



Tampa Letter Carrier

From the President's Desk

Contract Negotiations

We have entered into the New Year and there is little change as of yet. With the contract extension of negotiations through to January 20, 2012, we are not aware of any answers to your questions. We have been informed from our National officers that we should pay little attention to the internet and the propaganda or rumors that are being spread. When we hear something from our President Fred Rolando, then we will know the outcome. As most of you probably are already

aware, there is a moratorium on plans for closings until mid-May and a reprieve on pre-funding of future retirees' health benefits until August. By then we should be up to our eyeballs in the political campaign leading towards the 2012 elections. The positive side of that is, the Postal service should make some hefty revenue from the political mail, voter registration notices, and absentee ballots. Our union is supporting resolutions to Congress for permanent absentee ballot registration as



Alan W. Peacock
President, Branch 599

well as the proposal for vote by mail. We feel that it is good business for the Postal Service and it would go a long way towards improving voter turnout. Imagine a process that would improve the democratic theory of *Government of the People*, one that makes *maximize the vote* more possible.

Postal Management

The Branch is dealing with a lot of major issues that pertain to most, if

(Continued on page 3)

- Contract is in Mediation -

The USPS has declined further extension of the contract. Now begins the 60-day mediation period prior to going to *Interest Arbitration*. President Rolando is very disappointed in the decision of the US Postal Service after exhaustive work put into a negotiated settlement of our contract by the NALC. President Rolando's response can be found on our National website: NALC.org.



Branch Meeting
Thursday
February 2
7:30 PM

Branch 599 Office

3003 W Cypress Street
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Tampa Letter Carrier

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

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

Officers

Position	Officer	Phone	
President	Alan W. Peacock	813.765.0599	apeacock.nalc@verizon.net
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Financial Secretary	Gilbert Cabanas	813.855.0516	financial.sec@nalc599.com
Treasurer	Ray Garcia	813.787.3640	treas.ray@nalc599.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.422.4967	
Health Benefit Rep.	Terry Franklin	813.758.3061	
Director of Retirees	Lance Jones	813.220.1292	
Trustee Chair	Joe Oliva	813.299.8442	
Trustees	Lori McMillion	813.263.7101	
	John DeRosa	813.850.8418	
Labor Management	Sam Santilli	813.215.7595	
	John Rowland	813.770.7769	
Presidents Emeritus	Garland Tickle • Orbe Andux		
	Donald Thomas • Michael Anderson		
	James Good		

Executive Board

Meets

Thursday 6:30 PM

February 2

March 1

Shop Stewards

will Meet

Tuesday 7 PM

January 31

February 28

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Brandon	33510	Terry Franklin	813.661.1639	813.758.3061
	33511	Terry Franklin	813.661.1639	813.758.3061
Carrollwood	33618	Donna Dayton	813.960.8894	813.417.5589
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Alan Robinson	813.935.2954	813.843.9762
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Sam Santilli	813.874.6809	813.215.7595
Hilldale Annex	33634	Varick Reeder	813.889.3913	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.597.4112
Interbay/Port Tampa	33611/16	Marie Brown	813.831.2034	727.331.9907
Interbay/Peninsula	33629	Sammy Graham	813.831.2034	813.454.3319
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570		813.634.1403	
Seminole Heights	33603	Tony Diaz	813.237.4569	813.598.9635
Sulphur Springs	33604	John Rowland	813.237.4569	813.770.7769
TCA/Peninsula	33609	Brian Obst	813.873.7189	727.458.0679
TCA/West Tampa	33607	George McClelland	813.873.7189	813.270.5035
Temple Terrace	33617	Warren Sumlin	813.988.0152	813.486.7612
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Detlev Aepfel	813.242.4507	813.505.7914

From the President's Desk

(Continued from page 1)

not all, of you in regards to your working conditions, leave, and conversions of our part-time flexible positions to fulltime. It often seems as though there are a lot of stall tactics being used to prevent something from being resolved at the lowest level. Beyond our contract there have been many structural changes in the Postal Service that have broken down the chain of communication. It is almost as if there is no one with the authority to do anything unless they have the ok from the very top. We can only speculate that the delay in the decision making process is probably politically manipulating in hopes of approval from Congress for some of the disastrous ideas that are coming from USPS Headquarters. That is the one office that if targeted for closing would bring the greatest increase in revenue than all the other proposed

ones. It is apparent that they wasted billions on equipment that becomes obsolete, that required installations the size of football stadiums and all in an effort to eliminate the most flexible asset that they had. Now they plan all these closings and the logistical nightmares that will follow while looking to contract out millions, if not billions, in transportation contracts. Imagine if there was combined effort on the part of the USPS and its employees to show the real productive company we are, instead of throwing out the flag of surrender. The Postmaster General is leading the surrender and he should be the one most adamant about the damage that Congress has wreaked on this institution in the obvious effort to privatize for greater profit.

