



Treasure Coast Letter Carrier NALC Branch 1690

Belle Glade, Clewiston, Ft Pierce, Jensen Beach, Jupiter, Lake Park, Okeechobee,
Pahokee, Palm Beach, Port St Lucie, Riviera Beach, Sebastian,
Stuart, Tequesta Vero Beach, West Palm Beach



November-December 2018

What's Happening in Your Corner

*by President Elect
Veronica Flores Osborne*

Branch Officers

President

(561) 967-0240

Vice President

Larry Murdock

(561) 967-0240

(561) 716-1619

Financial/Recording

Secretary

Patty Badini

(772) 528-5900

Treasurer

Starr Hunter

(561) 818-3123

Health Benefits Rep.

Kevin Byrne

(772) 979-5899

Sergeant at Arms

Jim Osborne

Trustees

Nancy Zlomaniec

James Vickers

Melanie Jasa

TCLC Editor

Larry Murdock

Food Drive Coordinators

& MDA Committee

Starr Hunter

Melanie Jasa

Legislative Liaison

& Website Engineer

Kevin Byrne

Holding Corp. President

Karen Barker

(561) 603-4782

Director of Retirees

Dave Murdie

(561) 236-3322

North Retiree Coordinator

Jeff Thomas

772-332-7897

MBA Representative

John Sheridan

(772) 631-4137

I want to thank the members of Branch 1690 for voting. The election committee received 649 ballots. I want to let ALL the members know that I am truly in your corner. I need to know that's going on in your corner. I will do my very best for the members and the Good of the Association.

I saw the Victory as something much bigger than just a victory. I thought an amazing message was revealed throughout this past year. For all the people who feel they are losing or wanted to give up there were so many that never gave up. If you were here, your standing, your breathing, there is a way and as long as we have FOCUS, Dedication, honesty and clarity of purpose then as members of Branch 1690, Members of National Association of Letter Carriers we are going to make things happen. I will be a representative to all. Branch 1690 is strong together it'll happen.

The Rap Sessions are informational and will address issues that is brought to the meetings. I plan to bring more education not only to the rap sessions but to the offices.

The November 21, 2018 will:

Read proposed bylaw changes that will also be posted at each office.

The meeting will hold decisions on a Christmas Party. When and where will be given to each office once a decision is voted by the members. This season still holds each carrier overworked and extremely stressed. I am aware of the hostile environments that many offices are experiencing.

I ask that as Carriers we stand strong to not allow anyone push your buttons. Follow the instructions, please fill out the 3996 and get the instructions of the day BEFORE you leave to the street. IF you were instructed to curtail/delay mail then have a signed 1571. Please help out the newer carriers since lots of these rules are new.

I am in your corner. I ask members to text me first with your name, office and brief reason (ex. Discipline, workers comp, violation, etc.). I will text you when I will call you back. I don't answer my cell if I don't recognize the number. Of course, the hall number is (561)967-0240 Monday-Friday 8:30-5:00; phones on voicemail 12-1pm.

This will be the last newsletter of the 2018 so I wanted to send lots of wishes of happiness and safety to all during the upcoming season.

In Solidarity,

Veronica Flores Osborne

Results of the Re-Run Election for the Office of Branch President November 4, 2018

Gennaro "Jerry" Mascolo— 226

Veronica Flores-Osborne—287

Jeff Wagner—113



Vice-President's Report

by Larry Murdock

This will be a short report, we have been busy at the hall. With the re-run election and grievances taken up most of the time, we have gotten back a number of good Step B decisions. Thank you to all the stewards who have worked hard all year for doing the thankless job that you do. Hopefully you will stay on for the coming year. The rerun election is over the election committee will give its report at the November meeting. I hope everyone will enjoy their upcoming Thanksgiving, Christmas, and New Year time with their family.

Knowledge is power,

Larry

NALC Branch 1690 Stewards

- Belle Glade** - James Vickers (561) 996-2528
 - Clewiston** - Leonard Moore (863) 983-9225
 - Fort Pierce Midway** - Todd Bussard & Veronica Flores-Osborne (772) 595-0866
 - Orange Ave.** - Jim Osborne (772) 466-8948
 - Jensen Beach** - Josh Gosney (772) 232-0869
 - Jupiter** - Angie Mack & Celeste Farrell (561) 719-7524
 - Tequesta** - Dave Roddin (561) 741-7781
 - Okeechobee** - Eveline Longoria (863) 763-7639
 - Pahokee** - George Houze (561) 924-6298
 - Palm Beach** - Charles McBride (561) 832-8614
 - Port St. Lucie West** - Mark George & Brian Johnson (772) 344-5054
 - Port St. Lucie Midport** - Richard Wilhelm & Johnny Williams (772) 337-7504
 - Sebastian** - Larry Murdock (772) 589-4407
 - Stuart Main** - Casey Salik (772) 223-8095
 - Annex** - Casey Salik (772) 781-5188
 - Vero Beach Main** - Mike Perrotta & Ben Zimei (772) 778-8320
 - Downtown** - Jazzy Molina (772) 567-5502
 - Citrus** - Tom Denault (772) 562-4302
- West Palm Beach**
- City Place** - Mayra Cajigas (561) 832-0263
 - Haverhill** - Michelle Turnbull (772) 208-7832
 - Palm Beach Gardens** - Trina Hamlin & Larry Osborne (561) 694-6728
 - Palm Central** - Jose Yanes, Karen Barker & Starr Hunter (561) 689-8190
 - Palms West** - Lisa Smith & Gail Webster (561) 753-0446
 - Riviera Beach** - Trina Hamlin & Delvin Ramos (561) 863-0035
 - Wellington Annex** - Barbara Raphael (561) 791-2362



855-365-6927
(DOL-OWCP)



Injury Care for Federal Employees **HOW TO F.I.L.E. YOUR CLAIM**

First - Report Any Injuries To Your Supervisor:

Every job-related injury should be reported as soon as possible to your supervisor. Injury also means any events in more than one work shift, which would be considered an occupational disease.

