Emphasis added) Therefore, it is essential to maintain your Edit book update.... returning seasonal deliveries, new construction, and growth to list a few.

As for park and loops, the relay time event will be the time spent once stationary to the time the Carrier begins the loop. With that said, the scanner must be always with the Carrier. The **DSR** also

records travel within, comfort stops, breaks, lunch, travel from, and unload time.

With all this information collected, it's time to share it with the Carrier. That will be all done via *Zoom*! The *Local Office Contacts* (LOC) will assist the *Route and Evaluation Team* (REAT) with setting up the *Zoom* consultations. If there were any flagged events, the REAT will schedule a *Zoom* to discuss with the Carrier the selected DSR 3999. At that time, with the input of the Carrier, the *REAT* will be able to adjust and/or edit the DSR 3999 with the Carrier's input.

Once all the DSR 3999's has been completed as well as the 8th week street time, the *REAT* will then schedule a consultation with each Carrier. The *REAT* will share the actual office time as well as the estimated standard (18/8/70). In addition, the fixed office time, cased letters, cased flats, 8-week average, and Live week street time. At that time the Carrier should give feedback on the information provided as well as any proposed adjustments to the route.

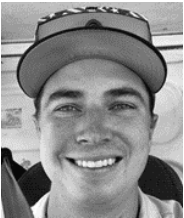
This process is new, and not without skepticism. The fact is 77,528 routes in the USPS have not been inspected in the last two years. Those Carriers that have never been through a unilateral route count and inspection don't know what they're missing out on. I sure do.... see you on a *Zoom*!

**We are back to having
Branch Membership Meetings
at the Hall.**

***Meetings will continue to be
held via Zoom.***

Mask at your own discretion

***Food will be provided
by the Branch***



Sergeant at Arms

Clay Hansen

Take 5 With Clay

This week I stayed within my office for my feature Carrier. She is a new CCA that I was able to teach in the academy as well as be her On the Job Instructor. She has become a natural at carrying mail and has a very bright future as a Letter Carrier.

Kelly Brown – Indian Rocks Beach

1. How long have you been a Letter Carrier? **“8 months”**
2. Was there another Carrier who helped or influenced your career as a Letter Carrier? **“Clay has played an integral part in my success as a CCA. He is a great teacher and leader in our office.” (I did not pay her to say that!)**
3. Hardest part of being a Letter Carrier? **“Casing and carrying a route for the first time.”**
4. What snack is always in your lunchbox? **“Epic Bison Bars and Crystal Light drink packets.”**
5. Favorite TV show? **“Breaking Bad.”**

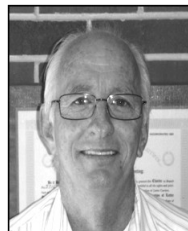
Again if you'd like to be featured please reach out through text or email!

Clay Hansen
Sergeant at Arms
727-744-2456

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suffice, and he would save himself the extra Medicare premiums. However, as many retirees learn as they get older, their health problems get more demanding, and the costs gets greater. After the age of 65, If you have only GEHB, that plan is primary and will basically pay what Medicare would pay, leaving the individual to cover the approximately 20% additional.

Note: If a Federal Retiree doesn't take Medicare at age 65, but then decides a year or so later that they need it, their premiums are increased by 10% for each year over the age of 65. Thus, the retiree in question would pay Medicare premiums double what he would be paying had he taken Medicare at 65. Instead of the approximately \$170 per month paid by those who took it at age 65, his premiums would be approximately \$340 per month. This retiree had read about the new Postal Reform bill that had a provision allowing retirees who had not taken Medicare at age 65, a onetime opportunity to enroll in Part B without the 10% per year late enrollment penalty. That provision would apply for the annuitant and spouse. This retiree wanted to know when he could apply for Medicare under this provision. I checked with our National Director of Retired Members, Dan Toth. He responded that, under this provision, they would be able to sign up for Medicare sometime in the fall of 2024 to go into effect 1/1/25. If and when we get a firm date for this provision, I will note it in a future article.



Legislative Update

By Gene Carroll, CDL District 15

May 12, the Senate approved by a voice vote the nominations of Dan Tangherlini and Derek Kan to serve on the U.S. Postal Service Board of Governors (BOG). Tangherlini's term will expire on Dec. 8, 2027, and Kan's term will expire on Dec. 8, 2028. President Biden nominated Tangherlini and Kan in November 2021 to replace John Barger and Ron Bloom on the BOG.

