



The Satchel



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Issue 3

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THE HEART OF FLORIDA LETTER CARRIERS, BRANCH 1779 NALC, AFL-CIO

ARCADIA-AUBURNDALE-BARTOW-FT. MEADE-FROSTPROOF-HAINES CITY-LAKELAND-MULBERRY-SEBRING-WAUCHULA-WINTER HAVEN-ZEPHYRHILLS

President's Message



Josh Breault
President

REQUESTING A STEWARD

Do you have a possible contractual grievance? Have you received discipline? What are the proper steps to let your steward know?

I answer phone calls ALL DAY LONG. Most of our stewards do. However, if you have a possible grievance, there is a protocol to follow.

Every steward in Branch 1779 is a letter carrier. We are all working stewards, meaning that the Branch has no full-time officers. Everyone of us delivers mail on a full-time basis. If you call a steward while they are delivering mail, we will do our best to remember your call and file your grievance. However, doing it this way is NOT proper protocol and the steward may forget the conversation while delivering their route. So what is the proper protocol?

Page 17-5 of the JCAM states:

An employee must be given reasonable time to consult with his or her steward, and such reasonable time may not be measured by a predetermined factor.

This language is taken from Step 4 settlement M-00303. In unison, M-00458 talks about how much time it should take management to give you the time that you requested to talk with your steward. It defines "reasonable time" and states in relevant part:

"Reasonable", in our opinion, dictates that in most cases, the grievant and steward should be able to discuss the grievance without delay but 95 percent of the time with no more than a two-hour delay.

While circumstances will sometimes necessitate a delay of more than two hours, normally the delay should not extend beyond the tour of duty in which

the request is made.

What does that mean? Instead of walking up to your steward on the floor, or calling your steward whilst they are delivering mail (and may forget your concerns), PLEASE ask your supervisor to see your steward. If they do not make that happen by your end of tour, text your steward that you asked for steward time, and it wasn't granted. We will contact the supervisor, set up the steward time, and will most likely file an additional grievance for you not being afforded time to speak with your steward!

We all have the daily pressures of life to contend with while getting the mail delivered. You have one steward. That steward has not only their mail to deliver, not only you to take care of, but dozens of other members with concerns and grievances. If you do things the right way, asking for time to speak to your steward, we have the ability to write down your concerns and request relevant documents at that moment. If not, and you contact your steward while they are also delivering mail, your grievance may never get heard. Again, we do our best to take care of everyone, at all hours, regardless. But if done the right way, there is very little chance of forgetting or missing your grievance.

In conclusion, help your steward help you. Ask your supervisor for time to speak to your steward. Make sure someone else hears you asking. If the supervisor doesn't grant your request by the end of tour, then text your steward that management failed to provide you with the ability to talk to your steward on the clock.

As always, Knowledge is Power! Learn, grow, and make life easier for yourself at work with knowledge of what management can and cannot do contractually. The remaining Branch Training dates are on the back cover. Each member is encouraged to attend all trainings but even if you can only attend one, you will benefit from the information shared. For these trainings, refreshments will be provided.

In solidarity,

Josh

The **Satchel** is published monthly by The Heart of Florida Letter Carriers, Inc, Branch 1779 NALC, AFL-CIO. The opinions expressed in this publication are those of the writers and not the Editor of The Satchel. Articles for publication must be submitted to the Editor on the Friday following the monthly Union meeting, articles and pictures must be submitted digitally. Minutes from the previous month will appear on page 3. Any part of **The Satchel** may be published by other news media. Contact the Editor at: postalbenpaul82@gmail.com, or at the mailing address on the back cover for inquiries.



