



Tampa Letter Carrier

Volume 9 - Issue 1

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

Tampa, Florida

January 2010

President's Report

by Jim Good

President - Branch 599

Closing Out 2009

Well, another year has come and gone, and although we have had to put up with quite a few issues that were new to us as letter carriers, in the end we are still holding tough.

One of the major changes that we went through was the route adjustment process. Our new National President, Fred Rolando, has had the idea of adjusting routes based on actual carrier clock ring times for many years. Fred has been talking about this new process since before he was appointed the Director of City Delivery, and I know he was instrumental in the negotiations with management at the headquarter level that made this process possible. Like any new system, it takes time to fine tune, and now with the latest review I think that we are on track to make it work. I want to thank the main players in the program for all their help in making it work. When the Modified Interim Alternate Route Adjustment Process (MIARAP) Memorandum came down from headquarters I was asked to submit names for consideration to be on the District Evaluation and Adjustment Teams (DEAT). I didn't hesitate when I chose Detlev Aepfel,

Terry Franklin and Tony Diaz. I knew that although Terry and Tony had little or no experience adjusting routes they would be able to pick up on the process and do an excellent job. Detlev had years of experience in the route adjustment process, so he was naturally my first choice. They all have proven, beyond my expectations, to be the right men for the job. I want to take this opportunity to thank them all for stepping up and taking on this challenge; even though it has meant a loss of overtime pay and many tedious hours of (sometimes) boring paperwork. They have also had to listen to the complaints, sometimes justified, from the carriers regarding their adjustments. Our branch has much to be thankful for because of their hard work.

Chief Shop Steward Brian Obst would have been one of my first choices, but he had already been activated as a Dispute Resolution backup "B" Team member. Because of the merger between the defunct Orlando Central Florida District and the Suncoast District, many more grievance cases were sent to the existing "B" Team; more than they could have possibly handled. Brian's back-up team was then activated to keep up with the high rate of grievances awaiting review. That was back in mid-September, and Brian is still working as a "B" Team member. Branch 599's loss is the Suncoast District's gain.

Now we are trying to keep up with the ever growing number of grievances being filed in the Tampa, Brandon, Sun City & Plant City Installations. Last year we filed 463 grievances, and so far this year we have filed 508. Many of these are for management not granting the shop stewards union time, or not giving them the requested information they need to investigate and resolve a grievance. We have also had our share of discipline grievances; most of them for minor issues like Letters of Warning for Unprofessional Estimates, missing MSP scans and the like. The shop stewards throughout the Branch are doing an outstanding job and we should be extremely happy and pleased to have them representing the members of the branch. I want to welcome all the newly elected shop stewards. They are listed in bold print on page two of this newsletter. I also want to thank all the out going stewards for a job well done!



In closing out the year I just want to say how thankful we all should be for our jobs with the Postal Service.

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Branch Meeting

Thursday, January 7

7:30 PM

Branch 599 Officers

PRESIDENT	Jim Good	(813) 417-8877
EXECUTIVE VICE-PRESIDENT	Dook Ramotar	(813) 767-0322
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516
RECORDING SECRETARY	Mike Brink	(813) 661-1106
FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 967-1615
TRUSTEE	Silven Zimmerman	(813) 380-3731
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	Detlev Aeppel	(813) 505-7914
DIRECTOR OF RETIREES	John Gebo	(813) 985-5474, cell 503-1256
LABOR - MANAGEMENT	Brian Obst	(727) 458-0679
LABOR - MANAGEMENT	A. Sam Santilli	(813) 215-7595

