



# Tampa Letter Carrier

Volume 4 - Issue 6

A.R. "Tony" Huerta NALC Branch 599

Tampa, Florida

June 2005

## President's Report

### A Critical Point In Time For Letter Carriers

I'll begin this month's article by reporting that all thirteen of the proposed bylaw changes and additions submitted to the membership and voted on at the May 5<sup>th</sup> Branch Meeting were passed. I'm thankful to the Bylaw Committee for a job well done on drafting these additions and changes and to the members present and voting at the meeting for approving them, but I'm somewhat disappointed by the very small turnout at the meeting.

Out of a membership of over 1,000 active and retired carriers only seventy-six (76) were present. When you subtract the twenty officers and stewards that attended that leaves a total of only fifty-six (56) carriers that were concerned enough to come and vote on these important bylaw changes.

At this critical point in time, with postal reform before Congress and the possible threat to our collective bargaining process, it is imperative that all letter carriers stay informed on the current events that may well affect their future. Brother Ray Wallace ("And the Beat Goes On") has written a very enlightening article elsewhere in this month's newsletter that all carriers should read.

While the percentage of city carriers that are Branch 599 NALC members is very high (over 96%), there is always room for improvement. While I was at Brandon on a recent station visit I had the opportunity to speak at length with one non-member. This was not the first time I had spoken with this carrier about joining our union and when asked by me why he still had not signed up, he stated that he had issues with the way things had been handled before I was elected three years ago.

I reiterated the fact that we now have a new administration that was trying their best to be more in tune with the needs of the members and more available for advice and representation if needed. I told him that all aspects of the operations of our branch are above reproach and that we welcome comments and suggestions from our members.

But I also told him that in order for him to make any comments or suggestions he needed to become part of our organization, the organization that is responsible for all of the pay raises and additional benefits that all city letter carriers have received throughout the history of the National Association of Letter Carriers.

I think it would be a good idea to give a copy of our *Tampa Letter Carrier* newsletter, after you have read it, to any non-members that are working in your station. Ask them to read it and learn about our branch, and then ask them to step up and join to help support the people both locally and nationally who are fighting to keep the rights and benefits that they currently enjoy as a result of the NALC!

This year's Letter Carriers' Food Drive is over, and although we didn't collect

as much food as we did last year it was still a great success.

The initial figures show that we collected approximately 750,000 pounds of food and that will be a great help in re-stocking the local food pantries throughout the community.

I want to thank our coordinator Cheryl Clothier for all the work she put into this effort, Detlev Aepfel and Lee Lersfeld for driving the trucks, and all the letter carriers in Branch 599 who did the extra work to make this event a success.

I also want to thank the rural carriers for doing their part and the management personnel for helping out at the stations. Hopefully next year we will be back over the one million pound mark.

TLC



by Jim Good

President - Branch 599



### Smoke Free Union Meetings

A motion was made and passed at the May 5<sup>th</sup> branch meeting to make the union hall and recreation room "non-smoking" on meeting nights. This will take effect immediately.

#### INSIDE THIS ISSUE

- EXECUTIVE VP'S REPORT .....3
- POINT OF PERSONAL PRIVILEGE.....5
- UNIONISM.....6
- AROUND THE HORN.....8

### Branch Meeting

Thursday

June 2, 2005

7:30 PM

**Branch 599 Officers**

PRESIDENT	Jim Good	(813) 960-3759, cell 417-8877
EXECUTIVE VICE-PRESIDENT	Detlev Aeppel	(813) 907-9685, cell 505-7914
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516, cell 597-7396
RECORDING SECRETARY	Cheryl Clothier	(727) 385-7337
FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 681-5688
TRUSTEE(Chairman)	Henry Dupree	(813) 621-6471
TRUSTEE	Jose Oliva	(813) 873-2747
TRUSTEE	Terry Franklin	(813) 657-9690
SERGEANT-AT-ARMS	J.C. Howard	(813) 621-1976
MBA / NSBA	Albert Guice	(813) 621-7931
HEALTH BENEFITS	Lance Jones	(813) 220-1292
DIRECTOR OF RETIREES	Jack Newman	(813) 805-2942
LABOR - MANAGEMENT	Michael Stewart	(813) 310-1292
LABOR - MANAGEMENT	Brian Obst	(727) 507-0135
MAPS COORDINATOR	Chris Albrecht	(727) 791-7162

