



THE BRANCH 324 BUZZ

December 2018



Are you working off the clock?

This has been a constant battle this past year not only at the Greeley Installation but also in other offices in the district. **NO EMPLOYEE** should be working off the clock while performing their normal work duties. The union has brought this up to local management and they agree. In another installation in our immediate area, an employee was injured while performing their work duties and they were off the clock. They weren't told by management to work off the clock, this employee decided to do it on their own. OWCP (Workman's Compensation) did not pay the claim due to the employee being injured off the clock and there was nothing the union could do about it. Eight hours work for eight hours pay. 10 for 10 or coming up this month 12 for 12. Be safe out there and it takes what it takes. Just make sure you communicate with your supervisors to let them know how much time you need. Last month we spoke about 3996's and filling them out completely. That is the responsibility of every letter carrier when you can't finish within eight hours.

Thank you!

It is never said enough. So...Thank you! We know that it was a crazy election year with all of the political mail but now we are already in the start of the Christmas season. We will all have long days and the cold weather is already here. Let's try to help each other out and know when someone might need a helping hand. That could be at work or just while out running errands on your day off. Please just try to have more patience with people. I know we haven't seen that at a national level with our politicians but maybe it can start with us.

CCAs: Do you ask questions when working on routes?

Both the union and management have been working together to get the new continued education CCA training program kicked off. It's always good to ask questions when you don't understand certain routes. We have agreed that the training will start the week of January 8th through the 11th, 2019. Thank you to everyone who provided input. We can always use more input as ideas come to your mind. Please let your local steward know.

Have you been required to bring in documentation?

There have been rumors going around that management has been crossing the lines of the Health Insurance Portability and Accountability Act (HIPAA) when they have required documentation on different occasions. Documentation isn't always warranted and if you have questions regarding this, please see your steward. The Colorado / Wyoming District has been requesting employees provide documentation that is followed in the ELM, Section 513. Employees should be certain the documentation shows that they are **"incapacitated for the performance of official duties"**. Having a statement on the documentation stating that you were seen by the physician won't be accepted by management as many of you have already seen. If any supervisor requests specific information from you regarding your medical condition, contact your steward immediately since these actions could be a violation of HIPAA.

Branch Meeting
December 6th, 2018 6:30pm
Hope to see you there!