Branch 1779 Officers and Staff

Branch Phone: 863-899-6821

Joshua Breault – President



Officers:

| | | |
|---------------------|---------------------|--------------|
| Executive V.P. | Kira Munn | 813-494-0503 |
| Vice President | Melissa Ross | 813-343-1748 |
| Secretary/Treasurer | Stacey Logue | 863-617-3766 |
| Asst, Sec/Tres | Barbara Meurer | 863-808-3936 |
| Recording Sec. | Tony Norris | 863-648-4265 |
| SGT-AT-ARMS | Robert Ross | 912-278-1179 |
| Health Benefits | John W. Mitchell | 863-651-9429 |
| Mutual Benefits | Aliyah Viruet-Smith | 813-593-6889 |
| Trustee | Bill Rokosz | 413-627-9559 |
| Trustee | Nick Roller | 863-206-9787 |
| Trustee | Alex Ortiz | 210-649-8208 |

Committees:

| | | |
|-----------------------|------------------|--------------|
| Building Com. Chr. | Barbara Meurer | 863-808-3936 |
| Director of Comm. | John W. Mitchell | 863-651-9429 |
| Food Drive | Barbara Meurer | 863-808-3936 |
| Route Analysis | Branch number | 863-899-6821 |
| Director of Education | John W. Mitchell | 863-651-9429 |
| Benevolence Chair | Barbara Meurer | 863-808-3936 |

| | | |
|------|--------------|--------------|
| MDA | Stacey Logue | 863-617-3766 |
| OWCP | Melissa Ross | 813-343-1748 |

Shop Stewards:

| | | |
|-------------|---------------------|--------------|
| Arcadia | Bill Rokosz | 413-627-9559 |
| *Alternate | Josh Breault | 863-205-0992 |
| Auburndale | Kira Munn | 813-494-0503 |
| *Alternate | Josh Breault | 863-205-0992 |
| Bartow | Tony Norris | 863-648-4265 |
| *Alternate | Josh Breault | 863-205-0992 |
| Ft. Meade | Enrique Rosado | 347-834-3640 |
| *Alternate | Josh Breault | 863-205-0992 |
| Frostproof | Aliyah Viruet-Smith | 813-593-6889 |
| *Alternate | Josh Breault | 863-205-0992 |
| Haines City | Enrique Rosado | 347-834-3640 |
| *Alternate | Josh Breault | 863-205-0992 |
| Sebring | Melissa Ross | 813-343-1748 |
| *Alternate | Josh Breault | 863-205-0992 |
| Zephyrhills | Melissa Ross | 813-343-1748 |
| *Alternate | Meaghan Hart | 813-810-4886 |
| Mulberry | Meaghan Hart | 813-810-4886 |
| *Alternate | Josh Breault | 863-205-0992 |
| Wauchula | Aliyah Viruet-Smith | 813-593-6889 |
| *Alternate | Josh Breault | 863-205-0992 |

Lakeland:

| | | |
|------------------|----------------|--------------|
| Downtown – 01/15 | Kira Munn | 813-494-0503 |
| *Alternate | Josh Breault | 863-205-0992 |
| Downtown – 03 | Kira Munn | 813-494-0508 |
| *Alternate | Josh Breault | 863-205-0992 |
| Main Office | Kira Munn | 813-494-0503 |
| *Alternate | Josh Breault | 863-205-0992 |
| Southside | Josh Breault | 863-205-0992 |
| *Alternate | Karl Yungbluth | 330-980-1996 |

Winter Haven:

| | | |
|----------------|-------------|--------------|
| Main Office | Nick Roller | 863-206-9787 |
| *Alternate | Tony Norris | 863-648-4265 |
| Florence Villa | Tony Norris | 863-648-4265 |

Branch Address:

Union Hall - 2434 Golfview St, Lakeland, FL 33801

Follow us on Facebook:
Branch 1779 National Association of Letter Carriers

Look for us on YouTube!

Visit the Branch's website:
nalc1779.com



Have you visited the Branch website yet?

NALC1779.com

The website is your immediate link to a wealth of information at your fingertips. If you are a member of the branch, and you haven't signed up yet, all you need to do is log on and an email will be sent for verification. Once you've been verified you'll have access to all the member benefits of the page.

