

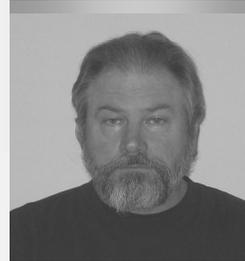


Tampa Letter Carrier

From the Desk of the President

Hot Hot Hot!

We have entered that period of the year in Florida where it feels like someone turned on the heat and adjusted the thermostat up high and forgot about it. Temperatures will be hot, hotter, and hotter still as the summer wears on and it is important that all carriers understand how to safely work in the heat so as not to jeopardize their health and well-being. Management should have already started providing information on this during daily safety talks at all stations, but don't just assume that is all the information available. I suggest that all carriers do some research on heat related illness to ensure you get all the important information on the indications of heat related illnesses as well as what actions to take if you begin to exhibit signs of any heat related illness. The National Agreement allows for *reasonable and necessary comfort stops* during the delivery portion of the workday, don't be afraid to utilize this if it is needed. Do not put yourself in harm's way; be safe when performing your duties.



Brian Obst
President
Branch 599

New Hires' Training

I direct this particular portion of my article to new hires. When you start work at the Postal Service you are to be trained in the following manner:

- You will get a Shadow Day where you will watch and follow a carrier for the entire workday so you will have an idea of what the job entails on a daily basis prior to attending any further training. This is intended to remove any misconceptions many have about the job and to weed out those who don't feel they can or don't wish to do the work the job entails.
- Following this, the new hire will attend Carrier Academy where you will be trained in all aspects of the performance of the carrier position.
- Following Carrier Academy, you will attend Driver Training (which is required before you can drive government vehicles) on the different vehicles you might be required to drive while working as a carrier.
- Upon completion of these training classes, you will be assigned to a station where you will report for work. Once you report to work you will be required to complete three days of OJT (On-the-Job Training).
 - During this training you will spend the first day watching and being given instruction on the different job duties you have as a carrier. You are to observe, listen and ask questions; you do not touch the mail on day one.
 - On day two, you will assist the trainer in performing duties on-the-job and you will be evaluated on how well you are adapting to the job functions you are learning.
 - On day three, you will perform all the duties of casing, carrying, and delivering the mail and the trainer will watch, correct, and evaluate your performance to determine if any additional training time is needed.

(Continued on page 3)

Branch 599

servicing

Brandon

Plant City

Sun City

Tampa

Branch 599 Meeting

Tuesday

July 11

7:30 PM

*Until further notice, all
meetings will be held
at*

The American Legion
Post 111
6918 N Florida Avenue
Tampa 33604

Note
Change of Location

Branch 599 Office

315 W Busch Boulevard, Suite C
Tampa FL 33612

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Fax 813.870.0599

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Tampa Letter Carrier

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Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches Chief Steward, Mike Smith				
Brandon	33510/11	David Rivadeneira	813.661.1636	813.326.0717
Brandon	33510/11	Osceola Williams Sr.	813.661.1636	813.403.9525
Carrollwood	33618	Tina Bausch	813.961.2963	210.445.1369
Commerce	33602	Cynthia Williams	813.247.2416	813.892.2282
Forest Hills	33612	J.R. Sanchez	813.247.2416	813.778.4373
Forest Hills Annex	33613		813.935.2954	773.849.6229
Hilldale	33614		813.935.2954	
Hilldale Annex	33634		813.879.4309	
Interbay/Port Tampa	33611/16	Mike Dennis	813.879.4309	813.879.4309
Interbay/Peninsula	33629	Marie Brown	813.831.2034	813.361.9103
Palm River Annex	33619	Dianna Todd	813.831.2034	727.331.9907
Plant City	33564	Todd Soulor	813.663.0048	813.505.5647
Produce	33610	Matt Rodkey	813.754.3590	508.615.6517
Ruskin/Sun City Ctr	33570	Bert Fristad	813.237.4084	813.562.8744
Seminole Heights	33603	Matt Fernandez	813.634.1642	813.541.8514
Sulphur Springs	33604	J.D. Lewers	813.237.4569	786.247.4185
TCA/Hyde Park	33606	Josh Villa	813.237.4569	813.528.5519
TCA/Peninsula	33609	Rigo Molina	813.873.7189	203.278.6485
TCA/West Tampa	33607		813.873.7189	813.455.4186
Temple Terrace	33617		813.873.7189	
Temple Terrace	33617		813.988.0152	
Town & Country	33615/35	Vic Figueroa	813.884.0973	845.380.6386
Ybor City	33605	Maurice Rice	813.247.2416	813.334.3189

From the Desk of the President

(Continued from page 1)

▪ If all goes well, you will be released to begin working on your own after this.

Understand, you will never know it all; always ask questions if you are not sure, this will keep you out of trouble. If this is not the training that you received, please let your steward know and we will look into whether you were properly trained and if you need additional training.

New hires should always be issued a satchel and dog spray on day one of training (OJT), as it is a requirement that all carriers carry a satchel when delivering on the street outside of their vehicle. If you have not received one, ask your steward for assistance in obtaining one and ensure you bring it with you to work daily.

Workers' Compensation Review

Workers' Compensation issues are rising again, so I will repeat this: When you suffer an injury on-the-job, you must report the injury right away, even if you don't think it will be an issue. Example: If you get stung by a bee you usually don't have an issue, but you are still required to report it to your supervisor to document. The reason for this is the next time you get stung, you might have an adverse reaction and need medical treatment; failure to report the injury can cause issues with any claim you might have to file. The normal paperwork for filing a Workers' Compensation claim is now online through ECOMP.dol.gov. Remember the formula CA1+CA16=CA17, this means you fill out the CA1 report of the incident and management provides you with a CA16 for the doctor so they will pay him, and

he will fill out the CA17 if you are restricted in any way from performing all of your duties. Do not wait, as you only have a short period of time to seek medical assistance for any injuries arising from an on-the-job incident. Don't let management tell you *I'll take care of it*; do what is required so you get coverage if that is what is required; delays only cause problems in dealing with Workers' Compensation and OWCP.