Indicate - What Type of Injury You Have:

A traumatic injury (CA-1 Form) is when the condition happened in ONE work shift (e.g., cut, slip/fall, etc). Whereas, an occupational disease (CA-2 Form) is when the condition happened because of events in MORE THAN one work shift. (e.g., Carpal Tunnel Syndrome, back strain from unloading truck for the past 2 weeks, etc.)

Later - Obtain Medical Treatment:

Before you obtain medical treatment, ask your supervisor to authorize medical treatment by use of form CA-16 (Authorization for Examination and/or Treatment) if within the first 48 hours after the injury. Or Form CA-20 (Attending Physician's Report) if AFTER the first 48 hours of injury.

Expect - a Receipt Of Notice:

A "Receipt of Notice of Injury" is attached to each Form CA-1 and Form CA-2. Your supervisor should complete the receipt and return it to you for your personal records. If it is not returned to you, ask your supervisor for it as soon as possible.

DOL-Injury Centers will help you obtain and file any paperwork necessary for you to receive treatment.

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Treasurer's Report by *Starr Hunter*



Our Finances are in good standing at this time.

To the future: Annual Picnic will be held at Carlin Park Sunday October 7 from 12-4pm at the Gumbo-Limbo Pavilion.

I want to thank the Branch for allowing me to attend the 71st National Convention in Detroit. We got a lot of updates, new information, and what we've done in the past year. We met heroes (Letter Carriers), we met the MDA sponsors. We got updates on our annual Food Drive from all over the USA. We talked about unity that we have with speakers in the legislative sector and the solidarity we have with each other. We went over resolutions (proposed) and voted on them. We were informed of the NALC Committee reports, and we held nominations for National Officers and National Business Agents, all within the daily sessions. I attended classes with great information and trainings. We also had the opportunity to eat and enjoy Fellowship with our Delegates and fellow Delegates from around the country. MOTOWN showed us a good experience and safe travels.

I am still wearing several hats; Shop Steward, Officer, committee chairpersonships, Letter Carrier, and CCA Instructor. I do love my career with many opportunities to grow, learn and give back.

I wanted to thank our paid Secretaries at the Union Hall who do a tremendous job in filing, organizing, and scheduling for us. They are always under and answering to all of us.

In closing, keep informed, ask questions, and make good decisions when you have choices, be safe and always try to be positive, even when you don't feel like it. It will turn a job into a career.

P.S. 2019 calendars are in. They cost \$6 each and proceeds from the sale benefit MDA.

Please don't forget to help with the MDA Basket raffle for our Branch picnic on October 7, 2018. All items, articles, and baskets are due by the September Branch meeting on September 19, 2018 at 7:30pm.

The By-Law Committee recently met to discuss proposed By-Law amendments. The By-Law Committee did an awesome job working together. These proposals were unanimously approved by the By-Law Committee and will be distributed to be voted on at the following Regular Branch meeting.

Starr Hunter



The Letter Carrier Political Fund

By Patty Badini

Recording /Financial Secretary

Some Union Members are surprised when they learn that union dues cannot be used to support candidates who are running for political office. The non-partisan political action committee, called The Letter Carrier Political Fund (LCPF), was established to help support the election of qualified candidates, regardless of their party affiliation, who support Letter Carrier issues and who support maintaining a strong United States Postal Service.

Through the contributions made to the LCPF, the National Association of Letter Carriers (NALC) fights congressional actions that threaten Letter Carriers. The NALC wants to continue helping to elect House and Senate candidates who will protect our collective-bargaining rights, retirement and our livelihoods. All of the money that members contribute to the LCPF goes to support those on Capitol Hill who defend the issues that matter most to Letter Carriers.

The easiest way to contribute to the LCPF is with payroll deduction. On the NALC website, you can find links under the Government Affairs tab. You can also call the Union Hall for assistance. The NALC also sends the following caution:

“NALC encourages all members to be engaged in a wide range of political activities to advance the letter carrier agenda. But...it is crucial to remember that all active letter carriers, career and non-career alike, are federal employees, and your political activities are governed by the Hatch Act—including online activities that involve social media (for example, Facebook and Twitter) as well as e-mail. In general: Be off the clock, out of uniform (and government vehicles) and away from the workplace whenever you engage in any partisan political activity, and make sure that the activity is in a permissible category.”

More information regarding the Hatch Act can also be found under the Government Affairs tab on the NALC website.

Legislative Report by Kevin Byrne

As I write this, we are only a few short weeks away from the 2018 General Election. By the time you read this, the election may be over. Hopefully everyone was able to register if not registered and was able to vote. Those in Washington and in Tallahassee are the ones who have the ultimate control over not only our jobs but our way of life. I generally report on specific bills at our branch meeting. We will now have to wait and see what impact the elections have on the USPS. As you should recall, President Trump called for a special committee to investigate the Postal Service earlier this year with a focus on finding ways to streamline and make more efficient in order to privatize it. The results of that report were delivered to the White House in August but have yet to be made public. We need to be wary of a lame duck congress trying to pass harmful legislation. Remember, that's how the prefunding mess started in 2006.

I would also like to thank those of you who signed up to be contributors to the Letter Carrier Political Fund at our picnic. It's an important part of the process of electing and keeping legislators in Washington that support our issues. I urge anyone who is NOT giving to contact me or the hall to sign up. For pennies an hour you can do your part to protect your own job. \$5 per paycheck comes out to only 6 cents per hour. Small investment...big return.

Wishing you all a happy holiday season and a healthy new year.



