



# Treasure Coast Letter Carrier

## NALC Branch 1690

Representing and Serving Letter Carriers in:

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



Nov/Dec 2021



NALC Branch 1690  
wishes all of it's members  
Happy Holidays and a  
Happy New Year!



### Left Out Of The Party???

In the State of Florida, people are selected for jury duty from the Florida Dept of Transportation database. That means if you have a license or state issued ID you have a chance at receiving jury duty. Well guess who just finished jury duty. Yep, it was me! At first, I was very upset, as your President, my work never stops. So, every case that I was working on had to be finished and meetings had to be rescheduled. Don't worry I still managed to get all my work done for the membership. For years I waited for the opportunity while I was carrying my route, to be selected. The hope was that I would land a trial and need to be sequestered. If you do get selected, the USPS must release you. This is all laid out in the ELM section 516.2 *"Court Leave 516.21 Definition Court leave is the authorized absence from work status (without loss of or reduction in pay, leave to which otherwise entitled, credit for time or service, or performance rating) of an employee who is summoned in connection with a judicial proceeding, by a court or authority responsible for the conduct of that proceeding, to serve as a juror, as a witness in a nonofficial capacity on behalf of a state or local government, or as a witness in a nonofficial capacity on behalf of a private party in a judicial proceeding to which the Postal Service is a party or the real party in interest."*

*Hopefully if you get called, it isn't your non-scheduled day because you do not get paid then by*

the USPS. My service was very interesting as I was selected as a juror for a criminal trial. During the trial, I was amazed at how much trial is just like what your Shop Stewards and I do every day.

We have to fully develop each case, gather all the evidence, present the facts, argue the case with our management counterpart and prove beyond a reasonable doubt that the burden of proof has been met. In the end, we also determine the sentence that will be served or issue a fine that management must pay. Along with stern language to prevent it from happening again. As luck would have it, (I am not Irish) after sitting through the whole trial, I ended up being the alternate Juror and did not get to participate in the deliberations. I was dismissed from duty and not allowed to remain in the court room without knowing how it ended. It is your civic duty to participate, don't be afraid of it. You might actually enjoy it like I did. Hopefully if you are ever in court, you don't end up in front of the Honorable Judge Tommy Kerwin!

I am glad to announce that Jason Maldonado has been named a Formal A Representative in Vero Beach.

President

Jeffrey Wagner



## Treasure Coast Letter Carrier

### Branch Officers

#### Branch Office Phone Number

561-967-0240

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

*National Association of Letter Carriers Branch 1690*

1840 Alice Ave.

West Palm Beach, FL 33406

Phone (561) 967-0240

Fax (561) 963-9181

E-mail: [nalc1690@comcast.net](mailto:nalc1690@comcast.net)

Website: [nalc1690.com](http://nalc1690.com)

### NALC Branch 1690 Stewards

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

### West Palm Beach

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

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.

## Estimating your workload and the PS Form 3996

Letter Carriers often run into conflicts with members of Management over their morning estimate as to how long their assignment will take them that day. Carriers must decide whether they can complete their assignment in 8 hours that day or request auxiliary assistance or authorized overtime. The National Association of Letter Carriers (NALC), on its website [nalc.org](http://nalc.org), has basic advice on how letter Carriers can handle morning situations when it comes to estimating their workload. It can be found in the "Resources" section under "Workplace Issues".

The Handbook M-41 requires that Carriers inform Management verbally when they believe that they cannot carry all the mail distributed to your assignment in 8 hours or within their normal schedule. Carriers should request a PS Form 3996 and be prepared to explain the reasons for the request. If a Carrier is denied a PS Form 3996, they should immediately ask to see their shop steward. Carriers should fill out the PS Form 3996 completely and fully explain the need for the request.