I went to the woods because I wished to live deliberately, to front only the essential facts of life, and see if I could not learn what it had to teach, and not, when I came to die, discover that I had not lived. —Henry David Thoreau

Until next month, I leave you as always.....**Knowledge is the Key!**

Brian Obst, President

From the Treasurer's Desk – 6th Edition

Brothers and Sisters,
As many of you prepare for retirement, it is important to find ways to keep yourselves busy. Many of you pick up part-time jobs to fill your time or volunteer at your church or a favorite charity. Some retire to care for an elderly parent. If you find yourself wondering how to fill your *retirement time*, how about a hobby? By definition, a hobby is usually defined as any enjoyable leisure activity that we engage in voluntarily and consistently when we are free from the demands of work or other responsibilities.

Here are a few strategies you can use to find a hobby you truly love: Make something you already enjoy into a hobby, reclaim a childhood interest, or start trying things, and see what sticks. Here are some examples of a hobby: playing chess, reading books, writing, cooking, baking, traveling to places you did not have the opportunity to

before, playing an instrument, listening to music, walking, running, bike riding, exercising, fishing, bingo, bowling, golfing, pickle ball, catching up on movies, painting/drawing, photography, dancing, or maybe woodwork. You get the picture, and see the possibilities are endless. Remember, the letter carrier job is physically demanding, do not allow yourself to go without staying active, whatever hobby you choose.

Quick Hits:

Information you should know Contract Negotiations

NALC and the Postal Service have agreed to continue negotiations on a new collective bargaining agreement. The current agreement, which was set to expire at 12 o'clock on the evening of Saturday, May 20, 2023, will remain in full force until a new negotiated or arbitrated agreement takes effect.

A mandatory 60-day mediation period will follow, as required by statute. NALC will continue to work toward reaching a negotiated agreement with the Postal Service during this 60-day period. Issues that remain in dispute after the mediation period would be addressed through an interest arbitration process, which would result in a final and binding decision on the contents of a new national agreement. The parties will select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator.

Look forward to talking to you again on the next *Around The Horn*



Tony Diaz
Treasurer
President Emeritus
Branch 599
Nalcrest Trustee

Calendar

Meetings are subject to change due to any upsurges of COVID.

**Until further notice,
Branch Meetings
will be held at
American Legion
Post 111
6918 N Florida Avenue
Tampa 33604**

Note Meeting Changes:

**Shop Stewards
Monday
July 10 7:00 PM
315 W Busch Blvd, Suite C**

**Executive Board
Thursday
July 6 6:30 PM
315 W Busch Blvd, Suite C**

**Branch 599
Tuesday
July 11 7:30 PM
American Legion
Post 111
6918 N Florida Avenue
Tampa 33604**

**Retirees' Breakfasts
Tampa
Monday
July 10 9:00 AM
Mama's Kitchen
9312 N Florida Avenue 33612**

**Temple Terrace
Tuesday
July 11 10:00 AM
Bob Evans Restaurant
off Fletcher near I-75
12272 Morris Bridge Road**

The Maintenance Guy

Since moving into our new building, we have begun the process of making it our own. Last month we had the overflow valves replaced and are waiting for them to be inspected. We have gotten quotes on signage and for a flagpole. I have replaced all sprinkler heads and made adjustments to all sprinkler zones, which are now in working order.

The plans have been finalized and sent to the permitting office. According to the engineering firm, this process usually takes 4-6 weeks. Once the plans have been approved, construction can finally start. Although our building does not have the space of the old building, we believe we have come up with plans that will suit our needs. The building is a lot newer and more modern. We would like to invite each member to stop by and check out our

new place. Then in a few months come and check out the changes that have been made.

Like I have said many times, this is a long, slow, drawn-out process. It is not something that can be rushed, but we feel that when everything is finally done it will be worth it. This is *our building* and will be for many years to come. When the job is completed, it will be something that we can all be proud of. Within the next few months, I will be reporting on the progress that we are making.

Until next Time,
Alan



Alan Robinson
Financial Secretary
Building Manager
Branch 599

Mail Call

Brothers and Sisters, summer is upon us. If you haven't already done so, it is time to increase your daily water intake to avoid Heat Exhaustion and Heat Stroke.

Heat Exhaustion is the body's response to an excessive loss of water and salt, usually through excessive sweating. Heat Exhaustion is most likely to affect: the elderly. People with high blood pressure. Those working in a hot environment.

Heat Stroke is the most serious heat-related illness. It occurs when the body can no longer control its temperature: the body's temperature rises rapidly, the sweating mechanism fails, and the body is unable to cool down. When heat stroke occurs, the body temperature can rise to 106°F or higher within 10 to 15 minutes.

Fortunately, heat exhaustion is preventable, but without prompt treatment, heat exhaustion can lead to heatstroke, a life-threatening condition.

Please note that your LLV will maintain an

internal temperature of about 20 degrees higher than the external temperature.

It is important to hydrate the night before your shift and to take breaks under a shaded area to hydrate as much as possible during the workday.

But Sarge this won't happen to me.

We have had heat exhaustion cases in our area in previous years. In Brandon heat exhaustion contributed to a carrier aggravating an undiagnosed condition and losing control of his LLV. Thankfully no one was hurt during the incident, and he currently is healthy and has been delivering for some time now. So be mindful of the heat and its effects on you. Please drink your water, take your breaks, and get home safely without incidents.

Sarge



Luis Cruz
Sergeant-at-Arms
Branch 599

From the Vice President's Desk

The assignment of a Carrier Technician (T-6) is different from that of a regular City Carrier. T-6s are assigned to five routes which represent a string of regular routes. As a higher-level assignment, the T-6 is required to maintain the assigned route(s) of the string, i.e., edit book, box maintenance, etc. The scheduling of the regular routes is addressed by the provisions contained in the National Agreement.

Recently there have been occasions when T-6s are voluntarily moved from the regular strings route rotation or are directed by management to carry another route on or off the string. This is a violation of the National Agreement and Local Memorandum of Understanding (LMOU). An explanation is needed in this instance.

