



Tampa Letter Carrier

VOLUME 17, ISSUE 7

JULY 2018

Around The Horn from The President's Desk



Tony Diaz
President

Brothers and Sisters, I first begin with legislative news. There is some promising news that affects us all. NALC priority resolutions reach majority support. As of June 5, all NALC priority resolutions now have a bipartisan majority of Congress supporting them. The House Resolutions are HR 15 (keeping 6-day delivery), HR 28 (ensuring the continuation of door delivery), and HR 31 (restoring Postal Service, service standards). With that milestone met, it is highly unlikely that some in Congress might try to use the legislative process to cut them.

Over the course of the 115th Congress, thousands of letter carriers contacted their House representatives, educating them on the importance of Saturday delivery as well as service standards and door delivery. Capitol Hill saw hundreds of letter carriers visit their representatives in their offices over this Congress, and it clearly has made the difference. Our resolutions have seen broad bipartisan backing in recent years, and that is no small feat. We need to carry this momentum

through the midterms though, remember what resonated with lawmakers, and be ready to educate any new freshman in the 116th as well as any incumbents who failed to sign-on in this Congress. It is imperative for any success on Capitol Hill that we must have bipartisan support (democrats and republicans). There are many republicans who are *friends of letter carriers* and these resolutions would not have met majority support without their support.

—Nalc.org, Latest News and Updates

This is why the NALC Political Fund is so important, to reach out to the politicians who support us, to protect our jobs and benefits.

Morning Estimates

This article is aimed to assist and educate the carriers having a difficult time dealing with morning estimates. I have previously written about this topic, but I am finding in my morning visits to offices and in calls I am receiving, several offices are in violation of the morning routine. Morning estimates are

becoming combative, more in some offices than others.

Management has become more aggressive with their *tools*, whether it is DOIS or PET. By dictating *your* times to you in the mornings, management is violating Article 19, Handbooks and Manuals, M-41. It is so important carriers know their routes and know their rights in order to have the confidence to stand up to management. To provide management with an estimate that you actually need.

There is a plethora of documentation that supports your reporting requirements. Let's start with Handbook M-41, Section 131.4 Reporting Requirements, **131.41. It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you**

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599
Meeting

Thursday
July 12
7:30 PM

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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.

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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	Andre Hinton	813.242.4507	931.980.5169
Forest Hills	33612	Nick Cullaro	813.935.2954	813.541.8159
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Troy Figuero	813.879.4309	347.403.1644
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
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	Michael Smith	813.239.4084	813.326.0717
Ruskin/Sun City Ctr	33570	Melinda Alejandro	813.634.1403	386.237.2715
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Thomas King	813.873.7189	727.504.3866
TCA/Peninsula	33609	Mike Williams	813.873.7189	813.541.3092
TCA/West Tampa	33607		813.873.7189	
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	Andre Hinton	813.242.4507	931.980.5169

Around The Horn from The President's Desk

(Continued from page 1)

will be unable to complete delivery of all mail.

So if you feel you cannot complete your route duties on that given day in 8 hours, you must inform management. Regardless if management pushes back and says: you do not need overtime, you should have ½ hour under-time today. If you are of the opinion you need the time, request a Form 3996 (help slip). Be prepared should management say: well I am going to ride with you today; I do not think you need the time. They might say: curtail what you need to in order to be back on time. Regardless, it is your responsibility, and management is attempting to take that responsibility away from you.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

Allow management to instruct you, as previously mentioned, it could be to curtail mail, or leave a 30-minute piece and be back on time, or just deliver it, or expect street supervision today.

Important

131.43 Complete applicable items on Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

Regardless of what you are instructed, if you need auxiliary assistance, request a 3996 and give the reasons why you need overtime. The 3996 will help protect you, regardless if the time requested is disapproved by your morning supervisor. Again, let management instruct you should they disapprove your request for assistance.

Section 122.33 of the M-39 Handbook requires the supervisor/manager to provide you with a 3996 when you request one.

