



Treasure Coast Letter Carrier NALC Branch 1690



Representing and Serving Letter Carriers in:

Belle Glade * Clewiston * Ft Pierce * Jensen Beach * Jupiter * Tequesta * Okeechobee
Pahokee * Palm Beach * Port St Lucie * Sebastian * Stuart * Vero Beach * West Palm Beach

March—April 2020



Here we go again.. Route Inspections! President Report

Veronica Flores Osborne

The Branch had two classes of route inspection at the South Rap (February 12) and North Rap (February 13). If you missed it and hear about an inspection going on at your office please call the hall.

The M-39, handbook for management, Management of Delivery Services, Chapter 2 clearly outlines the proper procedures for Mail counts and route inspections. According to Sections 211.2, the USPS must select the period for route count and inspections as far in advance as possible and NOTIFY the local union of the inspections. The branch will either receive a letter in the mail from management, which is proper, or the branch finds out through carriers which is incorrect. We then get complaints from carriers about the improper inspections, such as volume of mail light, the staffing, or the conduct of route examiners.

At NALC.org, a route inspection pocket handbook has been available online or at the hall.

A few things to remember:

- Management has the right to conduct mail counts and route inspections, except in the SUMMER months (June, July, and August) and in December.
- No changes to normal mail distribution
- Clerk schedules/staffing or cut off times
- No accumulation of curtailed mail (day before or last day of the count)
- The regular carrier should count and record the mail EVERY day, except the day of inspection.
- Upon request, the carrier has the right to verify the mail count(s) performed by management.
- All routes must receive full credit for all auxiliary assistance provided.
- Carrier should request and keep copies of all PS 3996.
- Route examiners should not give instructions, set the pace, or forbid comfort stops or discuss anything of the route inspection.

-If you're placed on Line 22 (waiting time - no work performed) in office or out on the street then note the begin, end time and reason.

-Any alleged identified improper practices or operational changes should be documented on the reverse of the PS Form 1840. At the consultation evaluation these items will be discussed. If the carrier does not see these notes or documentation in writing on the PS Form 1840 the carrier should initial and date. In one week, if management does not supply the documentation then the time adjustment shall be disallowed (M-39 Section 242.345).

-Once the route inspections are over, is it over? NO! If the route inspection was conducted properly or improperly (your route or your co-workers' route), management is required to review their adjustment. It is very important for each carrier to perform the work (as should be done every day) for eight hours of work for eight hours of pay. Let's not skip breaks, lunch, or run to make the hours for management.

Management is required to pull seven random weeks for a time card analysis and the week following the week of inspection.

The union/steward will be requesting information, detailed notes, or possible interview with certain carriers/routes for the possibility of a grievance. Please help them with any and all information you gather.

If you find that your route has grown or decreased then you can request for special route inspection 271G.

Let's be grateful and thank any known retiree. The Letter Carrier craft didn't get the benefits, salary, and rights because it came easy to us. Many carriers before us fought hard for these issues. In fact, March 17, 2020 will be the 50th anniversary of the Great Postal Strike of 1970.

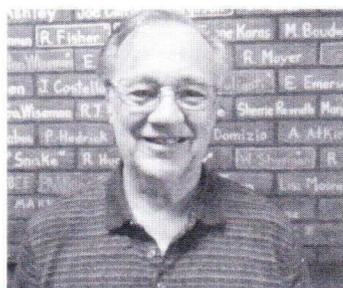
Letter carriers, before that, did not have salaries, they may have been permitted to collect a two cent fee per letter for what was delivered in 1794. Working for the postal service didn't guarantee you a career since you were appointed due to changes in yearly political leadership and so much more history of our growth.

Let's work together to keep what has been fought to get where we are today!

