



Treasure Coast Letter Carrier NALC Branch 1690



Representing and Serving Letter Carriers in:

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



Sept.—Oct., 2021

Hurt off the job?

Article 13 of our National Agreement states in part, "Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests."

Currently throughout our Branch, we have many carriers who are requesting "light duty." The term "light duty" should not be confused with the term "limited duty." The term limited duty is not used in the National Agreement. Rather, the term limited duty was established by Title 5 CFR, Part 353; the OPM regulation implementing 5. U.S.C. 8151(b), that portion of the Federal Employees' Compensation Act (FECA) pertaining to the resumption of employment following job-related injury or illness. The request for "light duty" is part of our contractual rights to protect us from loss of income. However, "light duty" does not come with a guarantee of 8 hours per day. Most requests for "light duty" get denied by the installation head, leaving the Union with the task of proving a violation of the National Agreement.

What you need to do if you are hurt off the job and need to request "light duty", is ensure that your doctor puts down with great detail exactly what you can or cannot do within your limitations. Can you case mail? Can you deliver curbside? Can you walk for four hours? How much can you lift and for how long? Can you hop on one leg? The

point is, the more information your doctor puts down, the better the chance of us proving that the work exists within your restrictions. My suggestion is that you use the CA-17 for your restrictions.

That is a workers compensation form which gives you a more accurate description of what you can do and for how long during the day.

The next part of the process is when management denies your "light duty" request, you need to tell your Shop Steward immediately so they can start filing a grievance. From that point we will need everyone to try and identify work in your own office that can be done within your restrictions. Routes that are open every day need to be tracked along with ANY work inside that office that you could do. The Union needs to prove its case that indeed the work is available for us to be successful in winning the case. Again, you are not guaranteed 8 hours a day when you receive "light duty", but the more hours that can be found for you to do within your restrictions will help us to get you as close to 8 hours per day as possible.

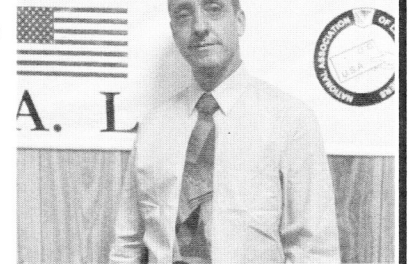
Please, be safe out there! We look forward to seeing all of you at our Branch meetings!

President Jeffrey Wagner

President

Jeffrey Wagner

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ill • Tequesta • astian • Vero



\$50.00 Bounty Paid to any Member

that convinces a Non UNION MEMBER to JOIN the NALC Branch 1690. Member must sign a Form 1187 for the Bounty to be paid.

Branch Officers

Branch Office Phone Number

561-967-0240

President	Jeffrey Wagner
Vice President	Patty Badini
Rec./ Fin. Secretary	Mitch Mullin
Treasurer	Starr Hunter
Health Benefits Rep.	Kevin Byrne
Sergeant at Arms	Barbara Raphael
Trustees	Frank Graham Jason Maldonado Casey L'Orange
TCLC Editor	Patty Badini
Food Drive Coordinators	Starr Hunter Mitch Mullin
Legislative Liaison	Kevin Byrne
Webmaster	Kevin Byrne
Holding Corp.	Karen Barker Patty Badini Starr Hunter
Director of Retirees	Nancy Zlomaniac

NALC Branch 1690 Stewards

Belle Glade	James Vickers
Clewiston	Patricia Badini
Fort Pierce Midway	Todd Bussard Casey L'Orange
Orange Ave	Mitchell Mullin
Jensen Beach	Joshua Gosney
Jupiter	Celeste Farrell Coleman Curry Kevin Almario
Tequesta	Eveline Longoria
Okeechobee	Vacant
Pahokee	Adrian Wasersztrom
Palm Beach	Brian Johnson Nick Colaiacovo
PSL West	Roy Solomon Katie Tassinari
PSL Midport	Carlos Quinones Casey Coles
Sebastian	Frank Graham
Stuart Main	
Stuart Annex	
Vero Beach Main	Jason Maldonado
Vero Downtown	
Vero Citrus	Tom Denault

