

UNI N COURIER

JUNE 2018 ❖ VOL. 33 ❖ NO. 2 ❖ NALC CONNECTICUT MERGED BRANCH 20

2018 NALC Food Drive



Middletown Letter Carriers (L-R) Steward Ben Sakowich; Jim Sakowicz and Al Vernale



Middletown Letter Carrier Erik Lugli on his first day as a regular carrier



Middletown Letter Carrier Roger Gum-

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NALC BRANCH 20 OFFICERS

Paul Daniels	President
(Office) 203-634-7579 (Home) 203-427-5380	
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Thomas Sagnella.....	Meriden
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Daniel Hernandez.....	Watertown-Oakville
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PAUL DANIELS, PRESIDENT
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Cromwell:
Scott Ekstrom

Old Saybrook:
Lance Flott


Groton:
Rosangela Leopoldino

Torrington:
Rebecca Lojewski

Waterbury:
Ed Alarcon
Maria Magnuson
James McKenna III

Do you think they will use their Union won retro pay to join the Union?

One can only hope. It is never to late to do the right thing.



PUNJAGANI CT MERGED BR. 20

PAUL DANIELS | President's Message



If You Get Hurt on the Job

Injury compensation is a very complex subject. The information provided below is the basic information you will need if you are injured on the job. You should always seek advice from your NALC representative as soon as possible following an on the job injury.

Eligibility criteria - In determining entitlement the Office of Workers' Compensation (OWCP) must consider five basic issues:

- 1. Coverage:** Whether the claimant is an employee within the meaning of the Federal Employees Compensation Act.
- 2. Timely filing:** Whether the claimant met all applicable time limitations.
- 3. Personal injury:** Whether a personal injury actually occurred. The term injury includes all diseases proximately caused by the employment.
- 4. Performance of duty:** Whether a personal injury occurred in the performance of duty.
- 5. Casual relationship:** Whether the disability claimed is casually related to a personal injury sustained in the performance of duty or conditions of employment. The term "casual relationship" includes direct cause as well as aggravation, acceleration (hastening) and/or precipitation.

Burden of proof - The claimant, not OWCP, has the burden of proving entitlement to benefits.

Basic forms - For traumatic injuries: CA-1; for occupational diseases or illnesses: CA-2; request for examination and/or treatment: CA-16; and duty status report: CA-17. An employing agency is required to submit Form CA-1 to OWCP no later than 10 working days after receipt from the employee.

Choice of physician - The claimant has a right to initial free choice of treating physician. The Postal Service may, in non-emergency situations, require the employee to be examined by a postal medical office or contract equivalent prior to obtaining initial medical treatment provided that:

- (a) It is performed promptly following the employee's report of injury;
- (b) The examination does not interfere with the issuance of Form CA-16 or the employee's

right to seek and obtain an examination and treatment from a physician of choice.

Timing - An employee cannot be required to undergo a medical exam and/or treatment during non-work hours.

Choice of benefits - The claimant may elect continuation of pay (COP), sick, annual or leave without pay (LWOP) in traumatic injury cases. COP is payable for up to 45 calendar days with eligibility for compensation payments following that period. For the first 3 days of COP you must use either sick, annual or

LWOP. If your absence exceeds 14 days request the Post Office to convert your initial 3 days to COP. You must supply medical evidence of your injury, signed by a doctor, within 10 days to qualify for COP.

Limited duty - The Post Office can authorize fitness-for-duty examinations and can offer work to those not totally disabled. Failure to accept work suitable to medical restrictions can result in loss of COP or compensation.

Fraud - The stated maximum penalty for compensation fraud is \$10,000 and five years' imprisonment or \$10,000 and 10 years for conspiracy



June Ruszala-Martin | Secretary



Minutes of the Meeting

April 4, 2018

Quorum: (43) members were present. There are no minutes for March since the March meeting was cancelled due to winter weather.

Communications:

♦ A letter from the postal service to the APWU was read stating that the Article 12 withholdings have been lifted and all carrier positions that were being held for excessing of APWU members are released.

♦ A letter was received from NALC headquarters Committee of Appeals in regards to member Edward Pinto's appeal of the handling of a proposed by-law change by the branch. The committee of appeals rejected Brother Pinto's appeal.

♦ May 12th is Food Drive Day. A letter was sent by the Postmaster General informing all postmasters, managers and supervisors that the Food Drive is a great cause and they all should give their support and do whatever it takes to have a very successful drive. The food drive cards are being shipped to the Waterbury office where David Adeyemi will send them out to all branch 20 offices.

♦ Headquarters has notified the branch that Brother Jim McKenna of Waterbury has quit the union.

New Business:

♦ Route inspections are being held in Norwich starting April 14th and in Waterford starting May 14th. Inspection training will be provided for both offices.

♦ In the recent Postal Record Branch 20 was the top contributor to the Letter Carrier Political Fund (LCPF) in the state of Connecticut. More than 18% of the members contributed, much higher than any other Branch in the state.

♦ Branch 20 has been doing a, "This May Save Your Job" collection for the LCPF for 30 years and it continues this year with a mailing to all members. A motion was made by Charles Pendola, second by Pete Scelfo and passed to fund the mailing along with a drawing.

