



Tampa Letter Carrier

Volume 1 - Issue 7

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

November 2002

President's Report

by Jim Good

President - Branch 599

Well, it has been more than three months since management in Tampa began the process of excessing carriers outside of the city and I want to update everyone as to the status of that situation. So far, eighteen carriers have been issued excessing letters, with three being sent outside the city involuntarily. The others were spared because of volunteers taking their place.

After the original group of eleven volunteers left it was discovered that the seniority date they were given was wrong. When I discovered this I met with management and informed them that because of this mistake those carriers would have to be given the option of returning to Tampa. Two of those carriers chose to return and were brought back to Tampa on October 19th. Because they returned, and there were no volunteers to replace them, two additional junior carriers were excessed in their place on October 19th.

Upon further investigation it was discovered that **all** carriers hired or transferred in as Part-Time Regulars in Tampa since April of 1995 were given the wrong seniority date when they either changed over to Part-Time Flexible or made regular. (When a

PTR changes over to either PTF or full-time regular they begin a new period of seniority, according to the National Agreement Article 41.2.B.2). Since these carriers were given the wrong seniority date management is now in the process of correcting that error. It should be noted that as long as these carriers remain in the Tampa Installation the change to their proper seniority date would have no effect on their employment. They will stay in the same position on the roster, relative to all other carriers, so bidding on vacant job assignments would not be affected. As soon as management completes adjusting the seniority dates I will contact all carriers affected with an updated seniority list. If any carrier has a question about this process they can contact me at the Union Hall.

Please be aware that grievances have been filed regarding all of these contract violations and are proceeding within the Dispute Resolution Process. The original three grievances have been imposed by the "B Team" and will be scheduled for arbitration as soon as possible.

On another note, I want to emphasize the importance of attending Branch Union Meetings. With all that is going on in the city it is imperative that all members are kept informed and up to date

ELEGATE NOMINATION

Nominations of delegates for the Florida State Association of Letter Carriers' Convention 2003 will be held at the Union Meeting on November 7th, 2002. The election of delegates, necessary, will be held at the December 5th Union Meeting. The Union Meetings are held at the Union Hall, 3003 W. Cypress, Tampa, FL @ 7:30 PM

FREE FLU SHOTS

FOR POSTAL EMPLOYEES

Tampa Carrier Annex

November 6, 2002

2:00 - 6:00 PM

Temple Terrace Annex

November 19, 2002

2:00 - 6:00 PM

(Off the clock)

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TRUSTEE	Butch Smith	813-933-4676
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The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1698, publishes The Tampa Letter Carrier monthly. The opinions expressed in this publication are those of the writers, and do not necessarily reflect the opinions of NALC Branch 599. It is the policy of this publication that all articles submitted for publication must be signed by the writer. All articles are subject to editing and revision at the discretion of the publisher & editor. Please submit articles to be published in The Tampa Letter Carrier to the branch office no later than the tenth of each month.

Jim Good - Publisher
Kit Kelley - Editor

Branch 599 Office: 813-875-0599 email: nalc599@verizon.net

Shop Stewards

Brandon	33510	Jim Brophy	813-875-1680
Carrollwood	33618	Duane Dosal	813-920-7991
Commerce	33602	Dook Ramotar Sr.	813-780-6254
Forest Hills	33612	John Watts	813-971-5525
Forest Hills	33612	John Derosa	813-996-2539
Forest Hills Annex	33613	Ella Winner	352-583-0626
Hilldale	33614	Gilbert Cabanas	813-855-0516
Hilldale Annex	33634	Lance Jones	813-968-9369
Hyde Park	33606	George McEndree	813-935-0244
Interbay	33611	Phillip Brockman	813-831-3807
Interbay	33629	Brian Obst	727-507-0135
MacDill	33608	Sammy Graham	813-837-6257
Northdale	33624	Freddie Nimphius	813-968-7491
Palm River	33619	J.C. Howard	813-621-1976
Plant City	33565	Ray Chesser	813-759-2033
Port Tampa	33616	Sammy Graham	813-837-6257
Produce	33610	Henry Dupree	813-621-6471
Ruskin/Sun City	33570	Jack Hencoski	813-633-5422
Seminole Heights	33603	Tony Diaz	813-872-1542
Sulphur Springs	33604	Albert Guice	813-621-7931
TCA	33609	Alan Peacock	813-962-0646
TCA	33607	Mark Winklepleck	813-837-2227
Temple Terrace	33617	Michael Anderson	813-681-5688
Town & Country	33615	Brian Obst	727-507-0135
Ybor	33605	Detlev Aeppel	813-907-9685