West Palm Beach

City Place	Krymson Elvir
Haverhill	Linda Soto
	Trina Hamlin
Palm Beach Gardens	Larry Osborne
	Trina Hamlin
	Shateka Jackson
Palm Central	Jose Yanes
Palms West	DonWon Cooley Doug Lambe
Riviera Beach	Delvin Ramos April Armstrong
Wellington Annex	Barbara Raphael

National Association of Letter Carriers Branch 1690

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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 one month prior to publication deadline for consideration. Deadline for submissions is the 1st of the month prior. Articles must be submitted electronically with proper punctuation. Any submissions requiring substantial editing will be rejected. The editor reserves the right to edit all articles submitted and determine what will be printed for the good of the Branch.

Discipline, Building the Casefile.

Shop Stewards are the most important representatives in the Union in my opinion. Those of us that represent carriers at the Formal A Level get the best information from the casefile created at the Informal a level.

When it comes to discipline cases, even though the burden of proof falls on managements shoulders, there are some things that should be done at the Informal A level to secure the best outcome. It is vital that the grievance is filed in a timely manner, within 14 days of the date that the discipline was issued. Other very important steps are gathering information and obtaining statements from the grievant and witnesses. Include things like leave slips, cell phone call logs, screenshots of text messages, medical documentation etc. as the case requires. Shop Stewards have the right to interview employees, customers, and members of management. Be sure to submit written requests to management to

conduct those interviews and obtain pertinent documents from management. Please remember to make a one-time request for **Any and all evidence in support of the discipline.**

Copies of any requests submitted to management need to be part of the case file, especially when management fails to fulfill those requests. We only ask for **Any and all evidence in support of the discipline.** one time because we do not pester them for evidence that supports the discipline they issued. Management must prove that the employee acted as charged in the discipline.

**Vice President
Patty Badini**



Needed: 1690 Holding Corporation Members

There are currently 3 open spots on the 1690 Holding Corp. These positions are voluntary and receive no pay of any kind. They are still important positions as the holding Corp actually owns the building. If you are interested, please contact the hall and leave a message for Karen Barker.

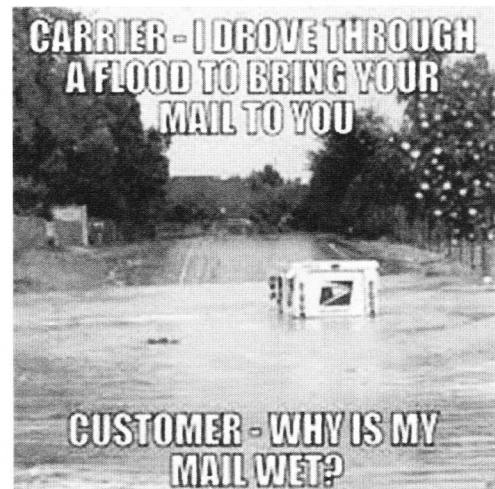
Thank you.

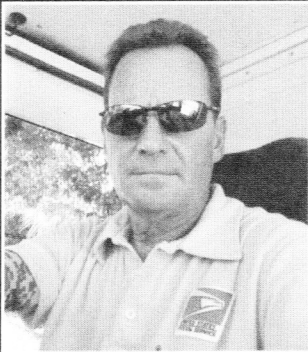
The Doyle S. Adair / Beatrice Trapp Scholarship Assistance Award



**Congratulations
Annie Condio
and Natalia Madison!**
**NALC Branch 1690 is
happy to assist you
with your educational
endeavors!**

LOL...





Financial/Recording Secretary
Mitch Mullin

Secretary's Report

I would like to welcome all the newly hired City

Carrier Assistants to the NALC and thank the NALC Membership who stepped up to facilitate Carrier Academy, Training and OJI duties in their areas and duty stations. Welcome Aboard!

It has been a few years since we have seen so many new Letter Carriers at one time. This is an exciting time for the CCAs, the USPS and the NALC. With the projected retirement rate of City Carriers over the next five years, these new Members (CCAs) will soon be the future of the Letter Carrier craft and the NALC. Please encourage safety, support and offer guidance to these new Members as they begin their career with the USPS and the NALC.