**Presidents Emeritus**

Michael Anderson	Orbe Andux
James Butler	Milton McConnell
Don Thomas	Garland Tickle
Lenin Perez	

**Branch 599 Shop Stewards**

Brandon	33510	Terry Franklin	(813) 657-9690
Brandon	33511	Miroslaw Oldziej	(813) 661-1636
Carrollwood	33618	Freddie Nimphius	(813) 968-7491
Commerce	33602	Dook Ramotar Sr.	(813) 780-6254
Forest Hills	33612	John Watts	(813) 971-5525
Forest Hills Annex	33613	Eddie Alvarez	(813) 817-7391
Hilldale	33614	Gilbert Cabanas	(813) 855-0516
Hilldale Annex	33634	Lance Jones	(813) 220-1292
Hyde Park	33606	George McEndree	(813) 935-0244
Interbay	33611	Brian Obst	(727) 507-0135
Interbay	33629	Jim Knotz	(813) 832-6644
MacDill	33608	Brian Obst	(727) 507-0135
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Misty Bauer	(813) 681-6890
Port Tampa	33616	Brian Obst	(727) 507-0135
Produce	33610	Eric Fleming	(813) 310-8274
Ruskin / Sun City Center	33570	Jack Hencoski	(813) 633-5422
Seminole Heights	33603	Tony Diaz	(813) 872-1542
Sulphur Springs	33604	Matt Kokich	(813) 431-3686
Tampa Carrier Annex	33607	Ken Lee	(940) 368-4771
Tampa Carrier Annex	33609	Pedro Jiminez	(813) 727-9280
Temple Terrace	33617	Mike Anderson	(813) 681-5688
Town & Country	33615	Brian Obst	(727) 507-0135
Ybor City	33605	Detlev Aeppel	(813) 505-7914

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**A.R. "Tony" Huerta NALC Branch 599**

**3003 W. Cypress St.**

**Tampa, Florida 33609-1617**

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**TAMPA RETIREES' BREAKFAST**

**First Monday of Every Month**

**9:00 AM at**

**The Coffee Cup**

**4407 N. Hubert**

**in Drew Park**

**BRANDON RETIREES' BREAFAST**

**Second Tuesday of every month**

**8:00 AM at**

**Buddy Freddy's**

**134 Gornto Lake Rd S.**

**in Brandon**

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The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1617, publishes The Tampa Letter Carrier monthly. The opinions expressed in this publication are those of the writers, and do not necessarily reflect the opinions of Branch 599. It is the policy of this publication that all articles submitted for publication must be signed by the writer. All articles are subject to editing and revision at the discretion of the publisher & editor. Please submit articles to the branch office no later than the tenth of the month. Submit articles as .txt, .doc or .wpd documents attached to email sent to: [newsletter@nalc599.com](mailto:newsletter@nalc599.com)

Jim Good - Publisher

Kit Kelley - Editor

## Executive Vice-President's Report

**Bill Young Was Right**

**B**y the time this reaches print, route inspections and route adjustments should be completed at Hyde Park Carrier Annex. Hyde Park was inspected in 2002 under the old six day count system with management controlling the 1838-C's instead of the carriers having that responsibility, and with routes being inspected three, four and even five days. After that Hyde Park received what has been called an *aggressive adjustment* by management and what is better known to the carriers as a *hatchet job*. Since then there have been several unsuccessful attempts to fix the routes through the minor adjustment process. Finally in April, Hyde Park Carrier Annex was given another six day count and inspection using the new method which features carrier control of the 1838-C on all days except the single day of inspection when management fills out the 1838-C. The carriers were well prepared. About half of them attended a route inspection training class given at the union hall. The carriers also were attentive during the *dry run* training given before the start of the inspection. As a result, the Hyde Park carriers did an