Tangherlini, who will serve as a Democratic BOG member, is the managing director of Emerson Collective, a private philanthropic firm. Until 2017, he was the president of SeamlessDocs Federal, a technology firm that focused on simplifying



Retiree Update

*By Director of Retiree Affairs,
O.D. Elliott*

One of our retirees has a retired friend living in Ft. Myers. His friend is 75 years old and did not get Medicare when he turned 65, thinking that his Government Employee Health Benefit plan would

government forms and data collection. His previous government roles include serving as the administrator of the General Services Administration under President Obama and serving as chief financial officer at the Department of the Treasury from 2009 to 2013. From 2006 to 2009, he served the District of Columbia as city administrator and deputy mayor. He also served on the Biden transition team, with responsibility for the Postal Service's Agency Review Team.

Kan, who will serve as a Republican BOG member, is an executive with Delivery, a California-based e-commerce fulfillment startup company. He was the deputy director of the Office of Management and Budget from July to December 2020. From 2017 to 2019, he served as the Department of Transportation's under secretary for policy. He previously served as an Amtrak board member and as a general manager for Lyft. Prior to that, he served as an advisor for Senate Minority Leader Mitch McConnell (R-KY) and as chief economist for the Senate Republican Policy Committee.

"NALC congratulates Dan Tangherlini and Derek Kan on their confirmations," NALC President Fredric Rolando said. "We look forward to working with them and the rest of the BOG to ensure that letter carriers' voices are heard when decisions affecting their interests are made."

Federal Retirement Fairness Act (H.R. 4268)

Many federal employees, including Postal Service employees, begin their federal/postal service in non-career positions before transitioning to career status. These employees, including letter carriers who were employed as casuals, transitional employees (TEs) or City Carrier Assistants (CCAs), do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits. The Federal Retirement Fairness Act (H.R. 4268), sponsored by Reps. Derek Kilmer (D-WA) and Tom Cole (R-OK), would modify what is considered creditable federal civilian service under FERS. This bill would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes. This legislation would allow letter carriers

and other affected employees the opportunity to purchase retirement credit for the time they spent in these non-career positions, providing greater retirement security. Contact your Representative and ask them to support H.R. 4268.

NALC

Does Your Opinion Really Matter?

Recently, I've heard more and more often "It is what it is. The context of the comment relates to the workplace environment. In some offices in the Branch the sense of pride and importance of the Letter Carrier Job has been lost. In some cases, younger Carriers were never given the chance to develop that pride.

Annually the USPS solicits feedback from the crafts asking that they participate and let their "Voice" be heard. Now, most senior Carriers will tell you the Union does not participate in a survey of this nature, and I can affirm that there were a few years surveys were not supported by the NALC and Postal Unions. Those years are long gone and its time to make changes at every level of the organization.

The USPS describes their mission: "We want to stabilize and strengthen our workforce. Our plan focuses heavily on improving the employee experience by offering the following:

Significant investment in training, tools, and technology to expand long-term career opportunities and the safety and well-being of our employees,

A more stable career path and structure that provides greater opportunities for advancement, and

An improved workplace that fosters a culture of diversity, equity, and inclusion throughout our organization, including the creation of an Executive Diversity Council."

The Postal Service boasts converting 63,000 non career employees to Career last year hiring 40,000 seasonal hires and welcomed 185,000 new employees in all crafts.

Those numbers are staggering, however since January 3rd, 2022, Branch 1477 has purged our files of 45 City Carrier Assistants and junior career carriers that didn't succeed in probation or

chose to move on. That is unacceptable. It's time to make changes!

Where do we start?

It starts with you. Today I spoke to leadership in St. Petersburg. We agreed to jointly support the Postal Plus Survey. We have agreed to appoint a local team in each office composed of Management and Craft. The committee will review the survey report, jointly communicate the results to the floor and develop a plan to improve the issues raised and acknowledge the current positives.

The offer to work together to improve the environment goes beyond St. Petersburg and each Postmaster will be contacted in the next few days.

In the next couple weeks, we will have joint service talks. That is, Union and Management urging you to complete the Postal Plus Survey which will be administered from June 14 to July 15, 2022.

Over the next several weeks an email and mail campaign by the Postal Service to complete the survey will be beginning.

The Postal Pulse Survey is completed on the clock, and you may request the opportunity to deposit your own completed Postal Pulse Survey in the mail. This is your opportunity to provide feedback about your workplace. Individual responses are confidential. Gallup administers the survey. No one from the Postal Service sees, or is provided, individual responses. If five or more surveys are received from your team members, Gallup will create a team report to be shared with postal leaders.