Lobbying in Tallahassee

We will be sending two

representatives from our branch to a Legislative session in Tallahassee in February. This is a full legislative session of the Florida legislature and this is an opportunity for our representatives from all over the state along with the AFL-CIO to lobby for working class citizens of Florida. There are still a lot of issues with the redistricting plans for Florida and it could have a huge effect on voter turnout, especially for the primary elections. 2012 is sure to be a busy and interesting political year and for Florida it will be exceptionally busy. We can only hope for some leadership that will restore some common sense and remember they represent all the constituents not just the ones they select to.

Fraternally in Unionism and Solidarity,

Alan Peacock

President, NALC Br 599

We rallied outside Republican Presidential Debate • January 23



Stop the War Against Workers

Branch 599 Brothers & Sisters, are you paying attention?
Get involved in e-activist, COLCPE, and show up for rallies supporting the cause of American workers!

Treasurer's Report



Ray Garcia
Treasurer
Branch 599

December 2011

Stewards Dues Rebates [20]	\$12,310.98
Federal Taxes IRS [3]	7,670.38
Branch Officers [14]	6,688.20
Branch Office Secretary [1]	2,788.00
Stewards Pay [21]	2,730.00
Active Officers Dues Rebates [2]	1,284.40
Stewards Lost Wages [2]	646.96
Retired Officers Dues Rebates [6]	120.00
Staples Credit Plan [2]	821.93
Retirees Dinner [bylaws]	650.00
Verizon Business Phones & Internet	360.01
Great American Leasing [Copy Machine]	329.89
President's Benefits [bylaws]	327.32
Editor/Webmaster [2 months]	320.00
Postmaster	265.00
Ray Anthony Printers [envelopes & paper]	229.94
AT&T Mobility	93.61
TPA FCU 2008 & 2009 Statements [24]	65.00
Security Guard	45.00
Quick Books Online Services	24.95
BT&T Bank Service Charges	14.95

Banking Accounts	\$405,053.09
End of Month Operating Balance	\$10,987.85

Retirees Breakfast

Monday February 6 9 AM

Coffee Cup · 4407 N. Hubert Avenue, Tampa

former National Director and current State Director of Retirees Don Southern and his wife, Nancy; and current Vice President of Florida State Association of Letter Carriers, Al Friedman accompanied by his friend, Sheila. During the banquet it was brought to the attention of those present that Matty Rose has been asked to take over Nalcrest and that Al Friedman would become the new State President and he has asked Don Southern to be the new Vice President of the State. Best of luck to Matty in his latest challenge and good luck to our new State officers! We are fortunate to have all these dedicated members who will keep our organization moving forward and making great strides for our State and National organizations to provide the leadership that we expect. *[see photos on page 6]*

Al Acosta & Frank Ramos Retired!



Alan Peacock & Al Acosta



Alan Peacock & Frank Ramos

President Alan Peacock recognized **Al Acosta and Frank Ramos** during our Branch meeting in January and presented them with a check from the Branch for their retirement .

Retirees Dinner enjoyed by all!

The Retirees Banquet was well attended and enjoyed by all. Congratulations to Lance Jones for a great job well done! We had several special guests: National Secretary Treasurer Jane Broendel and her husband, John Miller;

Around the Horn

Brothers and Sisters,
I want to take this time to welcome the newly elected 2012 Shop Stewards to the ranks and congratulate the Stewards that were re-elected. We all face many challenges in 2012, in fact, 2012 could go down as one of the most important years in the storied history of the NALC. Let's support your Shop Stewards and keep yourselves updated on the latest developments.

Legislative Information

For those of you who are not e-Activists, I wanted to share a portion of an e-Activist email from NALC President Fred Rolando. It reads: *From active and retired letter carriers, from big cities to small towns, **more than 1 million signatures were collected**, processed and sent to Congress in just 12 weeks.*

Your dedication, determination and hard work made it possible to reach this goal of 1 million signatures. The voices of Americans from every corner of this country have been heard because of the efforts of the brothers and sisters of the NALC.

By reaching this goal, it is our hope that it will help prevent passage of two major bills designed to dismantle the Postal Service that are now pending before Congress—H.R. 2309 and S. 1789.