Presidents Emeritus

Michael Anderson	Orbe Andux
Don Thomas	Garland Tickle

Branch 599 Shop Stewards

Brandon	33510	Terry Franklin	(813) 758-3061
Brandon	33511	James Dobson	(813) 661-1636
Carrollwood	33618	Eddie Berroth	(813) 493-5224
Commerce	33602	Dook Ramotar	(813) 767-0322
Forest Hills	33612	Alan Robinson	(813) 843-9762
Forest Hills Annex	33613	Nick Cullaro	(813) 541-8159
Hilldale	33614	A. Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Julio Acosta	(813) 889-3913
Hyde Park	33606	Tom Cobert	(813) 694-0711
Interbay	33611	Sammy Graham	(813) 832-6644
Interbay	33629	Brian Obst	(727) 458-0679
MacDill	33608	Sammy Graham	(813) 832-6644
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Varick Reeder	(813) 746-0238
Port Tampa	33616	Sammy Graham	(813) 832-6644
Produce	33610	John DeRosa	(813) 850-8418
Ruskin / Sun City Center	33570	Jack Hencoski	(813) 685-9034
Seminole Heights	33603	Tony Diaz	(813) 598-9635
Sulphur Springs	33604	John Rowland	(813) 770-7769
Tampa Carrier Annex	33607	Don Wiseman	(813) 713-6273
Tampa Carrier Annex	33609	Dennis Lorenzo	(813) 966-3989
Temple Terrace	33617	Warren Sumlin	(813) 486-7612
Town & Country	33615	Brian Obst	(727) 458-0679
Town & Country	33635	Brain Obst	(727) 458-0679
Ybor City	33605	Detlev Aeppel	(813) 505-7914

A.R. "Tony" Huerta NALC Branch 599
3003 W. Cypress St.
Tampa, Florida 33609-1617
Tel: (813) 875-0599 Fax: (813) 870-0599
email: nalc599@verizon.net
website: <http://www.nalc599.com>

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RETIREES BREAKFAST
(In Tampa)
First Monday of Every Month
9:00 AM at
The Coffee Cup
4407 N. Hubert
in Drew Park

RETIREES BREAKFAST
(In Brandon)
Second Tuesday of Every Month
8:00 AM at
La Septima Café
140 Parsons Ave.
in Brandon

Read the *Tampa Letter Carrier* online at
<http://www.nalc599.com/newsletter.htm>

Running With You

by Dook Ramotar

Executive Vice-President - Branch 599

Route Adjustments

How does this amount \$75 million sound to your ears? More on this later. Now the adjustment is nearing the end of phase 2, running with you sat in on the interviews between the carriers and the manager. The script goes like this, manager I will read this and ask your opinion on your performance for the month of October so you sat and listen then they ask how long or time it took you in the office. You respond and I'm quoting numbers not officially with what the carrier said carrier respond 3 hours then they ask how long did it take you on the street you respond 5 hours (not including lunch) then they read again their script of documentation for the month they quoted and it comes out to 3 hours or 3 hours and 5 min office and 5 hours 10 min on the street they applaud you and said you know your route they told you the figures of cased letters cased flats and DPS numbers at the end the route comes out a little over 8 hours then they asked should you want to give away to stay at 8 hours you respond with your suggestion the steward and manager sign acknowledging the events took place and called for another carrier, and so it went on until all the carriers were asked their opinion and given their input then another set of representatives would go over what the carrier said what the figures of the USPS comes out to and adjust the routes accordingly and both carriers and managers supervisors lived happily ever after.

Not so my brothers and sisters we are dealing with individuals who not only knows everything but knows your route better than you. After the adjustment they will not stop carriers around with the clipboard and this time they do not ask your opinion they tell you-carrier so and so you have this amount of

mail this amount of DPS therefore you have under time you should be able to do a half hour trip and be back by 5pm so as to keep the window of operation. did I mention that when they asked you of your time you did not get all your mail never looked or see how much parcels you have or accountables etc., etc.

You are at a stand still and you begin to talk to yourself wait a minute, didn't this same manger or USPS Rep say I know my route and comparing with what I said and their numbers we were both in accord with the route evaluation and the time is takes now where did the under time comes from when they asked my opinion of the route I did not see there figures neither did I know what they put down before the interview how then both of us comes close to the time I quoted and their documented time of how long I took.

