

Letter Carrier's Review

FALL

Letter Carrier's Review

2022

NALC
BRANCH 210
RETIREES
BREAKFAST

“New Location”
RIT INN AND
CONFERENCE CENTER
5257 W Henrietta Rd,
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FREE RETIREMENT BREAKFAST

ALL RETIRED MEMBERS
OF BRANCH 210 AND THEIR
SPOUSES ARE INVITED TO
ATTEND THIS YEARS
RETIREMENT BREAKFAST



**WHEN: FRIDAY
OCTOBER 14TH 2022
9:00AM TILL**

**PLEASE NOTIFY THE UNION OFFICE
@427-2450 BY October 6, 2022
IF YOU PLAN TO ATTEND THE
BREAKFAST.
(Active Carriers also welcomed to attend)**

In accordance with Article 5 of the NALC constitution, this is official notice to members of Branch 210 that nominations for the following elected officers (for the term of three years; Jan. 1, 2023 thru December 31, 2025), will be held at the regular branch 210 meeting on Wednesday November 2, 2022 at 7pm. At IBEW International Brotherhood of Electrical Workers), 2300 East River Road, Rochester, NY 14623. Open for election is: President (full-time), Vice-President (full-time), Recording Secretary, Financial Secretary, Treasurer, and Director of Insurance.

Also nominated are Sergeant-at-Arms, three trustees, six delegates to the Rochester and Genesee Valley Labor Council, and delegates to the National and State Conventions.

Elections will be held at the regular Branch 210 meeting on Wednesday December 7, 2022 at IBEW.

National Association of Letter Carriers Branch 210

The Branch Union Hall is located at
2491 Brighton Henrietta Townline Rd.
Rochester New York
14623

and can be reached at (585) 427-2450

or

www.NALC210.com

Branch 210 Meetings: 1st Wednesday of every month @ IBEW Hall
2300 East River Rd. Rochester, NY 14623



The Letter Carriers Review is a quarterly newsletter published by NALC Branch 210. Opinions expressed in this publication are those of the writers, and not necessarily the official view of the Branch Officers. The editor has written articles without a by-line. The editor reserves the right to edit or reject any material received for publication. Branch 210 members are invited to submit material to: Michael Masters, Editor, Letter Carrier's Review, 223 Winfield Rd. Rochester, NY 14622, or e-mail me at mjmnalc210@yahoo.com.

EDITOR

Michael J. Masters

National Association of Letter Carriers

Local
Officers

Kenny

Montgomery

President

Monique Mate

Vice-President

Tony Polidori

Recording Secretary

Greg Karalias

Treasurer

Tony

Mangiavellano

Financial Secretary

Sam Hogan

Benefit Trust Officer

Michael Masters

Insurance Director

Trustees

Derek Lynch
Spencer Heeler
Angela Norman

AFL-CIO Delegates

Joe DiMaria – Rodney Tull
Gianna Finn – Cliff Finn
Christopher Roesch

FROM THE DESK OF THE PRESIDENT

KENNETH A. MONTGOMERY



A lot of changes have been happening lately, from our time clocks going away to a new route adjustment process. Now carriers will use the scanners for not only GPS and package tracking but now they are also used as your new time clock and beginning this month the scanner will be used for route adjustments. The Postal Service and the NALC recently entered into an agreement for route adjustments that will take the supervisor out of the equation. It is vital now that you always carry the scanner with you while you're working.

Under this new program the Postal Service and the NALC will each have a representative that will be reviewing all your data from your scanner from the previous year to determine the appropriate office and street time on your route and any needed adjustment (addition or subtraction) will be based entirely on the scanner data and YOUR input. For example, the team can see on any given day when you stopped at a house to deliver a parcel, they can see the route you took as you walked down the street, they can see you deliver to a mailbox on the side of the house vs the front door. If on an occasion you leave your scanner in the truck while delivering a parcel, you will NOT get proper credit for the parcel delivery. Mike Masters is our local representative on the route adjustment team. The team has handled several special inspection requests so far. In October the Postal Service can choose full offices to be inspected and, in this process, the NALC locally can also ask that full office reviews will be conducted.