♦ A motion was made by David Bailigeron, second by Charles Pendola and passed to pay for pastry for the Food Drive stand-up talks and for \$4 per active carrier in each office for pizza/hot dogs for the carriers the day of

the food drive.

♦ A lot of questions have been coming in concerning the new "load truck" function on our scanners. The "load truck" function was discussed with the Business Agent's office and determined it did not violate the contract. Just take the time and do it.

♦ There are many conversions of CCAs currently occurring in the Branch since the lifting of the Article 12 withholding. When a route is vacant it is put on to e-reassign for 21 days and the placement of the vacant route onto e-reassign happens only once a month. After the 21 days the postal service has 10 days to convert a CCA into the position if there is no transfer from another area.

♦ The branch has signed a new copier lease for 4 years at the same cost as before.

♦ The issues of CCAs COP, OWCP payments and limited duty assignments was discussed.

Treasurer's Report was handed out to all members present. A motion was made by Charles Pendola, second by Pete Scelfo and passed to accept the report as printed.

Good of the Association:

There were discussions on the status of union representation at the Waterbury main office and proposed by-law change. Carrier Pinto then withdrew his proposed by-law change.

Motion to adjourn was made by Norman St. Arnauld, second by David Bailigeron and passed.

May 2, 2018

Quorum: (29) members were present. A motion was made by Tim Thibault, second by Argent Kala to accept the minutes as printed.

Communications:

♦ A memo from President Daniels to all Stewards was read concerning the USPS Safety Ambassador Program.

♦ A copy of a letter from USPS to the NBA advising that the USPS was leasing space in the New London Post Office was read.

♦ A letter was received from the USPS cancelling route inspections scheduled for Norwich the week of April 14th.

♦ A notice was received from the CSALC announcing a meeting May 8th concerning a Picnic it is planning for September 16th at the PNA Park in Wallingford.

♦ A request was received from Branch 46 to sponsor a hole for their upcoming MDA golf tournament.

♦ A letter was received from the NBA announcing that he was not seeking re-election.

New Business:

♦ President Daniels advised that he would schedule the next union meeting in Norwich to give the carriers from

that side of our Branch an opportunity to attend a union meeting occasionally.

♦ Waterford office is scheduled for route inspections beginning the week of May 13th. Steward Pendola, VP Sagnella and President Daniels will do inspection training May 9th in Waterford.

♦ Motion made by Charlie Pendola, second by Steve Sanders and passed to donate \$100 to Branch 46 MDA Golf Tournament.

♦ President Daniels advised that VP Sagnella trained three new stewards on May 2nd that included: Jeffery Abbruzzese from Pawcatuck and from Waterbury Stacy Ross and Genice Longo. President Daniels will officially appoint them effective May 1, 2018.

♦ President Daniels reminded everyone of the NALC Food Drive to be held on May 12th. He thanked David Adeyemi for distributing food drive cards to our 31 offices.

♦ President Daniels advised that the annual Letter Carrier Political Fund Drive was mailed to all active and retired Branch 20 members April 30th. Carriers already on automatic withholding for the LCPF did not receive a mailing but were automatically entered into the \$200 and \$300 Branch drawing to be held at the June meeting.

♦ VP Sagnella and Trustee Pendola are setting up a training class for our newer stewards. Motion made by Charlie Pendola, second by Shawn Duperry and passed to pay expenses for that training.

♦ Local Agreement impasses for our New Milford office are scheduled for arbitration on June 20th.

Treasurer's report was handed out. A motion was made by Charlie Pendola, second by Steve Sanders and passed to accept the treasurer's report as printed.

Good of the Association:

A discussion on using a web-cam for future meetings was held.

A proposed by-law change was read by a Lakewood Station carrier and presented to the Secretary.

A proposed by-law change was submitted by the Executive-Board and read by VP Sagnella and presented to the Secretary.

Motion to adjourn was made by Charlie Pendola, second by Tim Thibault and passed.

June 6, 2018

Quorum: (111) members were present. A motion was made by Charles Pendola, second by Pete Scelfo and passed to accept the minutes of the May meeting as printed.

Communications:

♦ President Daniels sent Brother Mark Rupwani a letter regarding his proposed by-law which was presented to the branch at the May 2, 2018 union meeting. In the

letter President Daniels included an article by Assistant Secretary-Treasurer Judy Willoughby from the May 2018 Postal Record showing that his by-law proposal was in conflict with the NALC Constitution Article 6, Section 1 of the Government of Subordinate and Federal Branches and cannot be voted on at the June meeting.

Old Business:

♦ President Daniels explained that the Executive Board had proposed a by-law change that has been endorsed unanimously by the Branch 20 Stewards and has been read at the May Union meeting and submitted to the Branch Secretary at that time. Proper notification to the members has been made in accordance with the NALC Constitution Article 15, By-laws of Branches and State Associations. Vice President Tom Sagnella then read the proposed by-law change. A motion was made by Tom Sagnella, second by Norman St. Arnaud to accept the New Article 12 By-Law proposal. Discussion followed and a voice vote was taken. The President declared the motion passed on a voice vote. A division was called for. The President was upheld and the motion passed by a vote of 68 for to 42 against.

