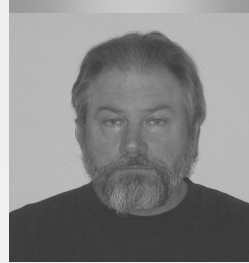


Tampa Letter Carrier

From the Desk of the President

Community Service

By the time you are reading this article, the 32nd Annual NALC Stamp Out Hunger Food Drive will have been completed and I am confident that it will have been a successful drive raising large amounts of food for local food banks in the Tampa Bay area. I will report on the closing numbers in next month's article.



Brian Obst
President
Branch 599

The Food Drive is a prime example of the power to effect change by all working together for a specific goal. Hunger is an issue for a large number of our local population and with school being out for the summer, in the near future, many children will lose access to the school lunches that help throughout the school year. It is important that the food banks have enough food to provide for those in need and donations tend to slow in the summer months, so our drive helps fill the food banks, carrying them through the lean months until the donations begin to pick up later in the year.

As letter carriers, we enjoy the highest rating of trust by the general population for any government entity, and we earn it daily in the performance of our duties as well as the community outreach projects that we align ourselves with on a daily basis. The National Food Drive, our ongoing support of the Muscular Dystrophy Association, as well as local support of various causes helps remind local communities that we not only work in the neighborhood, but we also support it.

Community Support needed

In times like today, we also ask the local community for their support of us, the letter carriers, when dealing with issues such as the ongoing assaults on letter carriers simply doing their job of delivering the mail. We ask that the people in our neighborhoods be watchful for attacks on letter carriers to help us in our prevention activities to help stop this epidemic of crime affecting our health and safety on the job. This is the same thing that we do as carriers while performing our deliveries, we function as members of the neighborhood watch by reporting to authorities when we see things that are not right. Together we can be of service to each other while we perform our duties and foster relationships with the customers we serve on a daily basis.

National & Local Agreements

As you are aware, our National Agreement expired in May 2023 and negotiations have been ongoing since February 2023, and currently, we have not been able to negotiate an agreement. The parties have agreed upon the neutral Arbitrator for the case of our contract in the event the parties are unable or unwilling to reach a negotiated settlement on a new contract. With that said, it is now time for the members of our Branch to begin looking at Article 30 of the National Agreement. This article deals with the

(Continued on page 3)

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
June 6
7:30 PM

**Tampa Letter
Carriers Hall**
315 W Busch Blvd
Suite C
Tampa FL 33612

Additional parking is
available in the lot
before our building.

Branch 599 Office

315 W Busch Boulevard, Suite C
Tampa FL 33612

813.875.0599

www.nalc599.com

Brian Obst
President
erif_lor@hotmail.com

Office Hours
Monday – Friday
7:30 am – 4 pm

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Office Secretary
nalc599@verizon.net

Tampa Letter Carrier

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

Officers

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President	Brian Obst	813.875.0599 <i>cell</i> 727.458.0679	erif_lor@hotmail.com
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Recording Secretary	Matt Fernandez	786.247.4185	
Financial Secretary	Alan Robinson	813.843.9762	
Treasurer	Tony Diaz	813.598.9635	
Sergeant-at-Arms	Luis Cruz	813.431.3223	
MBA/NSBA	Bonita Lattimore	813.756.9676	
Health Benefit Rep	Detlev Aeppel	813.505.7914	
Director of Retirees	John Gebo	813.503.1256	
Trustees	Milly Minsal, Ch. Andre Hinton	813.446.2572 931.980-5169	
Labor Management	J.D. Lewers Clement Cheung	813.528.5519 813.758.5910	
Presidents Emeritus	Garland Tickle · Orbe Andux · Donald Thomas Michael Anderson · James Good · Alan Peacock · Tony Diaz		

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 656.215.2467
Brandon	33510/11	Osceola Williams Sr.	813.661.1636	210.445.1369
Carrollwood	33618	Brian Jackson	813.961.2963	813.352.9481
Commerce	33602	Cynthia Williams	813.247.2416	813.778.4373
Forest Hills	33612	J.R. Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613		813.935.2954	
Hilldale	33614	Jose Gomez	813.879.4309	917.743.6948
Hilldale Annex	33634	Maria Afful	813.879.4309	347.457.7316
Interbay/Port Tampa	33611/16	Mike Dennis	813.831.2034	813.361.9103
Interbay/Peninsula	33629		813.831.2034	
Palm River Annex	33619		813.663.0048	
Plant City	33564	Roberto Torres	813.754.3590	609.521.6730
Produce	33610	Tyreke McGruder	813.237.4084	813.856.8469
Ruskin/Sun City Ctr	33570	Bert Fristad	813.634.1642	813.352.0864
Seminole Heights	33603	Paul Sardinas	813.237.4569	813.650.3504
Sulphur Springs	33604	J.D. Lewers	813.237.4569	813.528.5519
TCA/Hyde Park	33606	Josh Villa	813.873.7189	203.278.6485
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607		813.873.7189	
Temple Terrace	33617	Miriam Rojas	813.988.0152	727.253.1309
Town & Country	33615/35		813.884.0973	
Ybor City	33605	Maurice Rice	813.247.2416	813.334.3189

Letter Carrier Political Fund

The Letter Carrier Political Fund (LCPF) is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service.



