



Tampa Letter Carrier

VOLUME 18, ISSUE 1

JANUARY 2019

Around The Horn from The President's Desk

Happy New Year

to all Branch 599 Brothers and Sisters!

**May the 2019 year bring prosperity, good health, peace,
many retirements and many, many CCA conversions.**



**Tony Diaz
President**

As we begin another year, we are faced with many challenges in 2019. Legislatively, we must pay attention to house resolutions aimed to take away our earned benefits and wages, to reduce delivery days, and eliminate door-to-door delivery, just to name a few.

Congratulations to our newly elected Branch stewards for the 2019 year! We will work to support and train all our new stewards and continue to develop our returning stewards. Several offices begin 2019 with no union steward which will need to be filled by stewards from other offices and/or will be covered by the Branch office.

Steward Training/Meetings are held the Tuesday before the first Thursday of each month. Our monthly newsletter has the scheduled dates of all meetings and any changes due to conflicting holidays. Anyone interested in becoming a future alternate steward or regular

steward please attend the steward trainings/meetings monthly. Educate yourself, learn more about your job and how to handle issues that present themselves.

National Day of Mourning/Observance: Information/History

Wednesday, December 5, was a federal holiday as the nation mourned the death of our 41st President of the United States, George H.W. Bush. President Donald Trump declared it a National Day of Mourning, meaning that nearly all federal workers were excused from work and their agencies were closed. Even though it was a busy time of year for mailing holiday cards and gifts, United States Postal Service locations closed on that Wednesday to honor the former President. The post office also suspended regular mail delivery and administrative office activities. USPS provided limited package delivery on the day of mourning to stay ahead of

the busy holiday season. The New York Stock Exchange and Nasdaq closed trading in observance of a national day of mourning for President Bush. The NYSE also displayed the U.S. flag that flies above the New York Stock Exchange at half-staff in honor of the former president. Social Security field offices and hearing offices were also closed.

What is the meaning of national mourning?
A national day of mourning is a day marked by mourning and memorial activities observed among the majority of a country's population. They are designated by the national government.

Who is eligible for a national day of mourning?
A national day of mourning has historically been reserved to mark the death of former commanders-in-chief.

When was the last national day of mourning?

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

**Branch 599
Meeting**

Thursday
January 10
7:30 PM

(Continued on page 3)

Branch 599 Office

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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.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

Position	Officer	Phone	Email
President	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
Vice President	Brian Obst	727.458.0679	
Recording Secretary	Michael Brink	813.875.0599	
Financial Secretary	Alan Peacock	813.892.9378	apeacock.nalc@verizon.net
Treasurer	John Gebo	813.503.1256	jig7d7@aol.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aepfel	813.242.4507	
Director of Retirees	Alan Robinson	813.843.9762	retirees@nalc599.com
Trustees	Lori McMillion, Ch.	813.263.7101	
	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood1206@gmail.com
Labor Management	Nick Cullaro	813.541.8159	
	Warren Sumlin	813.486.7612	
Presidents Emeritus	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good • Alan Peacock		

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11		813.661.1636	
Carrollwood	33618		813.961.2962	
Commerce	33602		813.242.4507	
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614		813.879.4309	
Hilldale Annex	33634		813.879.4309	
Interbay/Port Tampa	33611/16	Jonathan Jones	813.831.2034	813.293.2208
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Produce	33610		813.239.4084	
Ruskin/Sun City Ctr	33570		813.634.1403	
Seminole Heights	33603		813.237.4569	
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606		813.873.7189	
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607	Mike Williams	813.873.7189	813.541.3092
Temple Terrace	33617		813.988.0152	
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605		813.242.4507	

Around The Horn from The President's Desk

(Continued from page 1)

The last national day of mourning was declared by President George W. Bush to mark the passing of former President Gerald Ford at age 93. On that day of mourning, January 2, 2007, flags were lowered to half-staff and the financial markets were also closed.