Know your rights! From day one (CCAs included) as a Member of the NALC you have the right to representation. Form 1187 is required for membership. Your Weingarten Rights grant employees to have union representation at any Investigatory Interview (II). An Investigatory Interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or as an employee to defend his or her conduct. **You must ask the question: "Could this lead to discipline?"** If the supervisor says anything but **NO**, you need representation and request to seek representation immediately. Management can

grant union representation. Stop questioning until representation arrives. Call off the interview. The employee can give up his or her right to representation and continue the Investigatory Interview (**you should always refuse this option**).

Let us gather together and raise a cup of cheer for Labor Day, Monday September 6, 2021. The celebration of America's Workforce since 1894. The recent pandemic has been extremely challenging for all USPS employees and this Labor Day just seems very special. We have struggled, stumbled, persevered, rallied together and continued on with our duties for our customers and members every day since the inception and continuation of COVID 19. Be proud of your efforts and take a moment to reflect on the less fortunate victims of this pandemic. As Letter Carriers we have truly proven ourselves to the public as essential and necessary workers.

Outstanding work! Happy Labor Day Brothers and Sisters.

July 2021 JCAM is official and available online. The Joint Contract Administration Manual is now available online at NALC.ORG. Currently the 2021 JCAM is only available electronically and can be viewed and downloaded at NALC.Org under the Workplace Issues tab. Hard copies should be available within the next few months. Stewards will be notified of availability. Goodbye 2014 JCAM and thank you.

All monies due to the branch must be in the form of check or money order payable to: NALC Branch 1690. We can not accept cash payments.

Stay safe, stay hydrated and stay engaged.



Attention Military

If you are activated and in a no pay status from USPS for any extended period of time, contact your shop steward or the Union Hall.

Thank you for your service.

Legislative Report

I wrote in the last issue of the Treasure Coast Letter Carrier about the opportunity we have before us to enact real postal reform. As we approach the end of summer, the NALC is hopeful that postal reform legislation will be taken up when Congress returns from summer recess.

This legislation addresses many issues that the NALC is concerned with including six-day delivery, door to door delivery, privatization, and prefunding. In addition, we are hopeful that congress will address the government pension offset and windfall elimination provision.

A key part of reform involves integration of Medicare for those eligible. The reason it makes sense to create postal-only plans within FEHBP and to maximize Medicare participation is that it will reduce health care costs for both the Postal Service and participants. FEHBP premiums would be reduced for active and retired postal employees alike. Because Medicare is the first-payer insurer for its enrollees, the costs covered by postal-only FEHBP plans will be reduced, thereby reducing the premiums for postal employees. This would reduce the Postal Service's health care expenses by hundreds of millions of dollars annually and reduce its future liability for retiree health benefits by approximately \$50 billion.

If you haven't done so already, please reach out to your member in Congress and both of our Senators and ask that they support H.R. 3076 (House of Representatives) and S. 1720 (Senate).

To find out who your legislators are visit the link below:

[https://app7.vocusgr.com/WebPublish/controller.aspx? Site-Name=NALC&Definition=LegislatorLookup&SV_Section=Legislators](https://app7.vocusgr.com/WebPublish/controller.aspx?Site-Name=NALC&Definition=LegislatorLookup&SV_Section=Legislators)

For a more detailed explanation on these issues, you can read and download the NALC fact sheets provided at <https://www.nalc.org/government-affairs/legislative-activities>.

Health Benefits Report

An item that many members may have missed concerns incentives provided earlier this year. Beginning in 2021, the NALC Health Benefit Plan sends wellness cards to members for participating in various programs or screenings. Like a flexible spending account (FSA), funds can be used to purchase medical items or services not covered by your health insurance. Examples include dental treatment, eyeglasses, and over-the-counter medication. You can earn health savings rewards for all wellness incentives that you qualify for. You may not qualify for all programs. However, you are eligible to receive only one reward amount per person, per program or wellness activity, per calendar year

Members do not receive these cards until they have completed an incentive program, screening, or preventive service. Examples include the following programs and / or screenings:

The Healthy Pregnancies, Healthy Babies Program. The Tobacco Cessation Program, An Annual Biometric Screening, an Online Health Assessment, Annual Influenza Vaccines, Annual Pneumococcal Vaccines and most recently Covid Vaccines.