Article 41.1.C.4 of the National Agreement reads:

Carrier Technician Assignments.

The five routes on a Carrier Technician's string or group which constitute a full-time duty assignment are normally carried in the posted sequence. In the absence of any LMOU provisions or binding past practice concerning this issue (Article 5), management has discretion to move a Carrier Technician off the assignment he or she is working in the regular rotation to another route on the Carrier Technician's string. If a Carrier Technician is moved to another route on the string, that route becomes the carrier's assignment on that day for the purposes of Article 41.1.C.4 and the application of the overtime provisions of Article 8.5.

If a Carrier Technician is moved to another route on the string with a different starting time, he/she still retains and is still entitled to be paid for the hours of his/her regular schedule. However, if appropriate advance notice of a schedule change is given, the carrier receives out-of-schedule pay instead. (See the explanation of out-of-schedule pay under Article 8.4.)

Management may not move the Carrier Technician off the string entirely, unless the LMOU so provides or "unanticipated circumstances" arise. It is not an "unanticipated circumstance" when the regular carrier, whose route the Carrier Technician is working, comes in and works his or her non-scheduled day.

The LMOU reads:

Displacement from Assignment – Article 41

A T-6, if displaced from his/her assignment by a regular carrier working on his/her nonscheduled day, shall displace a City Carrier Assistant, PTF, reserve regular or unassigned regular in that order filling a vacancy on one of his/her five routes. If there are no vacancies, he/she will displace the junior carrier holding an opt on his/her string. A T-6 will displace the junior employee at his/her assigned station not holding a permanent bid assignment if all five of his/her routes are covered by the regular carriers.

In the case of a reserve or unassigned regular competing with the City Carrier Assistant or PTF for available work assignments in the reserve or unassigned regular's permanent bid station, the junior City Carrier Assistant or PTF holding a temporary bid assignment shall be displaced when it is necessary to send a letter carrier to another unit.

Moving a T-6 off the assigned route results in unwanted future problems for the T-6 and the regular carrier. When a regular carrier is exercising their scheduled day off, they are expecting the assigned T-6 to carry their route for that day. Returning the next day to a pile of review mail on their case is basically a slap in the face of the regular. They now must take extra time to review and clear the case. If the T-6 had carried the route, the extra time would not be lost.

As we are aware, T-6s are their own worst enemy. Management will come and ask if they want to carry another

route in the string and they will gladly change routes because they don't want to carry the assigned route on that day. This is not right and is a violation of the National Agreement and LMOU. The assigned route for the day is their assignment.

Management may/will ask a T-6 to carry another route on the string even though they know it is a violation. Remember, management's only objective is to get the mail delivered at whatever cost. T-6s agree to the change of route for various reasons, but fail to think of the regular who is depending on them to carry their route while off. Management may be aware of the violation, but again, the objective is to get the mail delivered.

So, when can a T-6 contractually be moved from their assigned route?

1. When displaced by the regular on the assigned string.
2. When all five routes on their string are covered by regular carriers.
3. When working their SDO and no vacancies or opts are available on their string, they will be assigned to other carrier work (see LMOU – Displacement from Assignment).

Stewards should be fully aware of the movement of T-6s in their station. Don't be coached by management to assist in a violation. Provide the T-6 or management with the correct guidance when there is a want to move the T-6 off their assigned route. The main goal here is to always prevent violations by addressing the wrong before it happens.

To get there, we must work together!

Mike Smith, Vice President



Mike Smith
Vice President
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to

John Rickerson [retiree] at the passing of his wife, Elaine, May 24; and to **Lee Garner** [retiree] at the passing of his wife, Yvonne.

Well wishes

and prayers are extended to **Danilsa Ortiz-Ramos** [Hilldale] as she recovers from injuries sustained in an on-the-job vehicle accident; and to **Lori McMillion's** [retiree, Trustee] partner, Larry Carpenter as he recovers from surgery.

Employee Assistance Program

info is at nalc.org

Choose Workplace Issues, hover over Safety & Health, and choose Employee Assistance Program.

It's confidential for you and your loved ones.

Just for the Health of It

If you are still an active letter carrier at age 64 or older as of January 1, 2025, you will not be required to enroll in Medicare Part B to continue your enrollment in the Postal Service Health Benefit upon retirement. Once you retire, you will be entitled to Medicare Part A when you turn 65, and you will also have the option to enroll in Medicare Part B during a special enrollment period. If you are the primary subscriber, then your covered family members will also not be required to enroll in Medicare Part B.

Active letter carriers *under* the age of 64 as of January 1, 2025 who wish to continue PSHB insurance coverage into retirement will be required to enroll in Medicare Part B after retirement and will also be entitled to Medicare Part A. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B when they become entitled to Medicare Part A.

If you are *under* 64 and you retire on or

after January 1, 2025, you will be required to enroll in Medicare Part B when you retire and become entitled to Medicare Part A, to remain enrolled in the PSHB.

There are exceptions to the requirement that annuitants enroll in Medicare Part B.

1. You live outside of the United States and its territories.
2. You are enrolled in health care through Veterans Affairs.
3. You are enrolled in health care through Indian Health Services.

Just like before, spousal and family member benefits under PSHB is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, then any Medicare eligible dependent family members will also be required to enroll.

Detlev



Detlev Aeppel
Health Benefit Rep.
Branch 599

Retired...but not Tired

I came across an old Branch newsletter dated February 1987. It took me back to a time when the late John Bailey was Branch 599 President. It is hard to believe that was 36 years ago. John Bailey was a dear friend of mine; we carried mail together at Sulphur Springs Post Office.

John was our Branch's originator of the phrase, *Defender of the Underdog*. Some of us old-timers still use that phrase today, it stuck with us. As stewards, that's what we are/were in the position to do, defend and represent the member that may be the underdog against management. But things have really changed since then, the Branch had 951 members, of those, 232 were retirees. The attendance for that February 1987 Branch meeting was 113 and of those attendees, 33 were retirees. We were easily averaging well over 100 members for the Branch meetings during that time.