Another change recently taking place which may drive inspection of units soon is the elimination of FSS in our area. The Postal Service announced last year that one of our 2 FSS machine had gone away with plans to eliminate the other in 2022. That has now taken place and the flat sorting machine is now a thing of the past (just another failed program). The Postal Service will be replacing the FSS machines with dedicated parcel sorting machines. The postal service is still trying to consolidate workroom floor space in some places with the intent to install the parcel sorting machines directly on the workroom floor to break down parcel by carrier route. Time will tell if this program succeeds or not.

Another change happening at the National level is the Postmaster Generals idea of creating "Sorting and Delivery Centers". There are several test sites around the country including Georgia, New York, Texas, Florida, Michigan, Pennsylvania, Ohio, Kansas, Maryland, Massachusetts, West Virginia, Kentucky, Washington, North Carolina, Indiana, and Arkansas. Locally there are 2 tests sites. Utica NY and Mid-Hudson NY. In Utica NY Postmaster Dejoy's plan is to take the carrier routes from 24 separate post offices in the surrounding area and combine them into one building. Some of these offices have less than 10 routes and the new "Sortation and Delivery Center" will then house 201 routes total with some of these carriers traveling more than 25 miles one way to get to their routes, that is more than an hour a day round trip just to get to their routes and back. In Mid-Hudson Valley, NY they will be combining 17 offices or 160 routes with carriers also traveling an hour a day round trip. This idea was tried on a smaller scale several years ago locally with East Rochester going into Penfield, North Chili went into Spencerport, Clyde went into Lyons, and you guessed it.... failure. All those offices are now back in their respective towns. I guess if a program fails you try again but go bigger.

Having just returned from the National Convention, the delegates attended many trainings including the ones discussed above. One of the most important and informative classes is the Workers Compensation class. The main issue everywhere when it comes to denial of claims continues to be Doctors statement. First, all medical MUST be signed by a DOCTOR. The other 2 major elements that doctors fail to do is 1. Issue a valid diagnosis (pain is NOT a diagnosis) and 2. Causation.... the doctor needs to establish that your diagnosed condition was caused by your work-related incident. As an example, The DOCTOR needs to establish medically that your fall down the stairs on July 6, 2022, while delivering mail for the Postal Service, caused the left ankle sprain. The doctor should then explain the mechanism for how that happened.... MEDICALLY. It never hurts for you to also write a detailed statement of how your accident happened. Details, details, details.

See page 6 for more on the trainings at the National Convention.....

FROM THE DESK OF THE VICE PRESIDENT

~ MONIQUE MATE



Fall is here... seems quick but maybe this is because Branch 210 has had a busy spring and summer. In our spring newsletter we spoke of future events and arbitration decisions that were on the horizon. Specifically, the resumption of our annual food drive, after a two-year hiatus due to the COVID pandemic. I am glad to report the food drive was once again a success. Wegman's donated \$2500.00 of gift cards and the APWU donated \$500.00 in Wegman gift cards, which we distributed amongst several pantries in Monroe County. In addition, our carriers collected 186,032 pounds of food which the pantries were in desperate need for.

Let's talk grievances....in our spring newsletter, we spoke of management in the Rochester installation, violating the 12/60 – maximum work hour rule on a regular basis. So much, that we not only grieved to make our carriers whole who worked beyond the maximum hours allowed, but we requested each carrier receive an additional lump sum for each individual violation that had occurred due to management's constant state of non-compliance. The post office would not agree to the additional sum, so we brought the case to arbitration in front of an arbitrator. The arbitrator agreed with the NALC's argument and stated in part in her award:

Management repeatedly violated with the parties' cease and desist settlement agreements in violation of Article 15 and the M-01517. The Union's requested remedy to pay \$30.00 per affected carrier, without regard to hours worked, is granted. Management is also directed to cease and desist violating the parties' settlement agreements.

Keep in mind, there were several affected carriers having their work hour limit violated on several occasions. Therefore, though \$30.00 may not seem like much, this added up to several hundreds of dollars for many. For this reason, the Postal Service has finally halted the violations. However, if the Postal Service chooses in the future to ignore the work hour limit once again, Branch 210 will then request an increase in the monetary compensation for those affected carriers, especially since the arbitrator has specifically directed the Postal Service to cease and desist.