New Business:

♦ The Branch has been doing a Letter Carrier Political Action Fund (LCPF) mailing for the past 30 years. Each year the Branch has collected more than the previous year. This year's total was \$18,001. Our 25 steward and officers donated \$3,774; 64 active carriers contributed \$6,800 and 92 retirees gave \$7,427. The LCPF drawing was held. Groton carrier Ben Renski III, who donates \$390 every year drew the first name. Brother Paul Conlon of Torrington won first prize of \$300. Retired carrier Dennis O'Brien drew the next name of Meriden Carrier Nora Brewer who won second prize of \$200.

♦ Motion made by Kate Tavernier, second by Charles Pendola and passed to suspend the July and August meetings.

♦ A motion was made by David Adeyemi, second by Tom Franklin and passed to fund the 2018 retiree Breakfast at the same rate as last year.

♦ Motion made by Norm St Arnaud, second by Charles Pendola and passed to fund stewards' meeting.

♦ A motion was made by Steve Sanders, second by Charles Pendola and passed to pay the pre-buy oil for the union office for the 2018-2019 year.

♦ Motion made by Charles Pendola, second by Kate Tavernier and passed to endorse Rick Dicecca for NBA.

♦ Motion by Charles Pendola, second by David Adeymi and passed to donate \$1,000 to the CSALC to help offset cost of political action picnic in September.

Treasurer's Report was handed out to the members present. A motion was made by Tim Thibault, second by James Sawyer and passed to accept the Treasurer's report as printed.

Letter Carrier Political Fund

30th Annual Branch 20 Drive Collects \$18,001

For the 30th year in a row CT Merged Branch 20's active and retired letter carriers contributed more money to the Letter Carrier Political Fund (LCPF) than the previous year. Our 30th annual "This May Save Your Job" LCPF Drive raised, through checks and automatic payroll and annuity deduction pledges \$18,001. A total of 182 active and retired Branch 20 members contributed that included 25 Stewards and Officers contributing \$3,774; 64 active letter carriers contributing \$6,800 and 92 retired letter carriers contributing \$7,427. Our retired members have learned over the years the importance of supporting a political action fund to fight for their rights in the political arena. We need more active carriers to join that fight now! For those Brothers and Sisters, active and retired who haven't contributed

to the LCPF because you don't think it is really that serious or important to you personally, let me highlight just a few of the battles your political fund is fighting on your behalf right now. The Office of Personnel Management (OPM) is currently proposing that Congress enact Trump's budget proposal that would:

1. Increase your FERS pension contributions to 7.25%. This increase comes without any corresponding pension increase, representing a significant pay cut for postal and federal employees.
2. Replace the high-3 with the high-5 in the FERS annuity formula. This would significantly cut the retirement annuity of postal and federal employees.
3. Eliminate or reduce the federal retiree cost-of-living adjustments (COLAs). This proposal

would eliminate the COLA for FERS participants and cut the COLA for CSRS participants.

4. Eliminate the FERS annuity supplement for employees who retire before qualifying for Social Security. This proposal would take away the possibility for many postal and federal workers to retire before the age of 62. The White House has called on Congress to adopt these changes. Your Letter Carrier Political Fund needs your support to fight these unfair changes that will have a substantial impact on active and retired letter carriers and their families. To contribute to the LCPF go on line to nalcbranch20.org; click on the "Political Action" tab; then click on "How can I contribute to the Letter Carrier Political Fund?"

The following Branch 20 members listed below contributed to this year's 30th annual LCPF drive:

OFFICERS

Paul Daniels	A	\$270
Thomas Sagnella	P	\$130
June Ruzsala-Martin	P	\$280
Norm St. Arnauld	A	\$120
Kate Tavernier	P	\$120
Brandon Jones	P	\$130
Jolanda Velez-Ruberte'	P	\$260

STEWARDS

Jeffrey Abbruzzese	P	\$130
Frank Altmon, Jr.	P	\$130
David Baillargeon	P	\$130
Shawn DuPerry		\$130
Chris Dziurzynski	P	\$130
Dan Hernandez	P	\$130
Argjent Kala	P	\$130
Genice Longo	P	\$130
Mike Maddalena	P	\$130
Charles Pendola	P	\$130
Keith Polnik	P	\$182
Vincent Prigitano		\$150

Stacey Ross

Stacey Ross	P	\$130
Ben Sakowich	P	\$130
George Salmon	P	\$130
Steve Sanders	P	\$182
Pietro Scelfo	P	\$130
Tim Thibault	P	\$130

ACTIVE MEMBERS

Cindy Abraham		\$30
Scott Adamson	P	\$130
David Adeyemi	P	\$260
Nancy Alier	P	\$26
Gary Amidon II	P	\$130
Robert Barber	P	\$130
David Barillaro	P	\$65
James Best	P	\$130
Nora Brewer	P	\$130
Jeffrey Buonanni	P	\$130
Paul Carey		\$25
Pasquale Cirillo		\$10
Mark Clark		\$50
Paul Conlon	P	\$130