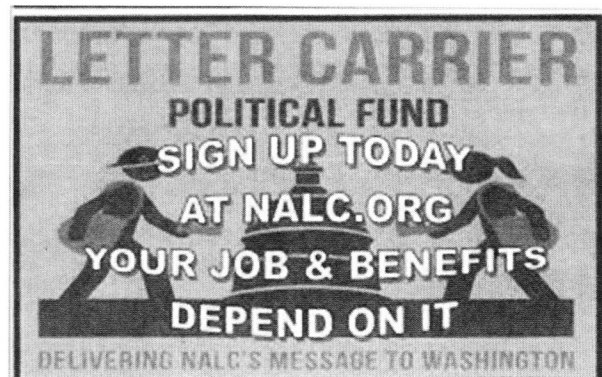
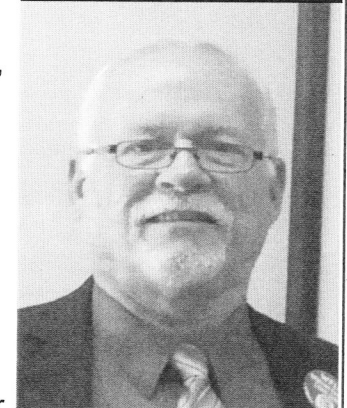
Incentive amounts differ depending on which program or activity you are participating in.

For more information visit the link below, contact me, or contact the NALC Health Benefit Plan at 1-703-729-4677.

<https://www.nalchbp.org/news/2021-incentives>

Health Benefits Representative

Kevin Byrne



Treasurer
Starr Hunter



Hello fellow friends.

Our books are in order. Our funds are secure. We will incur expenses with the training and convention. These have been budgeted in our percentages according to our bylaws.

I want to congratulate Natalia Madison, Daughter of carrier of 30 years from Palm Beach Gardens, Anne Condio. Natalia will be attending UCF with a track and field scholarship. She is recipient of our branch 1690 \$1000 scholarship gift.

We are in hurricane season and plenty of rain and lightning daily. Be careful, be alert, and be safe.

A shout out to a retired warrior team I saw at my church Anita and Bill Egan. We are still a strong Union family forever.

Encouraging everyone to purchase a NALC color-coded calendar. This is a fundraiser for our Branch for MDA. Get one for your home and for your letter carrier case.

A special thank you to all our shop stewards who continually police our contract and keep us equitable. How about collective bargaining? We do appreciate our national leaders diligently putting carriers' families and needs in priority. We all like increases. We have the best insurance NALC that keeps us healthy.

How about all those T /6's. They work hard to keep us all straight with our holds and forwards. Give yours a thank you once in a while, the encouragement will prosper you and your routes.

Coming up in our next meeting I would like to update members of our percentages and balances in our funds as per bylaws.

I hope that you and your families are back to school safely. To be a teacher today is a blessing to every family.

In closing, are you ready for some football? I am. Go Dolphins! Be blessed and continue to be a blessing.

Sergeant at Arms
Barbara Raphael



I would like to start off by welcoming all new employees to the United States Postal Service. Selecting a career within this organization is a good choice. Becoming a member of Branch 1690 is a better choice. Once again, welcome to you all. I encourage all new employees to introduce yourself and get to know the most important and most beneficial individual in your office, the "Shop Steward". Your shop steward is there to assist with holding management accountable and making sure that all policy and procedures are in accordance with the guidelines set by the Post Office.

No question is a not so wise question and if you have not, it is because you have asked not. Feel free and never be afraid to ask others for assistance with directions on a new route or where the mail goes in the pm return. We are all here for the same common purpose and that is to serve the community by providing excellent postal service out in the field.

This summer has proven to be extremely hot and for some reason the rain hasn't cooled us down by much if any. So please keep on hand all of the necessary items that you will need to keep dry, hydrated and your body well nourished. Although safety is always our top priority, your health is first above all things. Let me remind everyone that even though the CDC has eased the mask restrictions please, please, please continue to be safe, sanitize, and practice social distancing amongst each other and in public. Yes, it is your right to live as you see fit but it's also the right of others to return home to their families safely and COVID free. Do not ignore signs of distress within your body. If you are feeling or displaying signs of a fever, coughing, headaches, etc...please take care of yourself first. The post office will still be open and the mail will still get delivered. Do not allow management to bully or Intimidate you with threats of disciplinary action because you are not feeling well.