Treasure Coast Letter Carrier

NALC Branch 1690 Stewards

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| | <u>Wellington Annex</u> | - Stephanie Siguenza | (561) 791-2659 |



Vice President
Report
By
Larry Murdock



Legislative and Health
Benefit Representative
Report
By Kevin Byrne



I want to talk about some issues that have come up. The first involves the Red Plum. A carrier was suspended because Red Plum with good addresses was found in the UBBM. Management thought that the carrier wasn't delivering them. However, the carrier was delivering the Red Plum. Since there were multiple centralized deliveries on the route, the carrier put one in each box but not necessarily always to the correct apartment. Every customer received one. The carrier figured that this would save time. If this is a practice you have been involved with it needs to end today.

The next is (3971), If a carrier submits a leave slip, and the leave is denied because the calendar is full, the leave slip should be returned to the carrier. We have learned that some supervisors are keeping the leave slip. If the same leave opens up in the future, the supervisors are granting the leave to another carrier. That is not how it works. If the correct procedure is not being followed in your office, please talk to your steward.



The last is accountable mail not being attempted. There was a customer who had looked on line and saw his package was out for delivery. The customer did not receive it and called the office to ask why it had not been delivered. The supervisor went to the case of the route and found the parcel sitting there with "insufficient address" written on it. There were also 4 certified letters with "insufficient address" on them. All these addresses were correct.

Every year there is a survey conducted which, year after year show the same: The public trusts the Postal Service more than any other part of the government. It is great that we have the trust and support of the public to understand that Service is our name.

As we enter the primary season and draw closer to the elections in November, we must ask ourselves some hard questions. How we determine our choices is an individual process. For some, there are moral issues that drive our vote. The NALC never has, and never will, attempt to influence your moral judgement. Your personal choices are just that...your personal choices.

The job of the NALC when it comes to elections is to let you know which candidates support our issues and to help to elect them. Some are Democrats and yes, some are Republicans. We do this by volunteering to make phone calls, knock on doors, and have conversations with our friends and neighbors.

We all know it takes money to win elections. Lots of money. By law, the union is prohibited from giving money collected from dues to any political entity. That is why the NALC has established the Letter Carrier Political Fund. *By voluntarily contributing to the fund through payroll deduction, you can know that you're doing your part to help elect candidates that support a strong postal service. With real threats of elimination of door to door delivery, elimination of days of delivery, cuts to your benefits, increased employee percentages towards retirement and health benefits, your ability to provide for your family is truly threatened.*

I ask that each of you consider giving to the political fund. In addition, I'd like to put together a list of members who would be willing to help when the time comes, by making phone calls, knocking on doors, whatever is necessary. If you are willing to provide your cell number to receive text alerts from me as needs arise, please email me at: kevinjbyrne54@gmail.com.





Recording / Financial
Secretary
Patty Badini

I was recently asked by a member to write about Branch 1690's current dues structure amount and how it is calculated. The by-laws for the Branch pertaining to the dues structure reads as follows:

Article II: Fees and Dues

(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 January 1st each year. Dues shall be paid by payroll 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.

The latest pay table dated August, 2019 sets a Full Time Regular Carrier's hourly basic rate, Step O at \$31.27. Two hours at that rate adds up to \$62.54, plus the One dollar surcharge per month. This means that active members pay \$63.54 per month, a total of \$762.48 for the year. Being that active Letter Carrier dues are automatically deducted from their pay, the amount that should show on their pay stub is \$29.33.

Unfortunately at the December 2019 Branch meeting, I erroneously reported that the dues would be \$30.43 per pay period. It was when I started writing this article when I discovered the error. I am thankful that I discovered the error early in the year and that it will only affect 3 pay periods. Adjustments will be made with the assistance of National Headquarters through the dues roster. The entire adjustment process should be complete by pay period 8.

During the January 2020 Branch meeting, I was elected Chairperson of the Policy Committee. The Committee is to have its first meeting on February 12, 2020, which by the time this article is published, will have passed. This committee has been created to assist the Executive Board with establishing branch policies and procedures for all committees and events as required by Branch 1690's by-laws. Which reads, in part as follows:

Article IX: Executive Board...