Health Benefits Report by Kevin Byrne

Stress and Your Health As we approach the holiday season I thought it would be appropriate to discuss stress and the impact it can have on your health. Stress is a feeling you get when facing a challenge. In small doses, stress can be good for you because it makes you more alert and gives you a burst of energy. For instance, if you start to cross the street and see a car about to run you over, that jolt you feel helps you to jump out of the way before you get hit. But feeling stressed for a long time can take a toll on your mental and physical health. Even though it may seem hard to find ways to de-stress with all the things you have to do, it's important to find those ways. Your health depends on it,

Studies have found many health problems related to stress. Stress seems to worsen or increase the risk of conditions like obesity, heart disease, Alzheimer's disease, diabetes, depression, gastrointestinal problems, and asthma.

Strong emotions like fear, sadness, or other symptoms of depression are normal, as long as they are temporary and don't interfere with daily activities. If these emotions last too long or cause other problems, it's a different story.

Chronic stress is hard on the heart because the fight-or-flight response remains activated. The heart speeds up, blood vessels are constricted, and clotting factors in the blood are activated as preparation for a possible injury. This response burdens the heart muscle and reduces the supply of blood to the coronary arteries

How can I help handle my stress?

Everyone has to deal with stress. There are steps you can take to help you handle stress in a positive way and keep it from making you sick. Try these tips to keep stress in check:

- Work on the things you can control. Solving small problems will give you confidence to tackle the big ones.
- It's also important to relax, exercise, make time for yourself. Eat right and get enough sleep.
- Share your stress. Talking about your problems with friends or family members can sometimes help you feel better. They might also help you see your problems in a new way and suggest solutions that you hadn't thought of.
- Get help from a professional if you need it. If you feel that you can no longer cope, talk to your doctor. She or he may suggest counseling to help you learn better ways to deal with stress. Your doctor may also prescribe medicines, such as antidepressants or sleep aids.
- Help others. Volunteering in your community can help you make new friends and feel better about yourself.

Treasure Coast Letter Carrier

Proposed Branch 1690 By-Law Changes – Reviewed by the By-Law CMTE & Unanimously recommended

Submitted by Starr Hunter, Larry Murdock, & Jerry Mascolo

Article II: Fees and Dues

(EXISTING)

- (a) There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two (2) hours Grade **1** pay for a current regular letter carrier, Step O.
- (b) Dues for retired and associate retired members shall be the total per capita tax for State and National, to be paid by January 1st each year. Dues shall be paid by payroll dues deduction, PS Form 1189, for all active members retired after October 1, 1982.
- (c) An additional surcharge of \$1.00 per month shall be added to the present dues structure.

(CHANGE)

- (a) There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two (2) hours Grade **2** pay for a current regular letter carrier, Step O.

Change from Grade 1 to 2 in accord with the elimination of Grade 1 in the new National Agreement

- (b) Dues for retired and associate retired members shall be the total per capita tax for State and National, to be paid by January 1st each year. Dues shall be paid by **(DELETE: payroll dues) ADD: Automatic** deduction, PS Form 1189, for all active members retired after October 1, 1982.
- (c) An additional surcharge of \$1.00 per month shall be added to the present dues structure.

(EXISTING) Article III: Monies Collected

Section 1: All monies collected for and in behalf of the Branch, by anyone, from any source whatsoever, other than money collected for MBA, NSBA, and hospitalization, shall be promptly turned over to the Recording/Financial Secretary, who in turn will record the amount of monies and make the deposit.

(CHANGE) Article III: Monies Collected

Section 1: All monies collected for and in behalf of the Branch, by anyone, from any source whatsoever, other than money collected for MBA, NSBA, and hospitalization, shall be promptly turned over to the **Financial Secretary**, who in turn will record the amount of monies and make the deposit.

(EXISTING) Article IV: Depository

Section 1: The authorized depository for all funds of the Branch shall be determined by the Executive Board, subject to the approval of the Branch.

Section 2: All checks written on behalf of the Branch shall be signed by any two (2) of the authorized signers. The authorized signers shall be the President, Vice President, Recording/Financial Secretary, & Treasurer.

Section 3: Every member, agent or employee who handles Branch Funds shall be bonded in such amount and in such manner as the Executive Board may direct.

(CHANGE) Article IV: Depository

Section 1: The authorized depository for all funds of the Branch shall be determined by the Executive Board, subject to the approval of the Branch.

Section 2: All checks written on behalf of the Branch shall be signed by any two (2) of the authorized signers. The authorized signers shall be the President, Vice President, **Financial Secretary, &** Treasurer.

Section 3: Every member, agent or employee who handles Branch Funds shall be bonded in such amount and in such manner as the Executive Board may direct **in accordance with applicable laws.**

(EXISTING) Article VII: Duties of Officers

President:

Second Paragraph

He/she shall ascertain from the Recording/Financial Secretary before adjournment of the meeting the amount of money received since the previous meeting and from the Treasurer if he/she has received the same. At the end of his/her term he/she shall make a report showing the progress and condition of the Branch.

(CHANGE) Second Paragraph

He/she shall ascertain from the **Financial Secretary** before adjournment of the meeting the amount of money received since the previous meeting and from the Treasurer if he/she has received the same. At the end of his/her term he/she shall make a report showing the progress and condition of the Branch.

Penultimate paragraph

(Existing)

Treasure Coast Letter Carrier

Penultimate paragraph

(Existing)

Branch 1690 shall be responsible for all benefits including Annual Leave, not to exceed allowable limits by USPS, Sick Leave, Clothing Allowance, Social Security, Health Benefits, Retirement, CSRS and FERS, etc. CSRS Civil Service and FERS employees shall be paid 50% for unused sick leave earned while in office, unused sick leave over 600 hours shall be paid at the end of each 3 year term, if not re-elected balance shall be paid in full at above rate.