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Tony Diaz	813-872-1542
Matt Kokich	813-715-1350

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Christian Albrecht 727-791-7162

Presidents Emeritus

Milton McConnell	James Butler
Sam Dolcimascolo	Garland Tickle
Howard Carter	Orbe Andux

NOTICE TO BRANCH 599 RETIREES:

Union dues for Retired Members not on dues withholding must be paid by January 31, 2003.

ARTICLE VII, SECTION 1-C of the Branch Bylaws states:

Retired members are required to pay \$20.00 annually to the Financial Secretary.

Checks should be made payable to Branch 599 and mailed to:

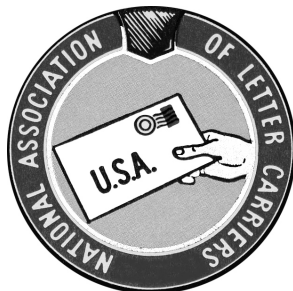
John Gebo, Financial Secretary
6122 E. 111th Avenue

Temple Terrace, Fl. 33617-3130

HEALTH BENEFITS OPEN SEASON

November 11, 2002 - December 9, 2002

Be sure to check out the NALC Health Benefit Plan. Rates are down this year for the second year in a row.



The President's Report (continued from page 1)

with the current happenings. It is also in the best interests of all members to attend these monthly meetings because many times motions are made as to how to spend your Branch's money. If you are not at the meetings, you have no say so as to how your dues are being spent. So please, take the time to protect your jobs and your Branch's finances.

Now for some positive news. We have reached a tentative agreement with management regarding the Local Memorandum of Understanding. For the first time since the 1991 negotiations we will have a signed LMU. The new memorandum will take effect immediately upon signing, which will be before the next Branch meeting. I will go over the agreement in detail at that meeting and each carrier will receive a copy after they have been printed.

There are a few other things that have come to my attention recently. If a Postal Inspector comes to your station and wants to talk to you, ask for representation before you speak with them. They are not your friends, and they are

there for a reason. You have the right to have a Union representative, or lawyer if you choose, in the meeting with you if you so desire. They do not have to ask you if you want representation, you must request it and it cannot be denied. Secondly, if you are hurt at work please give the Union office a phone call immediately! Too many times when a carrier gets hurt on the job they are given the wrong information, or the wrong forms to fill out, or both, in regards to their rights. Supervision in Tampa is not properly trained in the OWCP process and therefore it is imperative that the employees look out for themselves. If the proper procedures are followed from the offset of the injury the probability of the case being approved is greatly enhanced.

Finally I want to stress the fact that your President and Branch Officers are here to advise and help you in any way we can. Feel free to call the office at any time with your questions or concerns. That's why we are here.

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The Watts Line

by John A. Watts

Executive Vice-President - Branch 599

It pays to be a Letter Carrier. In pay period 20, Letter Carriers received the \$312.00 lump sum for cost of living. In pay period 21, Letter Carriers received anywhere from \$500 to \$825 for the 1.8% increase from November 2001 until August of 2002 which included overtime. Add the fact that most carriers are working 10 hours a day including their days off, letter carriers yearly total for 2002 will probably be the most ever.

What is the down side? Historically this will mean late delivery, a surge in customer complaints, increased percentage in CFS review, more accidents and an increase in sick leave use. Then of course, management will counter with more harassment, more discipline, which in turn will create a work environment that is hostile.

This is a nation wide trend to eliminate craft jobs, this is also a management plan to reduce

costs and produce revenue. The question still remains, when is management going to start to down-size top heavy management?