Today's Branch meeting attendance totals, to include active and retirees, are less than those 33 retirees. I ask myself why? Is it apathy? Are members just too busy? Do members not care about union business? Do members not understand the importance of knowing about their jobs? Do members just rely on our union leaders to protect them and handle their business?

Over the years, I have seen a lack of interest in participation, not only at our Branch meetings, but at our events and functions, too. We used the Branch meetings and functions to catch up with



John Gebo
Director of Retirees
Branch 599

(Continued on page 7)

Matt Speaks: The Battle of Gettysburg

The Anniversary **160 YEARS AGO...**

On June 3, 1863, Robert E. Lee, General of the Army of Northern Virginia, with a force of 70,000 men began an ambitious invasion of the North. This will be the second time he did this. Having once already done it almost a year ago with his Maryland Campaign which ended with the Battle of Antietam; to this day the bloodiest single-day battle in American military history.

By this third year of the Civil War, hundreds of thousands were dead or wounded with much more blood to be spilled in the coming years. With the accompanying smoke and fire, Lee believed that by transferring the theater of conflict to the north, he can increase the pressure on Washington D.C. to end the war on southern terms i.e., Independence. The nation would split in two. Lee was playing politics and with approval from Richmond VA (with Postmaster-General John Reagan of the Confederate States dissenting) mustered up his ever more emboldened army to invade and achieve a long-eluded goal: The annihilation of the Army of the Potomac which had been his army's principal foe in the

Retired...but not Tired

(Continued from page 6)

members we knew, but did not work at the same office. We wanted to know what was going on in the different offices. We shared info, like which supervisors and managers you needed to be aware of.

Today, there are still several of our Branch 599 officers, including this writer, who were active in 1987. Names like Tony Diaz, Detlev Aeppel, and Alan Peacock. We began as stewards, became involved in union activities, and eventually became Branch officers. We followed the path of our union broth-

Eastern theater.

The new commander of the Union Army of the Potomac was George Meade who was only appointed a few days before the fateful encounter at Gettysburg, having replaced Joseph Hooker. However, unlike Hooker and his predecessors who were *offered* the position, Meade was *ordered* to take command of the army.

Federal Calvary was sent by Hooker to investigate rumors that Lee's forces were on the march northward. Following the Battle of Brandy Station, he received conclusive proof that this was indeed what was happening.

Lee crossed the Potomac on June 15. On June 28, Lt. General Richard Ewell's 2nd Corp of the Army of Northern Virginia reached the Susquehanna River just across Harrisburg PA. A civilian spy employed by Lt. General James Longstreet of the 1st Corp informed the Confederates that Union forces were close and heading northward to Harrisburg where they outnumbered Ewells forces. Lee quickly ordered the 2nd Corp back to the bulk of the army southward near a town called Gettysburg.

ers and sisters before us. Retirees have always been an important part of the Branch 599 leadership.

If you happen to remember being in attendance in February of 1987, or attended Branch meetings back in the day, I would like to hear from you. For your information, the balance in our bank account at that time was \$11,466.88.

So, as Roy Rogers and Dale Evans said, *Happy Trails to you until we meet again.*

John



Matt Fernandez
Recording Secretary
Branch 599

At around the same time, Major General Henry Heth, ordered his men into Gettysburg to commandeer supplies.

Particularly, a large abundance of shoes was said to be held at a warehouse. Meanwhile Brigadier General John Buford of the Union army was also entering the town. Having seen a possibly large Confederate force heading his direction, he quickly moved his calvary and seized what would be a great advantage for the North in the ominously approaching battle: the high ground.

On July 1, 1863, the Battle of Gettysburg began. Confederate forces had hoped not for a general engagement yet while the army was still gathering in Gettysburg, but realized quickly the town was becoming the site of one. In the passing hours, thousands of Union troops arrived. Along with thousands more Confederates from Richard Ewells 2nd Corp. The first day's battle ended with the south pushing union forces out of the town, but by choosing not to press forward in seizing the coveted high ground, it was not a decisive victory.

In total according to the American Battlefield Trust, 165,620 Union and Confederate forces would be engaged in the following two days.

Longstreet tried to convince Lee to redeploy to a more favorable position. Gettysburg being of little value and the Union holding the high ground, Longstreet suggested that they pull back and get in between Washington and the Union army, but Lee refused. *The enemy is there*, Lee told him pointing across at the field of battle at present.

(Continued on page 8)

Matt Speaks: The Battle of Gettysburg

(Continued from page 7)

I will whip them here or they will whip me.

On the second day, July 2, 1863, former congressman now Corp Commander, Major General Daniel Sickles, defying orders to maintain his position, moved the Union's 3rd Corp three quarters of a mile for what he believed to be better ground not knowing however that by doing this, he was directly in the path of a reluctant Longstreet's planned offensive. At 4 PM, Longstreet attacked a surprised Sickles. Tens of thousands were engaged in some of the bloodiest hours of the fighting thus far. With Richard Ewell engaging the Union in battle towards the north and Longstreet south of Gettysburg, General George Meade along with Major General Winfield Scott Hancock the *thunderbolt* of the Army of the Potomac as well as many other officers reinforced Union positions and saved what was left of the 3rd Corp.

It was during this second day that some of the most valiant fighting in a life and death struggle took place for ultimate victory. The stuff of legends. The second day's battle was over. The next day was Pickett's Charge and the end of Lee's Invasion.

That night *Lee knelt and began to pray*, wrote Michael Sharra in his novel *The Killer Angels: His engineer's mind went on thinking while he prayed. He could find no flaw: we will go up the center and split them in two, on the defense no longer, attacking at last...end with honor.*

George Meade correctly predicted Lee's next offensive and ordered the Union to concentrate on the center of the battlefield. George Pickett, a Major-General under James Longstreet and eager for glory, was to lead a charge of confederate forces following a mass artillery barrage that was to make the center even more supposedly weaker.