Often times Management will tell carriers that DOIS projections indicate that it will not take as much time as the Carrier requested and approve less time than was requested. I suggest that a Carrier not argue. I would simply state that I will try. Don't just leave it on the supervisor's desk. Be sure to obtain a copy of the PS Form 3996 with Management's response. A carrier is entitled to know the disposition of their submitted PS Form 3996 before going out to the street. The Handbook M-39 requires that

management give you a copy if you request it. The next thing for the Letter Carrier to do is to call their Supervisor in the afternoon per local instructions. The question Management will need to answer is, does the Carrier deliver the mail or bring it back to the Post Office. If the instruction is to deliver the mail, then I would document on my copy of the PS Form 3996 who I spoke to, and that I was instructed to continue. If the instruction is to bring the mail back to the Post Office, then I would request a PS Form 1571 upon my return. I would fill out the PS Form 1571, request that the Supervisor sign it and get a copy of it. If the Supervisor refuses to give the Carrier an answer when they call then I suggest they return to the office within the initially specified amount of time given by the morning Supervisor and request instructions from the evening Supervisor. Don't make the decision yourself. Management gets paid to make decisions; Letter Carriers get paid to deliver the mail.

Vice President  
Patty Badini



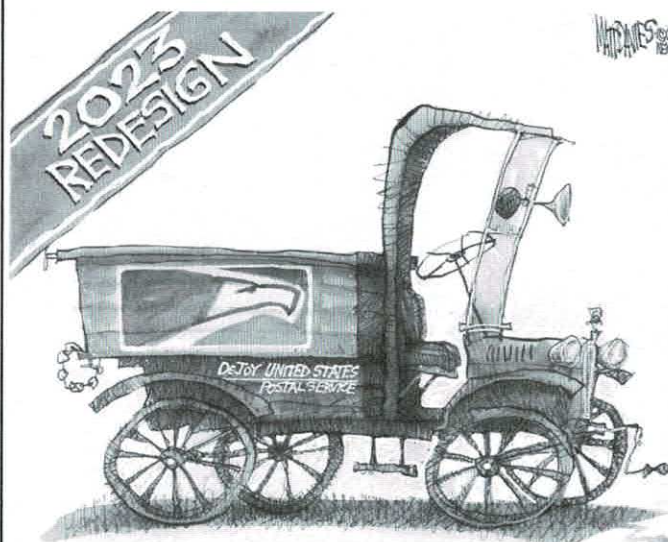
# Make the Call!

USPS Employee Assistance Program  
**1-800-327-4968**

(1-800-EAP-4-YOU) TTY: 1-877-492-7341  
[www.EAP4YOU.com](http://www.EAP4YOU.com)



# LOL...



## Legislative Report

### What will be your "Aha Moment"?

Many may find articles about legislative issues boring. I try to keep them relevant and help people to understand how issues in congress affect them, through their jobs, benefits, and retirement.

For all of us, comes that moment when something happens that affects us personally. That's what I refer to as the "Aha Moment". What makes people step up and pay attention? For me, it was in the 1980's, when Ronald Reagan was President. During the Reagan administration two bills were passed that affected me personally. Those were the Windfall Elimination Provision and the Government Pension Offset.

Basically, because my retirement is under Civil Service, my Social Security benefit was drastically reduced. This was the Windfall Elimination Bill. Even though I qualified for Social Security through other employment, **outside** of my postal civil service career, I was being penalized. I thought, "NOT FAIR"

Then, unlike most of you, under the Government Pension Offset, most CSRS retirees are also **not** eligible to receive social security survivor benefits. Again, "NOT FAIR"!!

These are just two examples of issues that can affect you and which the NALC is powerless to stop. The NALC can only negotiate things that are part of our contract. Over the years, there have been many other attacks on the postal service, including elimination of six-day delivery, attacks on pensions, health benefits, and door to door delivery.

I hope you get the picture.... We ALL need to be engaged in what's happening. Will you wait for your "AHA moment"? That moment when something is taken away? Or will you act first to prevent losing benefits? Give to the Letter Carrier Political Fund. Those dollars go to fight to preserve what you have by electing legislators that support our issues! Don't be afraid to write a letter or make a phone call. For assistance with issues or if you have any questions, please reach out to me.

## Health Benefits Report

### Open Season is Here!

The Office of Personnel Management (OPM) has officially announced the dates for the 2021 Federal Benefits Open Season which will run from Monday, November 8, 2021, through Monday, December 13, 2021. This open season is for the **2022 plan year** of federal benefit programs. New coverage begins the first day of the first full pay period in January. For annuitants this date will always be January 1.

Health Benefits Representative

Kevin Byrne



Now is a good time to evaluate your family needs as it relates to your insurance. In addition to comparing premiums, you should consider copayments, coinsurance, deductibles, hospital admission costs and participating provider networks.