excellent job filling out the 1838-C's properly from the start in most cases. Inspection team leader Mr. Fred Cullaro even commented on the high quality of the 1838-C's produced by the carriers. By high quality he meant clear and accurate. This is exactly what Mr. Bill Young had in mind when he insisted that control of form 1838-C be returned to the carriers. The ball is now in management's court. Mr. Cullaro stated that the carriers deserve a fair adjustment and that he intends to do his best to implement a fair adjustment at Hyde Park. Time will tell if that is allowed to happen.

In talking with carriers from different stations around the area, it is apparent that many carriers still do not know how to talk to their supervisors in the DOIS environment when they come around for your estimate. Nothing has changed in the M-41 as far as carrier estimates are concerned. When you start your day, give a look around at your workload. Note your letter and flat volume in feet on a piece of scrap paper (many carriers use the back of a label from a flats tub.) Also note accountables, parcels and the DPS count. Now, when your supervisor

comes for your estimate, you can refer to your actual workload (as you have observed it) to give a reason for your time estimate. If you will need overtime or auxiliary assistance ask for a 3996 and fill it out. Your supervisor isn't Houdini. Your 3996 must spell out for them in *Item J* what you are basing your estimate upon. Do not attempt to justify your estimate in terms of DOIS. DOIS is just the *current* management tool used to measure your work load and predict your time needs. DOIS is not mentioned anywhere in the M-41. Do not argue with your supervisor. Your supervisor has three choices when responding to your overtime request. He can authorize your overtime, grant you auxiliary assistance, or follow you on the street to verify your request. In any event, ask them to fill out and sign their portion of the 3996 and get a copy for yourself. Remember also that you may modify your estimate up until the time you leave to the street, if circumstances change.

In solidarity...

TLC

by Detlev Aepfel

Executive Vice-President - Branch 599



## Carriers With EEO Complaints

All branch members who have listed our Branch EEO Officer Gilbert Cabanas as their representative must notify him of any correspondence they receive regarding their case. It is the policy of the EEO office to notify only the complainant during the initial phase of their appeal. You can reach Gilbert through the union office or his cell phone at (813) 597-7396.

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## Health and Welfare

Mother of Michele Dresden, Brandon carrier, passed away 4/16/05

Wife of Fernando Llana, retiree, passed away 4/27/05

Mother of Michael Lack, Commerce carrier, passed away

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## TLC, Inc. Board of Directors Meeting Summary

April 26, 2005

The meeting was called to order by Chairman Obst at 7:00 pm. The minutes of the previous meeting were accepted as read. Financial report by John Gebo, Building Manager's report by Jack Newman. Twelve new tables were purchased for the hall, there are no hall rentals so far for August. Roll call was taken. Directors Peacock and Watts were absent, making this the third consecutive missed meeting for both. Chairman Obst read a letter from Peacock requesting that he be excused for the missed meetings because of personal reasons. A lengthy discussion followed. A motion was made and properly seconded to follow the bylaws and remove Peacock from the board. Another discussion followed and the motion was passed. Alternate board directors Jim Cantrell and Adam Noble will fill the two vacant positions. Donation Committee Chairman Cheryl Clothier gave her report and spoke on donating to Bethel Mission. A motion was made and passed to donate \$250.00 to Bethel Mission. President Good said that the union offices were still not being cleaned. A motion was made and passed to get three bids for the cleaning of the offices. A motion was made and passed to allow the president to spend necessary funds to have the offices cleaned until the bids were reviewed and one was accepted. A motion was made and passed, after a friendly amendment was accepted, to negotiate with the renters of the back parking lot to raise the rent to \$500.00 per month, plus tax. The meeting was adjourned at 8:20 pm.