Let's talk current grievance settlements.... beginning on June 4, the Rochester Postmaster, decided he was going to change all the start times in Rochester from 7:30 to 8:00, except for zones 04 and 14, who went from 7:15 to 7:30. Contractually, the PM does have the right to change start times **BUT it must be within the constraints of the National Agreement** and in this case he must show the start time was warranted due to inefficiencies (example waiting for mail). After requesting information, and reading all the statements written by the carriers, the branch determined the Postal Service unilaterally changed the start time without supporting documentation establishing the change was based on inefficiencies and operational needs. Therefore, we filed individual grievances for each zone (23 grievances). Our NALC Formal A's, Derek Lynch and Anthony Mangiavellano thoroughly went through hundreds of reports for each zone and had several discussions with the PM. The PM initially would not agree to our terms, and both sides decided they would send up their arguments to the next step, the Dispute Resolution Team (DRT). Minutes away from sending the arguments to the DRT, the PM decided he would settle with on **OUR** terms. The agreement being:

- All start times would revert to their original time
- Any future start times changes will be made in accordance with the National Agreement, postal handbooks, and manuals
- Each full-time affected carrier would receive a \$250.00 one-time lump sum payment

The total payout by the Postal Service was \$99,750. Bottomline, this was a fantastic job by our Formal A's and stewards, but this settlement would have never occurred at the local level had we not had the statements and participation of the carriers. So, thank you to all who took the time to write statements and/or complete the questionnaires provided by the stewards. Remember letter carriers' involvement makes a difference.

Lastly, as a reminder to all active and retired carriers, our annual Columbus Day golf tournament is on October 10, 2022, at Victor Hills and our retirement breakfast is scheduled for October 14, 2022. Hope to see everyone, and in closing and as always, **thank you** to all our letter carriers for the outstanding job you do... day in and day out.



INSURANCE REPORT

Director of Insurance, Michael Masters

585-278-7241

mjmnalc210@yahoo.com



The Newest Insurance policy the MBA offers is the Disability Income Policy.

Disability is an inability to perform the duties of your regular occupation for the period stated in your policy. For consideration of disability, you must discontinue working, remain under regular and appropriate care of a physician, and proof of loss must be provided. Disability Income insurance helps cover you when the unexpected happens. It helps ensure you have the money you need – and are better able to continue living the lifestyle you’ve worked for – if you become hurt or too sick to work.

Here’s how it works

Your disability income benefits start 14 days after your disability begins (elimination period). Payments continue for as long as you’re disabled, up to six or twelve months, depending on which benefit period you selected for your plan.



Exclusively for active NALC members

MBA Individual Disability Income is available to active NALC members between the ages of 18 and 59. (Spouses and family members are not eligible.)

MBA Individual Disability income is guaranteed!

Guaranteed Renewable. You may continue the policy to age 65 by payment of the premium on each renewal date. As long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy. We, however, reserve the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you at renewal. Any premium paid after age 65 for a period not covered by your policy will be returned to you.

You select the plan that meets your needs

Benefit period: 6 months or 12 months
Benefit Amount: \$650 / month; \$1,350 / month; or \$2,000 / month

Biweekly Premium Rates*

Issue Age	6-Month Benefit Period			12-Month Benefit Period		
	\$650	\$1,350	\$2,000	\$650	\$1,350	\$2,000
18-29	8.25	14.00	19.50	11.00	19.25	27.00
30-39	8.75	15.25	21.50	12.00	21.50	30.25
40-44	9.75	17.00	24.00	13.50	24.25	34.50
45-49	10.50	19.00	26.75	15.00	27.50	39.25
50-54	11.75	21.50	30.50	17.00	31.50	45.25
55-59	13.50	24.75	35.50	19.75	37.25	54.00

If you wish to pay your premiums directly to the MBA office you may do so on a monthly or annual basis. Electronic funds transfers (EFTs) are also an option for paying your premiums.