Also, the branch website is the ONLY location for the Zoom link to the monthly meeting, so visit and sign in today!

NALC1779.com



**EXECUTIVE BOARD MEETING MINUTES
February 8, 2024**

Members present: John Mitchell, Tony Norris, Barbara Meurer, Stacey Logue, Kira Munn, Melissa Ross, Josh Breault, Bill Rokosz, Alyiah Vireut-Smith, Nick Roller Robert Ross, Darian Polonia, Meagan Hart, Enrique Rosado.

Motions from the Executive Board:

To pay registration for COP for March 3 and 4, 2024 in Jacksonville FL.

To pay receipted expenses up to \$100.00 for union training in Feb. 25th on Sunday.

Tony Norris, Recording Secretary

**BRANCH MEETING
February 15, 2024**

President Josh Breault upon verification from Sergeant-At-Arms Robert Ross that a quorum was present opened the meeting with 19 members attending, 13 were in person at the hall and 6 were present via zoom.

The Pledge of Allegiance was led by Chris Ramos of the Lakeland Post Office and was followed by a moment of silence. Josh Breault spoke briefly for us all to remember our great member and former Executive Vice President Carlos Rivera who passed about 2 years ago this month and he was a great shop steward and we all miss him very much.

Recommendations from the Executive Board in the form of a motion:

To pay registration for COP for March 3 and 4, 2024 in Jacksonville Florida. Seconded by John Mitchell, motion passed.

To pay receipted expenses up to \$100.00 for food for the union training in February 25th on Sunday. Seconded by Cory Gibson, motion passed.

Melissa Ross made a motion to pay mileage for Melissa Ross to drive to Jacksonville for COP. Seconded by Chris Armstrong, motion passed.

New union members to the branch are Angella Hatfield and Donna Marie Ryan from Sebring Post Office and Stephanie McGuire from Haines City Post Office.

Chris Armstrong, retired member from Auburndale Post Office, our Blood Bank representative, talked about the need for blood donors.

The Branch conducted the two \$1,000.00 scholarship drawings at the February meeting. First place females went to Makenna Mitchell and the runner up is Saniiya Jones. From the male side first place is Ladale Smith and runner up is Roland Nicolas.

Stacey Logue read the financial report for and February 2024.

Motion to adjourn at 8:10 pm by Karl Yungbluth, seconded by Cory Gibson, motion passed.

Tony Norris, Recording Secretary

Dog bite awareness

- Do not approach an unfamiliar dog.
- Do not run from a dog and scream.
- Remain motionless (e.g., "be still like a tree") when approached by an unfamiliar dog.
- If knocked over by a dog, roll into a ball and lie still (e.g., "be still like a log").
- Do not play with a dog
- Immediately report stray dogs or dogs displaying unusual behavior

**Dog bite information taken from the CDC





Kira Munn
Executive Vice
President

Executive Vice President's Report

Hey yall! You hear us talk often about knowledge being power... it definitely is. We, as stewards, receive calls all day to answer questions. We have members calling constantly, upset about something the supervisor did or worried about something the supervisor said. This causes a lot of stress, a lot of unnecessary stress. If these members knew their rights and responsibilities, they would not have to stress about the little things.

So how do you gain knowledge? Our branch has made it easy for everyone. We write articles every month about contractual compliance and what's going on in the branch. Reading these articles will give you knowledge. Looking up the cites in the handbooks and manuals is a way to grow even further.

The branch also has two types of trainings that all members are invited to. The first is a monthly new steward training. These are conducted at the Union Hall every 2nd Wednesday of the month. Even if you are not ready to be a steward, these trainings will help you to know what management is supposed to be doing and not supposed to be doing. They are not too in-depth, but rather entry level knowledge for the most part.