Jim Good, *Secretary - TLC, Inc.*

## May Meetings:

Tues 5-24-05 - TLC Board of Directors Meeting  
Union Hall, 7:00 PM

Thur 5-26-05 - Executive Board Meeting  
Union Hall, 7:00 PM

## June Meetings:

Tues 5-31-05 - Shop Stewards Meeting  
Union Hall, 7:00 PM

Thur 6-2-05 - Branch Meeting  
Union Hall, 7:30 PM

Tues 6-28-05- TLC Board Of Directors Meeting  
Union Hall, 7:00 PM

Thur 6-30-05 - Executive Board Meeting  
Union Hall, 7:00 PM

## Carrier Craft Transfers

Any City Letter Carrier who has transferred from another craft, please call our Branch Financial Secretary and inform him of that fact so that we can be sure to notify the union you are leaving and prevent you from paying double union dues.

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**Randy Poteralski, a Town & Country Letter Carrier, competed in this year's Boston Marathon. He placed 687<sup>th</sup> out of a field of 20,000 runners and was 8<sup>th</sup> overall among the Florida entrants. He finished in a personal best time of three hours and thirty-three seconds. Congratulations, Randy!**



## A Point of Personal Privilege

### *Honesty Is The Best Policy*

I have been told by many individuals that the Republican Party stands for high ethics, moral values, integrity, honesty and that most of the legislation that has been passed could not have been done without their vote. I find this hard to believe and really difficult to comprehend since much of the legislation passed prior to George W. Bush's presidency has been eliminated or is being attacked by the GOP led Congress. My personal opinion of what the GOP stands for is unprintable in this publication.

Governors and several state houses have repealed laws granting collective bargaining to state employees. One of these governors said, "Fundamentally, public employees are different than private sector employees and taxpayers should not be bound by collective bargaining agreements." The states involved in these repeals are Indiana, Kentucky, Mississippi, Missouri and Oklahoma. The common denominator in this equation of repeals is that the governors were all Republicans and the state houses were GOP controlled. However, another state governor signed into law a bill allowing public workers the right to utilize collective bargaining. This was the governor of New Mexico, who just happens to be a Democrat. Is it ethical to eliminate health care, safe working conditions, overtime pay, paid holidays, etc. that a collective bargaining agreement includes?

Almost every day we are told by the Bush Administration that things in Iraq are so much better. If this is true, why aren't we decreasing the number of U.S. forces there? Why does it seem that the insurgency shows no signs of decreasing? Why is this Administration requesting of Congress billions of dollars more to fight the war? Why has the World Food Program stated that hunger among the Iraqi people is getting worse? Eight members of Congress

visited Iraq and were told by a U.S. military Lt. General that 147,000 Iraqi security forces had been trained. Yet, when the general was questioned further, he admitted that less than one-fourth of the 147,000 were actually "combat capable." No straight answer was given by our military and diplomatic officials when they were asked what the gap was between the Iraqis we have to train and the number we needed to train in order to draw down the number of US troops. The U.S. Congressmen met with several Iraqi women leaders, including members of the National Assembly who stated there was more electricity available in Iraq before the invasion than afterward. When the general and embassy officials were asked about plans to build military bases in Iraq, they emphatically denied that plans of this sort existed. Yet Congress passed a huge supplemental war-time appropriations bill that includes, at the request of the Bush Administration, \$500 million for military base construction in Iraq. I guess this is the meaning of integrity and being honest.

On December 15, 2004, George W. Bush said, "There's a trade deficit. That's easy to resolve: People can buy more United States products if they're worried about the trade deficit." Mr. President, have you bought an Xbox for one of your teenage relatives? According to Flextronics CEO Michael Marks, all of Microsoft's Xbox consoles are now produced in China. What about those Ariat cowboy boots you might own? They are made in China. George, we all know what an avid bicyclist you are. That sturdy mountain bike you own? 85% of them are made in China. Mr. Bush, if the military needs more rare-earth magnets for the smart bombs and cruise missiles, 80% of those are made in China. You are said to be a flag waving, red blooded American and since 9/11 more than 10 million U. S. flags were made in China. Have you bought one? What about those stylist Levi jeans you may wear while you are on your ranch in Crawford, Texas?