Scott Corda	P	\$26
Brian Deegan	P	\$130
Antonio Dimauro	P	\$130
Stephen Drysdale	P	\$130
Shawn Fake	P	\$130
John Franco	P	\$130
Thomas Franklin	P	\$230
Mark Gavagni	P	\$52
Guy Gavitt		\$130
Justin Geiger	P	\$260
Robert Gimenez	P	\$130
John Ginty	P	\$130
Gerald Gleason	P	\$130
Gagandeep Grewel		\$50
Gregory Gomes	p	\$130
Kathleen Heltke	P	\$130
Michael Hills		\$100
Jack Hubbard		\$20
Lorelei Johnson		\$25
Miroslaw Kierzkiewicz	P	\$130
James Koeller	P	\$52
Ron Lepak	P	\$130

John Malczyn		\$130
Andrew MacPhail		\$50
Jeffrey McBride	P	\$104
Joseph Morello	P	\$130
Vincent Morgillo, Jr	P	\$130
David Morrison		\$65
David Muccino		\$50
Kim Murphy	P	\$52
Timothy O'Brien	P	\$130
Diana Palmer	P	\$52
Patricia Pearce		\$100
Deborah Pensarosa	P	\$52
Gary Phee	P	\$52
Jason Plorde	P	\$130
Philip Plouffe	P	\$130
Robert Ponzio	P	\$130
Benedict Renski, III	P	\$390
Russell Rice Jr	P	\$260
Pat Schmidt-Costello		\$52
Scott Siarkowski	P	\$52
James Slupatchuk	P	\$130
Philip Trahan	P	\$130
John Trotter		\$25
Deborah Tucker		\$5
Alfred Vernale		\$50
David Wheaton	P	\$130
Patricia Williams		\$78
Gerald Winzer Jr	P	\$130

RETIRED MEMBERS

Joseph Acampora	A	\$60
Joseph Alberti	A	\$120
Thomas Altieri	A	\$60
John Bafuma	A	\$180
Frank Bangs	A	\$60
David Barclay		\$15
Chris Begnal		\$25
Frances Bendler	A	\$60
Donald Bergin		\$30
Gerald Binnington, Jr		\$160
Michael Brawley		\$120
James Brooks		\$25
John Brown		\$60
Richard Bruno	A	\$60
Howard Caine III	A	\$120
Daniel Carriero	A	\$60
Keith Casady	A	\$36
Joseph Corbett	A	\$401
George Corrado Jr		\$20
Loraine Crane	A	\$60
Michael Crane	A	\$60
Frank Damico		\$50

Jonathan Daniels	A	\$120
Tom Denman	A	\$120
Philip Desena	A	\$60
Charles Dickinson		\$60
Deam DiMaggio		\$60
Helen Dodier	A	\$60
Matthew Doyle		\$25
William Dubrosky	A	\$60
George Dudzik, Jr.		\$60
Stanley Ewanowski		\$30
James Fleming	A	\$36



James Frederick	A	\$60
Michael Gardinello	A	\$120
Veronica Gavagni	A	\$120
Anthony Genova		\$340
Carmen Genova	A	\$60
Joan Gibbons	A	\$60
Thomas Glemboski	A	\$60
Gerald Guay		\$25
Robert Hampton		\$25
Thomas Hedrick	A	\$60
Gary Hill	A	\$120
James Hunter Jr	A	\$60
Michael Jarecki	A	\$120
Richard Kelsey	A	\$60
Richard Kinard		\$40
Dennis Kowalski	A	\$60
James Lacasse	A	\$60
Robert Landry	A	\$36
Wilfred Lapointe, Jr.	A	\$120
John Lawley	A	\$180

Kent Leghorn		\$60
Donald Maine	A	\$240
Claudia Marcinkowski		\$50
Kenneth Marszalek	A	\$120
Robert Mascetta	A	\$60
Dan Mercuri	A	\$60
Karen Merriam	A	\$60
Joe Micale	A	\$36
Patrick Mirto	A	\$60
Jeff Morhardt	A	\$36
Charles Morring	A	\$60
Kenneth Morris	A	\$120
Dennis O'Brien	A	\$180
Dennis Pearce	A	\$180
Anthony Perrotti	A	\$60
Rocco Prigitano	A	\$60
Flora Quammie	A	\$120
George Rathburn	A	\$60
Dennis Redican	A	\$60
Mark Reznick	A	\$60
Nicholas Richards	A	\$60
Anthony Rinaldi	A	\$60
George Roberts	A	\$120
Richard Rose	A	\$60
Edward Shaw		\$20
Robert Silva	A	\$120
Barbara Smith-Murray	A	\$120
Theresa Stamates	A	\$60
Edmond St Martin	A	\$60
Dennis Stankiewicz		\$25
Gardner Stoker		\$120
Victor Suarez	A	\$120
Edward Tuneski	A	\$36
John Tynan	A	\$60
Alfred Warren		\$20
Robert Wieczorek		\$25
Barry Wilson	A	\$60
Dana Wilson	A	\$60
Geraldine Works	A	\$60
Philip Zenobio	A	\$120

**P = Payroll Deduction
A = Annuity Deduction**

2018 NALC 26th Annual Food Drive

104,245 Pounds Collected on May 12th

With the help of Rural Carriers, Clerks, Maintenance employees and Management Branch 20 Letter Carriers collected and distributed 104,245 pounds of food on May 12th in our 31 offices.

While this was a decrease of 24,408 pounds from last year's total it was still a great effort on everyone's part that will go a long way to helping in the fight against hunger in your local community.