Newly hired employees on or after March 29, 2022, should contact Gallup at 1-800-788-9987 or q12help@gallupmail.com prior to July 15, 2022, to request a survey link to participate in the Postal Pulse Survey.

I urge you to make an impact. Complete the 15 question Survey and mail it to Gallup. Let's ensure what it is "now" doesn't have to be what it is "later".

Thanks,

Joe Henschen

Auxiliary 181 News

By Dottie Tutt-Hutchinson

Don't forget our luncheon at Frida's Cafe and Bakery on July 6th at noon. It's located at 9700 Ulmerton Road in Largo, close to Largo Mall. We hope all our members can make it.

Alice Wannike reports that her daughter-in-law is cancer-free. We are so happy for her and her family. I just have to share that my grand Emma has earned an internship at All Childrens/John Hopkins hospital in the Infectious Diseases department (although that worries me a bit, too). Her sister, Madelin, is choreographing the play Footloose and is directing the play Frozen for summer acting programs for young people. Our lives seem to revolve around our families, don't they?

Happy July birthdays to Alan (5th), Rudy Betancourt (16th), and Diana Keller (21st).

Stay well-hydrated all you Carriers! After delivering mail for 22 years, I feel for you. Take care.

We are no longer
excepting
ANY uniforms
at this time
at the Union Hall

Steward Meeting Attendees

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

June 16th:

Tonya Lee, Donny DeMilta, Eric Short, James Grazioso, Scott Archbold, Jody Dodd, Brian Andrews, Patrice Cannonier, Ken Domingos, Patrick Jacques, Tiffany Naughton, Tim Cox, Jonathon Sweeny

Branch 1477 Scholarship Program

ELIGIBILITY CRITERIA

1. At time of application applicant must be the son, daughter, or dependent of an active, retired, or deceased regular member of Branch 1477 as defined in Branch 1477's by-laws.
2. Applicants who have one parent in management and one parent a Branch 1477 member are eligible, provide all other eligibility requirements are satisfied.
3. When making application, applicant must be a high school senior or working toward an undergraduate degree in a community college, university, or vocational/technical institute.

REQUIREMENTS

1. Applicants must have a cumulative GPA of 2.0 or SAT and/or ACT scores reflecting the national average. GPA or SAT and/or Act scores must accompany application.
2. Application must be signed by the President or Secretary of Branch 1477 to verify parent's Branch 1477 membership.

REGULATIONS

1. Scholarship will be paid to the student and/or the college after acceptance to the college.
2. Scholarship may be used for any accredited trade school, vocational/technical institute, community college, or university.
3. Scholarship is non-renewable. Past recipients are ineligible to apply for future scholarships. Scholarship applications are valid for current year only.
4. Winners will be selected by a random drawing at the June branch meeting.
5. Two scholarships in the amount of \$750.00 each will be awarded.
6. **Applications must be postmarked by July 31st.**

**George B. and Annie R. Elliott,
Branch 1477 Scholarship Application
(Must be postmarked by July 31st)**

Branch 1477 Scholarship Committee 5369 Park Blvd. Pinellas Park, FL 33781

Please print clearly.

Please accept my application for a Branch 1477 Scholarship. I am a senior in high school, or working toward an undergraduate degree in a community college, university, or vocational/technical institute.

| | | | |
|--------------------------------|--------|----------|-----------|
| Branch 1477 Member _____ | Active | Retired | Deceased |
| (name) | | | |
| Relation to Branch 1477 Member | Son | Daughter | Dependent |

Applicant's name _____

Applicant's home address _____

City, State Zip _____

Applicant's phone number _____

This is to certify that the above named Branch 1477 parent is a member in good standing in Branch 1477.

_____ Date _____
(signature of Branch 1477 President or Secretary)

I certify that the foregoing information is correct to the best of my knowledge,
and that I have included all required items with this application.

_____ Date _____
(Signature of Applicant)

Minutes of June 9, 2022 Membership Meeting



**Recording/Financial
Secretary**
Ken Grasso

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

Invocation by: O.D. Elliott

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept the March minutes as printed in the Twig by Terry Johnson, seconded by O.D. Elliott. Motion passes.

Reading of Official Correspondence: by Ken Grasso: None

Application of New Members: by Ken Grasso—None

Branch by the Numbers: As of PP 11 the Dues Roster has 811 Active Members with 778 paying dues. We have 33 members as No Deductions, 4 are on Military Leave. 4 paying direct, with 9 on LWOP or, 11 Carriers have separated or on Break in Service and appear on the rolls. Retirees 562 (89 Gold Cards). 1395 Total Members, 453 Members in the NALC Health Benefit Plan

I would like to welcome Kelly Bins from Absolute Quality Interpreting Services LLC.