They aren't made in the U.S. anymore. Did you celebrate that Christmas holiday on December 25 with a decorated tree? Look at them and you will see 80% of those decorations were made in China. Do you own a General Motors vehicle? GM is laying the groundwork for moving the U.S. auto industry abroad by purchasing \$4 billion in auto parts from China by 2009, which is up from the \$200 million in 2004. Mr. President, how do you expect Americans to buy American goods when your administration refuses to eliminate your unfettered free trade policies? Over the last four years the U.S. has lost 2.7 million decent-paying manufacturing jobs and many of these have gone to China. China is a Communist country, a totalitarian society where workers are paid pennies for an hour of labor and have minimal rights. Mr. President, you have stated that new jobs are being created here but those that are have low wages with minimal benefits. Isn't the loss of real living wage-paying American jobs an enormous crisis?

Mr. Bush, being that you have admitted to not reading very much, I guess you missed what happened to the so-called Christian dissident who was placed under house arrest in China because he wanted to have a party with his friends to celebrate the birth of Jesus Christ. G. W., we all know that you have said that you pray every night but did you know your hand-holding, friend Prince Abdullah of Saudi Arabia, presided over the arrest of 40 Pakistani Christians because they were caught praying in a private home in the capital of Riyadh, in violation of the state's strictly enforced religious law that bans all non-Muslim worship. This act only adds to the continuing shameful history of Saudi Arabia's official persecution of non-Muslim individuals. When does the U.S. plan to invade Saudi Arabia and China for their inhumane treatment of their citizens? Do these countries have the moral values and ethics that are required

*(continued on page 11)*

by Leslie Ray Garcia



Unionism

by Brian Obst

Labor Relations Representative - Branch 599

### Getting Involved In Your Union

The Executive Board of Branch 599 is made up of your President, Executive Vice President, Vice President, Financial Secretary, Treasurer, Recording Secretary, Board of Trustees (3), Sergeant at Arms, MBA/NSBA Representative, Health Benefits Representative, Director of Retirees and Labor-Management Representatives (2). The members who you voted into these positions are listed in the front of this newsletter with their phone numbers. This is done so that all the branch members can contact any of the board members for assistance with any problem that might come up.

As union members we are all integral parts of the union as a whole. If you have knowledge of issues that your branch officers should know about so they can be addressed please pick up the phone and let one of them know. The members of the Executive Board want to be there for all the members so remember - if we don't know about the problem we cannot help solve it - so pick up a phone and reach out and touch someone.

Your Vice President Gilbert Cabanas is also head of the branch safety committee which meets with management on a monthly basis. His function on the committee is to ensure that management complies with the prompt correction of safety issues that are raised and to ensure that we maintain as safe a working environment as possible. In order to do this job properly he needs the help of all branch members to help keep him informed as to what is happening in all the stations. Knowledge is the key to getting the job done and communication is what provides that knowledge so don't be afraid to get involved - Gilbert wants to hear from you about any issues out there.

The Labor Management Representatives

are Michael Stewart and Brian Obst and, along with President Jim Good, they meet on a monthly basis with the postmaster and the area managers to address labor issues between management and the carriers. An agenda of four items to be addressed from each side is set from ideas and suggestions from branch members as well as the representatives themselves. If you have ideas, issues, problems or just thoughts on any labor topic please contact one of us with the information so we can address it at the meetings. I guess my thought process this month is to remind all branch members that while you may have elected us as your representatives we still need your input so we can properly represent your interests. Remember the union is only strong if we all are involved and pulling together towards the same goals. Until next month remember that knowledge is the key.

Brian Obst, Steward, Town & Country

### From The Chair of TLC, Inc.

by Brian Obst, Chairman - TLC, Inc.