*To calculate an annual premium, multiply the appropriate biweekly premium amount by 26 (pay periods per year). For a monthly premium amount, divide the annual premium amount by 12.

If protecting your financial security is important, your income is a necessity and being without it could have serious consequences. If you and your family rely on a paycheck to meet your day-to-day expenses, how long can you afford to go on without regular income?

Notify the Branch office for more information on this or any other Insurance policy offered by the MBA

National Convention Report

During the 2022 National Convention recently held in Chicago, Illinois, the NALC put on several trainings that now thanks to technology you have access to these training materials yourself. Go to NALC.org and click on the "members only" portal in the upper right, then click the "member documents" tab and finally the "Convention Workshops" tab to see a copy of the power-point for any of the trainings listed below.

City Delivery	OWCP and the Power of Change
Contract Administration Unit	Recruit & Mentor Union Activities
Conversion to Career	Retirement Considerations
Dues and Membership	Safety & Health – A Briefing
Effective Branch Communications	Global Campaign to Organize Amazon
FMLA 2022 Insight & Guidance	The OWCP Grievance Guide
Innovations in Healthcare	Delivering for America Plan
Political Organizing	TIARAP (New joint Route adjustment process)
Managing Branch Finances	Understanding the LM-3
MBA Products	What's New with the TSP
NALC Constitution/Elections/Bylaws	Will & Trusts
Disaster Relief Foundation	Branch Trustee training
NALC Veterans Guide	Dignity & Respect in the Workplace
Legislative & Political Agenda	Critical Incident Response
Next Generation Delivery Vehicle	New Employee Experience.

On Wednesday afternoon of the Convention, nominations for National Officers positions were held. Some were elected by consent and other positions had opposition. Here is the list of nominated positions for the next 4-year term 2023-2026. Ballots will be mailed out in September

Contested Officer positions

President

Brian Renfroe David Noble

Executive Vice President

Paul Barner Kenneth Gibbs Maureen Valadie

Secretary Treasurer

Nicole Rhine Cie Sharp

Director of Retirees

Daniel Toth Linda Kellam Mann

Director of Health Benefits

Stephanie Stewart Matthew Webster

National Trustees (3)

Lawrence Brown Francisco Jose Cabrera Sandra Laemmel
Charles Heege Dorothy Kay Hall Rolando Rodriguez

Elected by Consent

NBA Region 11

Mark Camilli

Vice President

James Henry

Assistant Secretary Treasurer

Mack Julian

Director City Delivery

Chris Jackson

Director Safety and Health

Manuel Peralta

TIAREAP What is it?

The Postal Service and the NALC recently entered into a joint route adjustment process called TIAREP (**T**echnology **I**ntegrated **A**lternate **R**oute **E**valuation and **A**ddjustment **P**rocess). This process is designed to replace to old and outdated route inspections that carriers complain about. No more having someone stand with you everyday for a week, no more filling out an 1838 form, no more having to count the mail, no more having a supervisor walk with you for 3 days during the week of inspection.

Management still has the right to perform an occasional 3999 and walk with you however not during the inspection period. The new process relies on the data contained in your scanner, showing your actual performance and times over the year. While this program has been used for a few Special Inspections over the last month, the TIAREAP program does not apply during June, July, August and December and goes into full affect September 1st.

That means as of September 1, 2022, every route and every city letter carrier is being watched all day every day...by your scanner. Remember your scanner is now your time clock as well so it is imperative that every carrier makes accurate clock rings and carrying your scanner always is vital to getting proper credit for your route. Your route edit books need to be updated if they are not already updated. The program used to adjust routes will be looking for active deliveries, therefore, if your edit book is not updated and you are delivering an address that is marked vacant in the edit book, you will not get credit for that delivery.

The scanner/MDD needs to be always on your person your being paid. This includes your two ten (10) minute breaks. Only your thirty (30) minute lunch is unpaid time during your day. If you are delivering mail and the scanner is not with you, the program will determine that you are not making any deliveries even though you are delivering mail or parcels. The Joint Route Inspection Process has been agreed to at USPS/NALC HQ. If you are running your assignment, using 7:01 or use whatever excuse you'd like to finish to get out of work early, you can expect that your route will get an addition. Remember you are being watched all day every day by your scanner.