As of this writing, exact details of the 2022 plans have not been published. However, information on biweekly and monthly premiums, including the total premiums, the amount the government pays, and the change in the enrollee's portion of the premium compared to last year is available at the OPM website at the following link: <https://www.opm.gov/healthcare-insurance/healthcare/plan-information/plans/premiums/2022/ffs/premium-rates>

For assistance enrolling in the NALC plan or for help with claims under the NALC plan, please don't hesitate to reach out to me.



## Happy 3rd Quarter

Happy 3rd quarter to all of you good and dedicated people. As we are approaching the 4th quarter or shall I say the end of this year, sadly to say, some of us have experienced a lot of stress, turmoil, and headaches. It is my hope that in the next few months peace, love, happiness, prosperity, and great productivity will reign over our spirits and be enough to keep us encouraged going into 2022. For those of you that have not already, please read the latest accurate information on the extended COVID-19 leave for all carriers on the NALC website. I have highlighted below some of the most important points that I feel will provide the most benefit:

The joint agreement (M-01966), several COVID-19 related memorandums of understanding have been further extended through December 31, 2021. These memoranda include: temporary expanded sick leave for dependent care (M-01910); temporary use of the 7:01 rule (M-01913); temporary workplace changes to promote social distancing (M-01915); temporary use of TCAs (M-01916); and the reinstatement of MOU Re: Temporary Additional Paid Leave for CCAs (M-01911).

There is more to read, however, I am asking that each of you take some time to familiarize yourselves with this policy that pertains to the COVID-19 leave. Thank you for your cooperation in advance.

Next, I must point out the issue pertaining to "Attendance". Management has repeatedly addressed this issue as an ongoing problem and it has now become the hot topic at the table. We understand that unforeseen events and

circumstances may happen from time to time which may result in an absence of work duties.

Please, please, please, record, keep and submit all relevant documentation that will justify your requested/not requested time off. Don't be afraid to talk to your shop steward for any assistance regarding the policy and process on anything you need including returning to work from a leave of absence. Taking time off is not a punishment when you are legitimately ill or taking care of a loved one. Please keep in mind that it is NOT ok to take advantage of the system. Illness is no joking matter. We are all professionals and should conduct ourselves accordingly.

I would like to end this article with a quote from an unknown source: "Not all storms come to disrupt your life, some come to clear your path". I urge everyone to please continue to stay safe, wear your mask, and keep your hands washed and sanitized along with your truck and work area. Happy Birthday to all that is belated and upcoming in the next few months. Enjoy the rest of 2021 and all upcoming Holidays. Be blessed, be safe, and always be encouraged.

Respectfully Sergeant at Arms,  
Mrs Barbara Raphael

Sergeant at Arms

Barbara Raphael



**\$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.**

**NALC  
Disaster  
Relief  
Foundation**

[www.nalc.org](http://www.nalc.org)      202-423-2443  
[DisasterReliefFoundation@nalc.org](mailto:DisasterReliefFoundation@nalc.org)



**Director of Retirees  
Nancy Zlomaniec**

### Take Control of Your Future

The new employees entering the Post Office are not thinking about retirement, they are thinking about getting

promoted and making some overtime. A lot of them do not understand they need to start building for their retirement today. They don't understand, they were lucky to be employed in an agency that still offers a pension plan. However, it won't be handed to you, some effort needs to be put into it.

Thrift Savings Plan can play a valuable role in the retirement strategy. It is like many 401(k) savings plans offered by private-sector employers. TSP allows carriers to choose how their money is invested. CCAs are allowed to deposit monthly amounts into the NALC CCA Retirement Savings Plan. You can continue making payments into this plan until you retire if you wish or transfer it to the TSP when CCA is converted to regular. There is no transfer fee. The CCA has only the one time to move the money without penalty or it can stay in the MBA fund until retirement.

The Post Office has changed its matching percentage prior to 2010 about 4 times.