Hello again from your Chairman, here with greetings from the entire board of Tampa Letter Carriers, Inc. I will start this month's installment with the news that there have been some changes on the board. First and second alternates Jim Cantrell and Adam Noble have become permanent board members filling two vacancies that were created on the board. We welcome in these two new members and look forward to their input in matters before the board.

At this time I would like to thank former board members Alan Peacock and John Watts for their many years of service on the board and wish them well in all their future endeavors.



Following the change of seasons, we on the board are looking into ideas for upgrades to our hall and we are always open to suggestions of ways we might be able to make things better for our members. The 2010 Committee looks like they will be very busy in the near future.

Our building manager, Jack Newman, has informed me that our many trees should be trimmed and cleaned up by the time you read this so the hall will be looking spruced up and the danger of wind blown branches during the upcoming storm season should be minimized.

Our next meeting date is published elsewhere in this newsletter so take a look and see if you can make it down as we would like to have your input to help us represent your needs in the best manner possible. Until next month...

Brian Obst

Chairman TLC, Inc.



## And The Beat Goes On

by Ray Wallace

### *This Time It Is Serious*

You know, we read these articles throughout the years and most of the time they are informing us of something important to do with our job. I tell you to watch out for this or that and 90% of the time it seems to be pure bull so you pay no attention to anything.

Well this time it is very serious as it has to do with our bargaining rights at the table with union and management at the national level when the contract ends. They want to take that away from us. They also are talking about reducing what they pay for the health insurance and even the pay of the retirees. It may happen in May or not but if it does, there are carriers who will be calling you and asking you to call your representative in Congress to not pass bill so and so. Now, this call will have to be done immediately, not two days later, or next week but the day you get the call.

You have everything today – your wages and your benefits - because the carriers working in the northeast in 1970 went on strike. They had signed an oath when hired that they would never strike against the U.S. Post Office and if they did they would be terminated.

I started working in the post office in 1966 in New York and I knew of carriers with big families who were on welfare. Every carrier had a second job. Most

were taxi drivers or bartenders and some worked 40 hours working at night. I did house painting and drove a bus at nights. The working conditions were excellent. No one bothered you. Why? No one wanted to work for the post office because they paid you less than any other job.

A year before the strike I would hear carriers say, “We can’t go on like this. We need to do something.” The president would not do anything. In those days when the union asked for a letter to be written, 100% of the members wrote. Those days we stuck together. No one wanted to lose their job. But it got to the point where talking and asking fell on deaf ears and the strike was called in New York City by Local 36 and it spread through out the North-east.

Carriers walked around each post office carrying a strike poster. The trucks bringing mail in were driven by the teamsters and they would not cross a union picket line. They brought the country to a stop. The National Guard was called in to work in the New York Post Office. The president of the USA got on TV and we won. No one lost his job and collective bargaining started between union and management. From that day on the wages and benefits for carriers went up. Now you are living *The Great Life* with overtime and double time, paid holidays, and a uniform allowance. You have one of the best jobs

in the USA and no lay offs.

But we did lose something. The carriers of today are working here because of the good wages and all that goes with it. They have never done without. So when the union says “Help! We need you...”, the average letter carrier says, “I don’t have time. I am driving my new car to my 2<sup>nd</sup> home in the mountains.”

But all that can change. A few months ago there was an article about a private company that told their union employees that they would receive so much when they retired in benefits from that company and this was set in stone, so to speak.

Do you know what the company is now doing? They have gone to court to try and get out of all the promises they had made to their union employees. Isn’t this a kick in the ass to their faithful employees? So you read it and say, “Those poor people, but that can’t happen to me, I work for the U.S. Postal Service, a semi-government employer.”

Well, Brother and Sister, this is what the phone calls to Congress are for. TLC



Tami Arcangeli



Suncoast District Manager Michael Jordan and Mike Stewart



## Around The Horn

by Tony Diaz

Financial Secretary - Branch 599

***LWOP Employees and Improper Separation***

Brothers and Sisters, I hope all is well. I want to begin this month's article by reporting about the grievance pertaining to LWOP employees counting against the Stations annual leave quota. The case was sent to the "B Team" and they could not make a ruling and the grievance was sent to arbitration. Hopefully by next month's article I will have the results for you.