Taking care of yourself is key and vital to the functionality of your job.

An unknown source once said, " take care of your body, it's the only place you have to live". Happy belated Birthday to all you born in any month within the past 3 months and for the last time, be safe, be kind and most of all stay humble .

Thinking of working after retirement?

The last thing you want to think about is going back to work after you retire from the Post Office but after a few years of retirement you might think differently. People reenter the work force for various reasons, whether they are making a financial choice, looking for a way to keep busy, following a passion or a mixture of many reasons.

As a reemployed annuitant with the federal government, your salary will be offset, dollar for dollar, by the amount of your annuity. To compute the offset, divide your gross yearly annuity by 2,080 hours, multiply by 80 hours to see how much would be deducted from your salary each pay period.

In essence, you are waiving the value of your annuity when you return to a federal job for as long as you are employed. This situation wouldn't generally apply to retired letter carriers without a specialized skill or security clearance. OPM may allow the offset to be waived in exceptional situations when requested by the hiring agency. Postal Service

**Director of Retirees
Nancy Zlomaniec**



JOE MAILMAN

has hired holiday carrier assistants, with a focus on hiring annuitants.

Annuitants who find employment outside of the federal government are not subject to the same offsets described previously but must be mindful of the earning limits. The FERS special annuity supplement and Social Security may result in different offsets. The earning limits for them is \$18,960 for 2021.

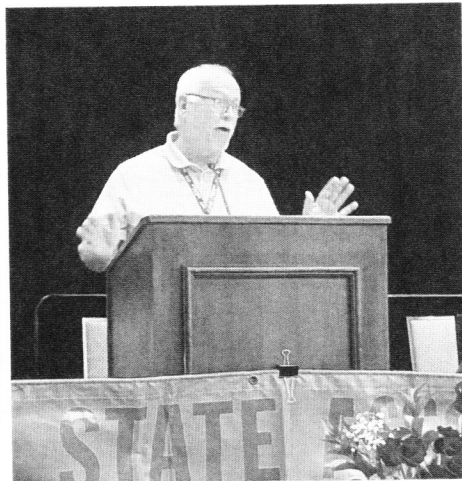
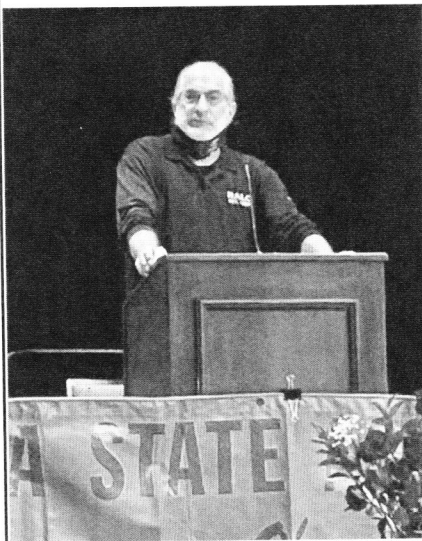
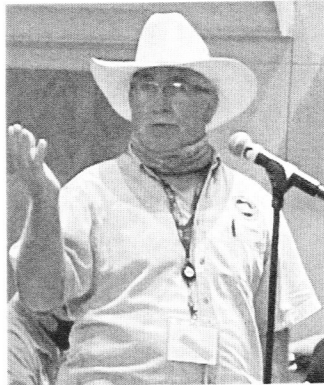
Those on FERS or CSRS disability retirement should be aware that if you are reemployed in the federal government in a position, you held equivalent to the position you held prior to your retirement or exceed the earnings limitation of 80% of the current of the basic rate for the position from which you retired, OPM will find you recovered from your disability and stop your annuity payments. After age 60, there is no restriction on the amount you can earn while on receiving disability retirement.