...(4) The Executive Board shall make policies for the entire Branch membership.

In light of the dues structure error, one of the items that I intend to bring to the committee for consideration is the requirement that two members of the Executive Board are to calculate the appropriate dues structure amount for each year. This would make the chances of error far less likely to happen in the future. I intend to make a report on the Committee's progress during the Branch meeting officer reports.

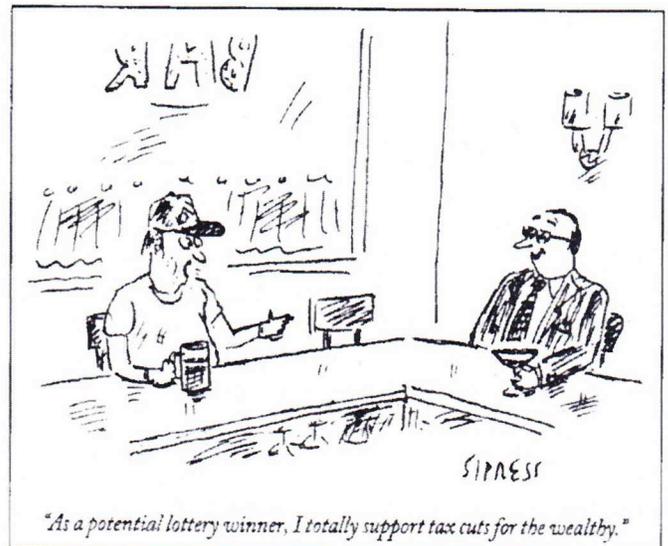


Treasurer's
Report
By
Starr

The trustees met at the end of the Jan. and all our books were in good standing. The new shop stewards have been trained and are guard in all stations, loaded and listening with pen in hand, The food drive pantries, Farm Share, United Way, Postmaster and committee have met with a full plan and goal set for May 9, 2020. The T-shirt order forms will be distributed for your requests. What a great pink-coral color this year and hats are for sale.

Once again Farm Share will be sponsoring our plastic bags. 28 years of collecting food by the NALC Stamp Out Hunger with 1.6 Billion pounds collected nationally. If you see new employees who have not experience our letter carrier food drive please share the breakdown, cards and bags.

Fill out your vouchers within 90 days of transaction, include your receipts, or 2971 and sign the vouchers properly with the correct dates and there should be no issues of your reimbursements. Most checks are mailed or if attended meetings given there. I hope 2020 will shine smiles and positive atmospheres for you. Be a Blessing





Sergeant at Arms
Report
By
Jim Osborne

Continue to Do Your Job Correctly

By Jim Osborne, Sgt. At Arms

Once again, I've taken off for a long weekend and when I returned, I heard the stories from other co-workers. I have coworkers come up to tell me that other co-workers are taking short cuts to get the job done in less time. In doing so, some parcels that were supposed to be delivered on time were scanned "No Access". I find it ridiculous that any carrier who would scan a package "No Access" at a curbside delivery in a residential neighborhood, not a gated community, is willing to take the risk of management issuing a discipline or notice of removal for such an act.

Remember the job/route you give away may be your own. Another carrier who goes out to check their vehicle and finds out the brake lights are not working. The carrier writes the vehicle up and finds out its not been repaired. The carrier (CCA) reports it to management.

Of course, management's response is there is no one to fix it so drive it out. The CCA, knowing this is wrong, still goes ahead and drives the vehicle with the brake lights out. Please remember there are things that management is 100% responsible for and showing proof that the carrier was well aware of the "unsafe" vehicle would be evidence that management would provide at an accident, discipline, or while your are in the hospital fighting for OWCP to cover all the bills. As a Letter Carrier, we are to do our job correctly by the contract, M41, and most important by being "SAFE".