I wanted to talk about the Food Drive for a moment and the importance of everyone's effort to make it a success. The Food Drive will have passed when this article is printed and I hope everyone put forth his or her best effort. The success we have goes a long way toward feeding the needy and stocking the food banks. I hate to hear negative comments about the Food Drive from carriers because they think it will be too much work. Just remember what the drive is for and the number of people it will feed; and, hey-- it is only once a year!

I have filed another grievance pertaining to carriers in the LWOP status that have been separated from the Postal Service. This topic, like my other grievance, is one that does not happen often thus the research is very important. The issue raised is, was management justified in issuing the employee a letter of separation thus administratively separating him from the Postal Service. I cited the ELM for the violations, section 365.342. There are several steps that were not followed by management in order for this process to occur properly. Here are some of the steps that must be followed: Before any employee on the rolls of the OWCP can be separated, the requesting postal official must submit a comprehensive report through channels to the area manager of Human Resources, with appropriate recommendations. The employee must be retained on the rolls of the USPS pending a decision. If the employee has sufficient service for eligibility to retire, the employee cannot be separated from the rolls until given an opportunity to retire. District managers are responsible for ensur-

ing that retirement information and counseling are made available to their employee. Employees also must be provided information and counseling to assist in making their transition into retirement a smooth one. Management has not followed all of these mentioned steps before issuing the employee the letter of separation. This case is also being sent to the "B Team" since no resolve was reached during the informal and formal A steps. The last two grievances have been very informational for me. I have had to really research the ELM and procedures having to do with the cases. Hopefully these cases will help out anyone who encounters these circumstances. Lastly I need all new carriers who transfer in from the clerk craft (APWU) to please notify the union office or myself should you be paying union dues to both unions. We have had a problem with this and are trying to address this issue right away. I look forward to talking to you again in the next Around The Horn. **TLC**

***ARSLAN UNIFORMS****Bill & Shirley Moran**Retired Letter Carrier Branch 1477 St. Petersburg**Honorary Member Branch 599 Tampa****NEED UNIFORMS IN A HURRY?******SHOP BY PHONE FROM HOME***

320 PATLIN CIRCLE EAST    PHONE: 727-584-4307

LARGO, FL 33770-3063    CELL: 727-543-0705    FAX: 727-585-9367

wfm505@tampabay.rr.com



2005 Letter Carriers Food Drive Press Information Day



John Kynes from Rep. Jim Davis's office and President Good



Lakeland Executive VP Steve Fore, Clearwater President Steve Halkias, Lakeland President Kirt Sullivan, and President Good



Stacy Schaible of Newschannel 8



Rep. Mike Bilirakis, Mayor Pam Iorio and Clearwater President Steve Halkias



Food Drive Coordinator Cheryl Clothier and Mayor Pam Iorio



Tampa OIC John Nagle and President Jim Good

2005 Letter Carriers Food Drive



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**TAMPA LETTER CARRIERS PRESENT**  
**BINGO**

**COME JOIN THE FUN**  
**EVERY WEDNESDAY AND FRIDAY**  
**DOORS OPEN AT 5:30**  
**GAMES START AT 6:30**  
**AT THE TAMPA LETTER CARRIERS HALL**  
**3003 W. CYPRESS ST.**

**Tampa, Fl. 33609      813-877-4785**

## Labor Management Meeting

by Veronica Lorenzo and Brian Obst

**F**ollowing are the issues discussed at the last Labor/Management meeting which was held at the union hall on April 26, 2005:

**DPS DEFAULT MAIL:** Without a suite number or apt. number: this mail is no longer being defaulted in an attempt to identify and correct business mail coming in without a sufficient address (ste # or apt #). Carriers need to identify problem addresses and give the information to management to follow up with a letter to the sender to correct the problem.