On July 3, 1863, at 3 PM and with 13,000 men, the charge began with a slow march. *Don't forget!* Pickett said to his men, *Don't forget you are from old Virginia!*

As Pickett's forces began what hoped to be the last decisive stroke, not just of the battle, but very possibly of the war itself, it was evident that the large artillery barrage was not as successful as was anticipated and large numbers of Union fighters were ready to meet them with cannons and thousands of muskets head on. First, dozens of Confederates, then hundreds, and finally thousands, were greeted with massive destruction and terrible slaughter. *Fredericksburg! Fredericksburg!* Union soldiers shouted, reminding their comrades what the Confederates had done to them last year when it was the *Union* charging a hill.

My boys, George Pickett would write many years later, *my boys were so full and confident of victory as I led them forth! Over on Cemetery Ridge, the federals beheld a scene which has never previously been enacted, an army forming in line of battle in full view, under their very eyes charging across a space nearly a mile in length, pride, and glory soon to be crushed by an overwhelming heartbreak.*

William Faulkner would write of Pickett's charge in his novel, *Intruder in the Dust, It's all now you see. Yesterday won't be over until tomorrow and tomorrow began ten thousand years ago.*

That day, Longstreet would write many years later, *was the saddest day of my life.*

The failure of this hoped for decisive stroke, proved too much. The battle was over. And with it, Lee's invasion. *It's all my fault*, Lee said as Confederate soldiers fled back to safer lines.

By the end of the Battle of Gettysburg, according to the American Battlefield Trust, there were 51,112 casualties. Almost the total war-dead for U.S. forces in The Vietnam War more than a hundred years later. It would be a further two years for the Civil Wars' conclusion, but Gettysburg proved to be the war's turning point. Along with the Siege of Vicksburg which concluded the following day, the fourth of July, with another Union victory.

Matt

STAY SAFE
WHILE
ENJOYING
YOUR HOLIDAY!

HAPPY
FOURTH OF JULY



Let's Talk about Proper Footwear

Letter carriers walk over all kinds of different surfaces in all kinds of different conditions every day from burning pavement on a swelteringly hot day to torrential rain-flooded walkways trying to finish our duties for the day to go home. Footwear is a topic that no one ever wants to talk about, but it is more important than we realize. Letter carriers need to understand the importance of proper footwear as it applies to our job. When on the route anything can happen and one of the first things that are looked at when investigating an accident besides *did we actually have one*, is proper footwear. Let's address some of the reasons why carriers sometimes don't want to wear proper footwear, then what the Postal Employees Safety Guide says on the matter, and finally let's discuss why it is important.

Some of the reasons that I come across are:

- They are uncomfortable.*
- They are poorly made.*
- They are expensive.*

This one is my favorite:

- They make my feet sweat.*

I understand these concerns because they all add up when it comes to the total cost of having to deal with them every day. Now let's address what the

Postal Employees Guide to Safety or otherwise known as the EL-814 says: *Wear appropriate work shoes, whether you walk many miles on a route or handle mail in the workroom. Wear shoes that are fully enclosed at the heels, toes, and sides, made of leather or a substantial synthetic material (canvas or nylon is not acceptable). The approved footwear for uniform program employees must have the SR/USA label. See ELM 939 for exceptions.* The EL-814 goes further on criteria of Proper Footwear:

To eliminate slips, trips, and falls, do not wear the following types of shoes on the work room floor:

- *Heels more than 1½ inches and soles more than ½ inch in height.*
- *Spiked heels, regardless of height.*
- *Open shoes (including open sides, toes, or heels) such as thongs, sandals, mules, house slippers, clogs, wedgies, etc.*
- *Heels with steel taps.*
- *Shoes with cloth, nylon, or mesh-woven tops, such as tennis shoes, athletic or jogging shoes (except those with leather or leatherlike uppers), moccasins, etc.*
- *Shoes no longer adequate because of disrepair.*

Now let's talk about the possible total cost of not wearing proper footwear.



J.D. Lewers
Labor Management Rep.
Branch 599
NALC Safety Task Force
Representative

- Possibly being sent home for the day because of non-adherence to proper footwear policies.
- Potential for loss of wages and or benefits from the day of work or from a case being thrown out for not wearing proper footwear.
- Possibility of an injury being worse than it could have been if proper footwear policy had been adhered to.

Just one of these three reasons can cost more than any of the reasons why we don't want to wear proper footwear. The best thing to do is to mitigate some of the items that can cause us letter carriers not to want to wear them. I use insoles inside my footwear to help with comfortability. *Poorly made and expensive...* well that is the reason why we are given a uniform allowance; and *sweaty feet...* maybe a foot powder might work. Just remember what's most important at the end of the day, which will make all the gripes and concerns fade away.

J.D.



Food Drive Report

Greetings to all this fine day, I hope this finds you well. I want to report to you that the Annual Stamp out Hunger Food

Drive was a rousing success and shows us that we are well on the way to a complete recovery after the lengthy Covid-19 times.

This year, I am happy to report, we collected a grand total of 1,335,975 pounds of food in the greater Tampa area, including Brandon, Sun City, and Plant City. This is slightly more than double our collection efforts from last year and will assist the many local food banks in providing for those who are in need, especially those children who are out of

school and no longer receiving those reduced cost or free meals at school. We know that the summer is a time of lower donations to food banks, but the need is even greater in the summer and our collection will help bridge the gap until the holiday season donations start to come in.

I congratulate all who participated in the annual drive and remind you to send thanks to your customers who have provided this food to help our community. Next year let's see if we can do even better.

Brian Obst, President

Proposed Bylaw Changes

Article I Name and Object

Currently reads: Section 1 – The Branch shall be known as A. R. “Tony” Huerta Branch No. 599, Tampa, Florida of the National Association of Letter Carriers of the United States of America.

Proposed to read: Section 1 – The Branch shall be known as National Association of Letter Carriers 599 Tampa Florida Inc, a Florida corporation.

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Article III Meetings

Currently reads: Section 7 – All officers of A. R. “Tony” Huerta Branch 599, AFL-CIO, will no longer receive compensatory pay or cash outlays of moneys for attending monthly meetings.

Proposed to read: Section 7 – All officers of National Association of Letter Carriers 599 Tampa Florida Inc will no longer receive compensatory pay or cash outlays of money for attending monthly meetings.