Recent Branch Settlements

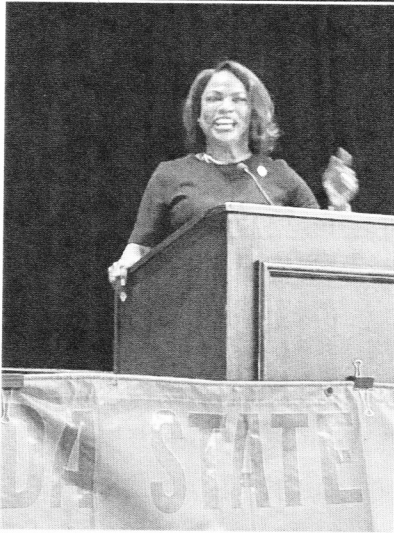
By President Jeff Wagner

- 1. For the year 2020 Br 1690 handled 1407 grievances. That is a really big number. This year as of August 11th, 2021 Br 1690 has filed 1600 grievances! Of those 1600, about 85% of those were handled at Formal A resulting in tons of money in grievance settlements. We are on pace for around 2500 grievances this year. Over 99% of these grievances have been resolved in our favor. Big thanks to all our shop stewards! Please make sure you thank them, as they are the backbone of our Branch.**
- 2. It is not all about the settlements, these are just some highlights. We are here to protect your rights under our contract. Get on zoom meeting for rap session or join us at monthly meeting in Jupiter to learn more and be more informed.**

The Florida State Association of Letter Carriers State Convention and Training Seminar Buena Vista Palace, Orlando



Treasure Coast Letter Carrier



Where do I start ! This was my first convention and I can say it was a great experience for me . I meet a lot of good people from other branches and I got to learn some new interesting information that will help me in the future. But most of all the best experience was going to the legislative class learning what and who will stand for us as letter carriers and how the people we put in office will protect our future .

Please, please, please find out who is your representative in your area and let's be more active in the political fund to support those who will support us. This was a great experience and looking forward to sharing a lot more information with you guys in the future.

Sergeant at Arms
Mrs. Raphael

I'd like to take a moment to comment on our recent FSALC Convention and training. I hope our branch members who had never attended a convention had a positive experience. As you learned, the convention itself is more about reviewing and establishing rules governing our direction as a State Association. NALC President Fred Rolando was in attendance, and provided updates on issues from headquarters. Often we have guest speakers, and this convention was no exception. The highlight of this year's convention was an appearance by Congresswoman Val Demings. She gave a passionate speech and showed us why she will be a formidable opponent in next year's Senate race against Marco Rubio. I know of at least two or three of our members who were moved by her words.

The training covered route inspections, steward training and lots of legislative updates. I participated in the legislative training as an instructor, showing the delegates how tools from the labor action network can be utilized to identify letter carriers living in specific districts. This will be valuable when it comes time to reach out to legislators to provide our input on issues.

Again, I hope all that attended enjoyed the experience and shared what they learned with other members of our branch.

In solidarity,
Kevin J. Byrne

The 2021 Florida State Association of Letter Carriers State Convention / Training Seminar was held August 12-14, 2021 in Orlando, Florida. Delegates from NALC Branch 1690 were elected to conduct the unions business, and attend training classes. Business included changes to the state bylaws, election of the state officers, and legislative concerns. This was a great opportunity for new stewards to get some training from our state and regional sisters and brothers. The state convention is not just for board members or stewards; every member has the opportunity to attend conventions. What does it take to be able to attend? It first starts with getting involved with the day-to-day operations of the branch, not everyone needs to be a steward, but getting to know what our National Agreement contains is a great beginning. Second you must attend at least 9 branch meetings the year before being elected as a delegate and attend 5 branch meetings before the actual convention in order to qualify for branch funds. Finally, you must also attend all delegate meetings to know what business will be conducted at the convention. Get involved with your branch as it will not only benefit you but other members as well. Nominations for delegates are done in the month of October at the branch meeting each year.