Would you say this is a form of harassment? I would say so and I believe what management is looking forward to us not capturing the under time of carriers because there is none. but to get the carriers to the point of not taking there 2-10 minute breaks nor lunch break, and if I may so myself there are many brothers and sisters carriers who would be reading this agree that many times they skip lunch or break and hurry back so as not to break the window of operation, because then a new form of discipline would go into effect and that is unprofessional estimate - conduct etc., etc. Which many of us would say or agree they don't want t get the boss angry at them.

Now about that 75 millions quoted at the beginning of the article. As I mentioned, the USPS bosses knows so much that giv-

ing away money is their pet project, hey its not my money what's the problem, so they continue to violate the contract daily and don't give a damn if their caught or not if their caught they pay and keep their mouth shut. In this incident they last in arbitration and the judge told them to calculate the amount owned and get back to him well they did but at a reduced amount.



The USPS thinks that even the judge are not smart enough for them the judge didn't buy their numbers and got his own which is the amount I quoted. The Union president disagreed wit the postal service amount 26.9 million, who said the ups can't add or calculate well from their 26.9 million the judge said its 75 million and that was the amount awarded.

The case took from 1994 to 2009 what's funny is that when reporters came calling the USPS kept stalling and what's more funny is the President of the Union kept his mouth shut. Why 9 believed id that he was embarrassed for the public to hear of the amount, I would too, earlier this year the USPS announced it had sustained 3.8 billion dollars less despite cost, Cutting efforts that resulted in billion in savings.

As for the award the Postal Service was disappointed in both the finding and the liability and amount of damages awarded, when contacted again the President could not be reached for comment ,with the economy the way it is they may think we are greedy employees but the fault lies at the table of USPS.

If they didn't violate the contract they would have been an additional \$75 million plus the money spent defending itself from 1994 to 2009 the public needs to be aware that we are doing our best to help the USPS make money fact is they only depend on lies and towards their employees and they comes out losers in the end,

So again Running with you leaves you with the thought a Merry Christmas and a happy and successful New Year with less stress in doing our job.

"Success is not final, failure is not fatal, it is the courage to continue that counts."

Winston Churchill

Retirees Banquet

The Annual Retirees Banquet will be held on January 16, 2010 at Boizao Steakhouse. Cash Bar opens at 6:30 with dinner beginning at 7:00.

The restaurant is located at 4606 Boy Scout Blvd (Columbus) about one mile West of Dale Mabry on the South side of the road. Their phone number is (813) 286-7100. Call the hall for questions.

Arslan Uniform Drawing

The Arslan Uniform prize for the January 7th Branch 599 meeting will be \$310.00. If you are in attendance at the January meeting and your name is drawn, you will win the \$310.00, donated by Bill & Shirley Moran of Arslan Uniforms.

Why not come to the meeting, hear what is going on in your union, and maybe win some big money?

Hope to see you there on January 7th.

ARSLAN UNIFORMS

Bill & Shirley Moran

Retired Letter Carrier Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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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

And The Beat Goes On

What's Going On?

There were some very good articles in this December's newsletter. Health Care by Ray Garcia was a very good article. It's a shame in America we have Americans that can not get care for sickness and are dying as a result. I know of more than one who has been told they can no longer work at their trade and they were born in the U.S.A., paid Social Security all their life, go to Social Security to get disability and are refused. Can you believe that?

This is B.S. One I know had to hire a lawyer and waited 3 years. I know another with a bad heart, he too was refused, yet "non-Americans" can get anything. My son's wife died a few months ago from a lack of caring by the medical profession.

As Ray Garcia said in his article "These deaths are so much a part of our reality that they are not news."

President's Report *(from page 1)*

In these days of high unemployment, poor health benefit coverage, payroll give-backs and more and more people, many of whom we all know personally, having to get by with less and less, I for one am happy and grateful to have the great job I have. I hope that all the carriers out there feel the same way that I do.

Why is this being tolerated in a country that claims to be a civilized nation? How can the people of the Union States profess and declare that our country is a defender of 'human rights' but refused to guarantee even the basic right of affordable health care to our citizens?"

