



Tampa Letter Carrier

VOLUME 15, ISSUE 4

APRIL 2016

Around The Horn from The President's Desk

Brothers and Sisters, are all of you really sure what all the codes mean on your paychecks? Are you really sure what is actually being deducted from your paychecks? Just in case you have some doubts and questions, hopefully this article will be helpful and provide you with some clarity. With all the new CCAs in our workforce, it is important that all CCAs understand their paychecks, however, all employees should be paid for the work performed.

This article is a result of being contacted over the past several weeks with various payroll issues. With the ever changing supervisors and managers, many with no experience, you need to keep track of the hours you work. I was shorted pay very early in my career, as a PTF. While I was eventually paid through a payroll correction, from that point forward I kept a calendar and logged my hours **daily**. Over the years I found few paycheck issues; I found piece of mind.

Understanding what your paycheck says
It's important to understand

the information on your pay stub to assure that you're getting paid properly. Whether you get a paper check or payment by direct deposit, you receive a pay stub every period explaining what you've earned and any deductions from your pay. *Knowing what the codes on your pay stub mean and checking the information every time will assure that you get the pay and benefits you're entitled to*, NALC President Fredric V. Rolando said. *All carriers, new and experienced, should remember to check their pay stubs each pay period.* First, look under *Detail Earnings*—a list of the hours you worked and how you were paid for them. Under *WK*, you will see a '1' or '2' indicating the first or second week of the pay period you worked the hours, and the number of hours worked, pay rate for each type of hours, and total pay for each. Pay close attention to the 'TYP' column, which indicates the type of hours you earned. The standard type codes are:
W—standard hours;
O—overtime, for hours worked past eight a day,

paid at 1.5 times the regular rate; V—penalty overtime, for hours worked past 10 a day or 56 a week, paid at twice the regular rate; N—night shift differential, for hours worked between 6 PM and 6 AM; H—holiday pay; L—leave hours taken; and G—guaranteed time, for daily hours guaranteed by USPS but not worked. If you worked more than 40 hours a week, your pay stub will show you how many *FLSA* hours you worked. *FLSA* stands for Fair Labor Standards Act, a federal law that establishes requirements for items like overtime pay. It doesn't indicate additional hours you worked. Add up the pay for each category of hours worked and you have your gross pay, which is indicated under *Pay*. Of course, that's not the final number on your paycheck, since several items will be deducted first. Those items are shown under *Gross to Net*. They may



Tony Diaz
President
Branch 599

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Branch 599 Meeting

Thursday
April 7
7:30 PM

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Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor@nalc599.com and also to the Branch Office at nalc599@verizon.net no later than the 5th of each month in order for us to meet our time limits to the publisher.

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Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11		813.661.1636	
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Pedro Jiminez	813.242.4507	813.727.9280
Forest Hills	33612	Nick Cullaro	813.935.2954	813.541.8159
Forest Hills	33613	Ed Humphries	813.935.2954	813.787.3914
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Todd Soular	813.719.6793	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Aric Person	813.634.1403	813.545.7779
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Joe Bitz	813.873.7189	813.465.0004
TCA/Peninsula	33609	Troy Figueroa	813.873.7189	347.403.1644
TCA/West Tampa	33607		813.873.7189	
Temple Terrace	33617	Warren Sumlin	813.988.0152	813.486.7612
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679

Around The Horn from The President's Desk

(Continued from page 1)
include taxes withheld, any allotments you have chosen, transfers to a retirement account like the Thrift Savings Plan (TSP), charitable donations you have authorized through the Combined Federal Campaign (CFC) or automatic donations to the NALC's

Letter Carriers Political Fund (formerly COLCPE). At the bottom of the stub, *Net Pay* shows the amount you receive after these deductions. Under *Leave Status*, you will see how many annual or sick leave hours you earned for the current pay period and how many you have accumulated for

the year to date. If you have taken leave without pay, that will be indicated in this section. *Reading your pay stub is easy once you get familiar with it, Rolando said, and it's a good habit because you want to be sure the information is accurate.* —Postal Record