Each year, NALC fights to fend off attacks in Congress that threaten letter carriers' collective-bargaining rights, retirement benefits and livelihood. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues and deliver our message to Washington.

Since **union dues cannot be used to support candidates for political office, NALC relies 100% on member contributions to the LCPF**, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

LCPF contributions are voluntary and can stop at any time. There is no open season. The easiest way to become a member of the Letter Carrier Political Fund is to contribute through automatic payroll deduction. Contact our Branch office with questions about how you can contribute.

—nalc.org under Government Affairs

From the Desk of the President

(Continued from page 1)

negotiation of the Local Memorandum of Understanding (LMOU), otherwise known as the Local Agreement. It is important to review the contract terms for negotiation of this Memorandum and consider what is already contained in the LMOU to see if any changes are needed or additional terms that need to be added. The negotiation period for the LMOU is thirty days after completion of the new National Agreement. There will be an announcement of the beginning date of the thirty-day period in advance of it starting. Now is the time to speak with your stewards and officers if you think something needs to be addressed during the local negotiation period. Representation only works if we work together.

Our Property

If you made it out to our Branch Hall for Meeting night, you saw the newly cleaned, resurfaced, and painted parking lot. It offsets the Hall nicely and helps protect the parking areas to minimize the need for future repairs. This along with the completion of the air conditioning replacements have

ensured that our property will be in great shape going into the future.

Honoring 70-year membership!

At our Branch meeting on May 2, I was pleased to read an award for one of our carriers, who was unable to be with us, so the membership could recognize his achievement. His award plaque reads as follows:

**National Association of Letter Carriers
Honors**

James S. Hunt

**For more than 70 Years of
Loyalty, Integrity, and Unselfish
Participation**

As a Member of our Union

I feel fortunate to have been able to present this award two times since I have been President. These individuals are the foundation on which our Union is built, and we all owe them a great debt of Honor for all they have done for us in the past so that we could be here to continue the great work they started. I will be delivering the plaque in person to Mr. Hunt, and we will post photos in a future newsletter. Once again, *congratulations on this rare achievement!*

MDA Fundraisers

On July 28, the Branch will be holding a Bookbag giveaway for elementary students prior to the start of the school. We will have sixty bags to give away, so please call and get your name on the list for your child. There will be a limit of two bags per family and we are asking for a \$5 donation for MDA for each bag...well worth the bag and its contents.

Our 10th Annual MDA Golf Tournament is scheduled for November 10 at Northdale Golf Club, and flyers will be forthcoming. The field can only consist of one hundred golfers, so don't dally, get your reservations in as soon as the flyers come out – you don't want to be left out!

Our prime purpose in this life is to help others. And if you can't help them, at least don't hurt them.

—Dalai Lama

Until next time I will leave you as always....**Knowledge is the Key.**

Brian Obst
President

Calendar

Shop Stewards

Wednesday

June 4 7:00 PM
315 W Busch Blvd, Suite C

Executive Board

Thursday

June 6 6:30 PM
315 W Busch Blvd, Suite C

Branch 599

Thursday

June 6 7:30 PM
315 W Busch Blvd, Suite C

Retirees' Breakfasts

Tampa

Monday

June 3 9:30 AM
The Cuban Sandwich Shop
10434 N Florida Avenue 33612

Temple Terrace

Tuesday

June 11 10:00 AM
Bob Evans Restaurant
off Fletcher near I-75
12272 Morris Bridge Road

Note:

Any carrier, active or retired, is welcome to attend the retirees' breakfasts, and on your birthday, the Branch will pickup the tab for your breakfast; simply provide the receipt to the Branch office for processing.

Retired...but Not Tired

The 73rd Biennial National Association of Letter Carriers Convention is fast approaching. The dates are August 5-9, in Boston, Massachusetts. I am proud to be a delegate to the convention representing Branch 599, once again.

I booked my flight to head back to the city where its last convention was held in 2008, it was the 66th Biennial Convention. The NALC President at the time was Bill Young. It certainly doesn't seem like that was 16 years ago. I remember there were many Branch 599 delegates that attended in 2008. Now, since we have fewer members attending our monthly Branch meetings, there are less paid delegates. Our delegation to the National Conventions may never reach the numbers we sent back in the day. It is another reason to attend our monthly Branch meetings, to stay involved.

At 87 years old, I still look forward to being an active NALC member and representing

our Branch. Being on the convention floor with anywhere from 6,000 to 9,000 brothers and sisters and rising as one is an incredible feeling. It is something every member should experience!

The next Retiree's Breakfast will be on June 3, at 9:30 AM. The location: The Cuban Sandwich Shop at 10434 N Florida Avenue. This group meets on the first Monday of the month.