What is a leader? By Tony Diaz, a very good article, but a little too long. Leadership is being a Shop Steward. If you can be a Shop Steward you have to be a leader as far as I believe and I'm sure there are all kinds. The one who is quiet and the one who is loud, but you have to have the courage to stand up to management and at times to the carrier's you are representing.

Another person I see as part leader is any one who writes an article in any paper. He or she is writing his or her opinion and as Tony said, one must have the courage to stand up to opposition from that article.

by Ray Wallace

No matter what you write, some one is not going to like it and someone will let you know about it, I know this for a fact.



Thanks to the efforts of Jim Folke we had the largest amount ever "30" to our December 8, Brandon Retiree Luncheon at Buddy Freddy's, but I think this writer got the wrong room as I didn't know any one. HA HA.

Health and Welfare

We are sad to announce that union officer Al Guice's father-in-law, Walter Copeland passed away on December 1, 2009. We also lost a great unionist when past Branch 599 officer Barney Weatherford passed away on December 14th. Our deepest condolences go out to their families.



President Jim Good congratulates Diana Lopez on her recent retirement from the USPS

A Point of Personal Privilege

An After Thought

As I write this article the United States Senate has started to debate the Health Care Bills, even though 40 Republicans voted against cloture while 58 Democrats and 2 Independents voted for cloture. As most of you should remember at the end of summer most of the pundits were writing obituaries for major healthcare reform. This was especially true during the Congressional recess in August!

There were many disruptions at most of the Congressional town hall meetings that was constantly reported by the major news media as “an accurate reflection of public opinion rather than a pep rally for extremists, encouraged by Fox News and talk-show jocks. Fear and confusion were used by stating the health care plan was “socialized medicine, it would create death panels, subsidize illegal immigrants, pay for abortions and force people to drop their current insurance!”

These were myths repeated by Senator Charles Grassley (R), Senator Jim Demint (R), Michael Steele chairman of the RNC, conservative pundits Glenn Beck, Rush Limbaugh, Sean Hannity, Bill O’Reilly and Betsy McCaughey.

Another nail seemed to be placed in the coffin for health care reform when Senator Ted Kennedy (D) Massachusetts passed away and Senator Max Baucus (D) chaired the Senate Finance Committee. Senator Baucus, who seems to be the Shirley Temple of the health insurance and pharmaceutical industries, has received millions of dollars in donations from these corporations and has expressed his opposition to the “public option.”

What is really discouraging are the

following Senators that have stated that they will not vote for any bill that contains a “public option.” They are Senator Joe Lieberman (I) Connecticut (where most of the home offices of insurance companies are located), Senator Mary Landrieu (D) Louisiana, Senator Ben Nelson (D) Nebraska and Senator Blanche Lincoln (D) Arkansas. Should any of these side with the Republican minority which only represents one third of the voters they will be able to “filibuster” to destroy the bill that two thirds of this nation wants!

The Democrats can utilize a form of law called “reconciliation” that the Republicans warn the majority against using. This would in fact allow a 51 vote or a simple majority which should be invoked. However, the Republican minority considers this avenue deeply unrepresentative and undemocratic and the GOP calls this the “nuclear option.” Yet if one checks the records on the use of this type of option the Republicans

have utilized this tactic almost 2 to 1! Especially when they had the 51 vote majority.



It has been reported that the wars in Iraq and Afghanistan have exceeded three trillion dollars. Much of which has been financed by China! Al-Qaeda in Afghanistan and Iraq are no longer a viable force there. Also a Senate report indicates that US forces in Afghanistan had Ben Laden surrounded during the Bush Administration but he was allowed to escape?

“Every path has its puddle.”
an old saying



We Own The Last Mile

Our Friend The 1838-C

The Holidays are over and a new year has begun. There is one big carryover from 2009 that most letter carriers will have to deal with. The MIARAP Review adjustments will be implementing in January and February. This will mean more changes to our routes to learn and probably more unreasonable demands from the supervisor on the workroom floor. Hopefully every letter carrier has garnered the needed skills to deal with these challenges effectively.