The second type of training is our general member trainings. The dates can be found here in the newsletter. The first training of the year took place on Sunday, February 25th. These trainings contain general knowledge of how to do our jobs the right way, stay out of trouble, and make sure management isn't abusing anyone. You will learn how to push back when management is pushing. You will learn how to stand up to management, the right way. You will learn how to STOP management from harassing you.

All of our trainings are in person at the Union Hall. However, we also make every training available via ZOOM. This means you can learn from the comfort of your own home. There is no reason you should not attend most trainings and better yourself and your work experience. Please, this is your branch. Take advantage of the tools that have been made available to help you have a better working experience.

Homework: Find M-01242, the Joint Statement on Violence and Behavior in the Workplace. Read it. See if it applies to your current situation with any supervisors. If it does, reach out to your steward.

Until next month,

Kira



Melissa Ross
Vice President
OWCP Coordinator

Vice President's Report

Injured on the Job!

Brothers and Sister, I would like to start this month's article off where we left off last month. In the January Newsletter I discussed the difference between CA-1 claim, and a CA-2 claim. I also went over how to file for each. This month I would like to discuss the difference between Limited Duty vs Light Duty and a Job offer requirements for Limited Duty.

Light duty is when a carrier has medical restrictions that were not caused by an on-the-job injury. Light Duty is outlined in Art 13 of the National Agreement and a carrier requesting Light Duty must request this in writing. The only time you would request Light Duty with a on the job injury is if your case were denied and you are appealing. Management may discontinue your Limited Duty Job offer stating your case was denied. If this happens then immediately request Light Duty in writing and let your Steward know. If you were working on a modified job offer under Limited Duty until your case was denied and the work is still available there should be no reason you would not be able to perform the same task under light duty pending your appeal. Your LMOU may outline the requirements for Light Duty and the requirements for how many City Carriers can be on Light Duty at a time. If there is not a provision in your LMOU then refer to Art 13 of the JCAM.

Limited Duty is a modified job offer for individual carriers who were injured on the job. ELM 546 outlines the obligation of the Postal Service to provide Limited Duty to an employee who has partially overcome the injury. ELM 546 also outlines the obligation of the Postal Service when an employee who has a permanent disability and/or who has reached maximum medical, this would fall under rehabilitation assignment. We will discuss partial disability and what your rights are and what the Postal Service obligation is.

ELM 546.142 states that when an employee who was injured on the job partially recovers and can return to work with restrictions, management **MUST** make **EVE-RY** effort to assign the employee work within their restrictions. EILM 546.142 even outlines the steps management must make to find a modified job offer. Here are the steps out lined in ELM 546.142:

When an employee has partially overcome the injury or disability, the Postal Service has the following obligation:

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Current Employees. When an employee has partially overcome a compensable disability, the Postal Service must make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance (see [546.611](#)). In assigning such limited duty, the Postal Service should minimize any adverse or disruptive impact on the employee. The following considerations must be made in effecting such limited duty assignments:

1. To the extent that there is adequate work available within the employee's work limitation tolerances, within the employee's craft, in the work facility to which the employee is regularly assigned, and during the hours when the employee regularly works, that work constitutes the limited duty to which the employee is assigned.
2. If adequate duties are not available within the employee's work limitation tolerances in the craft and work facility to which the employee is regularly assigned within the employee's regular hours of duty, other work may be assigned within that facility.
3. If adequate work is not available at the facility within the employee's regular hours of duty, work outside the employee's regular schedule may be assigned as limited duty. However, all reasonable efforts must be made to assign the employee to limited duty within the employee's craft and to keep the hours of limited duty as close as possible to the employee's regular schedule.
4. An employee may be assigned limited duty outside of the work facility to which the employee is normally assigned only if there is not adequate work available within the employee's work limitation tolerances at the employee's facility. In such instances, every effort must be made to assign the employee to work within the employee's craft within the employee's regular schedule and as near as possible to the regular work facility to which the employee is normally assigned.