Career carriers and converted CCAs to career on or after Oct. 1, 2020, have been automatically enrolled in TSP. Five percent of their base pay is deducted and deposited in a TSP. Presently, the Post Office matches the first 3 percent dollar for dollar and the next 2 percent 50 cents per dollar, as well as automatic agency contributions equal to 1 percent of basic pay. Those hired between July 31, 2010, and Sept. 30, 2020 were automatically enrolled in a TSP account at 3 percent. Those hired before July 31, 2010, were automatically enrolled with 1 percent contributions and no automatic payroll deductions - the deductions must be set up by the employee. NOTE. In many cases some carriers chose not to contribute until later in their career when they could have just contributed 5% in the very beginning could have made big difference towards their retirement by now.

CCAs can begin contributing to the CCA Retirement Saving Plan and transfer the money to the TSP after they are converted. CCAs who start contributing to the Saving Plan are years ahead of their fellow coworkers in that it has taken 2 - 4 years for some CCAs to be converted to career. Now these CCAs can transfer those funds into TSP and be further ahead or seek advice from TSP counsel.

All carriers covered by FERS who contribute their own money receive matching contributing up to 4 percent per pay period, and all carriers covered receive the 1 percent automatic contribution from USPS.

Carriers can use LITEBLUE to enroll in the TSP or make changes to their deductions or investments at any time-there in no specific open season.

Retirees could withdraw their money from TSP when they retire and move it to another investment fund. TSP is one of the lowest costs for administration expense at 43 cents per \$1000.

**Treasurer  
Starr Hunter**



### Treasurer's Report

The Postal Service is in full command. The season is upon us. Traffic, well you know. Parcels increasing, time change and more DPS. This is us.

Upon vote by our branch, \$75,000 has been moved for the renovations in our building. We did save money over this Covid. I cannot wait to get back to the house hopefully January 2022.

Financially we have met all our expenses and continue to move forward. We are still not completing our vouchers properly; your station is important to include.

Thank you for all the calendar orders. We will be sending a check to MDA when this campaign is completed.

I wish everyone safety and health over the holidays. Blessings and gratitude for you and your family.

**Jim Sanders**  
**Union Brother and Advocate**  
**By Rick Abbarno**

We were all saddened to hear that Jim Sanders had passed away on September 10, 2021. Whether you knew Jim or not his contributions were instrumental in the South Florida NALC archives!

I met Jim Sanders when I was a young PTF working at the Ft. Pierce Orange Ave Post Office. Jim was a seasoned letter carrier who just transferred in from Pompano Beach. We worked side by side and decided to join together in running for shop steward and assistant steward respectfully. We were successful in being elected and Jim became my mentor in learning the NALC contract and representing letter carriers under Branch 1690. All grievances were handwritten and manually filed back then. Shortly thereafter, Jim arrived with a word processor so that we could type up our grievances and appeals. Funny as it seems, that was my introduction to organized technology.

Jim was a tough union representative as I personally remember him blasting Scabs (at the risk of possible discipline) on the workroom floor over their refusal to join the NALC. If you were not an NALC member you were vulnerable to Jim's rath and unrelenting criticism. Jim and I attended and raised hell in many labor management meetings not long after Ft. Pierce 'Postalgate', challenging a dictatorial and totalitarian Ft. Pierce management through our elected union positions.

Jim became an advocate and leader in the Employee Involvement (EI) process. EI was instrumental in identifying and resolving workroom floor issues. Jim was always involved by cooking Saturday morning breakfasts which were paid for by the USPS and held in the swing room in the top performing Postal Stations.

Through his continued dedication, Jim was assigned chairman of our Local Memorandums of Understanding (LMOU) committee. He was

instrumental in the creation of LMOU language most of which are still in place today in both Ft. Pierce and Port St Lucie memorandums. In the 1990s Jim moved into the St Lucie West Office and continued his tenure as shop Steward and then on to USPS Driver Instructor and Vehicle Operations and Maintenance Assistant (VOMA) His contributions on the workroom floor were then expanded onto the NALC Branch 1690 Executive Board as he ran for and became elected to Branch 1690 Health Benefits Representative! He constantly promoted our union owned health plan and continued to assist retired and active letter carriers with health plan issues.

