



The Satchel



Volume 17

Ju 2023

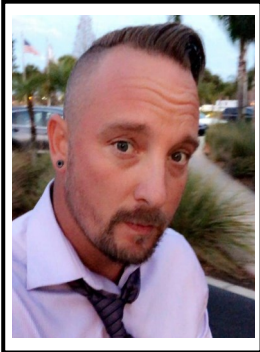
Issue 7

OFFICIAL PUBLICATION OF

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

SAFETY

It's not often that I talk about safety. However, it is something that should be on all of our minds. By April 1st, Management was supposed to have all employees complete Heat Illness Prevention Program (HIPP) training. We are finding out that this was not done in many locations. Nevertheless, if you check your HERO training records on LiteBlue, it says you have completed it. This should have been a computer course. Management should have had everyone watch the training. We are asking

everyone to check their HERO training record and see what trainings they have been put in for completing. Some are service talks, but others have a computer icon beside them. This means it was a video or computer training. If you were put in for courses you didn't take, let your steward know immediately.

With that being said, it is sweltering out there. Stay hydrated. If you are feeling the symptoms of heat stress, take the necessary precautions. Get to a shaded area. Get into the air-conditioning if needed. Let your supervisor know what is happening through the scanner. If your symptoms require medical attention, call 911 first! A great resource is Manny Peralta. He is our National Director of Safety and Health. You can read his articles on the NALC app under workplace resources – safety and health or go to nalc.org/workplace-issues/safety-and-health.

Safety should be our primary goal, right before customer service. Discipline for safety is also one of the hardest grievances for us to be successful at. If management disciplines you for a valid safety violation, we have to do all that we can to find loop-holes, where they processed the discipline wrong. An arbitrator is going to see discipline for a safety violation and look at the facts of the case more than whether management did the discipline right or not. If you are guilty, you may get stuck with discipline even if we find loop-holes. This is why knowledge, and applying that knowledge is so important!

Management is required to perform 4584s, or street observations on all of us. We Should be doing our job the same way every day. I'm never nervous that management is going to follow me. They can feel free.

The M-41 handbook Section 812.3 states:

"Seatbelts must be worn at all times the vehicle is in motion. Exception for Long Life Vehicles: In instances when the shoulder belt prevents the driver from reaching to provide delivery or collection from curbside mailboxes, only the shoulder belt may be unfastened. The lap belt must remain fastened at all times the vehicle is in motion."

Section 812.31 states:

"When traveling to and from the route, when moving between park and relay points, and when entering or crossing intersecting roadways, all external vehicle doors must be closed. When operating a vehicle with sliding driver's cab doors on delivery routes and traveling in intervals of 500 feet (1/10 mile) or less at speeds not exceeding 15 MPH between delivery stops, the right-hand sliding cab door may be left open."

812.4 says:

"Do not finger mail while driving or hold mail in your hands while the vehicle is

in motion. You must use mirror to check for pedestrians ahead, in back, and on both sides before placing the vehicle in motion."

Section 822 is our park procedure. It states:

"Whenever the driver leaves the vehicle, the vehicle must be parked. To park the vehicle:

a. Apply the foot brake and place automatic transmissions in the park position. Place manual transmissions in gear.

b. Turn the vehicle's front wheels toward the curb if you are on a flat surface or when the vehicle is facing downhill. If the vehicle is parked facing uphill, turn the front wheels away from the curb.

c. Set the hand-parking/emergency brake.

d. Turn off the engine and remove the key.

e. Lock any sliding door(s) between the truck body and cab.

f. Lock the doors if you will be out of direct sight of the vehicle.

(Continued on page 4)

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.



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Joshua Breault – President



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*Alternate	Tony Norris	863-648-4265
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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



Branch Address:

Union Hall - 2434 Golfview St, Lakeland, FL 33801

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nalc1779.com



EXECUTIVE BOARD MEETING JUNE 8, 2023

Present were Josh Breault, Tony Norris, Barbara Meurer, Bill Rokosz, Melissa Ross, Nick Roller, Aliyah Viruet-Smith, Eduardo Rosado, Megan, Robert Ross and Kira Munn.

Recommendations from Executive Board in the form of a motion:

To pay 2 nights lodging, 3 day per diem, 3 days seminar allowance and travel for a Regional Rap Session in Orlando Fl. for John Mitchell, Melissa Ross, Josh Breault, Enrique Rosado, Aliyah Viruet-Smith, Megan Hart and Alex Ortiz.

To send Josh Breault and Kira Munn to a Committee of Presidents meeting in Las Vegas Nv. and pay for 3 nights lodging, 3 days per diem, 2 days seminar allowance and travel for Oct 13,14, 15, 2023.