Soon after implementation management will want to ride with carriers all day so as to record new 3999's to reflect the recent route adjustments. That is a necessary thing that needs to be done. The 3999 is not supposed to be for the purpose of harassing the letter carrier but rather to be used as a tool to validate a new line of travel and record a new actual delivery time for each carrier. This process is strictly concerned with the street delivery time for your route.

Some managers will elect to take matters one step further. Management may chose to perform a one day mail count of your route. This will involve the use of a PS Form 1838-C, the same form that is used during an old fashioned Six Day Route Inspection. While this is a right that the contract grants to management it is absolutely NOT part of the MIARAP process. When this happens it is important to remember that the rules, and more importantly your rights, are the same as during a six day count.

You have the right to count or verify the mail pieces for yourself. It is very important that the mail count be accurate. If mail is under counted it could make you look like you are doing a

poor job. If the mail count is inflated it may make you look like a super star and create unrealistic expectations of you by your supervisor.

Proper time recording on the 1838-C is also very important. In the past all bona fide recurring office work that was not part of the 18 & 8 & 70 formula or the markup/cfs formula was carefully calculated. If these calculations exceeded the bare minimums then the higher figure was built into your office time. This reflected the individual differences between the natures of different routes. This also took into account activities such as safety talks, edit book maintenance, replenishing supplies, handling excessive turn backs, reading the bulletin boards, and reading the M-41, just to name a few. Currently fixed office times for each route are arbitrarily set at minimum or near minimum levels. By remembering that these activities are justified letter carrier work on their city route letter carriers can demonstrate and quantify the impact of these important tasks on their daily assignments. This information can then

be retrieved at a later time as needed when fixed office time discussions become necessary.

Letter carriers should make sure that the 1838-C which is started in the morning is finalized in the afternoon. Remember that PM office duties also count as daily office time. Omitting the PM recordings would falsify the results of the one day count and could render them valueless. After the one day count is over you are entitled to and should ask for a copy of the completed 1838-C for your records.

Make no mistake, the use of these 1838-C's on 3999 days is clearly an attempt to intimidate letter carriers into speeding up. If we do our jobs in a professional manner and make sure the 1838-C's are proper and accurate we can use this information to fight for fair treatment when necessary.

In Solidarity...



Unionism

by Brian Obst

Chief Steward - Branch 599

Year End Summary

Greetings and Salutations to all reading this article. I would like to extend to you my heartfelt thanks for all you have done to further the causes of the NALC during the past year.

It seems like yesterday when we were starting 2009 and preparing for the challenges that faced both us and our employer, The Postal Service. While it hasn't always been easy we have managed to help the Postal Service get through another year without destroying itself. There have been a number of attempted missteps that the Postal Service has made and we were always there to help right the ship and help to minimize the damage they had created. The future doesn't look promising, what with the proposed 5 day delivery service being again touted by the Postmaster General as a cure to all the woes of the Service. Let's examine this for a moment: The Postal Service is losing money and the best way to fix this, as determined by all the smartest people in the upper levels of the Postal Service is to take away one day of service from the paying customer. If this isn't a complete contradiction I don't know what is. We should be looking for ways to provide more services to our customers, not less. If we take away from our customers services that they need, want and are used to having it doesn't take a genius to figure out that they will begin to look elsewhere for the lost services.

Remember the short sighted opinions from the upper levels of the Postal Service from previous years, such as the most important one, we don't need all this parcel business let's give it away. All that decision did was help to create the multi-billion dollar worldwide corporation know as UPS. This company

has become the Postal Service's fiercest competitor in the shipping market and believe me when I say that the day we stop 6 day delivery you can expect to see UPS, FEDEX and any other shipping company asking Congress to remove the Postal monopoly on the access to the mailboxes, so they can pickup the deliveries on the day we will no longer deliver.