If it were to become law, H.R. 2309 would end Saturday mail delivery service, radically downsize the USPS and force the closure of thousands of post offices.

In the Senate, S. 1789 fails to repeal the pre-funding requirement, phases out door-to-door delivery and eliminates Saturday delivery by 2014.

*While the importance of the USPS to America has been demonstrated to Congress and the White House, **our battle is far from over** and we must continue to fight for a viable, effective Postal Service. So it is up to us to ensure that Congress does not ignore the voices of these Americans. I'm asking every letter carrier to be ready at a moment's notice to take further action on breaking developments to protect the future of the United States Postal Service.*

Being an e-Activist offers you an opportunity to receive the latest news coming straight out of our National headquarters, from the President's desk. The further action President Rolando speaks of could be emailing, calling or writing your Congressman/woman, or an informational picket. Whatever is called for to protect our jobs. Remember becoming an e-Activist is free and signing up is painless and fast. Make a difference in 2012!

Volunteers Wanted

Work parties will be held once a month at your Letter Carriers Hall. Starting next month, the Sunday following the monthly union meetings, I am asking for volunteers to help cleanup, trim, prune, rake, weed and whatever needs to be done to keep the Hall looking its best. Since we do not have a building manager at the current time, it is vital we stay on top of the grounds and maintain an appearance that will attract future hall rentals. I am asking all volunteers to kindly show up for two hours, from 9 to 11 AM. Two hours with enough man/woman power and we can accomplish plenty. We have recently held one other work party and ten of us

showed up on a Sunday morning; we filled up the dumpster and then some.

Tools needed:

Blowers, weed eaters, shovels, pruners, a ladder, rakes, a wheel barrel, an edger, and a chain saw. Anyone who might be interested, please contact me or the Branch Office. The next union meeting is Thursday, February 2, the first work party date is Sunday, February 5.

Quick Hits:

Information you should know

*) The menu for the February union meeting will include Subway sandwiches, a variety of Subway cookies, and sodas. Special thanks to Ella Winner for her effort and assistance over the past two months. Tim Hurlstone has taken over the recreation room after the monthly Branch meetings and is expanding the beer selection. His wants the rec room to become more of a social gathering for the members to perhaps boost attendance at the Branch meetings. Tim is open to suggestions...*thanks Tim.*

*) Hopefully at the February Branch meeting we will have good news pertaining to our contract negotiations.

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



Tony Diaz
Vice President
Branch 599



Learn more here: www.nalc.org
Click the Gimme 5 for COLCPE logo to learn more and then sign up as an e-activist!

Retirees Dinner at Chart House • January 21



Things You Should Know — Bylaw Changes are Needed!



Gilbert Cabanas
Financial Secretary
Branch 599

Do you know the difference between 19 members and 75 in our Union?

There were 19 members on the TLC board that could pass money issue problems with a majority vote. At the monthly branch meeting, 75 members need 2/3 of the votes in order to pass that same money issue. In our National Constitution, all money issues only need a majority of voters to pass those issues. Even in our local and national elections, one only needs a majority of votes to get elected. Tony Diaz won an election to the financial secretary office by only 2 votes in our election 6 years ago. Why do we have a bylaw on our books that says all money issues must be decided by 2/3 of our members voting to pass that issue? We need to change this bylaw in order to allow the majority to rule once again. Twenty-six [26] members at our monthly meeting can control the outcome of any money issue when voting against that problem at

our meeting. Remember that TLC board members, prior to its dissolution, made decisions regarding expenses all year long with only a majority of those members voting. The other difference was that the majority of our Branch members were not aware of their decisions. Why can't our branch members have the same voting rights that the TLC members had in the past? Now that our branch [instead of TLC] owns the Union Hall and all of its assets, all final money decisions can be discussed and voted upon at the monthly meeting. Another difference is that all our money received and paid out is on the monthly report at Branch meetings. This was accomplished with the dissolution of TLC. We no longer have 2 boards of officers on a monthly salary. There were monthly meetings mostly in 2011, formulating the final decision on the dissolution of TLC.

Proposed bylaws in our January issue were pulled because some must be rewritten and others must be

incorporated with other officer's duties. These bylaws changes will be proposed again and hopefully gain support by all concerned. We realized that this past year brought changes, but they were needed to comply with the laws of the IRS and Labor Department. We must continue to work together to solve our problems. This can only be accomplished with common sense from all parties and a common goal for all our members that we represent. There seems to be a fallacy of all who gain power in today's world; they forget why and who voted them into office in the first place. The only thing they seem to remember is that they work hard on their own agendas. You must continue to work as hard once elected as you did trying to get elected. There is always someone out there who can replace you in the next election. So don't just talk about solidarity, practice it and live it!