National Day of Mourning/Observance is covered for letter carriers in Article 10, the Leave Article of the National Agreement. It is also covered in the Employee and Labor Relations Manual (ELM), section 519.4. There are different scenarios that are all addressed:

- 1) Full-time employees whose regular work day falls on the NDO but are not scheduled to work will be granted eight hours of administrative leave for that day.
- 2) Full-time employees whose non-scheduled day falls on the NDO and are not scheduled to work will receive a day of administrative leave to be used at a future date.
- 3) Full-time employees whose regular work day falls on the NDO and are directed to work will receive a day of administrative leave to be used at a future date.
- 4) City carrier assistants (CCAs) on a National Day of Mourning/Observance and are directed to work will receive pay for actual hours

worked. The Memorandum of Understanding does not address payment of administrative leave for CCAs.

Holiday mailing

Between Thanksgiving and New Year's Day, the Postal Service expected to deliver more than **900 million packages** and nearly **15 billion pieces of mail** – including over **5 million packages each Sunday in December**.

In the past, the US Postal Service had published statistics about the busiest holiday shipping day, but now says the notion of a single jackpot day *is a thing of the past*. Instead, it publishes stats on the busiest week, which will be December 17-23.

*Customer mailing and shipping traffic is expected to increase beginning December 10, and the Postal Service expects to deliver nearly **200 million packages per week** during these two weeks. The week of December 17-23 is predicted to be the busiest mailing, shipping and delivery week, **when nearly 3 billion pieces of First-Class Mail**, including greeting cards, will be processed and delivered.*

To handle the surge in volume, the Postal Service is expanding its Sunday delivery operations in select high-

package volume locations during the holiday season. Mail carriers will also deliver Priority Mail Express packages on Christmas Day for an additional fee in select locations.

The USPS does predict the busiest day for serving customers online: it expects over **8 million consumers** to visit its website on December 17, 2018. And nearly **400,000 consumers** will use the Click-N-Ship feature and other online services that day to *order free Priority Mail boxes, print shipping labels, purchase postage and even request free next-day Package Pickup.*

–usps.gov

Quick Hits:

Information you should know

- * In 2019 we will be planning more CCA Town Hall Meetings; the next meeting will be #6.
- * In 2019 we will be offering another CPR Class, the next class will be #4.
- * **Political Fund:** Several Branch 599 members signed-up for the NALC Political Fund. All Branch 599 delegates to the National Convention contribute to the Political Fund. It is an investment to save your future.....

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

Beware of phishing scams posing as NALC

NALC has received reports of members receiving an email message that appears to come from an NALC email account and includes an NALC logo in its message. The email appears to be endorsing a GoFundMe.com campaign for a sick child and includes a link that takes recipients to PayPal.com and asks them to log in to their account.

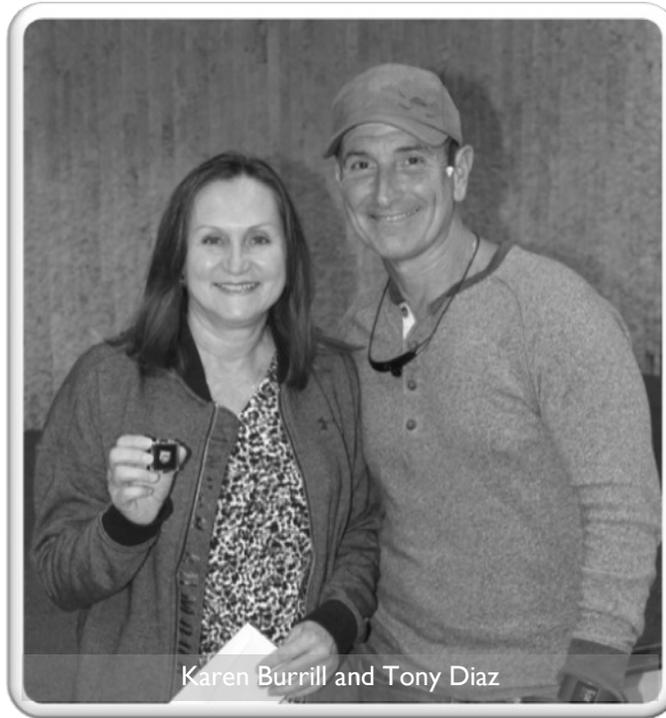
NALC does not use email to endorse personal campaigns or solicit funds for such campaigns. Further, banks and other financial institutions will not ask for personal information via email or suspend your account if you do not update your personal details within a certain period of time.