(CHANGE)

Branch 1690 shall be responsible for The Employer share of all benefits including Annual Leave, not to exceed allowable limits by USPS, Sick Leave, Clothing Allowance, Social Security, Health Benefits, Retirement, CSRS and FERS, etc. CSRS Civil Service and FERS employees shall be paid 50% for unused sick leave earned while in office, unused sick leave over 600 hours shall be paid at the end of each 3 year term, if not re-elected balance shall be paid in full at above rate.

Last Paragraph

(EXISTING)

The Branch President will have the authority to designate other members to attend to Union business on Leave without Pay (LWOP). For the faithful performance of his/her duties he/she shall be paid current Grade 2 carrier rate Step O pay plus 25%, for Leave without Pay expenses, plus \$250.00 per month.

(CHANGE)

The Branch President will have the authority to designate other members to attend to Union business on Assignment time. For the faithful performance of his/her duties he/she shall be paid current Grade 2 carrier rate Step O pay plus 25%, for Assignment time expenses, plus \$250.00 per month.

(EXISTING) Vice President:

Section 2: The Vice President shall be full time and preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office, the Vice President shall then perform all duties incumbent upon the President for the remainder of his/her term of office. When the Vice President is an elected delegate to a National or State Convention or is attending a seminar authorized by the Branch, the next officer in the chain of command, who is not a delegate to the convention or seminar the Vice President is attending, shall assume the duties of the President.

He/She shall assume the duties of Editor of the Treasure Coast Letter Carrier. He/She will do any other duties as directed by the President of the Branch. For the faithful performance of his/her duties he/she shall be paid current Rate Step O, Grade 1 plus 25% and paid a monthly sum of \$200.00. Branch 1690 shall be responsible for all benefits including Annual Leave, not to exceed allowable limits by USPS, Sick Leave, Clothing Allowance, Social Security, Health Benefits, Retirement, CSRS and FERS. CSRS Civil Service and FERS employees shall be paid 50% for unused sick leave earned while in office, unused sick leave over 600 hours shall be paid at the end of each 3 year term, if not re-elected balance shall be paid in full at above rate.

(CHANGE)

Section 2: The Vice President shall be full time and preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office, the Vice President shall then perform all duties incumbent upon the President for the remainder of his/her term of office. When the Vice President is an elected delegate to a National or State Convention or is attending a seminar authorized by the Branch, the next officer in the chain of command, who is not a delegate to the convention or seminar the Vice President is attending, shall assume the duties of the President.

He/She shall assume the duties of Editor of the Treasure Coast Letter Carrier. He/She will do any other duties as directed by the President of the Branch. For the faithful performance of his/her duties he/she shall be paid current Rate Step O, Grade 2 plus 25% and paid a monthly sum of \$200.00. Branch 1690 shall be responsible for The Employer share of all benefits including Annual Leave, not to exceed allowable limits by USPS, Sick Leave, Clothing Allowance, Social Security, Health Benefits, Retirement, CSRS and FERS. CSRS Civil Service and FERS employees shall be paid 50% for unused sick leave earned while in office, unused sick leave over 600 hours shall be paid at the end of each 3 year term, if not re-elected balance shall be paid in full at above rate.

Change from Grade 1 to 2 in accord with the elimination of Grade 1 in the new National Agreement

(EXISTING) Recording/Financial Secretary:

Section 3: The Recording/Financial Secretary shall keep a correct record of the proceedings of the Branch in a book to be kept for that purpose. He/She shall draw all warrants on the Treasurer ordered by the Branch.

He/She shall notify applicants for membership, in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary/Treasurer immediately the suspension, expulsion or reinstatement of a member.

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He/She shall attend to all correspondence of the Branch, and properly mark and file all papers ready for inspection at any time, and notify the members of special meetings when ordered by the President.

He/She shall make semi-annually a report to the Branch showing the number of members elected, rejected, initiated, giving the day of death, as well, the receipts, benefits paid, amount expended, and amount on hand. He/She will do any other duties as directed by the President of the Branch. The Recording/Financial Secretary shall keep a record book showing the names of all members, when admitted and place of residence, collect dues and all other monies due the Branch, and promptly deposit, into the designated depository, all monies collected.

He/She shall keep a regular account thereof and promptly notify the Treasurer, by written receipt, of all monies deposited.

He/She shall keep receipts and retain them as vouchers in settlement.

He/She shall personally, or through duly authorized deputies, appointed when necessary, for each station, and who shall whenever practical be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears and on the day of an election and before a ballot taken, furnish the President with a list of members not entitled to vote.

He/She shall semi-annually furnish the National Secretary/Treasurer with a list of names of all members of the branch in good standing and shall notify the National Secretary/Treasurer monthly of the election of new members, also those suspended, expelled, deceased or resigned.

He/She shall keep an account of all properties, investments, and funds of the Branch, which at all times shall be open for inspection, and at the end of his/her term when qualified, all the books, papers and property in his/her possession belonging to the Branch. The Recording/Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct.

To ensure the faithful performance of their duties, the Recording/Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. He/She shall do any other duties as directed by the President of the Branch. For the faithful performance of his/her duties he/she shall be paid monthly a sum of \$150.00.

(CHANGE TO) Recording Secretary:

Section 3: The Recording Secretary shall keep an accurate, typed record of the proceedings of the Branch following the Branch meeting, in a book to be kept specifically for that purpose.

He/She shall keep and maintain an accurate sign-in record of those members in attendance at all Branch proceedings (including Rap sessions), in a book to be kept specifically for that purpose.

He/She shall notify applicants for membership, in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation.

He/She shall furnish the National Secretary-Treasurer a semi-annual list of names of all members of the Branch that are in good standing and shall notify the National Secretary-Treasurer monthly of the election of new members, and immediately report to the National Secretary-Treasurer those suspended, expelled, deceased or resigned.