Do your route every day like you're being inspected, because you are.

For a more detailed explanation of this program see the July 2022 edition of the Postal Record magazine or go to the members only portal of www.nalc.org website and click on "member documents" then click "Convention Workshops" then "TIAREAP" for a PDF copy of the Power-point form the National Convention.

The screenshot shows the NALC website's members-only portal. At the top, there is a search bar and a 'MEMBERS ONLY' link circled in red. A red arrow points to the 'MEMBERS ONLY' link. Below the navigation menu, there is a banner for 'Apply to the Leadership Academy' with a deadline of 'APPLY BY OCT. 14'.

Members only portal
of the National
Website
WWW.nalc.org

Branch 210 Columbus Day Golf Tournament



**Monday
October 10, 2022
Victor Hills Golf Club
1450 Brace Road, Victor, NY**

Shotgun start at 10am - \$75 per golfer

4 person scramble

Includes unlimited Hot Dogs, Hamburgers and
Sausage ALL DAY

For more information or to make reservation
call the office

585-427-2450



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Stop by the union office anytime, please call first
(585) 427-2450

Are you on the sidelines, or in the game?

**LCPF
Letter Carrier Political Fund**

NALC Branch 210 is up to 15% of members donating to the LCPF

LET'S AIM HIGHER!!

THANK YOU!! To those who donate

Those who do not...what are you waiting for??

EFFORTLESS - EASY - EFFECTIVE
paycheck or bank account deductions

Call the Branch 210 office to sign up
FIGHT FOR OUR FUTURE!





Injured at work?

Filing a Workers Compensation claim is now easier than ever.

What you need to do if you suffer a Traumatic Injury

- Stay calm. Look around, where are you located, what time is it?
- Notify your supervisor immediately. Request a CA-16 (Authorization for Examination and/or treatment) and a CA-17 (Duty Status Report) from your supervisor.
- Seek medical treatment. You have the right to choose your own doctor. If management sends you to a contract doctor, they have the right to see you but not the right to treat you. Get treated by a doctor of your choice ASAP.
- Register for an ECOMP account using the QR Code below. If you do not have a computer, the Postal Service must provide you access to one in the office. Contact your union steward or local union office if you need assistance.
- Write a detailed statement of events that led up to your injury and what occurred immediately after. Be very detailed about when, where, and how it happened.
- Go to the Home page of your ECOMP account, under "New Claim", follow the instructions to file a CA-1 Claim for Traumatic Injury. **Do not let a supervisor fill out your CA-1**, take the time to do it yourself. Contact your union steward or local union office if you need assistance.
- **Request Continuation of Pay (COP)**. Note: COP is not payable if claim is filed more than 30 days from the date of injury.
- Submit Duty Status Reports (CA-17's) or medical restrictions to management as soon as possible. **(Do not give local management any other medical documents)**
- Keep copies of all documents pertaining to your injury, once an OWCP Claim/File # is issued, save it in your contacts on your mobile device. Write your claim # on any/all documents.
- The Postal Service is required to make every effort to find you work within your medical restrictions. **If you feel a job offer exceeds your medical restrictions, accept the job offer and write "under protest" next to your name. Have your doctor review the offer and submit a medical report to the Office of Workers' Compensation Programs (OWCP) explaining why you cannot perform the duties in the job offer.**

Contact your union steward or the union office if you need assistance.
585-427-2450

Scan this QR code for
immediate ECOMP Registration



Postal Reform and Medicare.

The article below appears in the July 2022 issue of the Postal Record by our Director of Retirees Dan Toth. With the number of calls and questions we are receiving it bears repeating.

Postal reform and Medicare integration



Dan Toth

The Postal Service Reform Act of 2022 (PSRA), which passed with strong bipartisan support in both the House and the Senate, puts the Postal Service back on a track of financial stability by repealing the onerous pre-funding mandate established by the Postal Accountability and Enhancement Act of 2006. The PSRA will save the Postal Service billions of dollars every year. This piece of legislation is an incredible achievement, and credit goes to the rank-and-file letter carriers who got the message out to co-workers and the public through discussions and writing to publications, and of course for advocating to their repre-

sentatives. I sincerely thank all of you for your role to restore the Postal Service and protect our jobs.