122.33, The employee, upon request,

will be provided a Form 3996, Carrier – Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of completed form will be provided the employee. So in the morning you evaluate your workload for the day, you realize you cannot complete your duties/route/assignment in 8 hours. You request a 3996, no matter what your supervisor/manager says to you, say the words *I am requesting a 3996* and explain the reason(s) for your request.

Should management deny you a help slip 3996, they are in violation. Write a statement and ask to see your steward.

131.44 Report on Form 1571 all mail undelivered – including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

Should the instruction be to curtail, request a Form 1571, (curtailment slip/form) to protect yourself.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.

Do not take it upon yourself to curtail mail or return any mail you were unable to deliver *on time* without authorization from your supervisor/manager. This could lead to discipline for willfully delaying the mail.

Additional supporting documentation, Memorandum of Understanding, MOU-01664 states: The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. **The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41**, the supervisor's scheduling responsibilities outlined in section

122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. **DOIS projections are not the sole determinant of a carriers leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.** MOU-01769 states: The subject office efficiency tool is a management tool for estimating a carrier's daily workload.

The office efficiency tool used in the Greater Indiana District or any similar time projection system/tool(s) will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action. This agreement does not change the principle that, pursuant to Section 242.332 of Handbook M-39, *No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.* Furthermore, as stated in the agreement for case Hi N-1 N-D 31781, *there is no set pace at which a carrier must walk and no street standard for walking.*

Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.

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Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family of **Mike Serenelli** [Hilldale] whose passing was May 30; to **J.C. Howard** [retiree, Branch 599's Sergeant-at-Arms] and family at the passing of his wife, Florine, June 4; to the family of **Clyde K. Tim Humberson** [retiree] whose passing was May 16; to the family of Sue Almand [widow of Norman Almand] whose homegoing was June 6, and to **Chuck Piers** [Hilldale] and family at the passing of his mother, Patricia, June 8.



Paying Final Respects

Carriers from Hilldale Station showed up in their uniforms while paying final respects to coworker, Michael Serenelli. Mike unexpectedly passed away on May 30 at the age of 57. The sea of blue was an awesome sign of respect to a good friend and great individual. Mike's family was overwhelmed at the service by the show of love and support. Mike will be missed.

Please note that July meetings have been changed due to the Independence holiday.

Steward Training will be July 10. The Branch meeting and Executive Board will meet on July 12.

Around the Horn from the President's Desk

(Continued from page 3)

Management's use of a newer tool PET (Performance Engagement Tool) doesn't change the fact that it cannot be used as the determinant of a letter carrier's daily workload projections. Letter carriers are still responsible for estimating the amount of time it will take to complete their assigned duties, and management still has the responsibility to manage that workload within the confines of the handbook language as well as those national-level

settlements regarding the use of any such time-projection tool. Depending on how management uses PET on the workroom floor, it is possible that some relevant contractual provisions and/or settlements could be violated.

If management in your office is using PET in contradiction to the above referenced settlements and handbooks, a grievance should be initiated. As with any other grievance, a detailed statement of the facts will be needed to assist your steward

to help prepare the grievance case.

Quick Hits:

Information you should know

- * There are 30,000 letter carriers nationally eligible to retire.
- * USPS is the largest employer of veterans in the nation.
- * An astounding 48% of the carrier workforce is comprised of CCAs or converted CCAs.

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

Unionism...The Future Is the CCA...Really.

I have been with the USPS for over 20 years and I have seen and heard many predictions about the future of the Postal Service. Today we will talk about another one of these, the CCA (City Carrier Assistant) and their role in the future of the postal service and the NALC.

When Arbitrator Das ruled on the creation and pay and benefits of the newly developed position of CCA he was aware of the many arguments on both sides about these new workers and their place in the workplace. The Das decision on pay and benefits for these new workers had far reaching effect on the previous temporary workers – the TEs (Transitional Employees) as well as the new workers – the CCAs.

Please take note of the fact that I refer to the CCAs as the new workers and not the new postal service employees. You might wonder why I do this and it is easy to explain, the Postal Service has argued and won at arbitration that the CCAs are not postal service employees until they make regular. If you question this, simply look into the annual leave provisions where it states that new employees may not use leave until they have served 90 days and one pay period. This is a case the NALC fought at national arbitration, but the postal service was able to prevail. This clearly shows that the postal service doesn't consider CCAs to be employees until they actually make regular. Kind of clarifies why they continue to treat CCAs as second class workers, doesn't it?