–Please read the entire article at nalc.org/news

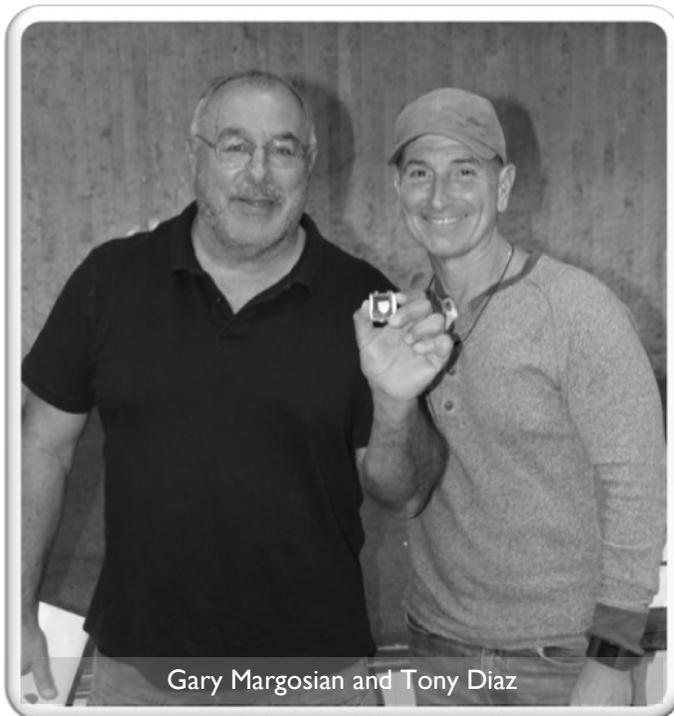


Get involved! Your future depends on it!

Burrill, Margosian, and Rickerson Retired!



Karen Burrill and Tony Diaz



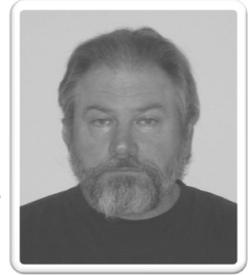
Gary Margosian and Tony Diaz



John Rickerson and Tony Diaz

*Congratulations to **Karen Burrill** [TCA], to **Gary Margosian** [Forest Hills], and to **John Rickerson** [Interbay] who received their retirement pin and gratuity from President Tony Diaz during our December Branch meeting!*

Unionism — Evidence and the Burden of Proof



Brian Obst
Vice President
Branch 599

When you file a grievance for a brother or sister carrier you want to do the best job you can in representing them. Every grievance has a number of things in common with all other grievances filed and we are going to address a couple of these. Our topic today is Evidence and the Burden of Proof, two parts of every grievance that should be familiar to the steward.

Let us start with evidence and its definition. Evidence: An outward sign; something that furnishes proof; someone who bears witness (*Merriam-Webster Dictionary online*). Evidence is something that you include in your grievance file to prove or disprove a contention, to make the contention become a fact.

Now based on the definition of evidence we can determine just what we need to put in the file as evidence to prove our contentions based on the type of case it is. In the case of an overtime violation you might want to include clock rings, overtime reports, overtime tracking charts, overtime equity review forms that are signed by both union and management officials, witness statements and interviews with people who have knowledge of the violation and events surrounding the violation. Notice that all of the evidence I have just listed is tangible, it is not word of mouth, not hearsay and while management sometimes may find a way to impeach this evidence it is

difficult to do so. There are many other items of evidence available; one only need use the information in the grievance and think about what you need to prove your case. In a discipline case you only need to review the discipline to know what evidence you need to impeach the discipline action undertaken by management.