123		12-3456		IM Carrier		12345678		10 13		1234567890		
PAYLOC		FINANCE NO.		EMPLOYEE NAME		EMPLOYEE ID		PAY PERIOD		SERIAL NUMBER		
DETAIL EARNINGS							GROSS TO NET			LEAVE STATUS		
WK	RSC/LEV	RATE	CODE	TYP	HOURS	PAY	THIS PERIOD		YEAR-TO-DATE	ANNUAL LEAVE		
2	Q 01	15.00	84.4	W	4000	600.00	GROSS PAY	1402.50	4207.50	FROM PREV YR		
2	Q 01	15.00	84.4	O	300	67.50	FED TAXES	159.89	477.32	EARNED	THIS YR 1200	
1	Q 01	15.00	84.4	W	4000	600.00	ST TAXES	64.52	186.07	BAL.	1200	
1	Q 01	15.00	84.4	O	600	135.00	SOSEC	85.55	255.13	USED	YR	
							MEDICARE	14.59	42.69	THIS	PP	
							UN L	23.02	69.06	BALANCE	1200	
							INIXD			SICK LEAVE		
							ALOT			FROM PREV YR		
							ALOT			EARNED THIS YR		
							HT321	32.71	98.13	USED	YR	
										THIS	PP	
										BALANCE		
										LEAVE WITHOUT PAY		
										THIS PP		
										CUMULATIVE	126	
FLSA					8900	07						
							NET PAY		1054.53	NT BK		

EARNINGS STATEMENT
PS FOR 1123-B, JUNE 1985

Safety and your Health: Park Points

Our jobs are full of obstacles, hazards, and obstructions. The placement of your park points on your route should not just be located because they make sense. The placement of your park points on your route should also be located because they make safety sense. Park points are in place for park and loop routes, where you return to your vehicle to reload your satchel or push cart without moving your vehicle.

Did you know, on 17 occasions over the past 20 years, letter carriers have been the victims of serious accidents involving them being struck by vehicles while either entering/exiting their postal vehicles or standing at the rear of their vehicles, working the mail. Many of these serious accidents were preventable with different park points.

These 17 occasions have resulted in severe internal injuries, legs severed, crushed legs, broken femurs, years of recovery, other debilitating injuries, and death. Never take an oncoming car/driver for granted, you think they see you, they should see you, but do they really see you? Are they distracted? Are they texting? Are they rushing to an appointment? Are they having a bad day? Are they just not paying attention? Is the sun blinding them?

Most of the carriers involved, standing in the rear of their vehicle, working their mail, never saw or heard what hit them. Amazing if you think about it—no screech, no horn, just full impact. Are your park points located in a safe place? Is it in a busy traffic area? Can it be moved to a safer location?

Be proactive, request a review of your park points, notify your steward, a safety committee member, and make management aware. Safety stand-up talks on part points should be given as a reminder of the dangers. PS Form 1767 is available should you not get any satisfaction.

To avoid further senseless suffering, more attention must be given to the prevention of park point accidents. Do not take the attitude, it won't happen to me. Stay alert at all times, expect the unexpected.

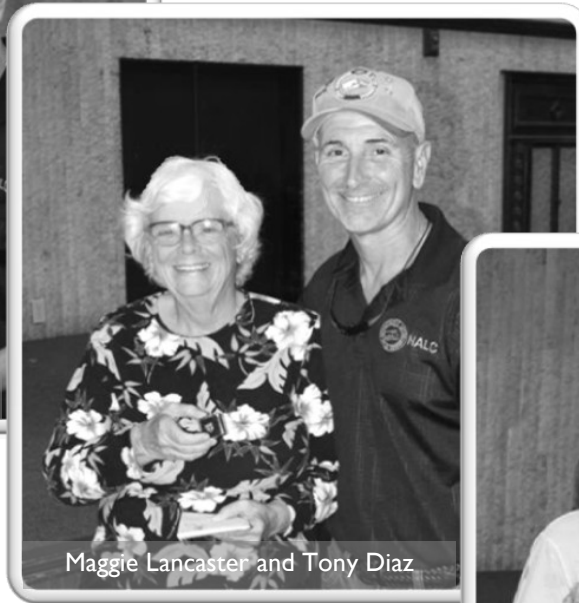
Quick Hits:
Information you should know
*) Congratulations to former Region 9 Administrative Assistant Paul Barner, he has been appointed by President Rolando to serve as Executive

(Continued on page 4)