As you can see above management must make every effort to find work within your restrictions first within your Craft, tour, and installation. This means if you can case your route and that is all you can do per your restrictions you should be allowed to come in and case your route. If there is not any work available in your craft, then management must make every effort to provide you with additional work within your installation. So, this could be doing casing on rural after you case city, working in the clerk craft, or answering phones during your normal work hours. If there is not adequate work within your restriction during your normal work hours, then management can provide you with a job offer doing work within your installation outside your normal hours.

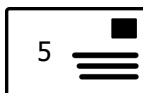
However, management must make every effort to keep you as close to your normal schedule as possible. Last is if management is unable to find work within your restrictions, and you cannot do your

craft work, there is no other work within your installation that you can do then and only then can management look for work outside your installation. At this time Management must make every effort to find you work at an outside installation within a 50-mile radius from your assigned installation. Management must try to keep this work within your craft, your normal schedule hours and as close to your assigned installation as possible.

When Management assigns you Limited Duty work within your restrictions, they will do so on a PS. Form 2499 modified job offer. It is your responsibility to read the job offer and make sure that the restrictions they have listed on the 2499 match your restrictions on your CA-17. Also, it is your responsibility to review the duties they are assigning to you on the modified job offer and ensure they are within your restrictions. If you feel they are not within your restrictions do not refuse to accept the job offer but instead sign the job offer as accepted under protest and write that the job offer is not within your restriction. If you are unsure if the modified job offer is within your restrictions, you have the right to sign the job offer stating accepted under protest and will have the doctor review to ensure it is a suitable job offer within my restrictions. Do not under any circumstance accept a modified job offer that is not within your restrictions. It is your responsibility to always maintain your safety and work within your restrictions.

The goal of an injured employee is to get well and return to full duty as soon as possible. Sometimes this is not as easy as it seems, and you may only be able to return to work with a partial disability. That is ok and it is better to be working half days or a modified job offer that allows you to return to work full time but with limitations of what you can do. Working for your money is better for you mentally, emotionally, and physically than sitting at home not being able to work. Just remember that you are your number one advocate for your safety, and it is your responsibility to ensure management does not require you to work out of your medical restrictions. If they ever try to ask you to, remind them of your restrictions and if they persist then reach out to you Steward immediately.

When you are out of work due to a full disability, and you have exhausted your continuation of pay you will need to file for wage loss compensation through the Department of Labor. This is done once your case has been accepted. If your case has been accepted by the D.O.L, then you will go on [ecomg.gov](#) and file for wage loss compensation using a CA-7 form online. If you have returned to work on a partial disability then on the CA-7 you will need to click intermittent under LWOP and you will be required to fill out a CA-7a to show what days and hours you worked in this pay period and what days and hours you will be claiming under LWOP for the D.O.L to pay you. I will discuss how to properly fill these forms out in my next article along with how to request reimbursement for millage to medical appointments and reimbursement for out-of-pocket medical expenses.



My last note is to remember two things,

1. It is best for all employees when an injured employee recovers and can come back to work.
2. Try not to criticize a coworker who has an on-the-job injury, you never know when it could happen to you, no matter how many years you have in or how safe you can be, it can still happen to the best of us.

Till my next article if you have any questions fill free to reach out to me directly at 813-343-1748, or to the Branch President Joshua Breault.

In Solidarity,

Melissa

Branch 1779 VP
Branch OWCP Coordinator.



Nick Roller

Trustee/Steward

Hello again Branch 1779! Hope your new year has been treating you well and your taxes are paid. Ha!

This month I wanted to write about your rights under Article 19 via Handbook EL-307 when requesting a reasonable accommodation, the process, and pertinent information that may be useful to your case that will be needed at the "DRAP" or District Reasonable Accommodation Process.