When we were going to grammar school and high school there was one teacher for every 20 to 30 students. In the U.S. Postal Service, we have one manager for every 8 to 9 craft employees. If we were to go back to the school day ratio's, just think how much money the postal service would save and how much more pleasant it would be to come to work.

As of this writing, the LMOU negotiations are almost over. We will have a signed LMOU for the first time since 1994. There was give and take on both sides but for the most part, I feel we have a workable Local.

Remember the Holiday season is just around the corner. Have a Happy Thanksgiving. Remember to work safe. No matter how hard we are being pushed, we should always work safely.

ARSLAN UNIFORMS

Bill Moran

Retired Letter Carrier Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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What A Federal Employee Should Do When Injured at Work



- Report to Supervisor** Every job-related injury should be reported as soon as possible to your supervisor. Injury also means any illness or disease that is caused or aggravated by the employment as well as damage to medical braces, artificial limbs and other prosthetic devices.
- Obtain Medical Care** Before you obtain medical treatment, ask your supervisor to authorize medical treatment by use of form CA-16. You may initially select the physician to provide necessary treatment. This may be a private physician or, if available, a local Federal medical officer/hospital. Emergency medical treatment may be obtained without prior authorization. Take the form CA-16 and form OWCP-1500/HCFA-1500 to the provider you select. The form OWCP-1500/HCFA 1500 is the billing form physicians must use to submit bills to OWCP. Hospitals and pharmacies may use their own billing forms. On occupational disease claims form CA-16 may not be issued without prior approval from OWCP.
- File Written Notice** In traumatic injuries, complete the employee's portion of Form CA-1. Obtain the form from your employing agency, complete and turn it in to your supervisor as soon as possible, but not later than 30 days following the injury. For occupational disease, use form CA-2 instead of form CA-1. For more detailed information carefully read the "Benefits . . ." and "Instructions . . ." sheets which are attached to the Forms CA-1 and CA-2.
- Obtain Receipt of Notice** A "Receipt" of Notice of Injury is attached to each Form CA-1 and Form CA-2. Your supervisor should complete the receipt and return it to you for your personal records. If it is not returned to you, ask your supervisor for it.
- Submit Claim for Compensation For Wage Loss** If disabled due to traumatic injury, you may claim continuation of pay (COP) not to exceed 45 COP/Leave and/or calendar days or use leave. A claim for COP must be submitted no later than 30 days following the injury (the form CA-1 is designed to serve as a claim for continuation of pay). If disabled and claiming COP, submit to your employing agency within 10 work days medical evidence that you sustained a disabling traumatic injury. If disabled beyond the COP period, or if you are not entitled to COP, you may claim compensation on form CA-7 or use leave. If disabled due to occupational disease, you may claim compensation on form CA-7 or use leave. A claim for compensation for disability should be submitted as soon as possible after it is apparent that you are disabled and will enter a leave-without-pay status.

The Federal Employees' Compensation Act (FECA) is administered by the U.S. Department of Labor, Employment Standards Administration, Office of Workers' Compensation Programs (OWCP). Benefits include continuation of pay for traumatic injuries, compensation for wage loss, medical care and other assistance for job-related injury or death. For additional information about the FECA, read pamphlet CA-11, "When Injured at Work"

And The Beat Goes On

by Ray Wallace

Shop Steward Jim Brophy gave me a copy of the Seniority List for Brandon and out of 70 carriers, I know the first 50. A lot more than I thought I knew. From what I hear, my friend Phill Singletary brings this paper into the manager's office. Phill Started in Brandon in March 1977. He retired from the U.S. Air Force after 27 years. He had all white hair and was very thin and could he run. We nick named him "White Lightning". I thought to myself, for sure this guy won't last. At one time he worked a route next to me and we got to know each other better and I found out that all of his energy was nerves, not that he was trying to outdo the rest of us.