We have another retiree group that meets on the second Tuesday of the month, at Bob Evans, 12272 Morris Bridge Road, in Temple Terrace, at 10 AM.

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

John



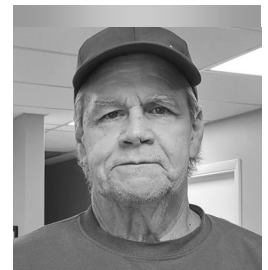
John Gebo
Director of Retirees
Branch 599

Down the Building Manager's Rhoad

We would like to call on all the Regular Carriers to step up and help our CCAs. If each one of you would donate one uniform in good condition, we could help them until they get their own uniform allowance.

Please assist us, so all of them can look professional.

Walt



Walt Rhoads
Building Manager
Branch 599



**NALC
Disaster
Relief
Foundation**



Make a donation by

- credit card
- check
- money order
- cash

The NALC Disaster Relief Foundation was established in 2018, to alleviate the suffering of **members** affected by natural disasters, including earthquakes, tornadoes, hurricanes and wildfires. The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants.

Full information is on nalc.org. Choose the Member Benefits tab, then NALC Disaster Relief Foundation. You can make a donation on that page!

From the Vice President's Desk

Article 8 – Hours of Work in the National Agreement details just about every scenario possible when looking at the hours being worked in a day. As I reviewed this article, for the umpteenth time, I recall several questions asked over the past few months concerning work hours. Management may be shortchanging carriers with hours. I would like to take a closer look and discuss how to overcome management's tactics.

Let's take a short journey through several sections of Article 8.

Section 1. Work Week

The work week for full-time regulars shall be forty (40) hours per week, eight (8) hours per day within ten (10) consecutive hours, provided, however, that in all offices with more than 100 full-time employees in the bargaining units the normal work week for full-time regular employees will be forty hours per week, eight hours per day within nine (9) consecutive hours. Shorter work weeks will, however, exist as needed for part-time regulars.

Even though the work week may be shorter or longer depending on the three-day weekend, the time averages out to only 40 hours per week. The contract provides restrictions on the number of hours that can be worked in a day. Stewards are well versed in these restrictions and will address any violation through the grievance process. As we are all aware, the most common violation is overtime.

Section 4. Overtime Work

A. Overtime pay is to be paid at the rate of one and one-half (1½) times the base hourly straight time rate. (The preceding paragraph, Article 8.4.A., shall apply to City Carrier Assistant Employees.)

B. Overtime shall be paid to employees for work performed only after eight (8) hours on duty in any one service day or forty (40) hours in any one service week. Nothing in this Section shall be

construed by the parties or any reviewing authority to deny the payment of overtime to employees for time worked outside of their regularly scheduled work week at the request of the Employer. (The preceding paragraph, Article 8.4.B., shall apply to City Carrier Assistant Employees.)

C. Penalty overtime pay is to be paid at the rate of two (2) times the base hourly straight time rate. Penalty overtime pay will not be paid for any hours worked in the month of December. (The preceding paragraph, Article 8.4.C., shall apply to City Carrier Assistant Employees.)

Everyone wants to get paid for their time worked. Management may cringe at the idea of overtime, but until the Service figures out how to manage, then overtime is prevalent. As a carrier, you should know that any time worked over 8 hours is overtime. Management's job is to control as much overtime as possible, but it doesn't always work out as expected. Additionally, be aware of reporting late for work. That extra 10 minutes can cost you annual or sick leave. Be cognizant of your time because management is and will get that time back.

Section 8. Guarantees

A. An employee called in outside the employee's regular work schedule shall be guaranteed a minimum of four (4) consecutive hours of work or pay in lieu thereof where less than four (4) hours of work is available. Such guaranteed minimum shall not apply to an employee called in who continues working on into the employee's regularly scheduled shift.

B. When a full-time regular employee is called in on the employee's non-scheduled day, the employee will be guaranteed eight hours work or pay in lieu thereof.

D. Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more

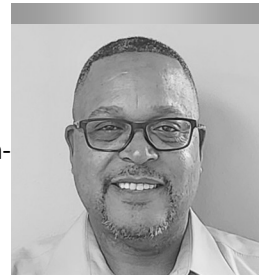
workyears of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.

So, what does all this mean for me? As a full-time carrier, you are guaranteed 8 hours of work every day you report to work. If you are called in on your scheduled day off (SDO), you are guaranteed 8 hours of pay, even if you don't work the entire 8 hours. Stewards are trained to look for this discrepancy when carriers are called in on their SDO. Management will attempt to only work the carrier as they need them to case a route or whatever, then allow them to clock out and leave. **The 8-hour guarantee is absolute, and a grievance must and will be filed when a carrier is not compensated for their contractual right of 8 hours.**

CCAs aren't exempt from a work hour guarantee. If a CCA is scheduled to work and reports, they are guaranteed 4 hours of pay whether they work or not. **Another tactic used by management is to only work the CCA 2 hours and not pay the other 2 hours. This is a violation, and a grievance must and will be filed.**

The tactics used by management are no longer hidden. Stewards are looking at and filing grievances on behalf of all carriers. Our main objective is to police the contract and not allow management to dictate our workload and not properly compensate carriers for their work. *A fair day's work for a fair day's pay.* That's the saying I remember when I started my career with the Service, and it hasn't changed. Give what is expected and in return expect what is given.