But I digress, CCAs are hired by management for a variety of reasons: to eliminate overtime, to ensure enough workers to fill out the work schedule and to cut overhead costs of the postal service. The ability for management to cut overhead costs comes from the fact that CCAs get paid substantially lower hourly rates than regular

carriers. This two-tiered pay scale was one of the major arguments forwarded by the NALC when the CCAs were established and while the NALC was unsuccessful in preventing its establishment, they were able to make many changes to benefit the CCAs with regards to pay and benefits over the length of a career. In the last contract cycle the NALC was able to obtain a number of paid holidays for the CCAs and the pay scale for CCAs still takes 12½ years to max out pay-wise; the time between step increases is much shorter than it was when I joined the service.

I tell you this to show that the time prior to making regular is taxing, yes but it is worth it to stick it out to make regular. Even though they make it tough it will all even out later in your career.

Again speaking of the future, understand that the NALC will never stop trying to find ways to better the situation of the CCAs so you should constantly be talking to your representatives for any news as well as checking our national web site NALC.org or download the NALC app to your smart phone so you have all the information at your fingertips.

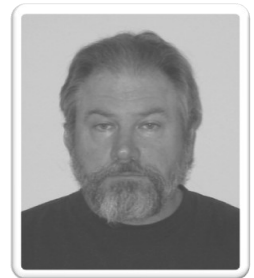
I hear people daily who have complaints about CCAs and how they don't like them because they make mistakes. All I can say about this is all those same people made mistakes when they were new as well. The most important thing here isn't that they make mistakes, it is how we react to these mistakes and our attempts to help them stop making them. When I say that the CCA is the future of the postal service, I am talking about the people that are going to replace us all. At last month's branch meeting there were 5 new retirees, and they are only hiring CCAs now, so who do you think is going to replace those retirees? Obviously the CCAs are going to do so and it is the job of every carrier to help assist in the training of

these new workers.

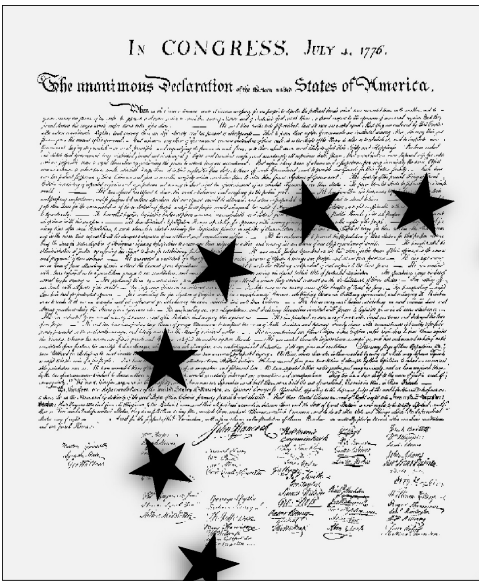
As a union activist, steward and branch officer, it is my duty to train my replacement. It is the most important job I have for the union; I need to leave the union on better footing than it was when I arrived. When I arrived in Town and Country there were 2 stewards here and in my first year I became involved and with some guidance from Larry Reeves and Jesse Starcher I took the stewardship of the station. Now 20 years later it is time for someone else to prepare to take the reins from me as I move towards retirement. It is a task that can be accomplished with time, as I am here to assist during the transition period, but it is important not to miss the opportunity to gain from the knowledge of others before they move on. The same can be said about CCAs; it is important for you to glean whatever knowledge you can from the experienced carriers that you are working with because one day it will be your job and they won't be here to help provide you with that all important guidance.