-Larry Osborne, Shop Steward

Linton Gould Jr.
 Jose L. Monroig
 Roseline Devalon
 Juan Almodovar
 Antonnette Booth
 Bledar Lljazi
 Maydelin Gonzalez
 Contessy Patterson
 Emile Turner
 Zeckery Saldivar
 Bryan Reese
 Kiana Blake
 Diamond Stanley
 Shanelle Hart
 Ricaury Pena
 Steven Babcock
 Dashawn Spratley
 Nelson Cruz
 Sabrina Dupree
 Krystian Dzierkzko
 Mariella Marengo

WELCOME
New Members

Kadeen Anderson
 Nicole Anderson
 Brian Dean
 Shaterica Mills
 Edouard Joseph
 Murrell Bell Jr.
 Travontae Drummond
 Shaneika Brown
 Ena Adderley
 Ty'bria Hills
 Joanne Joseph
 Jami Garrett
 Camilla Wilkinson
 Robert Johnson
 Mark Rake
 Jacqueline Morales
 Sasha Stormm
 Antonio Meija

Derrick Alvarez
 Kayon H. Brown Gordon
 Wendy L. Mitchell
 Kevin R. Shaw
 Kevin P. L'Orange
 Thomas Smith
 Caria Lawson-Clark
 Luis Munoz-Pech
 Jon Molina Jr.
 Semeko Johnson
 Muranda Alexander
 Janine Rapp
 Laronda Williams
 Jesus Corona
 Kendall Jones
 Freda Bonhomme
 Lashonda Jones
 Jenneska Hopkins
 Shawn Brammer
 Travis Jones
 Daneal Williams

**Congratulations
 to our Retirees!**



Edward Cyr

**NALC
 Disaster
 Relief
 Foundation**

www.nalc.org 202-423-2443
DisasterReliefFoundation@nalc.org

NALC Branch 1690 Meetings and Events:

Meetings:

Rap Session

Until further notice:

There will be one Rap Session via Zoom Meeting on the second Wednesday of each month at 7:30pm. Please be sure to contact the hall with your email address and ask to be added to the invite list.

Branch Meeting:

Until further notice:

Please note the change in time and location.

The Branch Meeting will be held the third Wednesday of each month at 7:15pm at the Jupiter Old Town Hall Located at 1000 Town Hall Avenue, Jupiter

***** During the Branch meeting social distancing will be maintained and masks will be required to enter the building.**

Retiree Breakfasts:

North Retiree Breakfast is now being held the second Tuesday of the month at: Denny's Restaurant, 100 N Kings Hwy. Fort Pierce at 9:00 AM

*South Retiree Breakfast is still cancelled until further notice.

Tickets are still available!!!

Carolina Panthers VS Miami Dolphins Tickets

When: November 28th, 2021

Cost: \$75.00 per person

Game Time: 1:00p.m. (Bus leaves pickup location at 7:45 am.)

***** Tailgating requires to leave early for a good spot*****

Includes: Ticket to game (Upper Goal line Sec.#323), and Bus Travel. (keeping it simple this year, everyone responsible for bringing their own food, drinks, etc...) There will be a few 6' tables & a 10x10' tent provided.

Pickup location: NALC Union Hall, 1840 Alice Ave., WPB, FL 33406

Bus leaves promptly at 7:45 am.. **Seats are based on Availability !**

Contact Augie: 561-512-4093, for tickets



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

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Sept. / Oct. 2021

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KEVIN J. BYRNE
256 SE TODD AVE
PORT ST LUCIE FL 34983-3137



OFFICIAL NOTICE

*This will serve as official notice to all members of Branch 1690 that nominations for branch delegates to the **NALC National Convention for 2022** will be held at the Branch Meeting on **October 20, 2021**, at the Jupiter Old Town Hall. If an election is necessary, it will be held at the Branch meeting, November 17, 2021.*

In order for a delegate to be eligible to receive branch funds they must have attended 9 branch meetings in the 12 months prior to the election.

Additionally, a delegate must attend 5 Branch meetings between the election and the convention and all delegate meetings. At the convention delegates will be required to attend all general sessions, along with a minimum of 2 classes during the week. General sessions are held Monday thru Friday. Upon returning from the National Convention you will also be required to either submit a newsletter article or give a report at the following Branch meeting on what you have learned.

Are you moving? If you don't tell us we don't know

Let us know of any changes in your mailing address, phone numbers, email or name.
Call the Union Hall at 561-967-0240, or email us at Nalc1690@comcast.net.