To get there, we must work together!



Mike Smith
Vice President
Chief Steward
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family and friends of **James Tobin Jr.** [retiree] whose passing was April 14; and to **Alan Robinson** [Financial Secretary] and family at the homegoing of his nephew, Jimmy L. Stokes, April 21.

Healing prayers and get well wishes are extended to **Detlev Aeppel** [Health Benefits Coordinator] as he recuperates from some medical issues.

Employee Assistance Program

info is at nal.c.org

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

It's confidential for you and your loved ones.

What is PS Form 50?

PS Form 50 is a Notification of Personnel Action. You can find a lot of information about your USPS employment status, and let me explain a little bit of the PS Form 50.

On the PS Form 50 as follows:

- Line 11: Your veteran preference
- Line 15: Leave Comp Date which was the date you became career status (PTF or Regular)
- Line 16: Enter on Duty Date which was your employment date with Post Office including non-career time
- Line 17: Retirement Comp Date which was the date you became career Status (PTF or Regular)
- Line 20: TSP Service Comp Date which included your non-career time
- Line 23: Leave Date Category with three different types (1 – 3 years with 4.00 hours per pay period)
(4 – 15 years with 6.00 hours per pay period)
(15 years and more with 8.00 hours per pay period)
- Line 28: Retirement Plan (Hired before 12/31/1983 are Civil Service and after will be FERS)
- Line 30: Life Insurance Plan (BASIC/Opt A/Opt B/Opt C)
- Line 33: Employment Office (your home office location)
- Line 52: Position Title (City Carrier or Carrier Technician)
- Line 54: Designation/Activity (Regular Code 13/4, PTF 43/4 and CCA 84/4)
- Line 61: Grade/Step (your current grade level and step)
- Line 62: Your current base salary
- Line 65: Your next step increase the exact pay period and year

You will receive a new PS Form 50 whenever your personnel action changes and hope we will have a great contract with a big increase and good benefits!

Clement



Clement Cheung
Labor Management Rep.
Branch 599

Mail Call

Brothers and Sisters, we have just endured a hot month with May. June is here and soon enough, July and August heat will arrive. It may feel like being in an oven now, it will feel as if the sun has turned our planet into a rotisserie. Do not risk your health and/or safety by not ensuring you are properly hydrated.

Sarge, I drink plenty of fluids and I never miss my Mountain Dew.

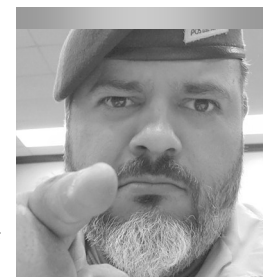
Soda may seem to quench your thirst, but the caffeine contained in most popular drinks is a diuretic, which can cause dehydration. The high levels of sodium and sugar in soda can also contribute to dehydration.

So, what should I be drinking?

Water, and plenty of it, is your best option. Some scientific studies suggest that milk and milk alternatives are right up there with the most hydrating drinks. Fruit and herb-infused water, fruit juice, sports drinks with electrolytes, coconut water, and decaffeinated tea are other okay options.

Let's avoid Heat Exhaustion and Heat Stroke this year, Stay Hydrated.

Sarge



Luis Cruz
Sergeant-at-Arms
Branch 599

Matt Speaks: The Recording Secretary

Its Purpose

Its Origins

The Recording Secretary serves as a member of the Executive Board of our Branch. Under Article VI of our bylaws, under clause (A), we read the following: *The Recording Secretary shall keep a correct record of proceedings of the branch in a book or books to be kept for that purpose.*

I would like to focus this month's article on this important duty of the position. These records should not be understood as merely business proceedings. They are of *historical value*.

What does that mean?

It is my hope, as it should be for the rest of the Branch, that what we all do in the NALC is kept in our memories, especially that of the local level. We are the eyes and ears on the ground to all of our brave brothers and sisters across the nation. In the future, our successors will reflect on us and ask the inevitable questions: *What did others do before us? Or how did they resolve this problem?* And so forth.

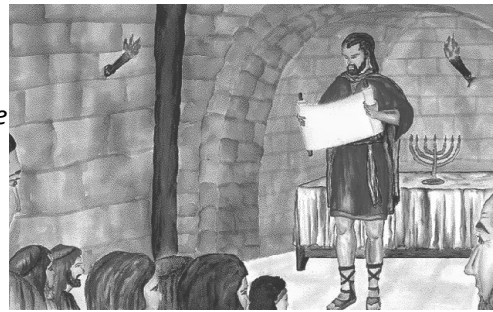
This the Recording Secretary assists with when he or she provides the minutes. At our Branch meetings, the first Thursday of every month (mark them on your calendars), the Recording Secretary reads the minutes and the membership is consulted to see whether they should stand as written or amended. All of this is for preservation. There are other duties involving the position, like informing members of special meetings when ordered by

the President and tracking the annual leave and sick leave balances of the President, Vice President, and Office Secretary. But after being in the position for a year, I think I can say that *preservation* is the heart of the matter. After all, it is the first duty mentioned in Clause A.