Treasurer: Chuck Cavicchio—Check book balances and total investments were read.

Motion to accept the Report of the Treasurer and send to the trustees for audit by Eric Short. Seconded by Jim Grazioso. Motion passes.

Director of Retiree Affairs: O.D. Elliott—Received 2 calls from retirees who didn't take Medicare Part B when offered. Asked about upcoming legislation being able to join without a penalty. Answer is at the end of 2024 a onetime offering to join without a penalty.

Director of Insurance: Tom Phillips—Eye Glass Reimbursements are as follows: 8 members for a total of \$ 440.00. Talked a little bit about an MBA plan called Hospital Plus which will reimburse when you miss time from work above what you already receive from work. NALC website has a list of all the different insurance plans.

Political District 13 Liaison: Tom Phillips—No Report.

Trustee Report: Brian Andrews—Books up to date.

Sergeant at Arms: Clay Hansen—No Report.

Editor/Webmaster: Judy Dorris—No Report.

Vice President Report: Zulma Betancourt—If your mail is counted and have a 3999 you must be given a 1-day notice.

Executive Vice President: Chris Hubble—Edit books are very important and you need to keep them updated. Work hour Workload reports are to be posted daily in your units.

Welfare Reports:

Sad:

- Bob Sweet, Retiree St. Petersburg—Passed away.
- Destre Smith, Carrier Crossroads—Mother passed away.
- Nicole & Mike Dudley, Carriers St. Petersburg Main— Grandmother passed away.
- Robert Barney, St. Petersburg—Mother passed away.
- Joe Vermette, Retiree Northside—Very ill.
- Cindy Batista, Retiree St. Petersburg—Husband passed away.
- Katrina Davis, Carrier Gulfwinds—Mother passed away.
- Kurt Rice, Carrier Gulfwinds—Grandmother passed away.
- Emily Cannon, Carrier Gulfwinds—Mother passed away.
- Nichele Fenelus, Carrier Gateway—Niece passed away.

Glad:

O.D. Elliott has a new Granddaughter.

CCA Promotions to FTR:

Dan Zeolie, St. Petersburg

New Retirees:

Pam Rollins—Pinellas Park

Frank Godfrey—Open Air

Shannon Whiting—Pinellas Park
Ralph Formato—St. Petersburg.
Sherree Ratulowski—Dunedin

Presidents Report:

South Branch Meeting had a small turn out. We are looking for a new location since we now are meeting outside under a pavilion, but summer weather patterns may impact that.

The Branch did well on the Food Drive which took place on Saturday May 14. The amount of food collected Branch wide was 650,332 pounds. About half of what we collected in 2019.

Executive Vice President Chris Hubble has been in Ft. Lauderdale for training for the New RCI process. He is the Florida 2 District Lead. Branch Treasurer Chuck Cavicchio has been appointed to serve on a local team and will report to Chris and his counterpart. Sister Ellie Needham who has been doing 3999s for a long time has been selected to serve as a USPS team member.

NALC and USPS have reached agreements on two MOUs to adjust staffing. First agreement M-01985 is designed to maintain compliance with conversions to Part-Time Flexible and Full-time Regular status. Impacted Branch 1477 Installations are Dunedin 2 CCAs to PTF, Ellenton 1 CCA to PTF, Pinellas Park 2 CCAs to PTF. Second agreement M-01986 requires conversion of all CCAs to PTF career status and moves the 22 installations included in the agreement to an all-career workforce. We have no impacted installations in the 22 sites.

Exit and Stay Surveys: surveys will be emailed to current and former non-career employees via their personal email address after standard business hours. The recipients voluntarily complete the surveys off the clock.

Postal Plus: The Postal Service Survey from June 14 to July 15. Comments section has been removed and two new questions added. "I would recommend my organization to friends and family as a great place to work" and "I would recommend my organizations products and services to friends and family members".

New Employee Non-Career Orientation, new hires will go to their District office where the orientation will be virtually presented from the National Center for Employee development.

Beginning in 2022 the Postal Service will recognize the Juneteenth National Independence Day as a holiday eligible to Full-Time and Part-Time career employees. Since this year it falls on a Sunday the following Monday is the Holiday.

Boot Camp Evaluations: Region 9 Lynne Pendleton commented on the two stewards from our branch Patrick Jacques and Eric Short. She commended each one individually. She was pleased with their performance.