The results of the new contract are pending and we have come a long way from being forced to work with very little benefits, or rights. Let's not lose what we fought for to obtain. Watch out for each other. Share your knowledge and stand up for each other when you see something wrong.

Look forward to see you at the meetings!

Director of Retiree's Report By Nancy Zlomaniec

Oh Retirement.

That's the dream for some of us right now. So if you are less than one year out, follow this retirement checklist. You should have checked with OPM regarding the amount of service which is necessary to give you the annuity at a certain age. You should have gathered all information about any pensions or benefits you may be eligible for such as Veterans, Social Security, and private pension. Now it's time to call HRSSC by calling 877-477-3273 Option 5. They will provide you with individual counseling early enough to allow you to handle any problems you may have or be experiencing. As I stressed before assure your Official Personnel Folder is accurate concerning your service records and benefits health and life. HRSSC needs to verify creditable service time.

This will be the time to decide on how you will be handling your TSP funds. Any loans you might have will need to be paid off prior to your retirement. The decision on how and when you will receive your funds after your retirement is something you need to consider at this point. The guidelines on TSP accounts has changed recently so it would be to your benefit to review the policy or call the ThriftLine 877-968-3778. You will have one month after your retirement before you can access your Thrift account.

Military retired carriers will be asked if they want to waiver their military retirement pay. I hope they reply No. Those of us who served only a few years didn't have anything to loss by buying back military time in the way of our VA benefits. Now the carriers who have full military retirement benefits should keep them plus deserve a Postal retirement.

Now you will be ready for the next phase. You should have requested your Blue Book by now and gave HRSSC a projected dated for your retirement. The date can be changed down the road if for reason you change your mind. Nothing is permanent until you mail in the book. And even then.

SIDE COMMENT TO ALL CCAS AROUND JUPITER. WE HOLD A TRAINING FOR CCAS ON DIFFERENT SUBJECTS... SHOP STEWARD KEVIN CONDUCTS THE CLASS AND I ASSIST. WE ANSWER ANY QUESTIONS YOU BRING.

CALL FOR TIME AND PLACE 772-971-4815



Legislative and Health Benefit Representative Report

By Kevin Byrne



I had hoped to have the report on new membership in the NALC Health Benefit Plan by now, but those numbers won't be available until sometime in March. In the meantime, there is a lot of talk these days about the coronavirus. Here's what you should know according to the Centers for Disease Control and Prevention.

Human coronaviruses are common throughout the world. Seven different coronaviruses, that scientists know of, can infect people and make them sick. Some human coronaviruses were identified many years ago and some have been identified recently. Human coronaviruses commonly cause mild to moderate illness in people worldwide.

The Centers for Disease Control and Prevention (CDC) is closely monitoring an outbreak of respiratory illness caused by a new coronavirus first identified in Wuhan, Hubei Province, China. Chinese authorities identified the new coronavirus, which has resulted in more than a thousand confirmed cases in China, including cases outside Wuhan City. Additional cases have been identified in a growing number of other international locations, including the United States. There are ongoing investigations to learn more.

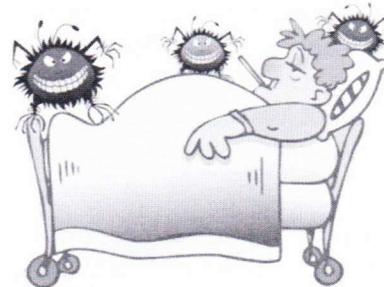
For confirmed 2019-nCoV infections, reported illnesses have ranged from people being mildly sick to people being severely ill and dying. Symptoms can include: • Fever • Cough • Shortness of breath

CDC believes at this time that symptoms of 2019-nCoV may appear in as few as 2 days or as long as 14 after exposure. This is based on what has been seen previously as the incubation period of MERS viruses. When person-to-person spread has occurred with MERS and SARS, it is thought to have happened mainly via respiratory droplets produced when an infected person coughs or sneezes, similar to how influenza and other respiratory pathogens spread

There is currently no vaccine to prevent 2019-nCoV infection. The best way to prevent infection is to avoid being exposed to this virus. However, as a reminder, CDC always recommends everyday preventive actions to help prevent the spread of respiratory viruses, including:

- Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Avoid close contact with people who are sick.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces.