Another question perhaps burning in your minds...Where did the position come from? I can end it here and simply say, *Well, the NALC created the position whether national or regional or local.* But I think it's more interesting.

We read this passage in 2 Chronicles 34:8: *Now in the eighteenth year of his reign, when he had purged the land, and the house, he sent Shaphan the son of Azaliah, and Maaseiah the governor of the city, and Joah the son of Joahaz the recorder, to repair the house of the LORD his God.*

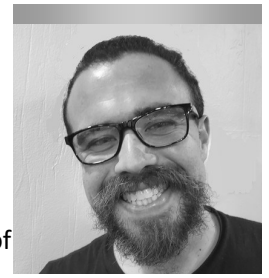
Did you catch that? The recorder. The biblical account gives us little to nothing of what the recorder did, but it's interesting he is with Shaphan who is identified later as a secretary in some modern translations. The two in the following story repair the temple and later find them with Hilkiah the priest and in verse 15 of the same chapter we read: *And Hilkiah answered and said to Shaphan the scribe, I have found the book of the law in the house of the LORD. And Hilkiah delivered the book to Shaphan.*



This book was the Torah (the first five books of the Bible) which you could say were the early historical records and business proceedings between God and his people. When the book is shown to Josiah, who was the reigning king, we read in verse 19 he *rent (tore) his clothes*, and then in verse 21 Josiah says: *Go, enquire of the LORD for me, and for them that are left in Israel and in Judah, concerning the words of the book that is found: for great is the wrath of the LORD that is poured out upon us, because our fathers have not kept the word of the LORD, to do after all that is written in this book.*

And hence the position of the Recording Secretary. After a beautiful revival in Israel in which the Passover is celebrated, the Temple is cleansed, and the people renew their covenant with God, we read in verse 27: *Because thine heart was tender, and thou didst humble thyself before God, when thou heardest his words against this place, and against the inhabitants thereof, and humbledst thyself before me, and didst rend thy clothes, and weep before me; I have even heard thee also, saith the LORD.*

Matt



Matt Fernandez
Recording Secretary
Branch 599

D-Day	June 6	1944. Around 4,000 allied troops were killed in the Normandy invasion.
Flag Day	June 14	
Happy Father's Day!	June 16	
Happy Juneteenth Day!	June 19	and enjoy your day off.

The Financial Guy

Branch 599 would like to honor another member that has reached an incredible milestone. Mr. James Hunt has been a member of the NALC for 70 years. As we invited Mr. Hunt to come to the May meeting to accept his award, he was unable to attend. President Obst is now making arrangements to personally deliver this award to him. It is amazing to me that within the last 6 months, we have had two members achieve this status. Although Mr. Hunt was not able to attend the meeting, on behalf of Branch 599, we would like to say *congratulations on this amazing milestone!*

In February, I requested another group of carrier award pins to be shipped out. By the time this newsletter is delivered, all eligible carriers should have received their pins in the mail. On behalf of Branch 599, *congratulations on your years of being a member!*

NALC Membership Awards

25 Years

Acost, Alfred
Boatman, Ralph
Davis, Magali
Esponda, Kevin
Gibson, Evanette
Hernandez, Hector
Jones, Sheryl
Magadia, Christopher
Rodriguez, Ryan A
Santana, Ricardo
Santos, Marco
Sullivan, Alfred
Trujillo, Gloria
Velez, Rene

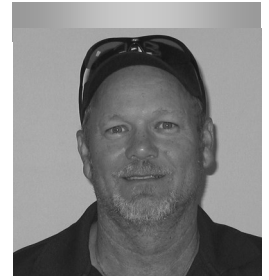
30 Years

Aldridge, Toby
Barnwell, Darrin
Bennett, Richard
Burgos, Wilton
Cousins, Derrick
Dannhardt, Michael
Franklin, Terry
Garcia, Joseph
Giaquinto, Robert
Hardy, Kevin
Hardy, Pamela
Jamo, Meden
Jurgens, Mary
Latorre, Gilberto
Lezcano, Michael
Montague, Brenda
Morris, Martin
Negrón, Anthony
Misoslaw, Oldziej
Provencher, Michael
Puls, Danielle
Robinson, Rickey
Russell, Don
Sanchez, Bernabe
Sovan, Michael
Ulmer, Lynda

These awards start after 25 years of being a member and are sent out in 5-year increments. After 50 years of being a member, you are considered a Gold Member and do not pay union dues anymore and receive your gold card. The list you see are the names of all carriers that are currently eligible for an award. Hopefully, everyone on this list will someday reach the status of a gold member. Remember, the union is nothing without our dedicated membership.