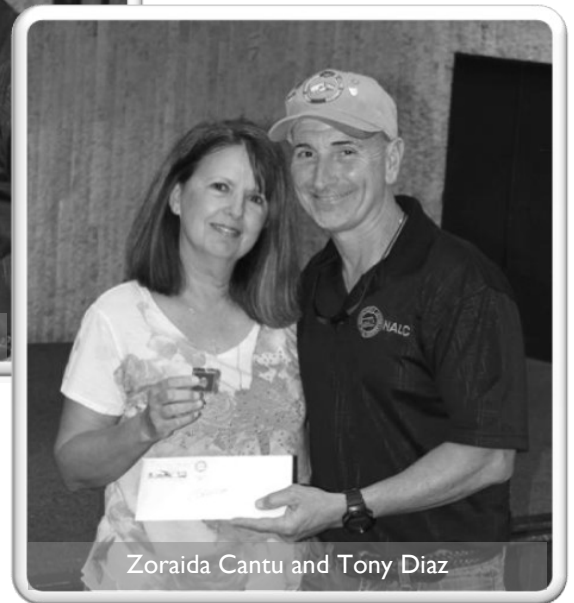
Winner, Lancaster, and Cantu Retired!



Ella Winner and Tony Diaz



Maggie Lancaster and Tony Diaz



Zoraida Cantu and Tony Diaz

Congratulations to **Ella Winner** [Forest Hills], **Maggie Lancaster** [Produce], and **Zoraida Cantu** [Hilldale] who received their retirement pins and gratuity from President Tony Diaz during our March Branch meeting.

Around The Horn from The President's Desk

(Continued from page 3)

Assistant to the president at NALC Headquarters. Paul has been to our hall several times on union business. He has a wealth of knowledge and was very helpful to Branch 599 and myself while serving in the Business Agent's Office.

*) Pro Master Vans have arrived—see separate article.

*) We have a new (A) OIC/Postmaster of Tampa, Richard Fermo, he is from West Palm Beach, he will be with us about 4 months while Chenise LeDoux is on detail at the Manasota plant.

*) Formal negotiations for a new National Agreement opened February 19, the April issue of the Postal Record will begin the updates—stay tuned.

*) Letter Carrier Political Fund (formerly COLCPE) is aimed to protect Letter Carrier interests. From assaults on collective-bargaining rights to cuts in pay and pensions to cutting Saturday service to privatizing the Postal Service, political activism by Letter Carriers is absolutely essential. Working to elect members of Congress who support NALC's priorities is the objective of our government affairs operation. Using voluntary

donations from NALC members (by law, only members may give), the Letter Carrier Political Fund helps pro-labor, pro-letter carrier candidates, regardless of political party, get elected so they can go to Washington to support and protect letter carrier jobs. The Political Fund identifies, often with input from local NALC members, candidates for office who support causes important to letter carriers.

—Postal Record

Look forward to talking to you again on the next *Around The Horn from the President's Desk*

The Birdseye View

Vote by Mail update

We have reached a plateau in the election process in the State of Florida that greatly reduces voter suppression due to the dedicated efforts by activists from the Florida State Association of Letter Carriers alongside members of the AFL-CIO working family lobby corps. For several years the effort to change *absentee ballot* to *vote by mail* has been a long arduous task. The Florida legislature has voted in both chambers by unanimous consent to pass the legislature to approve *vote by mail*. The Senate passed Senate Bill 112, on January 15, by 34-0 and the House Bill 361 passed 117-0 on February 24, by 117-0. Now the legislature is sent to the governor's desk for signing into law; once enacted the language change takes place on July 1, 2016. The importance of this legislation is the end of confusion over whether different counties could determine whether their voters could vote by mail or have to be absent to have that right to vote by mail.

Legislation

New legislation introduced at the national level could bring some badly needed bills that enhance the US Postal Service. One is bipartisan action to halt all plant closings and consolidations until the Postal Rate Commission certifies the USPS has met certain ser-

vice standards. Another bill introduced is something needed to enhance the violation of mail theft. This bill definitely penalizes criminal activity and enhances protection of postal employees by increasing the maximum penalty for mail theft from 5 years to 10 years.

Collective Bargaining

Most of you should already know that we have officially started formal negotiations for our next collective bargaining agreement. Or in most cases our collective bargaining disagreement which often proceeds to mediation and binding arbitration. We don't need to look too far to see that once we have a settlement from this long process, then we spend the entire time of the contract in dispute of the Joint Contract Administration Manual. Lots of cost and continued disagreement that never seems to end even after exhaustive negotiation and agreement. Maybe we could at least manage to agree to our Local Memorandum of Understanding and settle on the items which are contested from year to year and beyond every contract negotiation period. We will be considering the topics that we feel need to be addressed in our future LMOU better known as our Local Agreement. It would make a lot of sense for members to attend branch meetings especially when these issues affect you at

your job every day. The Branch is required to seek your approval for the items we negotiate for you or whether you

even desire us to open the local for negotiation or leave it the way it currently stands. The important fact is that every member should be present and exercise your vote on the issues that affect you in your daily life at work. Collectively we should be able to work for solutions which appeal to all of us. When we mold the ideas from all our members we are sure to bargain for all of you in good faith and what would be better than when it starts with *you and I* and becomes *we* for the best outcome of us all. If the support is united it is a greater front to withstand any abuse we might endure from our counterparts who also gain when we do.