Handbook EL- 307 Section 142.3 Defining Major Life Activities

Major life activities include, but are not limited to, functions such as hearing, seeing, walking, speaking, caring for oneself, performing manual tasks, breathing, eating, sleeping, standing, reading, working, lifting and communicating. Also included is the operation of a major bodily function such as:

- The operation of an individual organ within a body system.
- The operation of a major bodily function such as, but not limited to, functions of the immune, digestive, neurological, circulatory, lymphatic and musculoskeletal systems; and normal cell growth.

If you have any of these conditions , you may request an accommodation within the postal service or within the same craft.

If you qualify for one of the above or any other chronic condition and can provide the proper documentation this Handbook lists what you should do.

Handbook EL-307 Section 212 Requesting An Accommodation The Postal Service activates the reasonable accommodation process whenever the following occurs:

- An employee or applicant, or someone acting on behalf of the employee or applicant, makes an oral or written request for reasonable accommodation .
- A manager or supervisor observes the following:
 - An employee with a known physical or mental disability having difficulty performing the essential functions of his or her job.
 - An employee otherwise experiencing workplace problems because of that disability.
- A manager or supervisor reasonably believes that an employee with a known disability may need an accommodation and the disability prevents the employee from requesting reasonable accommodation.

When you request a reasonable accommodation be sure that you are able to provide documentation for your specific needs and what you are requesting in your written request, to management or, your union representative. Be sure to give clear facts of the needs that you are requesting.

Current conditions may allow management to make decisions locally , but make sure that these accommodations are specific to your medical needs and in a written agreement to what your relevant specific needs are.

If anyone believes that they may have one of the qualifying disabilities or chronic condition that may require a reasonable accommodation , reach out to your local steward or myself directly. You can find my contact information in the branch directory.

In Solidarity,

Nick

Steward ,Winter Haven, FL
Branch Trustee

The Stamp Out Hunger Food Drive is the Second Saturday in May! The branch is always looking for volunteers to help unload delivery vehicles and load the Food Bank trucks. Family and friends, social groups, school groups are all welcome. Contact Barbara Meurer for more information. Let's all do our part to help Stamp Out Hunger!





**“Mary Lou Jackman - William Corbeau”
2024 Florida State Association of
Letter Carriers Scholarship Application**



Al Friedman, President

PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY

Name of Student: _____

Male Female (You must select only ONE box. If more than one child is eligible, please use a separate/additional forms.)

Address: _____

City _____ State _____ Zip _____

NALC Branch Name and/or Number: _____

Branch Contact Phone Number: _____

NALC Branch Member's Name: _____

Applicant/Member Phone number: _____

By signing below, I certify the above named member of the FSALC is in good standing.

Signature of Local Branch President or Secretary

Date

(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)

***** TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: *****

- 1) The student must have graduated from an accredited High School or have a GED.
- 2) The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
- 3) Applicant must enroll as a full-time student in an accredited college or university and submit proof of enrollment to receive the funds if awarded. Winners will be notified by mail. **DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME.**
- 4) **Applications must be postmarked on or by July 1, 2024.** Entries received with a postmark after July 1, 2024 will not be open or returned. Only one application per applicant will be accepted.

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2000.00. **This drawing will be held during the NALC 73rd Biennial Convention, August 5 -9, 2024 in Boston, MA.** Winners will be notified via mail.



FSALC USE ONLY

**RETURN ALL APPLICATIONS TO:
John W. Mitchell
FSALC Director of Education,
1440 7th Street Southeast
Winter Haven, FL 33880**



The Heart of Florida Letter Carriers
Branch 1779 NALC, AFL-CIO
2434 Golfview Street
Lakeland, FL 33801



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Return Service Requested



Branch Notes:

Branch Phone Number 863-899-6821
Next Union Meeting is March 21, 2024 @ 7:30 p.m.
Your hall is located at 2434 Golfview St, Lakeland, FL - Doors open at 5:00 pm

The following are the Branch training dates for 2024. Please keep them handy, and we look forward to seeing you there!

April 14, 2024

June 30, 2024

September 29, 2024

Trainings are from 10:00am until 2:00pm.
Food will be provided.