Motion to provide food for up to \$50.00 for the audit for June 25th for the trustees and Josh.

Tony Norris, Recording Secretary

Breault, Enrique Rosado, Alyah Smith, Megan Hart and Alex Ortiz. Seconded by Barbara Murerer. John Mitchell made a motion to amend the executive boards motion to add the dates of the rap session on Oct 6,7and 8, 2023. Melissa Ross seconded the amendment. Motion passed. Then the amended motion passed also.

To send Josh Breault and Kira Munn to a Committee of Presidents meeting in Las Vegas Nv. and pay for 3 nights lodging, 3 days per diem, 2 days seminar allowance and travel for Oct 13,14, 15, 2023. Barbara Murerer seconded the motion. John Mitchell challenged the motion. A vote was taken and the result was 6 for and 6 against. President Josh Breault broke the tie voting for the motion. Motion passed.

Motion to provide food for up to \$50.00 for the audit for June 25th for the trustees and Josh. Seconded by Robert Ross, motion passed.

Barbara Murerer reported the total weight for branch 1779 for 2023 Food Drive was 250,000 pounds.

Old business was brought up and Barbara and Stacey Logue are taking estimates for our branch 1779 hall roof repair. Next month they should be able to report on all the estimates for the roof. Now we only have one estimate.

Josh announced the bye law committee would be Melissa Ross, Tony Norris and Josh Breault.

Stacey Logue gave the financial report for the past month.

Ben Paul made a motion to adjourn at 8:10 pm, Kira Munn seconded the motion. The motion passed.

Tony Norris, Recording Secretary.

BRANCH MEETING JUNE 15, 2023

President Josh Breault, upon verification from Sergeant at Arms Robert Ross that a quorum was present opened the meeting with 15 members present, 8 in person and 7 via zoom.

Melissa Ross led us in the Pledge of allegiance was followed by a moment of silence.

Chris Armstrong made a motion to accept the minutes from the May meeting as they are written in the newsletter. Melissa Ross seconded the motion. John Mitchell challenged the motion to accept the minutes as they are written in the newsletter. After a vote was taken, the motion passed with a majority of the vote.

Recommendations from Executive Board in the form of a motion.

To pay 2 nights lodging,3 day per diem,3 days seminar allowance and travel for a Regional Rap Session in Orlando Fl. for John Mitchell, Melissa Ross, Josh



Page 45 of the EL814 states:

Avoid backing up whenever possible. If you can, park where you will not have to back up to pull away from a parking place. If you must back up, first walk around your vehicle to make sure there are no pedestrians, children, obstructions, etc., in your way.

These are all rules and regulations for our safety and the safety of the public. We should be following them every day, not just when we think management is following us. If management catches you violating one of these rules and deems it to be a great enough violation that someone's safety, including your own, they can put you off the clock immediately on Emergency Placement in an unpaid status. The Union will fight to get you back to work with backpay, but why chance it? Why put yourself in that position?

Wear both seatbelts at all times that the vehicle is in motion. Shut your door when you are going through an intersecting and/or not delivering to curbside boxes. Follow the 4-point park procedure every time, even if you're not on a hill. **DO NOT FINGER THE MAIL WHEN DRIVING.** Management's want for you to get back earlier is not as important as safety. Always back into a parking space instead of pulling in. You can't always see what is behind you when you are backing out.

It is not hard to be safe where everyone gets to go home to their families at night. Follow all safety procedures and stay hydrated. If you are too sick to work, don't put yourself in harms way.

Stay safe! Read the handbooks and manuals. Gain knowledge. Your work experience will be so much easier.

In solidarity,

Joshua Breault

President



Kira Munn
Executive Vice President

EXECUTIVE VICE PRESIDENT'S REPORT

Let's talk about HEAT!

I know we go through countless stand-ups throughout the hotter months of the year. We are all required to take the HIPP training courses every year that the Postal Service provides. Heat illness is a very serious thing and should NOT be taken lightly. Just a week or so ago, a carrier in Dallas, Texas passed away while delivering in the excruciating heat.

What can we do to ensure we are protecting ourselves against any type of heat illness? First and foremost, we need to be hydrating. Hydration starts the night before your work day. From my own experience, I know it is harder to stay hydrated when you are at home in the comfortable air conditioning. Hydrating is not just water either. You need to make sure that you are replenishing your electrolytes. You lose a lot of electrolytes as you sweat each day. Have some cool

snacks on hand. I personally take "salt pills" every day when the temperature is above 85 degrees. The rule of thumb is to drink 8 ounces or 1 cup every 20 minutes.