Let us now look at the Burden of Proof. The Burden of Proof is a fickle creature as it starts on one side of the grievance issue and then shifts as the evidence is presented in the case. In the contract grievance cases the Burden of Proof is on the union to prove that a violation has occurred and the steward must demonstrate this in the grievance file with the presentation of evidence. Once the steward has proved his burden the case can usually be won. The Burden of Proof in a discipline case lies with management and they are required to prove their burden the same way, by the presentation of evidence. As a steward, your job is to attack the evidence presented by management and to find errors or falsehoods in their evidence. One thing most stewards have difficulty remembering is that in a discipline case they do not have to prove that the grievant didn't do what they are accused of only that management has failed to prove that the grievant did do what they are accused of doing. This is done by impeaching management's evidence. Management

seems to labor under the impression that if they say it is so that it must be so and while this would be convenient for them it is hardly the case. Management likes to use a statement from the supervisor without any evidence to back it up as evidence in a discipline case. Arbitrators have stated numerous times that this is hearsay evidence and it cannot be relied upon to prove a charge of discipline, as long as the union has argued and proven that there is no evidence in the file to back-up the statement. Part of your arguments should always include the tests for *Just Cause* listed in the beginning of Article 16 of the National Agreement. A good steward will know these by heart and ensure to investigate them fully to provide the best representation for their members.

This is only an introduction to Evidence and the Burden of Proof, it is highly recommended that you refer to your copy of the JCAM for further information and don't be afraid to contact other stewards and branch officers for assistance to help develop the skills needed to be the kind of representative you would want defending you.

I leave you with this thought, as always... **Knowledge is the Key.**

Mark your Calendar! Branch meetings will be...

January 10 • February 7 • March 7 • April 4 • May 2 • June 6
July 11 • August 1 • September 5 • October 3 • November 7 • December 5

Find us in Facebook...

Our Page is here: [facebook.com/National-Association-of-Letter-Carriers-Branch-599-Tampa-FL-310594989102229/](https://www.facebook.com/National-Association-of-Letter-Carriers-Branch-599-Tampa-FL-310594989102229/)
Our closed Group is here: <https://www.facebook.com/groups/nalc599/>

Proposed Bylaw Changes

ARTICLE VI

Duties of Officers, Duties of Recording Secretary Section 4, (A)

Currently reads as follows:

The Recording Secretary shall keep a correct record of proceedings of the Branch in a book or books to be kept for that purpose. He/She shall draw all warrants on the treasurer ordered by the Branch. He/She shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member. He/She shall attend to all correspondence of the Branch, as directed by the President and properly mark and file all papers to be available for inspection at any time. He/She shall notify the members of special meetings when ordered by the President. He/She shall make semi-annual reports to the Branch showing the numbers of members elected, rejected, initiated, suspended, reinstated, withdrawn, and the number of deaths, giving date of death. Also the receipts, benefits paid, amount expended and amount on hand. Within one week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers together with all other property of the Branch in his/her possession. The Recording Secretary is also required, at the President's direction to perform additional duties as outlined or mentioned in other Articles and sections contained within these By-laws. The Recording Secretary shall receive an expense allowance of \$100.00 per month.

Proposed to read as follows:

The Recording Secretary shall keep a correct record of proceedings of the Branch in a book or books to be kept for that purpose. He/She shall draw all warrants on the treasurer ordered by the Branch. He/She shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member. He/She shall attend to all correspondence of the Branch, as directed by the President and properly mark and file all papers to be available for inspection at any time. He/She shall notify the members of special meetings when ordered by the President. He/She shall make semi-annual reports to the Branch showing the numbers of members elected, rejected, initiated, suspended, reinstated, withdrawn, and the number of deaths, giving date of death. Also the receipts, benefits paid, amount expended and amount on hand. Within one week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers together with all other property of the Branch in his/her possession. The Recording Secretary is also required, at the President's direction to perform additional duties as outlined or mentioned in other Articles and sections contained within these By-laws. The Recording Secretary shall receive an expense allowance of \$150.00 per month

Signers' printed names: Mike Brink, Brian Obst, Alan Peacock, John Gebo

ARTICLE VI

Duties of Officers, Duties of Sergeant-At-Arms Section 7, (B)

Currently reads as follows:

For the faithful fulfilling of his/her duties, the Sergeant-At-Arms shall receive \$50.00 per month for allowed expenses.

Proposed to read as follows:

For the faithful fulfilling of his/her duties, the Sergeant-At-Arms shall receive \$60.00 per month for allowed expenses.