Thank you Brothers and Sisters for caring and making the extra effort required on Food Drive day. It is always better to light one candle than ~~an~~ to



Waterbury CCA Stephane Milfort

NALC Branch 20 Food Drive Totals For May 12, 2018

<u>STATION</u>	<u>POUNDS</u>
Colchester	3,580
Cromwell	1,100
Danielson	2,557
East Hampton	3,100
Groton	2,840
Jewett City	2,202
Meriden	9,019
Middletown	5,600
Moosup	924
Mystic	3,007
New London	2,972
New Milford	5,700
Norwich	3,409
Old Saybrook	1,522
Pawcatuck	2,896
Plantsville	1,421
Portland	2,600
Southington	4,263
Storrs/Coventry	1,901
Taftville	550
Thomaston	710
Torrington	13,700
Uncasville/Quaker Hill	2,632
Vernon/Ellington	3,816
Waterbury Main	1,700
Waterbury Prospect	1,000
Waterbury Lakewood/Wolcott	4,824
Waterbury Plaza	1,608
Waterford	5,125
Watertown/Oakville	3,425
Willimantic	<u>4,542</u>
TOTAL POUNDS	104,245

Food Drive Photos



Norwich carriers Terri Bovee and James Sawyer



Norwich carriers (L-R) Mary Fontaine, June Martin and Terri Bovee



Norwich carriers Marty Willis and Mary Fontaine



Middletown carrier Greg Gomes



Middletown carrier Melvin Ama-



Norwich carrier Issac Ferreira

Branch Votes to Adopt By-Law Proposal

Over the past 30 years Branch 20 has made a dozen or so changes to our by-laws that corrected issues that the officers, stewards and members all agreed needed to be changed to improve the operation of Branch 20, for the good of all the members. Since everyone was in agreement and working together for the benefit of the Branch as a whole, it has not been necessary in the past to have a local written by-law procedure.

However events at Branch 20 meetings over the past seven months have made clear there was now a need to put in place reasonable rules governing the procedures for consideration of and voting on proposed by-laws

We have had by-law proposals made in four of the past seven union meetings. All were an attempt to replace a by-law that has been in place and effective for over 30 years. All were reviewed by your 22 stewards and officers and rejected as harmful to the stewards, officers and members. All it turns out were in conflict with the National Constitution.

Because of the cost and disruption that constant by-law proposals can cause most branches already have procedures in place in their by-laws for how proposed by-law changes are handled. In order to address the issue in Branch 20 I appointed a by-law committee on January 3, 2018.

The members included: President Paul Daniels; Trustees Tim Thibault and Charles Pendola. The Committee was tasked to do the following:

1. To establish clear guidelines for changing, adding or deleting any Branch 20 by-law.
2. To provide time for serious review and debate of the impact on the branch of any change.
3. To limit the ability of any one person or group rush through a personal agenda item without time for all members to be made fully aware of the consequences and impact on the Branch and to provide all sides reasonable time to prepare a presentation for or against.
4. To provide language that reflects the seriousness of any by-law change.
5. To address the cost to the branch of frequent and/or frivolous proposals.

The By-Law Committee returned with a proposed by-law and presented it to the Executive Board of Branch 20 at a March 28th meeting. At that meeting the Executive Board discussed the proposed by-law at length. The Executive Board then voted to support the by-law change, present it to the members at a Union meeting, provide proper notification to all members and have the members vote on the proposed by-law at the next union meeting.

Following the Executive Board meeting on March 28th a full Stewards' and Officers' meeting was also held. The proposed by-law was discussed at length with all the stewards and officers of the Branch.

It was explained that establishing a by-law committee comprised of the Executive Board, who are elected by the entire membership and is comprised of the President, Vice-President, Secretary, Treasurer, Assistant Secretary Treasurer, HBR and 3 Trustees, that it would be the fairest way to evaluate proposed by-law changes and their impact upon the entire Branch. After all, these are the people elected by the members to run the branch and the ones who spend the most time understanding what it takes to run a successful Branch.

By a unanimous vote of all your officers and stewards they voted to support the by-law change at the March 28th Stewards' and Officers' meeting.

Hoping that the constant attempts to submit by-law changes to the branch had now ended the Executive Board did not present their by-law proposal to the Branch at the April Union meeting.

However, at the May Union meeting just prior to adjournment once again a by-law proposal was submitted by a Waterbury carrier. Therefore the Executive Board was then forced to present their by-law proposal at the meeting also in order to address these constant submissions of the same issue over and over.

The Branch spent the next month complying with the National Constitution Article 15 providing suitable notification to the members of the vote to be taken on the by-law proposal. It was quite evident by the turnout of one hundred and eleven (111) members that the members were made well aware of the meeting and vote.

At the meeting Vice-President Tom Sagnella read the Executive Board's proposed by-law and made a motion that was seconded to adopt the by-law. After discussion a voice vote was taken and President Daniels declared the motion passed. A call for a division resulted in President Daniels ruling to be upheld by a vote of 68 for the motion

and 42 against. By a margin of 62% to 38% the motion to adopt the Executive Board's by-law proposal was passed. The members had spoken loud and clear and had supported their officers and stewards.