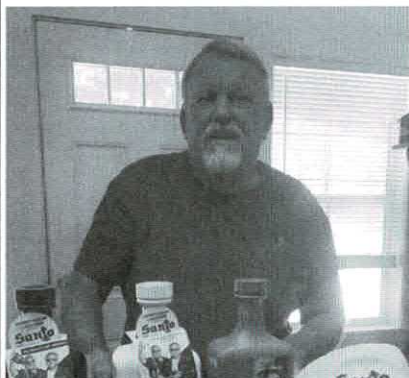
Every Black Friday you could find Jim and his wife Kathy, shopping for children's gifts for the annual Branch 1690 Christmas party. Jim and Kathy would wrap and deliver hundreds of gifts to the union hall. Jim was Santa Clause for over 20 years at those parties to the delight of all Branch 1690 members children!

Jim finally took retirement around 2003 and continued to serve letter carriers as an Arslan Uniform representative. Once a month you would see Jim at Branch 1690 delivery units setting up his uniform store and making uniform sales for the convenience of NALC Members! Of course, Jim always attended the north Branch 1690 Retirement Breakfasts as we would sit and discuss how great retirement was, enjoying the fruits of our labor!

Jim Sanders made huge contributions to not only the NALC but to all letter carriers during his career. He had a commendable career and enjoyed almost 20 years of retirement. His contributions to this union were unmatched. I personally found Jim to be a mentor in my early years, a strong union brother during my letter carrier days and as your past president, appreciated and relied on his numerous contributions to NALC Branch 1690!

May you rest in peace brother, you will be missed!

Rick Abbarno  
President Emeritus



## Congratulations to our Retirees!

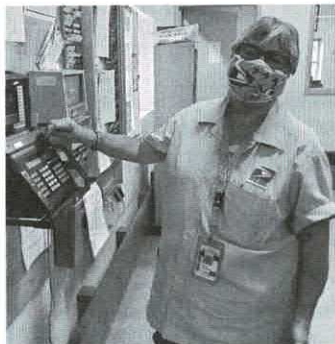


*Kathy Robbins*  
*Fort Pierce Main*

*Anthony Rivera*  
*Fort Pierce Main*



**Last Punch!**



*Kim VanCourt*  
*City Place*

*Robert Marcellarao Sr.*  
*Vero Beach Main*

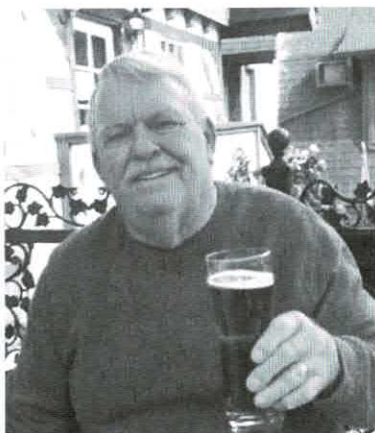


**Fernandeo Guzman**

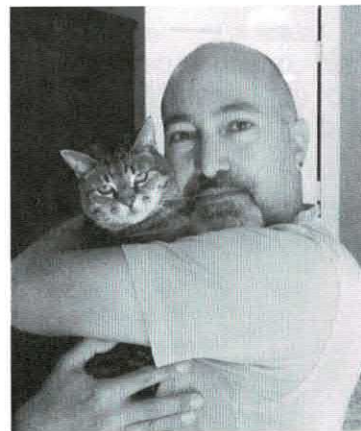
**Obedie Hardwick**

**John Perconte**

**Willie Thomas**



**James Richard Sanders Sr.**



**John Perconte**





# New Members

Kristen Garrard  
Breanna Nealy  
Kevin Kenny  
Jeremy Silvers  
Corey Gardner  
Steve Mejia  
Manuel Monroig  
Syreeta Chase  
Jerone Jean-Baptiste  
Tina Johnson  
Pierre Montoya  
Evens Pierre  
Waltika Collins

Rosena Louis  
Fermin Quintero  
Makengsom Louis  
Daniella Campuzano  
Tiffany Polk  
Elizabeth Carpenter  
Kyle Hale  
Deneisha Johnson  
Jeremy Kennedy  
Ricky Perez  
Willie Scott  
Vonshera Lettingham

Bradley Subtil  
Victoria Petithomme  
Tatanisha Shipp  
Marissa Kienan  
Rene Aguilar  
Deanisha Whittingham  
Richard S. Kilgore Jr.  
Alicia D. Cole  
Jose Fayad  
Kayon Robinson  
Geovany Rodriguez  
Hanson Walters Fouriner  
Domingo Hernandez  
Sanchez