We participated in the *Awake the State* Rally • January 10



Toys for Tots collection was huge success!



Making a difference in our community!



Lori McMillion
Trustee
Branch 599

Our Letter Carriers

Toys for Tots collection

that took place on December 3, made a total over 50,000 toys collected! Those toys were given out by the Marine Corps Reserve to over 18,000 children throughout Hillsborough County. Even though these collection amounts fluctuate each year, it is a joy to know we provided close to 3 toys per child! Letter Carrier day is still the largest supplier for the Marine Corps *Toys for Tots* program in this county. The new USPS Public Relations Specialist (Enola Rice) had hit a grand slam when she got us a 2 hour TV shoot on Channel 10. They would spot shoot us in between the news anchors as a live shot! TV coverage is a huge help to our

collection and the *Flyer* magazine is a tremendous help with the ad in the magazine for 4 weeks. Of course we have a poster hanging in all the lobbies as well. *Thank you* to everyone who took the time and effort to check on equipment. Each station had enough pallets and boxes. I was actually worried about how this event would turn out this year. I must say that it turned out pretty good considering this slow economy. Every year the toys continue to roll in well after Letter Carrier day. We had toys coming in up to the final week of December 12.

Food Drive

Many of you have heard by now that I have resigned as coordinator. I have a

family matter that needs my time and attention. It was a difficult decision for me to make, but I will continue to help and assist as much as possible. I encourage any of you to try out this position that is highly rewarding. It takes time, organization, multi-tasking, lots of phone calls and communication with supervisors, managers and the Postmaster. A meeting needs to be planned in February to discuss the Food Drive, so please consider volunteering to help one of the nation's biggest collecting branches feed many people this spring.

Sincerely,
Lori McMillion

And the Beat Goes On

Ray Wallace
TLC Board
Branch 599

One day I was sitting in the VA and felt a tap on my shoulder. I turned around and lo and behold it's my good longtime friend Al Guice! Years ago we went to shop steward meetings together all over the state and Al has always been in something to do with the union. He is a true union member all the way and he too has had his share of bad luck in the health department. *God Bless you, Al.*

Our Hall

It was interesting to read President Peacock's article on the repairs needed for our union hall and the money needed to repair it. It needs a new roof, new rooftop air conditioning units, a power wash of the exterior, a water sealer put on, and then a coat of paint.

What bothers me is, years ago the money was flowing into the Union;

lots of dues-paying members, Bingo was bringing in a lot, yet whoever was in charge ignored the building—parties, dinners, trips, overtime paid out to officers. Now we have fewer members, no more Bingo, no more TLC, and yet repairs cost more.

From what I hear, in the late 1960s, a group of Tampa Carriers said, *Why don't we start a Strike Fund, just in case?* That was fifty years ago; from the grapevine I've heard that that fund is worth thousands and it sits in the bank. I'm sure half the carriers that started it are dead. We all know there will never be a strike—so why keep this money? The Branch needs money to repair our Hall. Let's do so with this. Just a suggestion.

Retirees

I sure hated to miss the Retirees Dinner. How many times do you get a

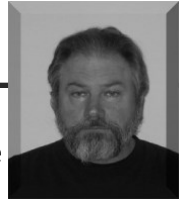
nice free meal and spend it with your coworkers, although not many Brandon retirees go?

Although I never worked with the Tampa Carriers, they all treated me great.

I've missed very few monthly meetings throughout the last 30 years, as I was brought up in a union family in New York and I know if it was not for unions nationwide, no one from management on down would be making a descent wage.

On January 10, Brandon had their Retiree Lunch and the guest of honor and the first office she worked in as a carrier supervisor, Nancy Fryer, was there. Only 2 months from my heart surgery, I was just not up to making it. Damn.

Steward's Rights under the National Agreement



Brian Obst
Shop Steward
Town n' Country
Branch 599

Article 17 of the National Agreement deals with Representation, more specifically Union Representation, and the information contained in this article details the rights of Stewards in their representation of the carriers under their charge.

Under Section 17.3 these rights are spelled out and it is these rights where we will direct our attention in the following paragraphs.