We received St. Pete Beach grievances resolves from Step B addressing issues relating to coding parcel runs to LDC 23. These grievances addressed a different side to the argument that the WAO carriers were entitled to the work on their routes. All 10 cases were fully sustained, and 6 of the 10 cases paid the carriers harmed. Management does not have the right to make a dedicated parcel run and not give that time to the carrier route. Steward Cheryl Anderson did a good job on these.

Sick Leave Documentation requirements were discussed. Approved or Disapproved, a supervisor must sign the PS 3971. When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reason for the disapproval, AWOL determinations must be similarly noted. The ELM 513 manual was read pertaining to three (3) days or *less* absences and over three (3) *days* absences

Charges against a Member read at the May General Membership Meeting are being put on hold. Motion made by O.D. Elliott and seconded by Patrice Cannonier to extend for 30 days or until the July General Membership Meeting to allow the parties involved to be present.

*****Welfare News*****

**We learned after the
Membership Meeting that:**

***Tony Mells, Retiree from Open Air Station
is recovering from surgery.***

**He wants to thank all his union sisters and
brothers for thinking of him.**

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Patrick Jacques (727) 218-2721

Eric Short (727) 251-9846

STEWARDS OF BRANCH 1477

St. Petersburg:

| | | |
|--------------------------|-------------------|----------------|
| Crossroads 9 | Ken Domingos | (716) 598-1205 |
| Alt | Jody Dodd | (727) 768-2562 |
| Crossroads 10 | Ben Hamilton | (727) 735-5125 |
| Euclid | Kerry Thompson | (347) 623-2108 |
| Alt | Patrick Green | (813) 671-4770 |
| Gateway | Tom Phillips | (727) 458-4127 |
| Gulfwinds 7,11,15 | Zulma Betancourt | (813) 597-8363 |
| Madeira Beach | Patrick Jacques | (727) 218-2721 |
| Midtown 5 | Anwar Douse | (727) 495-3535 |
| Midtown 12 | Patrice Cannonier | (786) 200-0957 |
| Northside 2 | Tiffany Naughton | (727) 642-5466 |
| Alt | Suzette Brown | (727) 580-1084 |
| Northside 16 | Tonya Lee | (813) 270-2918 |
| Alt | Ben Mead | (727) 249-4610 |
| Open Air | Ben Toussaint | (727) 463-3001 |
| Alt | Scott Archbold | (727) 422-4766 |
| St. Pete Beach | (union hall) | (727) 531-1477 |
| St. Pete Main 13 | Anthony Roger | (813) 574-9971 |
| Alt | Scott Holderbaum | (813) 777-7626 |
| St. Pete Main 14 | Alan Pollard | (727) 667-4254 |
| Alt | Dee Grant | (727) 225-9272 |

| | | |
|-------------------------|------------------|----------------|
| Bradenton Bch | Brian Andrews | (941) 807-5669 |
| Dunedin | Chuck Cavicchio | (727) 798-8506 |
| Alt | Scott Held | (727) 418-5742 |
| Ellenton | Mark Patrick | (941) 524-1746 |
| Englewood | Kris Beal | (813) 500-0841 |
| Alt | Josh LaGrew | (763) 232-8954 |
| Indian Rocks Bch | Tim Cox | (727) 481-5348 |
| Largo 70/71 | Adam Deveau | (978) 435-1280 |
| Largo 73/78 | Eric Short | (727) 251-9846 |
| Palmetto | Sheldon Jones | (941) 580-1058 |
| Pinellas Park | Chris Hubble | (727) 641-8396 |
| Punta Gorda | (Branch Hall) | (727) 531-1477 |
| PC Annex | (Branch Hall) | (727) 531-1477 |
| Seminole 72/74 | Jim Grazioso | (727) 410-6492 |
| Seminole 76/77 | Donny DeMilta | (727) 430-4413 |
| Alt 72/74/76/77 | Anne Winkelbauer | (708) 692-6540 |

| | | |
|----------------------|--------------|----------------|
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| President | Joyce Keller | (727) 541-2194 |

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

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|------------------------|---|---|--|---|-----------|-----------|
| | | | | | 1 | 2 |
| 3 | 4 <i>Independence Day</i> | 5 <i>St. Pete Retiree Breakfast</i> | 6 <i>Largo Retiree Breakfast</i> | 7 Executive Board Meeting | 8 | 9 |
| 10 | 11 <i>Pinellas Park Retiree Breakfast</i> | 12 | 13 | 14 General Membership Meeting | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 Steward's Meeting | 22 | 23 |
| 24 31 | 25 | 26 | 27 | 28 South Branch Meeting | 29 | 30 |