Until next time,

Alan



Alan Robinson
Financial Secretary
Branch 599

35 Years

Alley, Patrick
Bolio, Kerry
Camacho, Harris
Chirico, Phillip
Jiminez, Pedro
Loechelt, Matthew
Rubin, Sherwood

40 Years

Albuschat, Marlene
Alonso, Francisco
Baker, John
Bell, Lonnie
Chapman, George
Dresden, Michele
Harrison, James
Hayes, Waymon
Kerns, Ernest
Langgle, William
Linares, Fidel
Marsala, Salvatore
Mendez, Arcilio
Price, Martin
Sanchez, Robert
Willis, James

45 Years

Alves, John
Anderson, Michael
Dixon, Robert
Eargle, Donna
Good, James
Jones, Edward
Kubly, Joann
McGill, John
Miller, Dorothy
Newsome, William
Niles, Donald
Rickerson, John
Stevens, Norma
Suri, Thomas
Waters, Maria
Youngblood, Michael

55 Years

Acosta, Alfred
Carmon, Louis
Carter, Robert
Fowlkes, Harley
Gomez, Richard

65 Years

Everidge, Charles
Stevens, Donald

70 Years

Hunt, James

From the Treasurer's Desk – 17th Edition

Brothers and Sisters, I want to thank those of you who know Jeff Fisher and those of you who do not that reached out to me for sharing Jeff's story in my article last month. I continue to stay in touch with Jeff and we are planning a get-together with some of his former coworkers and friends; he is looking forward to the gathering. He also gave me some good news...he is going to travel for a short vacation for the first time in close to 3 years. *Jeff, I hope this opens the door for future travel!*

TIAREAP

As the technology-based route inspections continue, full name, Technology Integrated Alternate Route Evaluation and Adjustment Process, I am seeing many, many issues with the manner and methods letter carriers are delivering their routes. These issues are alarming and the consequences are... we are losing routes! TIAREAP is a negotiated (NALC/USPS) joint route inspection process, created in March 2021. It is rumored to be a negotiated item in our ongoing collective bargaining negotiations as well. The last form of RAP process was in 2015. Under TIAREAP, the NALC as well as the USPS may opt-in offices. The offices where NALC has opted-in...we have created new routes, with growth in those zones. The offices the USPS opts-in... are losing routes. They see the potential value to eliminate routes. The two offices the USPS has opted-in to date, are the offices with many issues regarding the manner routes are delivered. While decreasing mail volume is something to figure into the equation, bad habits are a big contributor. Contractually, there are Standard Operating Procedures (SOP) to follow, and the SOP seems non-existent.

This technology-based joint route inspection relies on carriers' real times. The first three offices completed their *live week* in January and several issues needed to be addressed throughout those weeks. So, I have addressed

these same issues at scheduled offices in advance to make our members aware. The objective of TIAREAP is to provide a fair route evaluation based on the regular carrier's actual time. Should a route not have a regular or the regular is out for a lengthy period, the T-6 time or a representative time will be used. In some cases, we use historical data to achieve a fair value for the route. Thus far, the route evaluations or route value has been accurate.

There are issues I am observing that are a bit concerning...just things you assume would not need to be addressed. Examples: properly checking your vehicle, carrying your scanner with you at all times, identifying to trips, making proper clock rings, carrying the route in order, **taking your lunch and your breaks**, not casing DPS, and using proper and safe loading practices. These important duties are costing us time. Seconds add up to minutes, and then lead to half hours and hours...so we lose routes. Lunch and break times are automatically added in if taken or not. This can affect and shorten the street time average if lunch and street breaks are not taken and carriers just continue to deliver. During the consultations, during *live week*, if the USPS/NALC teams see or have seen any irregularities, they are brought to the carrier's attention during those consultations.

We must work to educate our members to avoid these issues. There is a different culture within the Postal Service, driven by unattainable expectations. TIAREAP has brought these issues to light, mainly with our newer carriers. These are being addressed to ensure TIAREAP is a success. It is unfair to place the entire blame on CCAs, and newly converted PTFs.

From the start, CCAs are instructed to go, go, go...the heck with customer service, with customer connect, the heck with accountable mail, and as mentioned with lunch and breaks. The faster you deliver the more work you are



Tony Diaz
Treasurer
President Emeritus
Branch 599
NALCREST Trustee

promised. The faster you deliver the better chance you have to be promoted to career.

This is a serious safety and health concern, and this is the reason the CCA retention rate is so very low, not only here, but nationwide.

Quick Hits:

Information you should know

NALCREST Update

Since the 60-year anniversary celebration in February, the NALCREST waiting list has grown and is now at 380. It appears the 15 National Business Agents who attended from around the country (none had ever visited NALCREST before) have returned home and informed their regions what a beautiful place in paradise NALCREST really is. If you are planning to retire and you are a few years out, and want an opportunity to live at NALCREST, do not hesitate to get on that list.