He/She shall attend to all correspondence of the Branch, and accurately mark and file all papers ready for inspection at any time, and notify the members of special meetings when called for in accordance with these by-laws.

He/She shall make semi-annual reports to the Branch showing the number of members elected, rejected, initiated, and/or giving the day of death.

Within one (1) week after His/Her term expires, or upon an earlier termination thereof, He/She shall deliver to His/Her successor all books and papers together with all other property of the Branch in His/Her possession.

He/She will perform any other duties as assigned by the Branch President.

For the faithful performance of His/Her duties, He/She shall be paid a monthly sum of \$150.

(EXISTING) Financial Secretary:

Section 4 The duties of the Financial Secretary are combined with the Financial Secretary.

(CHANGED TO) Financial Secretary:

Section 4

The Financial Secretary shall keep a record book showing the names of all members, when admitted and place of residence, collect dues and all other monies due the Branch, and promptly deposit, into the designated depository, all monies collected.

He/She shall keep a regular account thereof and promptly notify the Treasurer, by written receipt, of all monies deposited.

He/She shall make semi-annual reports to the Branch showing the receipts, benefits paid, amount expended and the amount on hand.

He/She shall regularly review and correct the dues deduction Report from NALC Headquarters and report any corrections to be made to the National Secretary-Treasurer.

He/She shall draw all warrants on the Treasurer ordered by the Branch.

He/She shall keep receipts and retain them as vouchers in settlement.

He/She shall personally, or through duly authorized deputies, appointed when necessary, for each station, and who shall whenever practical be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of an election and before a ballot taken, furnish the President with a list of members not entitled to vote.

He/She shall keep an account of all properties, investments, and funds of the Branch, which at all times shall be available for inspection, and at the end of His/Her term when qualified, all the books, papers and property in His/Her possession belonging to the Branch.

To ensure the faithful performance of their duties, the Financial Secretary and His/Her deputies shall be bonded in such amount and in such manner as the Branch may direct.

He/She shall perform any other duties as assigned by the Branch President.

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For the faithful performance of His/Her duties, He/She shall be paid the monthly sum of \$150.

(EXISTING) Sergeant at Arms:

Section 6: He/She will preserve order in the meeting under the instruction of the President. It shall be his/her duty to see that none but members are present at the meeting, unless directed by the President or a vote of the Branch.

A book shall be maintained near the entrance to the meeting room in which each member or visitor shall sign his/her name upon entering the meeting room. No member or visitor shall sign the name of another. The attendance register will be secured at the Union Hall between Branch meetings.

He/She will do any other duties, as directed by the President of the Branch. For the faithful performance of his/her duties, he/she shall be paid monthly a sum of \$100.00.

(CHANGE) Sergeant at Arms:

Section 6: The Sergeant at Arms duties and position are added to the Health Benefit Representative.

(EXISTING) Health Benefits Representative:

Section 7: The Health Benefits Representative shall perform such duties as the Constitution and laws of the National Association of Letter Carriers Health Benefits Plan require. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when installed.

He/She will do any other duties, as directed by the President of the Branch. For the faithful performance of his/her duties, he/she shall be paid monthly a sum of \$100.00.

(CHANGE) Health Benefits Representative/ Sergeant at Arms:

Section 7: The Health Benefits Representative shall perform such duties as the Constitution and laws of the National Association of Letter Carriers Health Benefits Plan require. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when installed.

He/She will preserve order in the meeting under the instruction of the President. It shall be his/her duty to see that none but members are present at the meeting, unless directed by the President or a vote of the Branch.

A book shall be maintained near the entrance to the meeting room in which each member or visitor shall sign his/her name upon entering the meeting room. No member or visitor shall sign the name of another. The attendance register will be secured at the Union Hall between Branch meetings.

He/She will do any other duties, as directed by the President of the Branch. For the faithful performance of his/her duties, he/she shall be paid monthly a sum of **\$150.00.**

(EXISTING) Trustee:

Section 8: There shall be three (3) members on the Board of Trustees. The members shall be elected at the regular Branch election, for a term of three (3) years. They shall not hold any other elected office in the Branch. The Board of Trustees shall audit the books quarterly, during the months of April, July, October and January following the close of the previous month's books.

They shall compare the vouchers and records and see that they have custody of all Branch property, and perform such other duties as the Branch By-Laws may require of them.

They shall make a brief report on their findings at the next branch meeting following the quarterly audit.

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Section 8: There shall be three (3) members on the Board of Trustees. The members shall be elected at the regular Branch election, for a term of three (3) years. They shall not hold any other elected office in the Branch. The Board of Trustees shall audit the books quarterly, during the months of April, July, October and January following the close of the previous month's books.

They shall compare the vouchers and records and see that they have custody of all Branch property, and perform such other duties as the Branch By-Laws may require of them.

They shall make a brief report on their findings at the next branch meeting following the quarterly audit.

For the faithful performance of their duties, each shall be paid quarterly a sum of \$50.00.

(EXISTING)

Shop Stewards:

Section 9: They shall police the National Working Agreement and Local Memorandum of Understanding. They shall assist the members in their area in the filing of grievances, when violations have occurred, or on behalf of the Branch.

They shall be responsible for the issuing of pertinent information from the officers of the organization to the members, and will also assist in the recruiting of new members. When authorized by the President, or his/her appropriate designee, a Shop Steward or office may be sent to a different Post Office, section or station other than his/her own, on Leave without pay, to conduct Union Business.

Treasure Coast Letter Carrier

The Shop Steward shall act as the representative of the Branch at his/her station. Shop Stewards shall do all under their power to better the conditions of the carriers at their stations, and shall at all times strive to maintain a most cordial and harmonious relationship between the carriers and supervisors. They shall seek new members and reinstatements and forward same to the Recording/Financial Secretary, before the regular Branch meeting each month.