You need to make sure that you are taking ALL of your approved breaks. You are also allowed to take breaks as needed (within reason) when the temperature is excruciating. One of the things I do almost daily during our summer months is walk into the "beer caves" in gas stations. Make sure that when you are on your break, you are either in the shade or in an air-conditioned building.

The Postal Service should hand out "cooling towels". Use them! If your office doesn't supply these, ask your supervisors to order them. The best advice I can give for these is to keep them in a sealed container filled with cool water in your cooler. I have two that I switch out throughout the day. Putting them around your neck helps greatly. Another great way to regulate your body temperature is to run cold water or ice over your wrists.

Heat Exhaustion symptoms include:

- Headaches
- Nausea and Vomiting
- Fatigue, Weakness and Restlessness
- Thirst
- Anxiety
- Poor Coordination
- Weak, Rapid Pulse
- Sweating Heavily
- Raised Body Temperature

If you are suffering from Heat Exhaustion, you should: lie down in shade or air conditioning, drink water, do cool compresses, and/or take a cool shower or bath.

Heat Stroke symptoms include:

- Headaches
- Nausea and Vomiting
- Rapid Pulse
- Extremely Thirsty
- Dry, Swollen Tongue
- Disoriented, Dizzy or Delirious, Slurred Speech
- Body Temperature more than 40 degrees Celsius
- Convulsions, Seizures or Coma
- May be Sweating, Skin may feel Deceptively Cool

If you are suffering from a Heat Stroke, you should: Call 911 immediately, call your supervisor, and reduce your body temperature until an ambulance arrives.

Again, I can not stress this enough. Heat illness is extremely important! Make sure to take care of yourself above everything else. We want everyone to go home to their families each and every night! Heat illness IS preventable!

Until next time,

Kira Munn, E.V.P.





Melissa Ross
Vice President

VICE PRESIDENT'S REPORT

Brothers and Sisters, I would like to talk to you this month about the Joint Statement of Violence and Behavior in the Workplace (JSOV), Harassment in the workplace, and Zero Tolerance Policy. It is very important that each one of us feel safe on the workroom floor and have a work environment free of intimidation and harassment. It is important that Management upholds a "Mutual Respectful Atmosphere." It is management job

to ensure that the policy put in place to keep everyone safe, free of intimidation and Harassment are always followed. It is management's responsibility to treat employees with dignity and respect.

M-39 115.4 Maintain Mutual Respect Atmosphere The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.

JSVOB: We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

Harassment in the Workplace:

Prohibited Activities Harassment is unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes with or changes the conditions of one's employment by creating a hostile, intimidating, or abusive working environment. Examples may include, but are not limited to, making offensive or derogatory comments or engaging in physically threatening, intimidating, or humiliating behavior based upon race, color, religion, sex (including pregnancy, sexual orientation, and gender identity including transgender status), national origin, age (40 or over), mental or physical disability, genetic information, past, present, or future uniformed (military) service, or in reprisal for an employee's or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination. These activities are prohibited by the Postal Service's policy

and may amount to harassment in violation of federal anti-discrimination laws. Violation of this policy may result in disciplinary action up to and including termination. The Postal Service is committed to providing its employees a safe, productive, and inclusive workplace and will tolerate nothing less.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature such as, but not limited to, making or threatening to make employment decisions based on an employee's submission to, or rejection of, sexual advances or requests for sexual favors; deliberate or repeated unsolicited remarks with a sexual connotation or physical contact of a sexual nature that is unwelcome to the recipient; or behavior that creates a sustained hostile or abusive work environment so severe or pervasive that it unreasonably interferes with or changes the conditions of one's employment.

Although not every instance of inappropriate behavior may fit the legal definition of harassment, such behavior in the workplace undermines morale and violates the Postal Service's standards of conduct. Disciplinary action may result even if the conduct does not constitute harassment under the law.

Management Responsibility:

All managers and supervisors are responsible for preventing harassment and inappropriate behavior that could lead to illegal harassment and must respond promptly when they learn of any such conduct. Any manager or supervisor who receives a complaint must see that a prompt and thorough investigation is conducted. Investigations of all forms of harassment must be done in accordance with the "Initial Management Inquiry Process (IMIP)." Materials are available in Publication 552, Manager's Guide to Understanding, Investigating, and Preventing Harassment. When harassment or inappropriate conduct is found, managers must take prompt and effective corrective action.