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Article V Elections

Currently reads: Section 16 – The Branch will pay all registration fees for qualified paid delegates as determined in Sections 1 and 2 above.

Proposed to read: Section 16 – The Branch will pay all registration fees for qualified delegates as determined in Sections 14 and 15 above.

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Article VI Duties of Officers Duties of the President

Currently reads: Section 1(B) – He/She shall, together with the treasurer, sign and file with the Secretary of Labor on behalf of (C) the Branch, an annual Finance Report if required by public law. The filing of such reports will be required unless the Branch has received express notification from the National Association that it is exempt from such requirement. He/She shall by virtue of his/her office is the Chief Steward of the Branch and he/she may delegate such authority to other members.

Proposed to read: Section 1(B) – He/She shall, together with the Treasurer, sign, and file with the Secretary of Labor on behalf of the Branch, an annual Finance Report if required by public law. The filing of such reports will be required unless the Branch has received express notification from the National Association that it is exempt from such requirement. He/She shall by virtue of his/her office is the Chief Steward of the Branch and he/she may delegate such authority to other members.

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Article VI Duties of Officers Duties of the President

Currently reads: Section 1(E) – The President of Branch 599, N.A.L.C., shall be allocated a total of \$200.00 per month in a business account to be replenished upon his/her submitting receipts pertaining to official Union business.

Proposed to read: Section 1(E) – The President shall be allocated a total of \$200.00 per month in a business account to be replenished upon his/her submitting receipts pertaining to official Union business.

Proposed Bylaw Changes

Article VI Duties of Officers Duties of the President

Currently reads: Section 1(D) – The President of AR “Tony” Huerta, Branch 599, N.A.L.C., shall serve on a full-time basis and shall receive a yearly salary equivalent to the top letter carrier pay Step plus an additional 10%. He/She shall receive all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement if he/she is a CSRS employee or his/her Federal Employees Retirement if he/she is a FERS employee. If he/she is a FERS employee and he/she makes contributions to the Thrift Savings Plan, the Branch shall match up to 5% of his/her contributions, not to exceed the percentage he/she has consistently and continuously contributed in the past three years as a TSP participant prior to his/her initial election to office. If re-elected to subsequent terms, the President may then elect to increase his/her percentage at that time, to the maximum of 5% to the TSP. Due to the nature of the position, President of NALC Branch 599, “it shall be a requirement of the job that he/she, if maintaining health insurance, must be a member of the NALC Health Benefit Plan if the branch is to pay his/her Health Benefits Premiums, self or family option, whichever option was in force at the time of his/her election into the Office of President.” The Branch as the employer and the President as the employee shall each pay their respective portions of all other requirements of applicable state and federal laws.

Proposed to read: Section 1(D) – The President shall serve on a full-time basis and shall receive a yearly salary equivalent to the top letter carrier pay Step plus an additional 10%. He/She shall receive all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement if he/she is a CSRS employee or his/her Federal Employees Retirement if he/she is a FERS employee. If he/she is a FERS employee and he/she makes contributions to the Thrift Savings Plan, the Branch shall match up to 5% of his/her contributions, not to exceed the percentage he/she has consistently and continuously contributed in the past three years as a TSP participant prior to his/her initial election to office. If re-elected to subsequent terms, the President may then elect to increase his/her percentage at that time, to the maximum of 5% to the TSP. Due to the nature of the position as President, “it shall be a requirement of the job that he/she, if maintaining health insurance, must be a member of the NALC Health Benefit Plan if the Branch is to pay his/her Health Benefits Premiums, self or family option, whichever option was in force at the time of his/her election into the Office of President.” The Branch as the employer and the President as the employee shall each pay their respective portions of all other requirements of applicable state and federal laws.

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Article VI Duties of Officers Duties of the President

Currently reads: Section 1(F) – The President of Branch 599, NALC, shall accrue annual leave and sick leave at his/her normal rate as agreed to within the current National Agreement and the current USPS Regulations. The carryover of accumulated annual leave hours and sick leave hours shall comply with the current National Agreement and USPS Regulations.

Proposed to read: Section 1(F) – The President shall accrue annual leave and sick leave at his/her normal rate as agreed to within the current National Agreement and the current USPS Regulations. The carryover of accumulated annual leave hours and sick leave hours shall comply with the current National Agreement and USPS Regulations.

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Article VI Duties of Officers Duties of the Vice President

Currently reads: Blank

Proposed to read: Section 3(F) – The Vice President shall accrue annual leave and sick leave at his/her normal rate as agreed to within the current National Agreement and the current USPS Regulations. The carryover of accumulated annual leave hours and sick leave hours shall comply with the current National Agreement and USPS Regulations.

Proposed Bylaw Changes

Article VI Duties of Officers Duties of the President

Currently reads: Section 1(G) – The President of Branch 599, NALC, shall be required to submit an appropriate form in triplicate for all total amounts of hours used, on annual leave, sick leave and/or LWOP. The original copy will be given to the current Recording Secretary of Branch 599, the second copy to be filed in the Union office and the President, for his personal records, will keep the third copy. Any failure by the President to adhere to this procedure will forfeit his/her rights to any accumulated leave when he/she leaves office.

Proposed to read: Section 1(G) – The President shall be required to submit an appropriate form in triplicate for all total amounts of hours used, on annual leave, sick leave and/or LWOP. The original copy will be given to the current Recording Secretary, the second copy to be filed in the Union office and the President, for his personal records, will keep the third copy. Any failure by the President to adhere to this procedure will forfeit his/her rights to any accumulated leave when he/she leaves office.

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Article VI Duties of Officers Duties of the President

Currently reads: Section 1(H) The President of Branch 599, NALC, shall at the end of each elected term be paid for one-half (1/2) of his/her accumulated sick leave balance. The remaining one-half (1/2) of his/her accumulated sick leave balance will be carried over into the next term, if he/she is reelected, or forfeited if he/she retires or returns to the carrier craft.

Proposed to read: Section 1(H) – The President shall at the end of each elected term be paid for one-half (1/2) of his/her accumulated sick leave balance. The remaining one-half (1/2) of his/her accumulated sick leave balance will be carried over into the next term, if he/she is reelected, or paid out if he/she is not reelected, retires or returns to the carrier craft.