They shall notify the Recording/Financial Secretary of all matters pertaining to that office, and all changes and transfers such as; they shall notify the Branch office of the sickness, any retirements or death of a member, upon the death of the wife/husband, child, mother or father of a member.

Any Shop Steward not able to attend meetings must notify the President who may officially excuse the absence by placing their name in the attendance records, kept by the Sergeant at Arms. An Alternate Shop Steward assumes the duties of the elected shop steward for a period of thirty (30) consecutive days or more for other than said elected shop steward's absence shall be compensated for the faithful performance of duties, provided he or she attends regular Branch meetings and one (1) South Rap Session or North Rap Session. Said alternate shop steward shall be paid quarterly a sum of the pro-rated amount according to their time of dutiful service. Any member designated as Formal A Representative shall be paid \$150.00 quarterly.

Any Shop Steward or Alternate Shop Steward found by the Executive Board not properly performing his/her duties, shall therefore be relieved of such duties. For the faithful performance of his/her duties, provided he or she attends regular Branch meeting and 1 South Rap Session or North Rap Session must be excused by the President, the Shop Steward, shall be paid quarterly a sum of \$150.00.

Section 10: Any member designated as a Formal A Representative shall be paid an additional \$150.00 quarterly. In order to receive monthly salaries, all officers and Formal A Representatives must attend regular branch meetings plus one rap session each month unless excused by the Branch President or his/her designee.

(CHANGE)

Shop Stewards:

Section 9: They shall police the National Working Agreement and Local Memorandum of Understanding. They shall assist the members in their area in the filing of grievances, when violations have occurred, or on behalf of the Branch.

They shall be responsible for the issuing of pertinent information from the officers of the organization to the members, and will also assist in the recruiting of new members. When authorized by the President, or his/her appropriate designee, a Shop Steward or officer may be sent to a different Post Office, section or station other than his/her own, on Assignment time, to conduct Union Business.

The Shop Steward shall act as the representative of the Branch at his/her station. Shop Stewards shall do all under their power to better the conditions of the carriers at their stations, and shall at all times strive to maintain a most cordial and harmonious relationship between the carriers and supervisors. They shall seek new members and reinstatements and forward same to the Recording/Financial Secretary, before the regular Branch meeting each month.

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Section 10: Any member designated as a Formal A Representative shall be paid an additional \$150.00 quarterly. In order to receive monthly salaries, all officers and Formal A Representatives must attend regular branch meetings plus one rap session each month unless excused by the Branch President or his/her designee.

(EXISTING)

Article VIII: Expenditures for Officers and Shop Stewards

Section 1: The shop stewards and elected officers shall have their monthly dues reimbursed provided he/she attends two of the three monthly meetings. The two meetings requirement includes the South Rap Session and Branch Meeting OR North Rap Session and Branch meeting. Any elected officer, on annual leave or Leave Without pay may be paid for meeting not attended, if excused by the President.

Treasure Coast Letter Carrier

After the roll call of officers and shop stewards the President shall advise the membership present of any excused absences. When authorized by the President or his/her designee, mileage for attending to Branch 1690 Union business shall be reimbursed at .45 cents per mile to the driver only. Any Shop Steward, Formal A designee or Branch Officer, driving outside the thirty (30) mile radius, to or from the Union Hall shall be reimbursed mileage to attend the South and North Rap Session, or any Union Business authorized by the President or his/her designee.

A Branch voucher shall be submitted quarterly for payment of dues reimbursement.

The President and Vice President will automatically be paid with submission of detailed voucher showing mileage and each office visited. These authorized Leave without Pay expenses will be paid bi-weekly, in accordance with the Postal Service pay period calendar. All LWOP used shall be supported by PS Form 3971. Any member requested to use LWOP for Union Business shall be paid at current Grade 2 Rate, Step O.

(CHANGE)

Article VIII: Expenditures for Officers and Shop Stewards

Section 1: The shop stewards and elected officers shall have their monthly dues reimbursed provided he/she attends two of the three monthly meetings. The two meetings requirement includes the South Rap Session and Branch Meeting OR North Rap Session and Branch meeting. Any elected officer, on annual leave or Leave Without pay may be paid for meeting not attended, if excused by the President.

After the roll call of officers and shop stewards the President shall advise the membership present of any excused absences.

When authorized by the President or his/her designee, mileage for attending to Branch 1690 Union business shall be reimbursed at .45 cents per mile to the driver only. Any Shop Steward, Formal A designee or Branch Officer, driving outside the thirty (30) mile radius, to or from the Union Hall shall be reimbursed mileage to attend the South and North Rap Session, or any Union Business authorized by the President or his/her designee.

A Branch voucher shall be submitted quarterly for payment of dues reimbursement.

The President and Vice President will automatically be paid with submission of detailed voucher showing mileage and each office visited. These authorized Assignment time expenses will be paid bi-weekly, in accordance with the Postal Service pay period calendar. LWOP used shall be supported by PS Form 3971. Any member requested to use Assignment time for Union Business shall be paid at current Grade 2 Rate, Step O.

Change Leave without Pay to Assignment time

(EXISTING) Article IX: Executive Board

Section 1: The Executive Board shall be composed of the President, Vice President, Recording/Financial Secretary, Treasurer, Health Benefits Representative, and Sergeant at Arms, all to be elected at the regular Branch election.

Section 2: The Executive Board shall have the authority to spend up to \$1000.00 in an emergency.

Section 3: The Executive Board shall meet monthly.

Section 4: The Executive Board shall make policies for the entire Branch membership.

(CHANGE TO) Article IX: Executive Board

Section 1: The Executive Board shall be composed of the President, Vice President, Recording Secretary, Financial Secretary, Treasurer, and Health Benefits Representative/Sergeant at Arms, all to be elected at the regular Branch election.