In accordance with the National Constitution Article 15 the proposed by-law was sent to the NALC Committee of Laws on June 7, 2018 and approved by the National By-Law Committee on June 18, 2018. Effective June 18th the following by-law is officially added to the CT Merged Branch 20 by-laws:

Article 12 By Law Process

- A. A Branch 20 By-law Committee shall be established and comprised of the Elected NALC Branch 20 Executive Board. The Branch President shall be the Chairperson of the Committee.
- B. All proposed changes to Branch 20's By-laws must be presented in writing to the Branch Secretary who will within 10 calendar days provide a copy to the By-Law Committee for review.
- C. The By-Law Committee will meet within 10 calendar days from receipt of the proposal to review and recommend approval or disapproval of the proposal.
- D. It shall take a 2/3 vote of the By-Law Committee to approve the proposal.
- E. Any approval by the By-Law Committee shall be presented to the membership at the next regular meeting and once presented the Branch shall make suitable notification to all members at least 10 days prior to the regular meeting at which the vote is to be taken.
- F. A vote of 2/3 of the members present and voting shall be required to make any



Station Notes

Around the Stations

It's the Letter Carriers Who Make it Work

Each day it's the hard working Letter Carriers who make it all come together and work. I know that the Postmaster General, District Manager, Postmasters and line Supervisors are all thinking otherwise. But please, just think if none of the managers showed up tomorrow, what would happen? I will tell you what would happen; all the mail would get delivered! It will get delivered without postal policy. What is postal policy you ask? Simply put... Postal BS! Like do we really need MSPs, we have GPS in the scanners. Do all Letter Carriers need to use the load tool; some carriers have been doing the same route for 20 years. Maybe it's time the offices have enough trucks. I can go on and on but you get the gist. Letter Carriers are loved by the communities we serve; we are a part of the single biggest food drive in the world. Every single day Letter Carriers are out making deliveries and picking up packages. We are sorting more parcels today than ever before. Go to any office and watch Letter Carriers load their trucks, you will be amazed. Letter Carriers are loading packages and mail like a bunch of mad scientists, they are putting them in like a puzzle. Letter Carriers are dealing with 30 year old vehicles, increased parcels, late trucks and DPS/FSS. It's the Letter carrier who is fixing the DPS mistakes, it's the Letter Carrier who is coming back to the office because the truck was late, it's the Letter Carrier who deviates to get the express package delivered by noon, it's the Letter Carrier who is being sent back out because the manager forgot a split, it's the Letter Carrier who found the mislabeled FSS tray, it's the Letter Carriers picking up packages by the dozens, it's the Letter Carrier who works in all weather, it's the Letter Carrier who has to wash the ink off their arms on paper day, it's the Letter Carrier who works in the dark, it's the Letter Carriers who make it work! Keep up the great work.

TOM SAGNELLA – VICE-PRESIDENT

MERIDEN

Let me start by thanking my Brothers and Sisters for a great job during the annual NALC Food Drive on May 12th, with a special shout out to Jeffrey McBride for the job he did feeding us at the end of the day. Welcome aboard to our new CCAs Ruth Spellman, Corey Williams and Kayla Ballester. Congratulations to Eric Barre and his wife Barbara on the birth of their daughter Emma Katherine Barre on March 30th. Congratulations and good luck to Sergio Parker, Bill Marlowe and Amanda Plummer on their conversions to full-time regular carriers. Congratulations also to Nora Brewer on being the winner of the \$200 Branch 20 Letter Carrier

Political Sweepstake drawing at the Union meeting on June 6th. Like Sister Brewer every Meriden carrier should be contributing to the Letter Carrier Political Fund by automatic payroll deduction. Our jobs, benefits and retirement contributions are at stake. See me or Tom to sign up today! While welcoming back Susan Suravich following her injury and Mark Gavagni after his shoulder surgery we also wish a speedy recovery to Robert Ponzio and David Wheaton from their recent injuries.

Our condolences to Diane Gurtowski on the passing of her father, to Annabel Pagan on the passing of her sister and to Lori Glen on the passing of her father.

In other Meriden news, Diane Gurtowski completed her special inspection and ended up 45 minutes over; CCA Jon Iannone transferred to Scranton, PA and Manchester steward Bryan Colletti did an outstanding dog bite prevention training, even though it was the longest training in history. Be very aware of the dangers of summer heat.

Steve Sanders

MYSTIC – WATERFORD - PAWCATUCK

Our annual food drive was held on Saturday, May 12th. Although our totals were down from last year it was still an extremely successful day. I would like to thank all of our members, as well as the rural carriers, clerks, and management personnel for all of your hard work this year. In Mystic, I would like to welcome our new CCA Chris Ellis. You are doing a great job. Keep up the good work. Brother Bob Barber has decided to try his hand as a 204-B. While I am never a proponent of Brothers or Sisters crossing over to "The Dark Side" everyone has to make choices as to what is best for them and their families. I wish him nothing but the best in his new endeavor and trust that we will be able to work together from opposite sides of the fence.

In Pawcatuck Jeff Abruzzi has come on board as the new steward. We are always looking for new people to get involved and I know Jeff will do a great job representing the members. It has been a pleasure to represent the carriers there and I am always available to Jeff or any other carriers for advice and assistance.