Employees' Rights and Responsibilities Postal Service employees who believe that they are the victims of harassment prohibited under this policy (i.e., harassment based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity including transgender status), national origin, age (40 or over), mental or physical disability, genetic information, uniformed (military) service, or in reprisal for an employee's or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination) or who have witnessed such harassment or inappropriate conduct, should bring the situation to the attention of a supervisor, a manager, or the manager of Human Resources. Refer to Publication 553, Employee's Guide to Understanding, Preventing, and Reporting Harassment for further information. In accordance with this policy, supervisors, managers, managers of Human Resources, or the next higher-level manager (HQ and HQ-field units) are responsible for ensuring that direct and prompt action is taken to investigate and, where appropriate, remedy such misconduct when brought to their attention. The Postal Service will protect the confidentiality of harassment complainants to the fullest extent possible.

(continued on next page)

Employment discrimination or reprisal for engaging in an Equal Employment Opportunity (EEO)- protected activity is prohibited. Employees may request pre-complaint counseling through the online Postal Service EEO e-file application at <https://efile.usps.com> or in writing by providing their name, Social Security or employee identification number, address, and telephone number to: National EEO Investigative Services Office-EEO Contact Center, Post Office Box 21979, Tampa, FL 33622-1979. In addition, bargaining unit employees may seek relief through the relevant grievance-arbitration procedures, and if applicable, non-bargaining unit employees may use the grievance procedures described in Section 652.4, Employee and Labor Relations Manual.

Allegations involving any possible criminal misconduct should, at a minimum, be reported to law enforcement authorities as follows: any physical misconduct relating to workplace harassment (i.e., any physical assault, threat of a physical assault, or stalking) should be reported to the United States Postal Inspection Service® (USPIS®); use of any electronic device, computer, or Internet to transmit threatening or harassing communications, obscene or indecent images and materials, should be reported to the Office of Inspector General (OIG).

Reprisal against employees who raise a claim of harassment, report inappropriate conduct, or provide evidence in any investigation is illegal and can result in disciplinary action, and should be referred to the USPIS or OIG, as appropriate.

It is our job as City Letter Carriers to come in and do our jobs diligently and efficiently according to the guidelines in the handbook and manuals. When we are at work, we are responsible for following the Postal Policies put in place to ensure we as employees are presenting ourselves in a professional manner on the workroom floor as well as on the street. We also have an obligation to treat other employees, management and customers with respect and dignity. With that said If you are not familiar with the JSVOB, Zero Tolerance Policy, and Harassment in the workplace policy please read them. You can access the on the NALC website, your Steward should have a copy and there should be a copy on the bulletin board in each office. If not ask your steward to post them.

Recently we are hearing more and more about how management is bullying the City Letter carriers by using intimidation to get the carriers to work beyond the guidelines set for our duties laid out in the handbooks and manuals. Management has no right to harass the carrier or intimidate them into meeting their so-called numbers. If you feel that you or other employees are being mistreated by management, please do not hesitate to reach out to your steward. If you feel that you are being intimidated or harassed in any way form other employees, please reach out to your steward.

The work environment needs to be a place where we all feel safe and feel proud to come to work every day. If there is a situation in your office that is creating a hostile work environment, be it management or another employee, it is management responsibility to investigate and to eliminate the situation. There is policy and guidelines

that management must follow when an employee comes forward with a complaint, or when hostile situation arises. If management is not taking the proper steps to handle these situations, they will be held responsible in the grievance process. Additionally, if you feel you or other employees are being harassed on the work room floor you do have the option to file an EEO. I recommend you speak to your Steward so they can take the appropriate actions to file a grievance, but you also have the option to file a complaint with EEO.

Everyone of you is important and paly a vital part of Delivering for the American people. We all need to go home to our families at the end of the day feeling safe and productive.

In Solidarity,

Melissa Ross
Vice President

Benefits of staying hydrated:

Muscle Efficiency

Being hydrated is essential for keeping those muscles strong, lubricated, and energized. Why? Because H2O aids the transport oxygen to your muscles so they are prepared when exerted.

Balancing Mood

Because water aids in body regulation and brain function, it's also closely related to balancing mood and emotions.

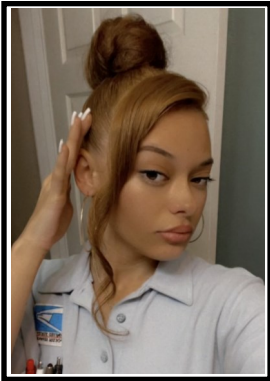
Temperature Control

When you overheat; you sweat. And the evaporation of sweat on your skin is the way the body cools itself down and maintains a healthy temperature. Understandably, drinking enough fluids is essential for sweating and replenishing your water supply.