..■..

Article VI Duties of Officers Duties of the Vice President

Currently reads: Blank

Proposed to read: Section 3(G) – The Vice President shall be required to submit an appropriate form in triplicate for all total amounts of hours used, on annual leave, sick leave and/or LWOP. The original copy will be given to the current Recording Secretary, the second copy to be filed in the Union office and the Vice President, for his personal records, will keep the third copy. Any failure by the Vice President to adhere to this procedure will forfeit his/her rights to any accumulated leave when he/she leaves office.

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Article VI Duties of Officers Duties of the Vice President

Currently reads: Blank

Proposed to read: Section 3(H) – The Vice President shall at the end of each elected term be paid for one-half (1/2) of his/her accumulated sick leave balance. The remaining one-half (1/2) of his/her accumulated sick leave balance will be carried over into the next term, if he/she is reelected, or paid out if he/she is not reelected, retires or returns to the carrier craft.

Proposed Bylaw Changes

Article VI Duties of Officers Duties of the Vice President

Currently reads: Section 3(E) – The Vice President of AR “Tony” Huerta, Branch 599, N.A.L.C., shall serve on a full-time basis and shall receive a yearly salary equivalent to the top letter carrier pay Step plus an additional 5%. He/She shall receive all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement if he/she is a CSRS employee or his/her Federal Employees Retirement if he/she is a FERS employee. If he/she is a FERS employee and he/she makes contributions to the Thrift Savings Plan, the Branch shall match up to 5% of his/her contributions, not to exceed the percentage he/she has consistently and continuously contributed in the past three years as a TSP participant prior to his/her initial election to office. If re-elected to subsequent terms, the Vice President may then elect to increase his/her percentage at that time, to the maximum of 5% to the TSP. Due to the nature of the position, Vice President of NALC Branch 599, “it shall be a requirement of the job that he/she, if maintaining health insurance, must be a member of the NALC Health Benefit Plan if the branch is to pay his/her Health Benefits Premiums, self or family option, whichever option was in force at the time of his/her election into the Office of Vice President.” The Branch as the employer and the Vice President as the employee shall each pay their respective portions of all other requirements of applicable state and federal laws.

Proposed to read: Section 3(E) – The Vice President shall serve on a full-time basis and shall receive a yearly salary equivalent to the top letter carrier pay Step plus an additional 5%. He/She shall receive all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement if he/she is a CSRS employee or his/her Federal Employees Retirement if he/she is a FERS employee. If he/she is a FERS employee and he/she makes contributions to the Thrift Savings Plan, the Branch shall match up to 5% of his/her contributions, not to exceed the percentage he/she has consistently and continuously contributed in the past three years as a TSP participant prior to his/her initial election to office. If re-elected to subsequent terms, the Vice President may then elect to increase his/her percentage at that time, to the maximum of 5% to the TSP. Due to the nature of the position as Vice President, “it shall be a requirement of the job that he/she, if maintaining health insurance, must be a member of the NALC Health Benefit Plan if the Branch is to pay his/her Health Benefits Premiums, self or family option, whichever option was in force at the time of his/her election into the Office of Vice President.” The Branch as the employer and the Vice President as the employee shall each pay their respective portions of all other requirements of applicable state and federal laws.

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Article VI Duties of Officers Duties of the Recording Secretary

Currently reads: Section 4(B) – The Recording Secretary upon receipt of documentation from the President and the Office Secretary shall be responsible for tracking the total hours used by the President and Office Secretary, while the President and the Office Secretary are on annual leave, sick leave or in a LWOP status.

Proposed to read: Section 4(B) – The Recording Secretary upon receipt of documentation from the President, Vice President and the Office Secretary shall be responsible for tracking the total hours used by the President, Vice President and Office Secretary, while the President, Vice President and the Office Secretary are on annual leave, sick leave or in a LWOP status.

Proposed Bylaw Changes

Article VI Duties of Officers Duties of the Recording Secretary

Currently reads: Section 4(C) – The Recording Secretary shall be responsible to turn in to the treasurer a current status of the used balances and accumulated amounts of annual leave, sick leave or LWOP hours of the President and Office Secretary.

Proposed to read: Section 4(C) – The Recording Secretary shall be responsible to turn in to the Treasurer a current status of the used balances and accumulated amounts of annual leave, sick leave or LWOP hours of the President, Vice President and Office Secretary.

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Article VI Duties of Officers Duties of the Recording Secretary

Currently reads: Section 4(D) – The Recording Secretary of Branch 599, NALC, shall be responsible for reporting annually to the Executive Board in January of each year the balance of the President’s annual leave, sick leave and LWOP for the preceding year.

Proposed to read: Section 4(D) – The Recording Secretary shall be responsible for reporting annually to the Executive Board in January of each year the balances of annual leave, sick leave and LWOP for the preceding year for the President, Vice President and Office Secretary.

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Article VI Duties of Officers Duties of MBA-NSBA Representative

Currently reads: Section 8(B) – For the faithful fulfilling of his/her duties to A.R.”Tony” Huerta Branch 599 AFL-CIO, the MBA-NSBA Representative shall receive \$60.00 per month for allowed expenses.

Proposed to read: Section 8(B) – For the faithful fulfilling of his/her duties to the Branch, the MBA-NSBA Representative shall receive \$60.00 per month for allowed expenses.

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Article VI Duties of Officers Duties of Health Benefits Representative

Currently reads: Section 9(B) – For the faithful fulfilling of his/her duties to A.R.”Tony” Huerta Branch 599 AFL-CIO, the Health Benefits Representative shall receive \$25.00 per month for allowed expenses.

Proposed to read: Section 9(B) – For the faithful fulfilling of his/her duties to the Branch, the Health Benefits Representative shall receive \$25.00 per month for allowed expenses.