Currently there is no specific antiviral treatment recommended for 2019-nCoV infection. People infected with 2019-nCoV should receive supportive care to help relieve symptoms. For severe cases, treatment should include care to support vital organ functions. People who think they may have been exposed to 2019-nCoV should contact your healthcare provider immediately.



UPCOMING EVENTS

March 2020

- March 5South Retiree Breakfast
- March 10.....North Retiree Breakfast
- March 11.....South Rap Session (Hall)
- March 12.....North Rap Session (PSL)
- March 18.....Branch Meeting
- March 26.....Okeechobee retiree Breakfast



Questions on Breakfast

Call the hall or

Lalo for Okeechobee @ 863-634-1096

UPCOMING EVENTS

April 2020

- April 2.....South Retiree Breakfast
- April 8South Rap Session (Hall)
- April 9.....North Rap Session (PSL)
- April 14.....North Retiree Breakfast
- April 15.....Branch Meeting (WPB)
- April 30..... Okeechobee Retiree Breakfast

Address Corrections and Name Changes

Must be reported to the

Branch union hall

ASAP 561-967-0240



SHOP STEWARD



The role and responsibilities of a union steward is defending the rights and interests of his fellow employees.

A union steward is a mediator, negotiator, guide, friend, educator, activist and a communicator.



Kim "Memaw" Boyd swiped her last End Tour after 32 years as a Letter Carrier at Fort Pierce Orange Avenue Station. (Official retirement date is 1/31/2020). Kim was a treasured asset and a friend to all she worked with. She will be missed very much at OAS.





New Members

- Matthew Clasby, 1/2/2020
- Angela Abram, Jup. 1/2/2020
- Krystal Brown, City 1/22/2020
- Fritz Champagne, PBG 2/4/2020 (CCA)

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

RETIRES BREAKFAST

First Thursday of the Month
Branch 1690 Hall
1840 Alice Ave
West Palm Beach
9:30AM

Last Thursday of the Month
Landing Strip Café
2800 NW 20th Trl
Okeechobee
8:00AM

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

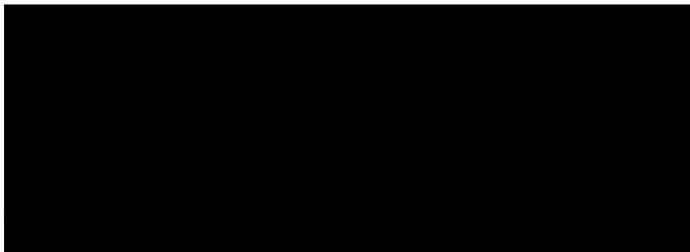
Any Branch 1690 Retiree or member interested in meeting for coffee and breakfast

Hope to see you there!

NALC Branch 1690
1840 Alice Avenue
West Palm Beach, FL 33406

**NONPROFIT ORG.
US POSTAGE
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PERMIT NO. 2751**

ADDRESS SERVICE REQUESTED



\$\$\$\$\$50.00 Bounty Paid to any Member...

**...that convinces a Non UNION MEMBER to JOIN the
National Association of Letters Carriers of Branch 1690.**

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
(Excluding December)**

**Union Hall at 1840 Alice Avenue
is available for rent.**

Parties, Showers, Graduations.

Contact the Holding Corp. at

(561) 967-0240 or

Karen Barker @ (561) 603-4782

Members only Benefit



**National Association of
Letter Carriers**

Merged Branch 1690

1840 Alice Ave.
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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.