Memory Function

Proper hydration will improve the blood flow and oxygen flow to your brain, strengthening cognitive function and memory.





Aliyah Viruet-Smith
Trustee/Steward

Know your Rights!

Greetings brothers and sisters I can't not stress enough how knowledge is power. As a new carrier You have no idea what your rights are due to just having to just adapt to a whole new environment.

Regardless if you're a New CCA, a fresh PTF, or even A full time regular, take the time to know your rights. Management does not know everything, so Allowing them to hold your career for the rest of your life in their hands is definitely A big No NO.

For instance did you know As a City Carrier Assistant (CCA) you are not to be scheduled as "on standby". If this is occurring at your office contact your shop steward.

This violates "M-01833" question #25

Q.Can ccas be required to remain on "stand-by" or remain at home for a call-in on days they are not scheduled to work?

A.No

At the end of the day a CCA and all other employees when scheduled are still going to make every effort to show up as scheduled, so if in anyway management acts upon or tells you verbally that you are on standby because they "don't know who's calling out" or overall just doesn't know if they "need you" this Violates your rights as A carrier.

Now let me ask you a question....

Did you know if you're getting converted into a PTF (Part-Time Flexible Employee) after returning from Your Last 5day Break management has 2 full pay periods to convert you into career status.

This is why it's very important to document and analyze when you should be turned into a career employee.

Again management does not know everything and without your help to push these supervisors in the correct direction to better ourselves we might just be putting ourselves in jeopardy.

Let me make this clear.

MANAGEMENT IS NOT YOUR FRIEND. MANAGEMENT DOES NOT EVER WANT WHATS BEST FOR YOU RATHER THE "POST OFFICE" so I would take that into consideration while discovering your career rights as an employee. To better ourselves, in this very moment and for the long run!

I would also like to touch base on being a FullTime Regular employee, you'd be surprised on how many full-time regular employees do not know this rule were about to discuss.

Now with the summer coming along we understand we have seasonal routes and overall the mail volume is going to drop.

As a full-time regular employee we all know you are guaranteed 8 hours with a 40 hour week.

In facts there is a rule called the "701" rule this is when

"A city letter carrier who actually works more than 7 hours but less than 8 hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the 8-hour tour and still credited with 8 hours of work time for pay purposes, Any hours not worked between the seventh and eighth hour of a regular scheduled day pursuant to ELM 432.53 are included in an employee's regular rate of pay pursuant to ELM 443.212.g."

To simplify this is when a carrier works around the seventh hour mark but did not make it to his/her full eight hours from completing his/her route and or duties. Now it is managements responsibility to find you work, if this is the scenario but It is in fact YOUR responsibility to REQUEST for the work if this is the current situation. If management fails to provide work due to the lack of, they MUST pay the carrier the remaining hour or minutes so that carrier meets there for eight hour guarantee, which is in fact the 701 rule. Go ahead and get that free money !!! (when possible)

So In conclusion as employees, we should strive to inform ourselves and our brothers and sisters about the daily changes in information, as we move forward this year.

Aliyah Viruet-Smith
Trustee and Steward

When the weather is blistering hot, it can feel like an impossible task to make sure you stay hydrated. Here is a simple list of ten food items that you can eat to help you stay hydrated.

1. Cucumber | Water Content 97%
2. Strawberries | Water Content 92%
3. Watermelon | Water Content 92%
4. Raspberries | Water Content 92%
5. Spinach | Water Content 92%
6. Celery | Water Content 95%
7. Grapefruit | Water content 91%
8. Cantaloupe | Water content 90%
9. Red Cabbage | Water content 92%
10. Carrots | Water content 87%

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



NALC1779.com



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Return Service Requested



Branch Notes:

Branch Phone Number 863-899-6821
Next Union Meeting is July 20 2023 @ 7:30 p.m.
Your hall is located at 2434 Golfview St, Lakeland, FL - Doors open at 5:00 pm

Hot weather hints:

In a hot work environment you can lose over one ounce of water every minute. Conversely, the body is only able to absorb one ounce every 3 to 4 minutes. This can result in a loss of 16 ounces every 20 minutes. A 3% loss of body weight in

water can result in performance losses from 20-30%. Greater than a 5-6% loss can be a medical emergency. To combat this, pre-work hydration is essential. Stay away from sodas or juices, water and drinks that replenish electrolytes are best. If you feel ill, or you stop sweating this could be a sign of some type of heat illness. You DO NOT need permission to take a comfort break from the heat. Do not jeopardize your safety because of management's demands

Remember safety is everyone's job!