Proposed Bylaw Changes

Article XI Funds

Currently reads: Section 2 – No money shall be paid out by the treasurer except on a warrant ordered by the Branch and signed by the President and the Financial Secretary. Provided that it shall be the duty of the President and the Financial Secretary to issue a warrant in favor of the National Secretary-Treasurer in payment of the semi-annual per capita tax promptly after the 1st of July and the first of January, respectively.

Proposed to read: Section 2 – No money shall be paid out by the Treasurer except on a warrant ordered by the Branch and signed by the President (or the Vice President acting as the President in his/her absence) and the Financial Secretary. Provided that it shall be the duty of the President (or the Vice President acting as the President in his/her absence) and the Financial Secretary to issue a warrant in favor of the National Secretary-Treasurer in payment of the semi-annual per capita tax promptly after the 1st of July and the 1st of January, respectively.

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Article XI Funds

Currently reads: Section 5 – All checks drawn on the Branch checking account will be signed by two (2) authorized officers. These authorized officers shall be the President, Treasurer and Financial Secretary. Any check drawn for one of the authorized officers, cannot be signed by that officer. At the beginning of each term of office the treasurer will ensure that the authorized officers are registered as a signer with the bank at which the branch account is held. Any one of these authorized officers may make deposits into the branch checking account.

Proposed to read: Section 5 – All checks drawn on the Branch checking account will be signed by two (2) authorized officers. These authorized officers shall be the President, Vice President, Treasurer and Financial Secretary. Any check drawn for one of the authorized officers cannot be signed by that officer. At the beginning of each term of office the Treasurer will ensure that the authorized officers are registered as a signer with the bank at which the Branch account is held. Any one of these authorized officers may make deposits into the Branch checking account.

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All Proposed Bylaws in this newsletter issue were signed by:

Brian Obst, President; Michael Smith, Vice President;
Tony Diaz, Treasurer; Alan Peacock, Trustee;
Alan Robinson, Financial Secretary

Veterans Buzz



I have often heard veterans say they don't have a disability from the service. Well, this isn't always the case. The VA can assist with screening and eventually treatment. If

you have any concerns, don't hesitate to contact the VA and schedule an appointment. A disability may be hidden and not easily noticeable. Go to VA.gov to begin your journey.

Take advantage of what the VA offers on healthcare. Disabled compensated veterans receive medical attention from local VA hospitals or clinics. It's ok to have a

disability. The main objective is to make sure it is being treated correctly; you have earned that right. If you have questions or need any questions answered, contact the VA.

Just a little information on what happened on Capitol Hill. The Debt Limit Deal that passed last month, highlighted some much-needed funding for the Department of Veterans Affairs. The increase is more than \$320 billion, up from \$300 billion in the last fiscal year. This means more resources to assist all veterans with medical treatment, mental awareness, and homelessness to name a few.

Semper Fi!



Mike Smith
Vice President
Branch 599

McClamma and Rowland Retired!



Brian Obst and Marty McClamma



Brian Obst and John Rowland

President Obst presented

Robert Marty McClamma [Sun City] and **John Rowland** [Sulphur Springs]
with their retirement pin and gratuity at our June meeting.



Get involved! Your future depends on it!

*Watch the Postal Record around
page 50 for Nalcrest news...
our Tony Diaz is a Trustee.*

Get out of the heat and join your fellow union members
for an afternoon of fun!

Branch 599

Family Bowling Day

July 23 1-3 PM

at

Pin Chasers Midtown

4847 N Armenia Avenue, Tampa 33603



\$10 per Person for 2 hours of bowling and shoes, socks, pizza.

(minimum number of people to hold event is 20)

**Please call our Branch office at 813.875.0599
by July 12 at 3:30 PM to reserve your spot.**

Addressing OWCP issues...let's get it right

There have been many articles in our newsletter over the years regarding on-the-job injuries. These are regularly asked questions you need to know:

1. What do I do first?
2. Who do I notify?
3. What paperwork do I need?
4. Who will help me through this?

Correcting OWCP issues are time consuming, frustrating, and if not corrected can delay medical treatment that could cause more severe prolonged injuries. So how do you avoid these issues? How do you get it right?

The **answers** to the above questions should help the process.

1. Report the accident immediately, explain exactly what happened, with a time and place (address).
2. Your supervisor or manager, and if you cannot reach anyone, your steward or our Branch office. It is important to notify someone.
3. Register an account on ECOMP at ecomp.dol.gov. The forms needed are, CA-1, CA-16, and CA-17, know your forms, ask questions, and do not rely on management to submit your forms without verification.
4. Your supervisor and/or manager should assist you, however, this is not always the case. Do not allow management to delay you going to ecomp.dol.gov; this is critical to your case.

Other tips:

1. Your online account at ecomp.dol.gov will be available to download should you need a paper copy of any of your forms.
2. Write a detailed, thorough, complete, and legible statement. Some important information to consider, if applicable: the time, the place, the conditions, the surface(s), any contributing factors, possible witnesses, and any hazards.

On the Job Injury - Forms needed, simple math,

$$CA-1 + CA-16 = CA-17$$

CA-16 must be signed by management,

Authorization for Examination and/or treatment.

Any questions...call the Branch office; ask for Brian Obst, 813.875.0599.

A glimpse at our new offices



Tony Diaz
Treasurer



Rodna Kirk
Office Manager



Computer Lab



National Association of Letter Carriers
 599 Tampa Florida Inc.
 315 W Busch Boulevard, Suite C
 Tampa FL 33612
 813.875.0599 Fax 813.870.0599
 www.nalc599.com
 Tampa Letter Carrier
 Volume 23 • Issue 7 • July 2023

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 PERMIT NO. 1285

Address Service Requested



Cruise through
Summer

**NO CAR
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2 Ways to Save:

- 1 Finance a New or Pre-Owned Vehicle
- 2 Switch Your Current Loan to Tampa Postal



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800.782.4899 • www.tpcu.org



* First payment is due 60 days from loan closing and no interest for 30 days. Valid for vehicles financed directly with the credit union between June 1, 2023 and July 31, 2023. Not valid for existing loans financed with TPCU. Some restrictions apply. Contact credit union for details. *APR- Annual Percentage Rate. Rate received based upon individual creditworthiness and subject to change without notice.