Postmaster Bob McGovern has left Pawcatuck and taken the position in New London. Bob has always been a very fair and reasonable Postmaster. I have always had a good working relationship with him and I know that will continue throughout my dealings with the New London office.

In Waterford route inspections were cancelled in lieu of a cooperative adjustment which was agreed upon by the carriers, the union and management. A team of carriers worked together to come up with the adjustments and the changes go into effect on Saturday, June 23rd. We will review the data again in the fall to determine if there needs to be any "tweaking" done. I would like to thank all of the carriers for their support and assistance in making this adjustment work. As you saw there was next to nothing for mail during the week that the full inspection was scheduled

and, had it taken place, the outcome could have been bad. I would like to congratulate Brother Don Doucette who retired in May after 33 ½ years of dedicated service. Please join me in wishing him a long, happy and healthy retirement, and I hope to see a strong turnout from the office at the annual Retiree's breakfast in October. The State Association of Letter Carriers will be holding a Congressional Picnic on Sunday, September 16th from noon until 8:00 pm at PNA Park in Wallingford. The event is open to all members active and retired and their families. There will be food, activities, games for children and adults, and entertainment. The purpose is to increase support for the Letter Carrier Political Fund. It is illegal to use union dues to support political candidates, so the LCPF is crucial to help support those candidates who support our issues as letter carriers, especially now as mid-term elections approach. I know many members choose not to donate because they normally vote Republican and believe the NALC only supports Democrats. This is simply not true. The NALC supports any candidate, regardless of party affiliation, who supports letter carrier issues. All contributions are public record and can be viewed on the website www.opensecrets.org. I urge everyone to consider contributing just \$5 a pay period, and I hope to see a lot of you at the picnic. Tickets will be \$10 for adults, \$5 for ages 5-12, and free for children under 5.

Lastly, the summer months are upon us. This means lower mail volume and the annual mandatory "down-time" pivoting. We all know that, even with decreased mail volume, the huge increase in parcels has made that "under time" disappear. Management has not fully grasped that concept yet and still expects to pivot every day. Yelling and screaming on the workroom floor will not accomplish anything. Follow proper procedures. Section 131.4 of the M-41 handbook states *"It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to your route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of mail."* Submit your 3996 and, if it is denied, request a copy and continue on with your day. If later in the day you still believe you will not make it back in time, call the office to notify management and ask for clear instruction as to what to do. They get paid to make the decisions, we get paid to deliver the mail. It is difficult to file forced OT grievances without the supporting documentation to back up my case, and following the proper procedures helps me represent you better. Have a great summer, and be safe!

Charlie Pendola

NORWICH

It has been a sad last few months here at the Norwich Post Office with the passing of 2 retirees, Leon Counhian and Robert Standish. Leon was a great person always wanting to help anyone out and always wanting to laugh and joke around. He used to say life is too short to be angry all the

time. Leon also always managed to find himself in all kinds of trouble with the bosses but he also knew he had a job to do and he could do it well. He loved people and they loved him. Robert Standish was a man of few words. He might not have said much but when he did he was pretty funny. Rob loved Norwichtown and his roots there. Leon and Rob will both be missed by their postal family and all those who knew them.

Also in the past few months we lost an active letter carrier, Walter Fleming. Walt worked for the Post Office for 30 plus years and loved the job. He loved collecting postal items and putting them on display in the post office downtown and at the Otis library. He took care of his customers as if they were his own family. Walt did his job with honor and pride every day and will be missed by many many people of the Norwich community.

I hope all have a wonderful and safe summer and take the time to donate \$5 a pay to the Letter Carrier Political Action Fund to help save your benefits and retirement as you know them now. It does not take much for Congress to just say, pay more for your healthcare, pay more for your retirement and work longer for your retirement.

In Jewett City with the close of the 60 day route review we find the routes to be over 8 hours. In March of this year management slated the office for route inspections. Management came to the union and the carriers and asked if the 3 routes could absorb the aux route which was just about 55 mins long. The carriers agreed to try. The carriers helped split the aux among the 3 city routes. Sixty (60) days have now come and gone and local management can see the need to restore the aux route. But now it seems like there is a problem with management outside of the office to get the routes fixed. The issue is not dead in the water and we will be talking with management to try and fix the routes that are now over 8 hours. Enjoy your summer.

June Ruszala-Martin

WILLIMANTIC

Many thanks to all the city and rural carriers and clerks that helped collect and distribute the food during our recent NALC Food Drive. Special thanks to Bruce Trombley for stepping up to coordinate the distribution of the food in Willimantic.

Welcome to our new Willimantic CCA James Bernier and to our new Danielson CCA Elea "E" Pambuka. And congratulations to Danielson Carrier Seung Joo on her conversion to full-time regular.

Good luck to Paul Wilhelm on his upcoming surgery at the end of this month. We will miss you and the delicious breakfast sandwiches you make for us.

Wishing everyone a happy, restful summer. Be safe and be aware of the summer heat.

Kate Tavernier



Forgiveness

By President Paul Daniels

During station visits carriers bring to my attention their frustration, anxiety and sometimes anger over the way things are run in their office and the way they are sometimes treated. Sometimes they are angry with a brother or sister carrier for some real or perceived injustice. More often they are upset by the way they are, or have been treated, they believe, unfairly by a supervisor or manager.