The first of the rights of the Steward is **The right to investigate and adjust grievances and problems that may become grievances**. As a Steward it is your responsibility to police and enforce the National Agreement. This is done in a variety of ways, including but not limited to taking grievances from members who feel they have been aggrieved, filing grievances on behalf of members when you become aware of a contractual violation, speaking with Management about issues in an attempt to prevent grievable situations, and maintaining a proactive position in safety and service talks to prevent situations from becoming grievance issues. The ways available for the Steward to accomplish this are through investigation which can consist of interviewing carriers and Management and other witnesses, reviewing relevant documents, files and records as well as writing case statements. Remembering that in investigations the word "Relevant" is the key as we may not simply go on a "fishing expedition" any requests must be related to the issue at hand in our investigation. While we have the right to the information, Management has a responsibility to provide us the information in a timely manner for our investigation or there can be consequences to them as the grievances

progress through the system.

The next right is **The right to paid time to conduct the previously mentioned activities**. Simply stated, Stewards are granted time on the clock for all reasonable activities including but not limited to, interviewing the grievant, supervisors and any other potential witnesses; filling out forms and writing briefs and statements; and reviewing records, files and documents to aid in the processing of the grievance. Management once again has an obligation to provide this on the clock time for grievance processing and failure to provide it will be the cause of other grievance issues and possible reprimand as the process progresses up the line. It is also important to point out that Management may not determine in advance how much time a Steward reasonably needs to investigate a grievance. Arbitration rulings have determined that "the determination of how much time is considered reasonable is dependant on the issue involved and the amount of information needed for investigation". Also "any employee must be given reasonable time to consult with his/her steward and such reasonable time may not be measured by a predetermined factor". As you can see, the National Agreement protects the ability to perform the steward work on the clock and allows for reasonable time to be used, let us ensure that we are not abusing this right.

The right to obtain Management information, including supervisor's personal notes of discussions held with employees and Postal Inspectors' memos and personal notes, is detailed in more specific detail in Article 31, so I will leave this for

another time. Suffice it to say that we have the right to various sources of information so long as the request is relevant to the investigation and Management has a duty to provide the information in a timely manner.

Stewards enjoy **the right of Super Seniority** when it comes to issues of transfer or reassignment. The basic idea here is that if a steward had to worry that he could be transferred or reassigned by management he would have concerns about enforcement of contractual issues. Take away the fear of Management retaliation and the steward can be secure in his/her position and do the job properly and without reservation.

Finally, **the right of employees to Steward representation during an Inspection Service interrogation**. This right falls under what is known as "Weingarten Rights" and comes from Federal Labor Law. This right gives each employee the right to representation during any INVESTIGATORY INTERVIEW WHICH HE/SHE REASONABLY BELIEVES MAY LEAD TO DISCIPLINE". This right only applies when the meeting is an Investigatory Interview – when management is searching for facts and trying to determine the employee's guilt or to decide whether or not to impose discipline. This means that during an official discussion, the issuance of a letter of discipline or a fitness for duty evaluation, the right is not in effect. The key term is "a reasonable belief" that he/she could be subject to discipline as a result of the situation and whether or not the belief is "reasonable" depends on the

(Continued on page 11)

Sharing Our Members' Joys and Sorrows

Get well wishes & prayers

are sent to **Ray Wallace** [retiree] and to **Michael Crowder** [Interbay].

Our deepest sympathy

and prayerful support is extended to Alma and family at the passing of her husband, **Raul Santee** [retiree], December 26; and to **Tim Young** [Forest Hills] and family at the passing of his brother.

Please help us keep up with our brothers and sisters by contacting the Branch Office when you hear of a member's joys or sorrows [marriages, births, honors, hospitalizations, deaths, etc.]

Steward's Rights under the National Agreement

(Continued from page 10)

circumstances of each individual case. The Steward needs to ensure that all carriers under his charge understand that the Steward may not invoke "Weingarten" for the carrier; the carrier must make the request for the Steward to be present for it to happen. Once this has happened, the steward is there to assist the carrier and not just to

be a silent observer, so his presence should be helpful in the interview process ensuring the rights of the carrier are not trampled by management.

This information is taken from the JCAM (Joint Contract Administration Manual) and is available for review in every station. I suggest that if you have any questions, that you read it completely and contact your Steward

to answer any questions you may have regarding these rights. Remember that your Steward is just like you with the exception that he/she has volunteered to be there to represent you in your dealings with management for your benefit.

Yours in Brotherhood,
Brian Alan Obst
Steward, Town and Country

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*

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FAX 727.585.9367
bilmor@tampabay.rr.com



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[^]Loans currently not financed at Tampa Postal FCU.