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## Recent Branch Settlements

- 1. For the year 2020 Br 1690 handled 1407 grievances. That is a really big number. This year as of October 1st ,2021, Br 1690 has filed 2064 grievances! Of those 2064, about 85% of those were handled at Formal A, resulting in tons of money in grievance settlements. We are on pace for around 2700 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. 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 a zoom meeting for rap session or join us at monthly meeting in Jupiter to learn more and be more informed.**

# Proposed By-law Changes

By-Laws of Doyle S. Adair Branch 1690  
National Association of Letter Carriers  
West Palm Beach, FL

Effective August 14, 2014  
**Proposed Effective January 1, 2022**

## Article I: Meetings

**Section 1:** Regular meetings of the Branch shall be held the third Wednesday of each month at 7:30pm with the exception of December, which shall be held the second Wednesday at 7:30pm. The South Rap Session shall be held the second Wednesday of each month, excluding December. The North Rap Session will be held the second Thursday of each month, excluding December.

**Proposed. Eliminate underlined language.**

**Section 4:** Special meetings shall be called by the President, by direction of the Branch, when requested by ten (10) members. Notice of these meetings shall be in writing, stating the agenda for the meeting. Only this agenda will be discussed. The meeting shall be called within 20 days of the request.

**Proposed. Replace underlined language with: Special meetings shall be called by the President or by vote of the Branch, when requested by ten (10) members in writing. Notice of these meetings shall be in writing, stating the agenda for the meeting. Only this agenda will be discussed. The meeting shall be called within 20 days of the request.**

## Article II: Fees and Dues

a) There shall be a minimum dues structure will 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 0.

**Proposed. Replace underlined language with: Grade 2**

## Article V: Examination of the Books by Members

**Section 1:** For the purpose of examination, any members of this Branch, in good standing, shall have access to the books of the Branch. Examination of the books of this Branch shall be in the presence of the officer having charge thereof. Any member examining the books of the Branch, will report his/her findings at the next monthly Branch meeting.

**Proposed. Replace underlined language with: Examination of the books of this Branch shall be in the presence of any officer or Trustee having charge thereof and shall be at his/her own expense during regular office hours with no additional cost to the Branch.**

## Article VII: Duties of Officer

### President:

**Section 1:**...He / She shall by virtue of his/her office, be the Chief Steward for the Branch, and he/she may delegate such authority to other members. In the event any Shop Steward is not performing his/her duties properly he / she may be removed from office on the recommendation of the President with the approval of the Executive Board. The President or Vice President shall visit each station or office no less than one (1) time per quarter...

**Proposed. Replace underlined language with: May be removed from representational duties by the President.**

...The Branch President shall be reimbursed for all normal expenses, supported by an invoice, to attend meetings, conventions, assemblies or seminars called by National, State, Local District Associates, or Committee of Presidents Meetings....

**Proposed . Replace underlined language with: all normal expenses, including mileage.**

...The Branch President will have the authority to designate other members to attend to Union business on Leave Without Pay (LWOP)...

**Proposed. Replace the underlined language with: The Branch President will have the authority to designate other members to attend to Union business on Assignment Time and shall be paid at the top step regular city carrier rate of pay.**

...For the faithful performance of his/her duties he/she shall be paid current Grade 2 carrier rate Step 0 pay plus 25%, for leave without pay expenses, plus \$250.00 per month...

**Proposed. Replace the underlined language with: For the faithful performance of his/her duties he/she shall be paid current Grade 2 carrier technician top step pay plus 25%**

# Proposed By-law Changes Continued

## Vice President:

**Section 2:** ...For the faithful performance of his/her duties he/she shall be paid current Rate Step O, Grade I plus 25 % and paid a monthly sum of \$200.00...