**DOIS MANAGEMENT:** Management still intends to attempt to capture as much time as possible following DOIS, however, it needs to be handled in a professional manner. This means no intimidation, arguments, threats, etc. If this practice continues to happen it is to be reported immediately. Carriers are required to provide estimates and fill out proper paperwork (i.e. 3996, 1571) and Supervisors are required to provide the paperwork at the time of the estimate, the carrier **SHOULD NOT** have to run down the supervisor to get this paperwork. The supervisor is to provide direction to the carrier at the time of the estimate, and in the absence of direction the carrier should follow the estimate provided to the supervisor. Recommendation for 3996 training to both sides as well as estimate training which also points out the fact that the carrier may update their estimate up to the time of departing the building, with proper justification for the change.

**PARS NEW CFS SYSTEM:** Supervisors have access to information in the system for many reasons, including making corrections. Tampa is not totally online with the new system as of today and Management is aware of some of the present problems. All problems should be documented and presented to the supervisor for correction.

**POSTING OF BIDS IN A TIMELY MANNER:** Management states that this is the result of an error at the plant/big house. Issue of preferred bids not being posted properly at all stations weekly was raised and management states no knowledge of this but also states that it is proper to post these bids (i.e. location,

manner of posting) according to each station's working relationship between the steward and manager.

**204B BIDS:** Mike Menes bid in Interbay was discussed since it is several months overdue to be posted. Management stated it should be posted and they would look into what happened to prevent it from happening again.

**ROUTE INSPECTIONS:** The possibility of further route inspections throughout the city was discussed and Town & Country will be inspected if it is shown to be needed. Temple Terrace will be receiving territory back from the rural craft due to an Arbitration ruling.

**CASE LABELS:** The stick-on labels were discussed and management said they are here to stay. The stick-on labels will fit inside the plastic sleeves if the backing material is left on so they can be used like the previous labels if desired. The plastic sleeves should still be available if you would like to request them. No writing on the labels and no cut and paste of the labels to customize the case. All case labels must follow the red book (edit book) order.

**SAFETY INFRACTIONS:** Management is trying to make things safer and one of the requirements is to perform street observations on a regular basis. John Nagle asked that if carriers see management doing street observations in the office (i.e. fudging the reports instead of actually doing the observations on the street) it is to be reported. These observations are not being done for discipline, but to identify poor work habits that could lead to accidents. We all know the rules; we are expected to follow them at all times. Management personnel will be doing street observations with Stewards and Safety Captains together to help impress the importance of this issue.

It is my opinion that when it comes to safety, we should not only be doing it because it is required of us, but we should do it to protect ourselves and our well being. If not for management's sake, do it for yourself and your family.

**REPLACEMENT VEHICLES CONDITION:** If you are presented a vehicle as a replacement, it must still be inspected and treated as a regular vehicle. If there are ANY issues with the vehicle it is to be written up and NOT driven. You can REFUSE to drive any vehicle, even if it just came from the VMF, if it is not in good working condition. **THIS IS A SAFETY MATTER AND SAFETY ALWAYS COMES FIRST.**

**SUGGESTION:** Discussion on the proper way to submit suggestions and management following up with the person submitting the suggestions. The proper process is still through your manager, however, the web site *blue page*, e-ideas, which is on the INTRANET at the post office can be accessed and paperwork can be started there.

**SICK LEAVE USAGE:** Management has stated that our sick leave usage in Tampa is up and above SPLY (same period last year) and they will be looking closer at all sick leave usage. Management and labor both agree that if you are sick, that is what sick leave is for, so don't abuse it.

Throughout the meeting it was constantly put forth from both sides of the importance of COMMUNICATION. If we properly communicate with each other many of the problems we have can be resolved before they get out of hand. I feel communication is based on trust and understanding. It is important to not only communicate one side but to be open to the needs of all parties involved.

TLC

### Personal Privilege (from page 5)

to be a friend?

“To get others to come into our ways of thinking, we must go over to theirs; and it is necessary to follow, in order to lead.”

William Hazlitt TLC



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