While many of you reading this article may not believe how important this is, I will relate a report from our National President Fred Rolando. At our recent training seminar in St. Augustine, the president reported to the attendees that since the advent of CCAs, the active membership of the NALC is now over 50% Converted CCAs and CCAs working awaiting conversion to regular. Think about this for a moment – over 50% since 2013. It is obvious that the longtime carriers are retiring in great numbers and are being replaced with newer, younger and less expensive carriers in rapid fashion. The future of the service depends on the

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Brian Obst
Vice President
Branch 599



*Celebrate Our Nation's
Independence Day
Safely!*

40-year Service Award!



Eric Chavez & Rocky Randels

Cash Rocky Randels (Forest Hills) was presented his 40-year service award by District Manager Eric Chavez. **Congrats to Rocky, great achievement!**

Branch 599 Members connect here in Facebook: facebook.com/groups/nalc599 Click: [Join Group](#).

Mark your Calendar! Branch meetings in 2018 will be...

May 3 • June 7 • July 12 • August 2 • September 6 • October 4 • November 1 • December 6



Get involved! Your future depends on it!

Unionism...The Future Is the CCA...Really.

(Continued from page 5)

success of the CCAs that have been hired and are being hired today. All carriers have an important mission to help these new workers succeed so we leave the service in a better position than it was when we arrived years ago. All new CCAs have a responsibility to pay attention and learn from those who came before them. One day they will all be gone and you will be on your own and to not have the knowledge of the

proper way to do your job is like a soldier going into battle with no bullets for his weapon.

Clearly I believe if you look at the available information, you will reach the same conclusions that I have stated here so all I can do is ask that each one of you look inside yourself and see what you can do to help prepare the newest workers for their long task ahead. Remember, we all have a stake

in how well the service does, as we all want to get to retire some day; we paid for it and earned it so we would all like to one day enjoy it. If the company fails then so do we all.

Once again I leave you as always – **Knowledge is the Key!**

Brian Obst
Vice President
Stations/Branches Chief Steward

Green, Hernandez, Munkel, Jimenez & Price Retired!



Herman Pete Green & Tony Diaz



Jane Hernandez & Tony Diaz

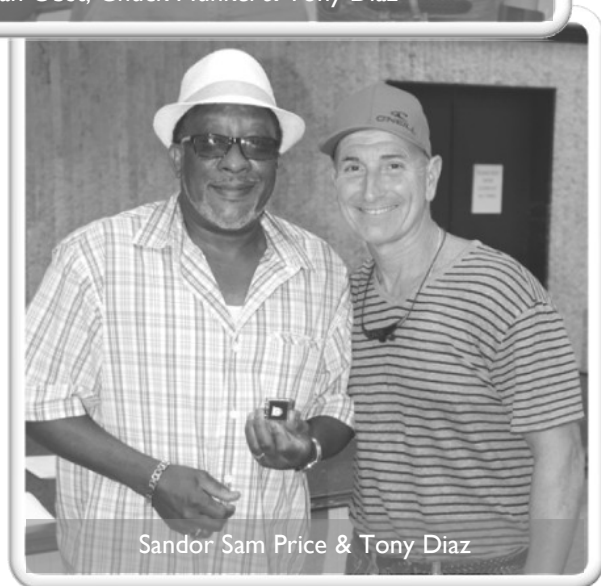
Congratulations to **Herman Pete Green** [Tampa Carrier Annex], **Jane Hernandez** [Brandon], **Chuck Munkel** [Town N'Country], **Pedro Jimenez** [Ybor City], and **Sandor Sam Price** [Sulphur Springs] who received their retirement pin and gratuity from President Tony Diaz during our June Branch meeting!



Brian Obst, Chuck Munkel & Tony Diaz



Pedro Jimenez & Tony Diaz



Sandor Sam Price & Tony Diaz

State Steward Training



State Steward Training was June 1-3 in St Augustine, Florida at the World of Golf Village Renaissance Resort. Sixteen of our stewards and alternates attended the 3-day training. It was a very productive and educational 3 days! Our Branch had 5 first-timers at a steward training. NALC President Fred Rolando addressed the members on Friday with the latest news and answered any questions.



Avoid Heat Emergencies

The summer months are upon us, here is some good information on

Heat Emergencies

What Are Heat Emergencies?