Section 2: The Executive Board shall have the authority to spend up to \$1000.00 in an emergency, aside from usual and customary expenditures.

Section 3: The Executive Board shall meet monthly.

Section 4: The Executive Board shall make policies for the entire Branch membership.

(EXISTING) Article XII: Nomination and Election of Delegates to State and National Conventions

Section 3: In case of a new member, he/she must have attended at least 75% of the regular Branch meetings since becoming a member. In order to be eligible to receive funds from the Branch for expenses to attend such convention, the elected delegate must have attended no less than nine (9) branch meetings in twelve (12) months prior to the election, as shown on the Branch attendance register, additionally, the delegate must have attended all delegate meetings, unless excused by the Branch President or his/her designee.

The President of the branch or his/her designee will notify all delegates of required meeting no less than seven (7) days prior to the scheduled meeting. Furthermore, the elected delegate must attend no less than five (5) regular Branch meetings from the time of election until the time of the convention.

The Executive Board shall recommend the amount of compensation for each delegate. The amount of compensation will be based on the amount of funds allotted in the Branch 1690 Convention fund.

At no time will the compensation exceed the amount in the Convention fund.

(CHANGE) DELETE LAST SENTENCE AS REPETITIVE: At no time will the compensation exceed the amount in the Convention fund.

Treasure Coast Letter Carrier

(EXISTING) Article XIII: Nominations and Election of Branch Officers

Section 1: The elected officers of Branch 1690 shall be: President, Vice President, Recording/Financial Secretary, Treasurer, Health Benefits Representative, Sergeant at Arms, and three (3) Trustees. The term of office will be for three (3) years.

Section 2: The Recording/Financial Secretary must notify every member by mail of the nominations and upcoming election, at his/her last known address. The notice must be mailed to each member at least forty-five (45) days before the election. This provision may be satisfied by timely publication of the notice in the Postal Record or timely publication in a mailed Branch publication, The Treasure Coast Letter Carrier. The notice must be published on the front page in a conspicuous position.

Nominations must be at least ten (10) days after the notice of nominations and must contain the offices to be filled and length of terms for each office, the date, time, place and method for the election. The notice and the ballot must also state that the President and Vice President, by virtue of his/her office, shall be a delegate to the State and National Conventions.

Section 3: Nominations of candidates for these elected offices shall be made at the regular Branch meeting in October of the election year. All candidates must be present at the time of their nomination or signify in writing, their willingness to accept, if elected. Self-nomination will be permissible. No person shall accept nomination for more than one (1) office. Upon nomination, every nominee must certify, in writing, that he/she has not served or applied to be a supervisor for twenty-four (24) months prior to being nominated.

(CHANGE TO) Article XIII: Nominations and Election of Branch Officers

Section 1: The elected officers of Branch 1690 shall be: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Health Benefits Representative/Sergeant at Arms, and three (3) Trustees. The term of office will be for three (3) years.

Section 2: The Recording Secretary must notify every member by mail of the nominations and upcoming election, at his/her last known address. The notice must be mailed to each member at least forty-five (45) days before the election. This provision may be satisfied by timely publication of the notice in the Postal Record or timely publication in a mailed Branch publication, The Treasure Coast Letter Carrier. The notice must be published on the front page in a conspicuous position.

Nominations must be at least ten (10) days after the notice of nominations and must contain the offices to be filled and length of terms for each office, the date, time, place and method for the election. The notice and the ballot must also state that the President and Vice President, by virtue of his/her office, shall be a delegate to the State and National Conventions.

Section 3: Nominations of candidates for these elected offices shall be made at the regular Branch meeting in October of the election year. All candidates must be present at the time of their nomination or signify in writing, their willingness to accept, if elected. Self-nomination will be permissible. No person shall accept nomination for more than one (1) office. Upon nomination, every nominee must certify, in writing, that he/she has not served or applied to be a supervisor for twenty-four (24) months prior to being nominated and that he/she has not been convicted of a felony in the past 13 years.

(EXISTING)

Article XV: Branch Social Affair

Branch 1690 shall hold no more than two annual social affairs not to exceed money allotted in the social fund. The President shall appoint a committee for these affairs.

(CHANGE)

Article XV: Branch Social Affair

Branch 1690 shall hold social affairs up to the money allotted in the social fund. The President shall appoint a committee for these affairs.

DELETE. "no more" & "THAN TWO ANNUAL" & ADD "up to the" DELETE. "not to exceed"

Article XVI: Amendments

(EXISTING)

Section 1: There shall be a By-Law Committee appointed by the President, to review all proposed By-Law Amendments or alterations. *These By-Laws shall not be suspended, but at a regular or special meeting, called for that purpose, may be amended or altered by a 2/3 vote of the eligible members present. **move this to Section 3***

Section 2: All proposed amendments or alterations shall be in writing, signed by three (3) members in good standing and presented to the By-Law Committee, at a regular Branch meeting, for review and recommendation for approval or disapproval. The By-Law Committee shall prepare and post, at all stations, a notice at least ten (10) days prior to the next regular Branch meeting, stating the proposed By-Law Amendment or alteration.

Section 3: A defeated amendment shall not be submitted in like form for at least six (6) months thereafter. ***Move to end of Section 2***

(CHANGE)

Section 1: There shall be a By-Law Committee appointed by the President, to review all proposed By-Law Amendments or alterations.

Treasure Coast Letter Carrier

Section 2: All proposed amendments or alterations shall be in writing, signed by three (3) members in good standing and presented to the By-Law Committee, at a regular Branch meeting, for review and recommendation for approval or disapproval. The By-Law Committee shall prepare and post, at all stations, a notice at least ten (10) days prior to the next regular Branch meeting, stating the proposed By-Law Amendment or alteration. **A defeated amendment shall not be submitted in like form for at least six (6) months thereafter.**

Section 3: These By-Laws shall not be suspended, but at a regular or special meeting, called for that purpose, may be amended or altered by a 2/3 vote of the eligible members present.