I'll never forget one Saturday we all had about 20 minutes to go clock out and not one thing to do. A carrier came to me and said "Singletary is over throwing parcels". I went to the "manager" and said "We got a carrier doing clerk work." If the manager was a good manager, he should have gone over and said "Sorry, Phill. You're not allowed to do clerk work. Go back to your route." But we're talking about the majority of managers who love to wear the tie, stay out of the heat, and make a wage for doing nothing. So this manager went over and said to Phill "Ray Wallace told me to tell you that you're not allowed to do clerk work." Of course, all managers blame the Union for something they can't do: enforce the contract. Unless it's to their advantage, they ignore it. As I was at my case a few minutes later, I heard a voice say "Hey, Ray!" I looked down the aisle and there stood Phill with his index finger pointing at me. I felt bad as I liked Phill but I had to do my job as Stop Steward. I thought to myself, well, I'm sure the damn supervisor is happy. Well, standing in line to clock out that day, Phill Singletary came up to me and said "Ray, I want to apologize to you for what I did. You for sure didn't deserve that. You're too good for me to act like that." I thanked him and I've never forgotten. It takes a big person to do that and I felt good that I had done that good a job as Stop Steward to get that respect. Would you believe that Phill Singletary is still working? Just had his 70th birthday and we all know he will be carried out but a lot later that I thought. Good luck to you, Phill.

Brandon lost a retiree that left after 15 years in the

P. O. on disability with a stroke. Bob Nelson died September 27, 2002 of a massive stroke. He had a few years out and was 100% active with the Brandon Elks and also loved to play golf. He spent 21 years as a U.S. Marine. His wife Kathy is, and has been, a carrier in Brandon. Bob was a very outspoken person and let it be known to all that he liked who he worked with but disliked the P. O. and management. One time while talking to Bob, I said "Well now, you're an ex-Marine..." and Bob said to me, "Ray, READ MY LIPS. There is no such thing as an ex-Marine. Once a Marine, always a Marine." Well, I never forgot that.

On Sunday September 29th, there was a memorial service for Bob at the Brandon Elk's with full military honor guard, taps, volley of shots and folding of the flag by a Marine Sergeant. It was hard to find a dry eye. As a tribute to how well he was liked, there was over 300 in attendance of family, friends, active and retired letter carriers, one retired Postmaster, R. W. O'Neill and present P.M. David Fairbanks. It is ironic that I had not talked to Bob in quite a few years and only one month ago Bob came up to me at the graveside service of a past Brandon manager and said "Ray, where did all your hair go to?" Always with that dry sense of humor.

It all reminded me of years ago. A retired carrier name John Myers died of cancer. John had put in 20 years in the U.S.A.F. and at his wake was Leo Young who also had put in over 20 years U.S.A.F. and had just retired from Brandon. Leo came over and shook my hand and I said "Wow! Leo, you look great!" One month later Leo was dead of a heart attack having been retired only a few months.

This is the reason I'm always preaching, go to a Union meeting, a Union picnic, dinner dance, unless you hate who you're working with. You work next to these people half your life and never spend any off time with them. This writer loved working with Bob Lockhart, John Myers, Leo Young and Bob Nelson. All of them have died. I'd like to see all of you more often and some place other than at the next funeral. I hope it's not mine.

In The Knowby **George McEndree**

Here we go from ghosts and goblins to gobble, gobble, gobble. I hope everybody had a safe and fun Halloween. This year at our house we had a six-year-old running around the house disguised as the famous Spider Man, keeping us all safe from those vicious, wicked, evil supervisors--oops, I mean villains. Ah, yes--November. That means the tradition of Grandma Tenia visiting us for Thanksgiving is on the horizon.

Yes, Thanksgiving. Besides feasting at a fabulous table setting centered around a juicy stuffed turkey and all its fixings, its also a time to reflect on all that we have been blessed with. Health, family, friendship, security, success and bright future...these are some of the things we are thankful for. For most of us, hard work and dedication have brought about these fortunes but I also believe one's faith has a lot to do with what we have. Then there are the unfortunate: those who have no family, homes or clothes to wear on their backs. They're the ones who go days without food yet somehow, somehow they keep their faith and, through our *giving* they manage to keep their hopes and dreams alive for another day. *THANKS* and *GIVING* --- that's what it's all about.

To all my co-workers down there at HPCA: it has

been a while since I've been blessed with your presence. Trust that I'm there in spirit and that hopefully will soon be there in person. For those of you who have called to voice your concern, I thank you. It means a lot to me. If anyone has any problems to discuss, my phone line is always open to you and you can find my number on page 3 of the Tampa Letter Carrier newsletter.