Settlements reached on national-level dispute

For the dispute regarding Caser/Street-er, M-02000 in NALC's Materials Reference System, the parties agreed the test has concluded and that the data collection and testing did not involve or result in any changes to current work measurement systems, work, or time standards. The test also did not result in any permanent changes to the current route structure or route evaluation and/or adjustment process in the city letter carrier craft. As a result, it was agreed to close this case without prejudice to the position of either party in this or any other matter. Additionally, any remaining issues will be subsequently resolved in accordance with the collective bargaining agreement.

—Nalc.org

This is an important settlement; our route structure will remain the same.

Just for the Health of It

For those of you that are getting ready to retire or are retired, the fact sheet below contains information that you will need regarding the new Postal Service Health Benefits Program.

Active carriers will find their info on page 11.

Here's to your health.....

Detlev



Detlev Aeppel
Health Benefit Rep.
Branch 599



FACT SHEET Postal Service Health Benefits (PSHB)

USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
 - a) Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.
 - b) **Note:** If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.



FACT SHEET

Postal Service Health Benefits (PSHB)

USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an active employee age 64 or older as of January 1, 2025, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
 - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an active employee under the age of 64 as of January 1, 2025, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
 - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
 - If you retire on or after January 1, 2025, and you are under 64, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
 - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
 - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
 - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.

NALC



MUTUAL BENEFIT ASSOCIATION

INSURANCE AND ANNUITY PRODUCTS OF THE MBA:

- Individual Disability Income
- Hospital Plus
- MBA Whole Life Insurance
- MBA Term Life Insurance
- MBA Retirements Savings Plan
- MBA Family Retirement Savings Plan
- CCA Retirement Savings Plan
- And More



For more information:

800-424-5184

Tue/Thur 8-3:30 ET

202-638-4318

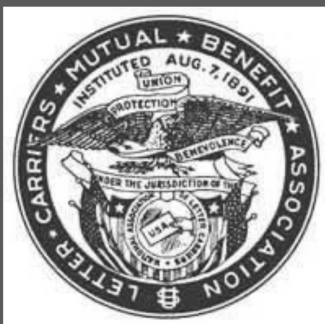
Weekdays 8-3:30 ET

www.nalc.org/mba



BRANCH 599

315 W Busch BLVD, Suite C
Tampa, FL 33612



BONITA LATTIMORE



MBA/NSBA
Representative

(813) 473 - 2786



CCA TOWN HALL MEETING

JUNE 12

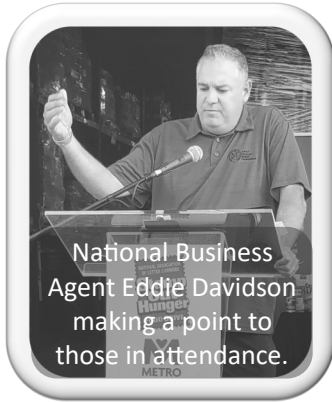
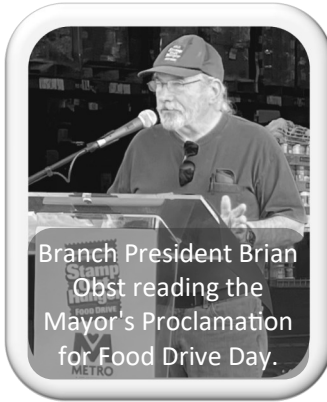
7 PM

*Tampa Letter Carriers Hall
315 W. Busch Boulevard, Suite C*

Call our Branch office at
813.875.0599 to sign-up
or for more information.

Refreshments will be provided.

Stamp Out Hunger Food Drive—Kick-off Event – May 8



Stamp Out Hunger Food Drive—May 11



Volunteers at Produce ready to unload donated food.



Loading food into truck at Hilldale.



Unloading & sorting food at Town and Country.



Hilldale carrier returning with food.



**“Mary Lou Jackman - William Corbeau”
2024 Florida State Association of
Letter Carriers Scholarship Application**



Al Friedman, President

*****PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY*****

Name of Student: _____

Male Female (You must select only ONE box. If more than one child is eligible, please use a separate/additional forms.)

Address: _____

City _____ State _____ Zip _____

NALC Branch Name and/or Number: _____

Branch Contact Phone Number: _____

NALC Branch Member's Name: _____

Applicant/Member Phone number: _____

By signing below, I certify the above named member of the FSALC is in good standing.

Signature of Local Branch President or Secretary

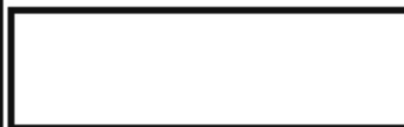
Date

(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)

***** TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: *****

- 1) The student must have graduated from an accredited High School or have a GED.
- 2) The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
- 3) Applicant must enroll as a full-time student in an accredited college or university and submit proof of enrollment to receive the funds if awarded. Winners will be notified by mail. **DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME.**
- 4) Applications must be postmarked on or by July 1, 2024. Entries received with a postmark after July 1, 2024 will not be open or returned. Only one application per applicant will be accepted.