President Rolando is correct when he says that we need to find more ways to provide more services to our customers to keep them coming to us instead of trying to find ways to drive them away. I am proud of my job as a Letter Carrier for the Postal Service and if we want to remain a viable entity in the shipping industry it is up to each one of us to take the bull by the horns and find ways to save and help grow the Postal Service for the future.

Remember this, whenever they talk about the Postal Service on TV, Radio, in Movies, etc. it is generally the Letter Carrier you see or hear about. Good, Bad or Indifferent **the Letter Carrier is the Face of the Postal Service** so when you go out there remember that we are one positive that makes people want to keep shipping with the Postal Service. Everybody I know, loves their letter carrier and it is proven out anytime there is an adjustment to a route, as no one wants to lose their letter carrier and they are not embarrassed to let people know it.

Let me take a moment to look back on some of the achievements of the year. **The National Food Drive** was a resounding success this year. Carriers picked up a record amount of food for the local food pantries throughout the entire Bay area. Tampa set a new record and combined with Clearwater Branch 2008 and West Coast Branch 1477 in St Petersburg we raised more food in the Bay area than any other area of these

United States. This is particularly gratifying in this time of recession. Second the **MDA drives** for this year were good and while not as good as in previous years it still shows the massive heart the NALC and its members have going out in all kinds of bad weather and raising money to help those stricken with this illness. With the continued help of the NALC and others around the Nation a cure to this illness is inching ever closer. I tip my hat to all who were able to help in this years drives. Finally **the Annual Toy Drive** where Carriers help the Marines Toys for Tots Drive by picking up toys from our customers so no child has to wake up to a Christmas morning with no gifts under the tree. This drive always renews my faith in my fellow man as I observe the generosity of the people in our delivery area as well as the city in general.

As this year ends we can all look back and feel a surge of pride in the job we do not only for the Postal Service but for the Community at Large. The next time you wonder why the people love their Letter Carrier these are just a few of the reasons. You have just cause for celebration as this year comes to an end knowing that you and your efforts have touched another's life in a positive way.

On a more personal note I would like to take this time to thank all the members for their support this year as I was fortunate enough to be accepted to and attend the 7th class of The NALC Leadership Academy in Washington DC. I can only hope that the knowledge I gained can always be used in a positive manner to help the members of Branch 599.

(continued on page 9)



Toys for Tots Toy Drive Report

Toy Drive 2009

It seems the Toys for Tots drive has gone by so quickly this year! The Flyer did their part by placing an ad in their magazine for 4 weeks. Also, SSgt. Sadi Workman, SSgt. Michael Perez, and I did a live shoot on Channel 13 with Anne Dwyer. That was great and I feel it helped quite a bit.

I experience many emotions as I go through my coordinating routine. I start with excitement because I am happy to bring toys for the kids. It then moves to generosity, while I am out shopping for my family, I end up purchasing

more than I originally budgeted for because I want to give as much as I possibly can. I then feel overwhelmed because I worry I won't have the time to get all my duties accomplished between Toys for Tots/work/home and family. Then doubt settles in right on the day of the drive. I fear the results!

The Letter Carriers always do well and I shouldn't worry, that's what Jim tells me and I know that. But still, I worry. My estimate from this years drive is about 50%-60% of what we did last year. We used 10 box trucks verses 13 trucks last year. With one less Post Office to pick up from (Hyde Park), each truck on average

by **Lori McMillion**

Toys for Tots Coordinator - Branch 599



was half full. So, considering the economic status of our society combined with the fact that more kids registered for toys (40% more than last year), we did fairly well. That warehouse had practically nothing in it before we arrived and now it does! The age group that most benefited was boys ages 5-8. I Thank you all for your support! I know we did our best and I appreciate all your efforts!

In solidarity,

Lori McMillion
Toys for Tots Coordinator



Unionism *(from page 8)*

Even though I have been away from my duties as a Letter Carrier while serving on the Dispute Resolution Step B Team, my thoughts have never strayed from the members I represent both in my station at Town and Country as well as the entire membership of the Branch. I remain available to all of the members to assist them in any way I can with the day to day issues of being on the job dealing with management. I look forward to serving in any way that I can in 2010 and hopefully well into the future.