I think the last of the Route Inspections are wrapping up for this year. Those stations that have not yet been inspected will soon get their relief starting early in 2003. Bet you can't wait. My wish to all our members is for a safe and happy holiday.

p.s. I guess I should welcome back "Big Tony". Whattaya nuts? Just kidding.

In Solidarity,

Brother George HPCA

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Outside The Lines

by Leslie Ray Garcia

How many businesses have split into two separate operations? We are currently employed by one such business, the United States Postal Service. The Department of Stupid Ideas (DOSI) in its infinite wisdom split the USPS into two independent entities, Customer Service and Mail Processing. This was done almost a decade ago? I was told then that Mail Processing was the most important element of the two entities! Yet, I argued with the (then) head of Mail Processing that their theories were flawed in that Delivery was the most important part of the USPS. His point was that delivery could not be done without processing the mails. I told him his theory was flawed because mail processing could not be done without letter carriers from Customer Service picking up out going mails. You know the theory: which came first the chicken or the egg? If it hadn't been for a former Vice-President of Branch 599, I would have called him a name that might have been the north end of a south bound mule. Since that time the USPS continues to survive, even with the rats jumping off the sinking ship.

Yes, the USPS has made many changes throughout the entire organization over these many years. Most of the changes have not produced the huge estimated profits. The only constant element to the USPS is the letter carrier. We have to still take the mail from point 'A' and deliver it to point 'B' regardless of the wrath of mother nature and the computer numbers (POST or DOIS). The letter carrier is required to make every idea from the DOSI produce a monetary profit! As proof of this theory, the USPS concluded its fiscal year in the black! At the beginning of the year the USPS accountants (Arthur Anderson?) estimated that the USPS would lose \$1.4 billion dollars this year. I believe the USPS was in the black \$600 million dollars. According to old math, that is a \$2 billion dollar turn around! I think I would fire the accounting firm that estimated that deficit for using "fuzzy math".

I heard a rumor that a persistent letter carrier on his business route got an account for the USPS. It was about \$4,000 a day in priority mailings! Of course the letter carrier was initially verbally reprimanded for wasting time but he later received an award for his efforts...a \$25 gift certificate. This was quite an achievement considering UPS and Fed-Ex were trying to get this same account. It is similar to the letter carriers that have driven a million miles in their 30 years without having a vehicle accident. Their award was a \$30 gift certificate. Too bad the awards were not a bonus (\$00000 - \$14,000). What would have been the award (bonus) for management?

At Hilldale Station within the next five years, almost 50% of the letter carriers will be eligible to retire! If you ask each one of these letter carriers about their plans to retire, many will tell you that they really don't want to retire but the USPS is not an enjoyable job, the stress level is too high, they're only working here for the pay, management only cares about the numbers, etc. I know if I had it to do over again I would still be working in the field of computers. Ah, yes--- hind sight is 20-20.

One final note: route checks are extremely important. Every letter carrier should know how to properly check his/her route. If you haven't been through a five day mail count, you need to pick the brain of your shop steward and letter carriers that have gone through a route inspection. The inaccurate numbers produced from the route check will be used against you every day. Of course you need to expect that your route will be expanded as this is happening in every station in Tampa. Hilldale is supposed to be checked in March of 2003. This check will be my last one.

"Words once spoken, can never be recalled."
Wentworth Dillion



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Join Branch 599's
 Director of Retirees Jack Newman,
 and all the rest of the retirees for a good
 time.



November

2002

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 BINGO	2
3	4 7:00 PM EXECUTIVE BOARD	5 7:00 SHOP STEWARD	6 BINGO	7 7:30 UNION MEETING	8 BINGO	9
10	11 VETERANS' DAY	12	13 BINGO	14	15 BINGO	16
17	18	19	20 BINGO	21 7:00 EXECUTIVE BOARD	22 BINGO	23
24	25	26 7:00 TLC MEETING	27 BINGO	28 HAPPY THANKS- GIVING	29 BINGO	30

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