(EXISTING) Article XVIII: Doyle Adair-Beatrice Trapp Scholarship Award

Section 1: There shall be a scholarship assistance fund in the amount of one thousand (1,000.00) dollars for one (1) one thousand dollar (\$1,000) scholarship. Applications shall be printed in the Treasure Coast Letter Carrier two (2) issues prior to the July Branch meeting. The winner will be drawn at the July meeting.

(CHANGE TO) Article XVIII: Doyle Adair-Beatrice Trapp Scholarship Award

Section 1: There shall be a scholarship assistance fund in the amount of two thousand (2,000.00) dollars **for two (2) one thousand dollar (\$1,000) scholarships.** Applications shall be printed in the Treasure Coast Letter Carrier two (2) issues prior to the July Branch meeting. The winner will be drawn at the July meeting.

Article XXI: Standing Rules

(EXISTING)

Section 3: The budget shall be as follows:

General Fund 78 %
Seminars/Schools/State Convention 2.5%
National Convention 3.7%
Insurance Fund 1.5%
Social Fund 2.5%
Scholarship .2% to
Full Time Officers Benefits 11.0%
Building Fund .6%

(CHANGE)

Section 3: The budget shall be as follows:

General Fund 78 % to 76.0%
Seminars/Schools/State Convention 2.5% to 4%
National Convention 3.7% to 4%
Insurance Fund 1.5%
Social Fund 2.5%
Scholarship .2% to .4%
Full Time Officers Benefits 11.0%
Building Fund .6%

These Proposed By-Law Change proposals will be voted on at the Branch meeting following publication in the *TREASURE COAST LETTER CARRIER*.

UPCOMING EVENTS
November 2018

- Nov 1.....South Retiree Breakfast
- Nov 4.....Daylight Savings begins
- Nov 4.....Re-Run Branch Election
- Nov 6.....Election Day
- Nov 8.....North Rap Session (PSL)
- Nov 12.....Veterans Day (observed)
- Nov 13.....North Retiree Breakfast
- Nov 14.....South Rap Session
- Nov 21.....Branch Meeting
- Nov 22.....Thanksgiving Day
- Nov 29.....Okeechobee Breakfast

Do you want to meet for Breakfast?

Call **Jeff Thomas** @ (772) 332-7897 - North Breakfast
 or **Dave Murdie** @ (561) 236-3322– South Breakfast
 or **Lallo** @ (631) 806-3921 - Okeechobee Breakfast

UPCOMING EVENTS
December 2018

- Dec 6.....South Retiree Breakfast
- Dec 11.....North Retiree Breakfast
- Dec 12.....Branch Meeting & Holiday Social
- Dec 25.....Christmas Day
- Dec 27.....Okeechobee Breakfast

Do you want to meet for Breakfast?

Call

Jeff Thomas @ (772) 332-7897 - North Breakfast
 or **Dave Murdie** @ (561) 236-3322– South Breakfast
 or **Lallo** @ (631) 806-3921 - Okeechobee Breakfast

**Address Corrections and
 Name Changes** must be reported to the
 Branch union hall ASAP
 561-967-0240

Make the Call!

Heloisa Aguiar, LMHC
 EAP Clinician

1-800-EAP-4YOU
 (1-800-327-4968)
 TTY: 1-877-492-7341
 www.EAP4YOU.com

3200 Summit Blvd, Room 123
 PO Box 163562
 West Palm Beach, FL 33416-3562
 954-527-6981 tel
 HGAguiar@MagellanHealth.com

**RETIREES
 BREAKFAST**



First Thursday of the month
 Gun Club Café
 4631 Gun Club Rd.
 West Palm Beach
 9:00AM

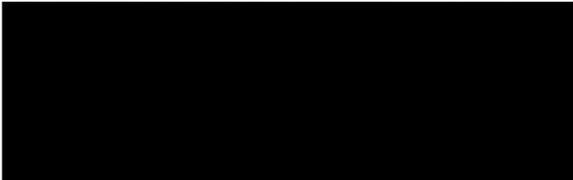
Last Thursday of the Month
 Gladys's Restaurant
 511 SW Park St.
 Okeechobee
 8:00AM

Second Tuesday of the month
 Denny's Restaurant
 100 Kings Hwy
 Ft Pierce
 9:00AM

Any Branch 1690 Retirees interested in meeting for coffee and breakfast?
 Please contact Director of Retirees Vince DiGaetano for further information at
 (631) 806-3921
 Hope to see you there!

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ADDRESS SERVICE REQUESTED



\$50.00 Bounty Paid to any Member...

**...that convinces a FORMER MEMBER to RE-JOIN the
*National Association of Letters Branch 1690.***

FORMER Member must sign a Form 1187 for the Bounty to be paid.

**BRANCH MEETINGS ARE HELD ON
THE 3RD WEDNESDAY OF THE
MONTH AT THE
UNION HALL**

HOPE TO SEE YOU THERE!

Don't forget that the Union Hall at 1840 Alice Ave. is available for rent.

Parties, Showers, Graduations.
Contact the Holding Corp. at (561) 967-0240
or Karen Barker @ (561) 603-4782
Members only Benefit

The Treasure Coast Letter Carrier is a bi-monthly publication of NALC Branch 1690. Articles appearing in this publication reflect the author's opinion only and are not necessarily the opinion of Branch 1690. All members are invited to contribute articles for publication. Articles must be submitted at least 10 days prior to publication deadline for consideration. Deadline for submissions is the 2nd Wednesday of the month. The editor reserves the right to edit all articles submitted and determine what will be printed for the good of the Branch.

**National Association of
Letter Carriers**

Merged Branch 1690

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nalc1690@att.net

Website: nalc1690.com

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