**Proposed.** *Replace underlined language with: For the faithful performance of his/her duties he/she shall be paid current Rate top step regular city carrier, Grade 2 plus 25 %*

## Recording/Financial Secretary

**Section 3:** ...For the faithful performance of his/her duties he/she shall be paid monthly a sum of \$150.00.

**Proposed.** *Replace underlined language with: For the faithful performance of his/her duties he/she shall be paid monthly a sum of 8 hours at top step city carrier rate, to be submitted by voucher quarterly.*

## Treasurer

**Section 5:** ...For the faithful performance of his/her duties, he/she shall be paid monthly a sum of \$150.00.

**Proposed.** *Replace the underlined language with: For the faithful performance of his/her duties, he/she shall be paid monthly a sum of 6 hours at top step city carrier rate, to be submitted by voucher quarterly.*

## Sergeant at Arms

**Section 6:** ...For the faithful performance of his/her duties, he/she be paid a monthly sum of \$100.00.

**Proposed.** *Replace the underlined language with: For the faithful performance of his/her duties, he/she be paid a monthly sum of 4 hours at top step city carrier rate, to be submitted by voucher quarterly.*

## Health Benefits Representative

**Section 7:** ...For the faithful performance of his/her duties, he / she shall be paid monthly a sum of \$100.00.

**Proposed.** *Replace the underlined language with: For the faithful performance of his/her duties, he/she be paid a monthly sum of 4 hours at top step city carrier rate, to be submitted by voucher quarterly.*

## Trustee

**Section 8:** **Proposed.** *Add language: For the faithful performance of his/her duties, he/she be paid a quarterly sum of 3 hours at top step city carrier rate, to be submitted by voucher quarterly.*

## Shop Stewards

**Section 9:** ...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...

**Proposed.** *Remove underlined language.*

...Any member designated as Formal A Representative shall be paid \$150.00 quarterly.

**Proposed.** *Delete underlined language.*

...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.

**Proposed.** *Delete underlined language.*

...For the faithful performance of his/her duties, provided he or she attends regular Branch meetings 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.

**Proposed.** *Replace the underlined language with: or is excused by the President, the Shop Steward, shall be paid quarterly a sum of 15 hours at top step regular city carrier rate, to be submitted by voucher quarterly.*

# Proposed By-law Changes Continued

**Section 10:** Any member designated as a Formal A Representative shall be paid an additional \$150.00 quarterly...

**Proposed. Replace underlined language with: 5 hours quarterly at top regular city carrier rate as long as during that quarter they were actively doing Formal A's.**

...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.

**Proposed. Delete the underlined language.**

## 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...

**Proposed. Delete underlined language.**

...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...

**Proposed. Replace underlined language with: .50 cents**

...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...

**Proposed. Replace underlined language with: Any Shop Steward driving between 40-60 miles each way from home address to attend regular monthly Branch meeting shall receive \$50 to be submitted quarterly. Any Shop Steward driving over 60 miles each way from home address to attend regular Branch meeting shall receive \$75 to be submitted quarterly.**

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

**Proposed. Delete underlined language.**

...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...

**Proposed. Replace underlined language with: Grade 2 top step regular city carrier.**

## Article XII: Nomination and Election of Delegates to State and National Conventions

**Section 1:** Election of delegates to the State and National Convention shall be nominated in October and elected in November of the year proceeding the convention year.

Any member who is to be nominated to the convention must have attended at least nine (9) meetings in the twelve (12) months prior to the election, in order to be eligible to receive any expense money from Branch funds to attend such convention...

**Proposed. Replace underlined language with: and shall attend two thirds of meetings after nominations prior to convention date in order to be eligible to receive any expense money from Branch funds to attend such convention.**

**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...

**Proposed. Replace underlined language with: additionally, the delegate must have attended all delegate meetings, and shall attend two thirds of meetings after nominations prior to convention date to receive Branch funds,**

# Proposed By-law Changes Continued

## Article XVI: Amendments

Section 2: ...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.

*Proposed. Replace the underlined language with: submit the recommendations in the Branch newsletter (or suitable) a notice at least ten (10) days prior to the next regular Branch meeting, at which the vote is to be taken*

## Article XVII: No Pay Status

...The Executive Board may through a majority vote, waive any active members union dues who is on LWOP or serving extended military duty.

*Proposed. Replace underlined language with: No pay status*

## Article XXI: Standing Rules

Standing Rules shall be those rules that, subject to the will of the majority of the membership at any meeting, may be changed at any time without giving advance notice of a By-Law change. After adopted, they cannot be modified, at the same meeting, except by reconsideration. At any future meeting, they can be suspended, modified or rescinded, by a majority vote of those members present.