See you at our place and let's work for what we all want, not just today, but for the future.

Fraternally Yours for Solidarity
and Unity,
Alan Peacock

Vice President NALC Branch 599
NALC Congressional District 14 Liaison



Alan Peacock

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Phil Harrell** [Palm River] at the passing of his mother, Frances, February 28; to **Eddie and David Berroth** [Carrollwood] at the passing of their mother, Shirley, March 1; and to **Kevin Hardy** [Interbay] at the passing of his mother, Amy, March 2.



Join together with tens of thousands of other letter carriers to make your voice heard! NALC will send you email alerts when it's time to act on issues affecting active and retired letter carriers and the future of the Postal Service. www.nalc.org

Salute to a Hero



Terrell Brown, a CCA from Town 'N Country Station was given a Hero's celebration on Thursday, March 3.

In November, Terrell helped save a gentleman's life, finding him in dire need of help and emergency medical attention. Terrell's immediate actions were vital to the man's survival.

President Tony Diaz was joined by the carriers and management at Town 'N Country; Terrell's family; District

Manager Eric Chavez; acting Officer in Charge Richard Fermo; acting Manager, Customer Service Operations, Dolores Seuwin; Channel 8 News; and Hao Ho, the gentleman whose life Terrell saved...to honor Terrell. He was presented a beautiful plaque from the Branch with the *Postal Record* article (January 2016) matted to it that read, *Salute to our Heroes*, to commemorate Terrell's life saving efforts.

He was also presented a framed letter from the (A) OIC and a framed letter presented by the district manager from Postmaster General Megan J. Brennan. Town 'N Country put on a spread of food that was spectacular...it was a big time event for a big time effort!

Thanks to all who helped make this a memorable event and celebration for Terrell and his family.

A Blunderful Blizzard of Boz

Casey on His Route

The outlook wasn't brilliant for Sulphur Springs that day.
The boss's boss insisted: *You've got to earn your pay.*
So you have to stay on budget; the numbers say you can.
You've got to hustle everyone, every single man.

But the parcel count was high, the same with certified.
And Express mail too, and Priority, she cried.
There's two 3rd-bundles, and a house-to-house was sent.
And the trays of DPS had slips that warned of some
unplanned event.

The forlorn supervisor hung her head in deep despair.
I can count on Laura and on Jason, else I've naught a prayer.
On whom else can I rely; my list is very stark.
Sam and Darrin really work, but they sometimes miss the mark.

Steady old John Gebo might give a genuine heroic try,
Unless of course, there's much more mail here, than ever
meets the eye.
Angel could be helpful, though restrictions interfere,
And Pauly needs instructions for each pivot far and near.

As the boss went case to case, trying to toe the line,
Each gift of undertime was matched by ardent pleas for
overtime.
I need a solid estimate to save our station's cred,
But next was worn-out Casey, who should have stayed in bed.

There was ease in Casey's manner as he stepped up to his case.
There was pride in Casey's bearing and a smile lit Casey's face.
And when responding to the boss, he gave his estimate,
Saying: *Despite the circumstances, I will be back in eight.*

Casey could not see his folly, as he loaded up the truck.
There was hardly room for all his mail, *but we can do this,*
given some good luck!
He followed every regulation and approached his starting spot,
With confidence he scanned the blasted MSP, but now he
knew that he really had to trot.

The day was long and hot; it ate up
Casey's strength.
Perhaps he underestimated the toll of
Route Five's length.
The sweat poured off Casey's brow;
he was about to tank.
His body wobbled, so some Gatorade
he drank.

Refreshed, renewed, rejuvenated, he resumed his fateful quest:
To pursue that looming deadline without taking rest.
But when the parcels were too many, large, or heavy,
He had to eat up time retracing steps, with his pokey LLV.

In an act of postal duty, Casey phoned the boss at two:
I still can do this, but any help from you?
The boss replied: *I have no help, you're on your own, it's on your
head.*
I'll do my best, great Casey said, with unanticipated dread.