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2000.00. This drawing will be held during the NALC 73rd Biennial Convention, August 5-9, 2024 in Boston, MA. Winners will be notified via mail.



FSALC USE ONLY

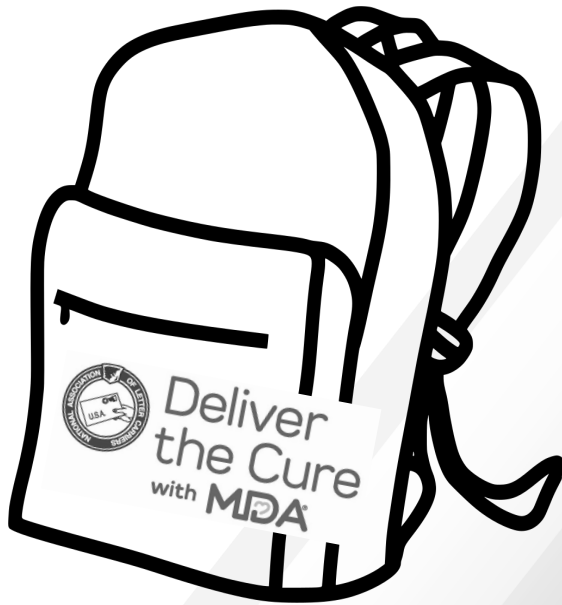
**RETURN ALL APPLICATIONS TO:
John W. Mitchell
FSALC Director of Education,
1440 7th Street Southeast
Winter Haven, FL 33880**



NALC BRANCH 599

Back-to-School Bookbag Giveaway

K - 5**



Sample of items included:

- Bookbag
- Pencils and Pencil Case
- Note Books / Composition Book
- Crayons / Markers
- Rulers
- Pencil Sharpener
- Kid Safe Scissors
- Erasers
- Notebook Paper

Sunday July 28 12-2 PM

You must come to Tampa Letter Carriers Hall to pick up bag(s) and submit *cash donation.

315 W. Busch Boulevard, Suite C, Tampa FL 33612

Call our Branch office to get on the list: 813-875-0599.

Deadline to call is Friday, July 19, by 3 PM.

*A \$5 donation to MDA per bag / Limit of 2 bags per family

Only 60 Bags Available

CALL NOW IF YOU'VE BEEN INJURED ON THE JOB.

Fed-Hurt is here to make sure you don't get mistreated by OWCP.

We specialize in getting your claim approved

Don't lose your benefits!

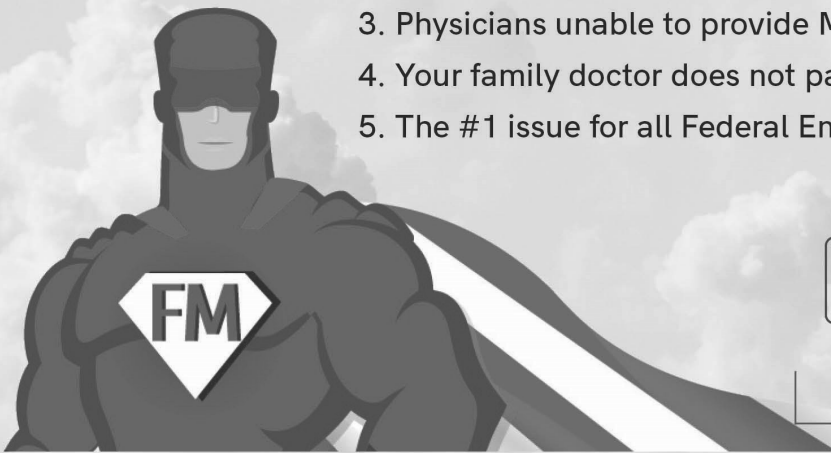


Locations nationwide

INJURED ON THE JOB AND HAVING A HARD TIME FINDING AN OWCP DOCTOR?

TOP 5 PROBLEMS FACING ALL INJURED FEDERAL WORKERS:

1. Federal Employees cannot find a qualified OWCP physician.
2. Physicians will not provide care unless they have an approved claim.
3. Physicians unable to provide MRIs, or other diagnostic testing.
4. Your family doctor does not participate with OWCP.
5. The #1 issue for all Federal Employees are denied claims.



FED-HURT

☎ (833) 433-3487

WWW.4FEDHURT.COM

WE WORK FOR YOU. NOT THE GOVERNMENT.

Fed-Hurt is a fully accredited and approved medical provider in good standing with OWCP and maintains licensure across all states where we provide treatment. We NEVER partake in nor entertain fee-for-referral agreements with Unions or any other organization, nor do we solicit payments or kickbacks for referrals. Our billing practices adhere strictly to direct invoicing to OWCP.

CALL NOW. DON'T LOSE YOUR BENEFITS.

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.



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 24 • Issue 6 • June 2024

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 A BRANCH IS
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 Text a zip code to **91989**



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