The Medicare integration component of the PSRA has raised many questions from our current retirees. The PSRA will restructure the Federal Employees Health Benefit (FEHB) program to create postal-only versions to account for the integration of Medicare. All the major plans now available to participants—Blue Cross Blue Shield, NALC HBP, Kaiser, etc.—would continue to be offered to postal employees and retirees as a postal-only version of their FEHB plans within FEHB. This will allow these postal-only plans to account for the coordination of benefits provided through Medicare and increase the efficiency of such a system.

The reason it makes sense to create postal-only plans within FEHB and to maximize Medicare participation is that it will reduce health care costs for both the Postal Service and postal participants in the federal insurance program. Because Medicare is the first-payer insurer for its enrollees, the costs covered by postal-only FEHB plans will be reduced, thereby reducing costs for postal employees. This also would reduce the Postal Service's health care expenses by hundreds of millions of dollars annually, and reduce its future liability for retiree health benefits by approximately \$40 billion.

Annuitants and active employees who retire before Jan. 1, 2025, and any active employee at least 64 years of age as of Jan. 1, 2025, will get to decide whether they want to enroll in Medicare (or not) when they become eligible. Current annuitants who did not enroll in Medicare Part B when first eligible will get a one-time opportunity to enroll without facing the 10 percent-per-year

late enrollment penalty (see the January 2021 retirement column for more information regarding the late enrollment penalty). Generally, this late enrollment penalty is so severe that after a few years it becomes unaffordable. For those annuitants who did not enroll in Part B when first eligible, this will be a tremendous opportunity to reconsider Medicare Part B when the one-time opportunity arrives. The special enrollment will be a six-month period beginning on April 1, 2024.

Future annuitants retiring after Jan. 1, 2025 (and under age 64 as of Jan. 1, 2025) who choose to maintain their FEHB coverage into retirement will be required to enroll in Medicare Parts A and B when eligible. Approximately 80 percent of postal annuitants already elect to enroll in Medicare, as this helps to cover additional (if not all) out-of-pocket expenses and brings more comprehensive coverage than a lone FEHB plan.

Not all future annuitants will be required to enroll in Medicare. There are exceptions for those enrolled in TRICARE (health care benefits provided by the Department of Veterans Affairs) or Indian Health Services, as well as those who reside outside of the United States.

The PSRA requires the Postal Service to establish a Health Benefits Education Program that will provide Postal Service annuitants and employees a description of the health care options available, enrollment provisions, and any requirements to be enrolled in Medicare. The Postal Service also must respond and provide answers to inquiries from employees and annuitants. The Health Benefits Education Program must be established no later than 18 months after the signing of the law on April 6, 2022.

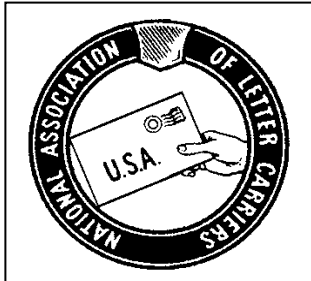
Additionally, the PSRA directs the Office of Personnel Management, the government agency in charge of administering the FEHB, to issue the implementing regulations no later than one year after the signing of the law. These implementing regulations will help fill in the details that are not expressly provided for in the law. The one-year deadline is soon enough that letter carriers should have plenty of time to make an informed decision prior to the special enrollment period and the enactment of the postal-only FEHB plans on Jan. 1, 2025.

Our health insurance benefits through the FEHB, along with the Postal Service's 72 percent contribution for annuitants, are not going anywhere. There will continue to be an annual Open Season that will allow participants to shop around and change their plans as they see fit. Current annuitants can remain comfortable knowing they'll be able to continue with what they have, or after understanding their Medicare options and the special enrollment period, customize their coverage.

Branch 210
National Association of Letter Carriers
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Rochester, New York 14623

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