At stake was costly discipline, Casey's reputation, and career.
So his sense of duty, and his pride, and his honor had to
reappear.
I'll have to give it all I've got; that, and even more.
I'll die of sheer exhaustion, but I'll reach that station door!

Casey ran the last two streets; his heart was beating fast.
He feared his aching muscles might not even last.
He made his last delivery, his lungs about to burst.
Eight minutes left to reach his station, for better or for worse.

Oh, somewhere in this favored land, the sun is shining bright.
The band is playing somewhere, and somewhere hearts
are light.
And somewhere postmen laugh, with their children
feeling fine.
But there is no joy in Sulphur Springs; Casey punched the
timeclock at ...seventeen-o-nine.

Carry On! -Casey (I mean -Boz)



Jim Boczarski
Retired Member
Branch 599

Writers, Cartoonists, Artists

All Members of Branch 599 can submit original works for possible publication in this newsletter.

It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier*
to the Editor via email at editor@nalc599.com

and also to the Branch Office at nalc599@verizon.net
no later than the 5th of each month.

ProMaster Vans have Arrived

New vans are arriving at stations throughout the Suncoast District. The vans are tall enough to stand in the cargo area, and there is a sliding side door.

Here is more information on the ProMaster Vans:

- The vans are 8 feet 5 inches high compared to the LLV's that are 7 feet 1 inch high.
- There is a camera for backing and the camera has a wider angle for more coverage.
- There are 2 rear doors, (huge) and a large sliding side door with a step up.
- You are able to stand in the back of the van and there are 2 big shelves on each side of the cargo area.
- There is ample space for large packages on the floor of the cargo area.
- The van doors can be locked with the push of a button on the key pad.

Anyone who operates the new ProMaster Van **must** complete training. **No exceptions!**



Congratulations! Million Mile Awards

Congratulations to the following 25 carriers who have reached a Million Miles of safe driving:

John Livingston, Tampa Carrier Annex
 Robert Sanchez, Carrollwood
 William Langgle, Interbay
 Diane Krug, Ybor
 Sam Darrigo, Sulphur Springs
 Laurie Lamb, Ybor
 John Derosa, Produce
 James Willis, Interbay
 Mary Labadie, Interbay
 William Weimer, Interbay
 James Harrison, Forest Hills
 David Hysell, Forest Hills
 Annette Robinson, Forest Hills
 Thomas Borderieux, Town 'N Country
 Rhonda Nelson, Temple Terrace
 Thomas Gulino, Carrollwood

Dennis Lorenzo Jr., Carrollwood
 Mary Jo Martin, Carrollwood
 Barbara Sanchez, Tampa Carrier Annex
 Edward Berroth Jr., Carrollwood
 Sophie Bezdek, Carrollwood
 Michael Youngblood, Palm River Carrier Annex
 Mickey Burney, Palm River Carrier Annex
 Patricia Cobb, Palm River Carrier Annex
 Bruce Riffel, Hilldale

There will be a Million Mile Award Ceremony; it will be held on March 18 at 9 aM, at Ybor City Station. The Million Milers were welcome to invite their families to share this wonderful event with. Media outlets were also welcome to the event. This is a great accomplishment!

The 25 Million Mile recipients this year are more than double the 12 Million Mile recipients in 2015. A group picture will be available in next month's Newsletter, due to Newsletter deadline dates.

CPR Class

Sign up now for CPR Class #2

Date: May 18, 2016

Time: 7 PM

Location: Letter Carriers Hall, 3003 W. Cypress Street, Tampa FL 33609

New Price: \$15 per person; \$10 to recertify

Invitees: Carriers, family, friends

Instructor: Certified qualified Instructor

Certification: Certificate for Successful Completion valid for 2 years

Registration: Contact your union steward or call our Branch office, 813.875.0599

Final day to register: May 16, 2016

This is a cause that is near and dear to me.

The information learned during this class could save someone's life...it saved mine!

Tony Diaz



PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
 WE'LL DELIVER IT TO A LOCAL FOOD BANK.

NATIONAL PARTNERS



Shop Stewards will Meet

Tuesday 7 PM

April 5
May 3

Branch 599 Meeting

Thursday 7:30 PM

April 7
May 5

Executive Board Meets

Thursday 6:30 PM

April 7
May 5

Sunday Work Party

at our Hall 9-11 AM

April 10

Retirees Breakfasts

Monday April 4 9 AM

Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday April 12 8 AM

Bob Evans Restaurant
SR-60 & Falkenburg Road, Brandon

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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- Higher Investment Yields
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