However you say it I hope this holiday season finds you and your loved ones well. I will sign off the only way I know how, remember – **Knowledge is the Key.**

Happy New Year.

Brian Obst

Around The Horn

Happy New Year 2010

Welcome 2010, a new year! For some, this event is no more than a change of a calendar. For others, the New Year symbolizes the beginning of a better tomorrow. In keeping with my writing on a variety of topics, and since the New Year is upon us, here are some thoughts about 2010. First, here is to looking forward to a good year ahead. I found some simple tips that just might make 2010 more pleasurable and satisfying for you.

1. Give people more than they expect and do it cheerfully.
2. Memories your favorite poem.
3. Don't believe all you hear, don't spend all you have, or don't sleep all you want.
4. When you say, "I love you", mean it.
5. When you say, "I'm sorry", look the person in the eye.
6. Be engaged at least six months before you get married.
7. Believe in love at first sight.
8. Never laugh at anyone's dreams.
9. Love deeply and passionately. You might get hurt but it's the only way to live life completely.
10. In disagreements, fight fairly. No name calling.
11. Don't judge people by their relatives
12. Talk slowly, but think quick.
13. When someone asks you a question you don't want to answer, smile and ask, "Why do you want to know?"
14. Remember that great love and great achievements involve great risk.
15. Call your mom.
16. Say "God bless you" when you hear someone sneeze.

17. When you lose, don't lose the lesson.
18. Remember the three R's: Respect for self; Respect for others; Responsibility for all your actions.
19. Don't let a little dispute injure a great friendship.
20. When you realize you've made a mistake, take immediate steps to correct it.
21. Smile when picking up the phone. The caller will hear it in your voice.
22. Marry a spouse you love to talk to. As you get older, his or her conversational skills will be as important as any other.
23. Spend some time alone.
24. Open your arms to change, but don't let go of your values.
25. Remember that silence is sometimes the best answer.
26. Read more books and watch less TV.
27. Live a good, honorable life. Then when you get older and think back, you'll get to enjoy it a second time.
28. Trust in God but lock your car.
29. A loving atmosphere in your home is so important. Do all you can to create a tranquil harmonious home.
30. In disagreements with loved ones, deal with a current situation. Don't bring up the past.
31. Read between the lines.
32. Share your knowledge. It's a way to achieve immortality.
33. Be gentle with the earth.
34. Pray. There's immeasurable power in it.
35. Never interrupt when you are being flattered.
36. Mind your own business.
37. Be wary of a person who doesn't close his

by Tony Diaz

Financial Secretary - Branch 599

or her eyes when you kiss them.

38. Once a year, go some place you've never been before.

39. If you make a lot of money, put it to use helping others while you are living. That is wealth's greatest satisfaction.

40. Remember that not getting what you want is sometimes a stroke of luck.

41. Learn the rules, then break some.

42. Remember that the best relationship is one where your love for each other is greater than your need for each other.

43. Judge your success by what you had to give up in order to get it.

44. Remember that your character is your destiny.

45. Approach love and cooking with reckless abandon.

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Many of these tips I know are already incorporated in our daily lives. Some may remind us, some we may be unaware of, some are more philosophical and others very obvious. I read them over several times and they can get you thinking. Many, if not all these tips can assist to make us better people and also the people around us.

Quick Hits: Information You Should Know

* There is a big push for COLCPE contributions. Many of you have joined fellow Letter Carriers with your donations. Educating has been the key, many new contributors were unaware as to what COLCPE has helped accomplish and how it plays a role with our current and future benefits and our jobs.

* Sixth COLA still has no accumulation.

* NALC Health Plan has attracted more than 500 members after just 10 days into the Open Season. Open Season closes December 14.

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



Toys for Tots Toy Drive 2009



A.R. "Tony" Huerta NALC Branch 599
 3003 West Cypress Street
 Tampa FL 33609-1617
 (813) 875-0599 fax (813) 870-0599
<http://www.nalc599.com>

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