Heat emergencies are health crises caused by exposure to hot weather and sun. Heat emergencies have three stages: heat cramps, heat exhaustion, and heatstroke. All three stages of heat emergency are serious.

If you live in hot climates or play sports in the summertime, you should know how to spot the symptoms of heat emergency. Getting treatment in the early stages of this condition can prevent heat stroke. Heat stroke can be fatal or cause lifelong complications.

Call 911 or go to the emergency room if heat illness is causing vomiting, seizures, or unconsciousness.

What Are the Signs and Symptoms of Heat Emergency?

Heat Cramps

Heat cramps are the first stage of heat emergency. They usually happen when you've been physically active in the heat, but they can also occur if you haven't been active.

Heat cramps are especially likely in the elderly or small children, overweight people, and people who have been drinking alcohol. Muscle pain and tightness are symptoms of heat cramps.

Heat Exhaustion

Symptoms of heat exhaustion include:

- muscle cramps
- dizziness
- mild confusion
- fast heart rate or breathing
- headache
- irritability
- extreme thirst
- nausea or vomiting
- pale skin
- heavy sweating
- fainting

Heatstroke

With heatstroke, all the symptoms of heat exhaustion may be present, plus:

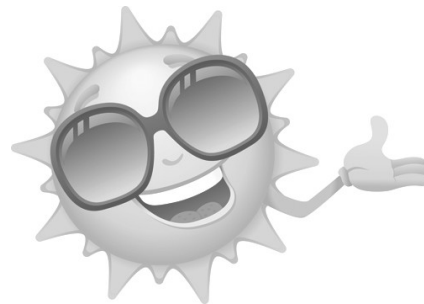
- body temperature over 104°F
- irrational behavior or hallucinations
- confusion
- rapid, shallow breathing

- rapid, weak pulse
- seizures
- loss of consciousness
- dry skin

Sweating may be present in heatstroke. A person who is experiencing heatstroke might have very dry skin from dehydration.

—Medically reviewed by Deborah Weatherspoon Ph.D, MSN, RN, CRNA on December 14, 2015

—Written by Elea Carey



Tips to Avoid Heat Related Illness

(heat stroke or heat exhaustion)

The sweltering summer heat is upon us, and in the Tampa Bay Area the severe temperatures can become problematic if proper preparation is not followed. Water consumption is the primary key to beat the heat and heat-related illnesses.

Smart:

- ♦ Start work hydrated.
- ♦ Drink plenty of water throughout the day.
- ♦ Consider sports drinks for electrolyte replacement when sweating.
- ♦ Rest in the shade or a cool place during breaks.
- ♦ Wear a wide brim hat.
- ♦ Pay attention when weather conditions change.
- ♦ Recognize the signs and symptoms of heat illness.

Not smart:

- ♦ Drinking soda and other sugary drinks
- ♦ Drinking lots of coffee and tea
- ♦ Drinking alcohol
- ♦ Waiting to be thirsty before drinking
- ♦ Eating heavy meals
- ♦ Driving if you are mentally disoriented or can't think clearly

Retirees

If you want any new Union/Retiree related updates/information,
please provide us with the following personal contact information:

Name _____

Home Phone _____ Cell _____

Email _____

Fill in the above information and mail it to the Branch Office
so that it can be added to our retiree contact list.

NALC Branch 599
3003 W Cypress Street
Tampa FL 33609



Job Related Injuries
Government Workers' Comp Provider

4150 N Armenia Avenue, Suite 102, Tampa FL 33607
Phone: 813.877.6900

Shop Stewards will Meet

Tuesday 7 PM
July 10
July 31

Branch 599 Meeting

Thursday 7:30 PM
July 12
August 2

Executive Board Meets

Thursday 6:30 PM
July 12
August 2

Sunday Work Party

at our Hall 9-11 AM
July 15
August 5

Retirees Breakfasts

Monday July 2 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday July 10 8:30 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

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*This program does not apply to existing loans financed with Tampa Postal FCU. First payment is due 60 days from loan closing and no interest for 30 days. Valid for vehicles financed with the credit union between May 1, 2018 - July 31, 2018. Some restrictions apply. Contact the credit union for complete details.