After listening to their concerns I realize some of this frustration and anger has been held in for a long time. I advise them that for their own health and wellbeing it is up to them individually to deal with the problem when it is not a contractual issue that the union can resolve. Forgiveness is one effective way to deal with bitterness and anger.

If you are not sure how to forgive you are not alone. Actually very few people understand what forgiveness is and how it works. One definition is, "Recognizing you have been wronged, giving up your resentment and eventually responding to the person who has hurt you with compassion. Forgiveness is not condoning, excusing, forgetting or denying an offense.

Why Forgive? Without forgiveness bitterness can linger. When we could be enjoying today's pleasures, we are upsetting ourselves with yesterday's injustices. The person who has hurt you is not the one to lose sleep over the hurt. They do not feel your anger or the knot in your stomach. The pain of not forgiving is all yours.

Forgiveness give us a chance to go on to other things. When we forgive we regain control of our lives. People who are inclined to forgive others enjoy better mental and physical health than those who hold grudges.

When adults were asked to think about someone who wronged them heart rate and blood pressure rose and mood worsened for those dwelling on the hurt – but not for those thinking forgiveness.

Steps to Forgiveness:

1. Realize that sometimes we hold grudges because we think it will punish the other person. Usually it does not. Nor does a grudge assure that the person will be more considerate in the future.
2. Realize that sometimes people do the best they can in a given situation. Their particular mix of "life experiences" may have caused them to behave in the way they did. If we had had those same experiences maybe we would have behaved exactly the same way.
3. Learn to accept that people are the way they are regardless of any lofty expectations we may have for them. Learn to accept the imperfection of human beings.
4. Recognize that most unacceptable behavior displayed by a supervisor in a work environment is not personal, but rather their clumsy attempt to satisfy their boss. ☐

When you recognize and realize all of the above, you are ready to forgive, even if you don't forget.

Sources: Frederic Luskin, director Stanford



Heat-related safety

Independence, MO letter carrier John Watzlawick died while in the performance of his duties on July 24, 2012. His death was determined to have been caused by the heat. The Occupational Safety and Health Administration (OSHA) issued USPS a citation because it failed to protect him. A judge from the OSHA Review Commission determined that:

...From the very top of the management chain down to the floor supervisor, the message was clear: heat is not an excuse for performance issues...The problem, of course, is that this message flies in the face of long-established industry knowledge...Considering the amount of information available to [USPS] regarding heat hazards, the Court also finds that [USPS] should not be entitled to any credit for good faith...

What should you do in preparation for the heat of summer before it arrives? Letter carriers should first educate themselves on heat safety by reading available information. OSHA maintains a website displaying its heat safety material at osha.gov/heat, which instructs employers as follows.

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high temperatures should establish a complete heat-illness prevention program that includes the following:

- Providing workers with water, rest and shade.
- Allowing new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for, working in the heat.
- Planning for emergencies and training workers on heat-illness prevention.
- Monitoring workers for signs of illness.

Go to the above OSHA webpage and read all of the information available on heat safety. This information will give you a full understanding of the dangers of working in the heat. Here letter carriers also can download and install the OSHA and the National Institute of Occupational Safety and Health (NIOSH)'s Heat Safety Tool Smartphone App. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index (combination of temperature and humidity). It also will provide the expected heat index for the balance of the workday.

The NALC Safety and Health page on the NALC website (nalc.org/workplace-issues/safety-and-health) also provides material on heat safety. Under the heading "Extreme weather" are sections titled: "Safety in extreme heat," "Enforcing heat safety rules," "OSHA/NIOSH Heat Safety Tool" and "OSHA citations relating to heat safety." Each section contains information important to letter carriers working in the heat of the summer.

Prior to the heat season beginning, local NALC representatives should initiate a conversation with their supervisors/managers/postmasters asking that they share their plans to prevent letter carriers from suffering a heat injury, including copies of the training materials that will be used in stand-up talks. If there is pushback, shop stewards have the right to investigate what management plans to do to prevent you from suffering harm.

In the event a letter carrier suffers a heat-related injury, the following steps should be taken:

1. The first thing that needs to be done is to provide the injured employee with medical attention by transporting the employee to a medical facility or immediately calling 911 for emergency care. Bringing the employee back to the office to fill out paperwork before medical care is provided could further jeopardize the employee's health and is not required. An employee does not need permission to seek emergency treatment. Section 866.1 of the *Employee and Labor Relations Manual (ELM)* provides that "In the event of a medical emergency, immediate and appropriate medical care must be provided." (See the August 2017 *Postal Record* article by the NALC director of safety and health.)

2. The employee, a union representative or a member of the family should request a CA-1 and complete the form to request continuation of pay. Once the form is submitted to management, we should immediately obtain the receipt of the CA-1 from them.

3. Obtain a Form CA-16, signed by management, and then provide the form to the treating physician.



UNION COURIER PAUL DANIELS PRESIDENT

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Letter Carrier Political Fund Sweepstakes Drawing



Groton Letter Carrier Ben Renski III (L) and President Daniels draw \$300 first prize winner. And the winner was Torrington Letter Carrier Paul Conlon.

Retired Letter Carrier Dennis O'Brien (L) and President Daniels draw \$200 second prize winner. And the winner was Meriden Letter Carrier Nora Brewer.