Section 1: The meeting will be held on the third Wednesday of each month at 7:30pm at the Union Hall, 1840 Alice Ave., West Palm Beach, with the exception of December which can be held the second Wednesday at 7:30pm at the Union Hall in conjunction with North Rap Session.

Section 2: The Executive Board shall meet on the third Wednesday of each month.

Section 3: The budget shall be as follows:

General Fund 78.0%

Seminars/Schools/State Convention 2.5%

National Convention 3.7%

Insurance Fund 1.5%

Social Fund 2.5%"

Scholarship .2%

Full Time Officers Benefits 11.0%

Building Fund .6%

*Proposed. Delete Article XXI in it's entirety.*

## Article XXII: Budget

Section I: The Branch shall have and operate under the guidelines of the following budget:

General Fund

Seminars/Schools/State Convention Fund

National Convention Fund

Insurance Fund

Social Fund

Scholarship Fund

Full Time Officers Benefits Fund

Building Fund

*Proposed. Replace the underlined language with:*

*General Fund 78.0%*

*Seminars/Schools/State Convention 2.5%*

*National Convention 3.7%*

*Insurance Fund 1.5%*

*Social Fund 2.5%*

*Scholarship .2%*

*Full Time Officers Benefits 11.0%*

*Building Fund .6% To be deposited into Holding Corp account monthly*

# Attention Members!!!! Please note the multiple changes to our upcoming NALC Branch 1690 Meetings and Events:

## Meetings:

### November Rap Session:

There will be one Rap Session via Zoom Meeting on Wednesday, November 10 at 7:30pm.

Please be sure to contact the hall with your email address and ask to be added to the invite list.

### November Branch Meeting:

Please note location, day and time of the meeting.

The Branch Meeting will be held Wednesday, November 17 at 7:15pm at the Jupiter Community Center 200 Military Trail, Room# 165B Jupiter

### December Branch Meeting

Please note the location, day and time of the meeting.

Wednesday, December 8, 2021 at 7:15pm at the Jupiter Old Town Hall Located at 1000 Town Hall Ave, Jupiter

**\*\*\*Proposed By-law changes will be discussed and voted on at this meeting\*\*\***

**There will be no December Rap Session.**

## **Retiree Breakfasts:**

### **South Retiree Breakfast**

Is held the first Thursday of the month at: The Gun Club Café  
4631 Gun Club Rd, WPB  
at 9:00 AM

### **North Retiree Breakfast**

Is held the second Tuesday of the month at: Denny's Restaurant  
100 N Kings Hwy. Ft Pierce  
at 9:00 AM

## ATTENTION ALL ACTIVE MEMBERS!!! RE: SHOP STEWARD ELECTIONS

Shop Steward Elections are to be held in the month of November at each station. Sign up sheets will be posted at each station 30 days prior to the election. An Election Committee will need to be selected in each station. The Election Committee is responsible for conducting the election if one is required.

NALC Branch 1690's by-laws states:

***"Article XI: Shop Stewards***

***Section 1: Each Shop Steward is elected by the members in the station or Branch he/she serves. These elections shall be held annually in the month of November. The President of Branch 1690 shall appoint someone to fill a vacancy for any unexpired term until the next scheduled election can be held.***

***Section 2: The duties of each Shop Steward shall be to process all local station grievances at the station level, and notify the President of the proceedings, He /She shall attend to any other duties as directed by the President.***

If anyone has any questions or concerns regarding Shop Stewards Elections, please call the Hall.

### Shop Steward Appreciation Dinner



Trina Hamlin, Starr Hunter,  
Doug Lambe and Delvin Ramos



Shateka Johnson, Frank Graham,  
Barabara Raphael and Larry Osborne



Jason Maldonado, Doug Lambe  
and Mitch Mullin



Jeff Wagner, Aimee Rivera and  
Linda Soto



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NONPROFIT ORG.  
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Nov/Dec 2021

\*\*\*\*\* SCH 5-DIGIT 34953



### 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.

**Uniforms will not be available and there will be no visitors at the Hall until further notice.**



**Under Construction**



### If you don't tell us we don't know

Let us know of any changes in your mailing address, phone number, email or name. .

Email us at [Nalc1690@comcast.net](mailto:Nalc1690@comcast.net) or call the Union Hall at (561)967-0240.