Signers' printed names: Mike Brink, Brian Obst, Alan Peacock, John Gebo

Proposed Bylaw Changes

ARTICLE VI Duties of Officers, Duties of MBA-NSBA Representative Section 8, (B)

Currently reads as follows:

For the faithful fulfilling of his/her duties to A.R. "Tony" Huerta Branch 599 AFL-CIO, the MBA-NSBA Representative shall receive \$50.00 per month for allowed expenses.

Proposed to read as follows:

For the faithful fulfilling of his/her duties to A.R. "Tony" Huerta Branch 599 AFL-CIO, the MBA-NSBA Representative shall receive \$60.00 per month for allowed expenses.

Signers' printed names: Mike Brink, Brian Obst, Alan Peacock, John Gebo

ARTICLE VI Duties of Officers, Duties of Director of Retirees Section 10, (B)

Currently reads as follows:

For the faithful fulfilling of his/her duties, the Director of Retirees shall receive \$25.00 per month for allowed expenses.

Proposed to read as follows:

For the faithful fulfilling of his/her duties, the Director of Retirees shall receive \$50.00 per month for allowed expenses.

Signers' printed names: Mike Brink, Brian Obst, Alan Peacock, John Gebo

ARTICLE VI Duties of Officers, Duties of Trustees Section 11, (B)

Currently reads as follows:

For the faithful fulfilling of his/her duties, the three (3) Trustees shall each receive \$40.00 per month for allowed expenses.

Proposed to read as follows:

For the faithful fulfilling of his/her duties, the three (3) Trustees shall each receive \$70.00 per month for allowed expenses.

Signers' printed names: Mike Brink, Brian Obst, Alan Peacock, John Gebo

John Ambrose...



John Ambrose, the #1 senior carrier in Tampa for the past 18 years has officially retired as of December 1. John was converted to regular carrier on January 15, 1966. He carried mail in the 02 zone at Ybor City Station and many years in downtown (Commerce Station) Tampa, before they were moved/merged with Ybor City. He has carried mail as a career carrier for 52 years, just shy of 53 years. However, he actually began in 1962 as a PTF, so we are talking about 56 years almost 57 years. Let me repeat myself, John has been the #1 senior carrier in Tampa since the year 2000. Being at the top for 18 years as the #1 senior carrier is an amazing statistic that may never be broken. Imagine this, the new #1 senior carrier is Freddie Nimphius, from Carrollwood Station. Freddie was #76 on the seniority list in the year 2000.

Congratulations John on a fabulous career with the United States Postal Service! Your coworkers will miss you. May you enjoy many, many retirement years.



...The Legend retired!



Santilli Holds Court

Hilldale carrier, Sam Santilli, educates several classes of students at Trinity School in Tampa. This year Sam's annual teach-in was on November 27. He captivates the students and holds their attention throughout his presentation. Sam explains the process from when a letter is mailed to when the letter is delivered, in a way only Sam can. He answers all their questions; some questions were very good and detailed. He then gives them an up-close look at his LLV and all his mail for the day. The teachers love Sam, and ask for him every year. ***Another Great job, Sam!***



A.R. Tony Huerta Branch 599

Retirees Dinner

Sunday, January 27

5 – 9 PM

Dinner at 5:30 PM



Maggiano's Little Italy

WestShore Plaza, 203 Westshore Plaza, Tampa FL 33609

Call Branch Office to Reserve a Spot 813-875-0599

No Later than January 18, 2019

Member +1

Extra people or non-retirees \$40 per person

If you are unable to attend, please contact the Branch Office to cancel no later than January 18; this will save the Branch from paying for your reservation.

Shop Stewards will Meet

Tuesday 7 PM
January 8
February 5

Branch 599 Meeting

Thursday 7:30 PM
January 10
February 7

Executive Board Meets

Thursday 6:30 PM
January 10
February 7

Sunday Work Party

at our Hall 9-11 AM
January 13
February 10

Retirees Breakfasts

Monday January 7 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday January 8 8:30 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg
Honorary Member Branch 599 Tampa

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bilmor11@gmail.com



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DOUBLE *the*
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