



Tampa Letter Carrier

VOLUME 20, ISSUE 6

JUNE 2021

— Notice —

Until further notice, as has been our practice, everyone attending Branch Meetings is required to wear a facial mask...your cooperation is appreciated.

Around The Horn from The President's Desk

10 PTFs (formerly CCAs) converted to fulltime regular on May 22 in Tampa

Congratulations to the 10 top Relative Standing Tampa CCAs, for being converted to fulltime regular carriers. These 10 converted PTFs were just converted to PTFs (career) on May 8, and added to the 9 conversions earlier in the year, give Tampa 19 conversions for the 2021 year. The conversions were well deserved after serving right at 49 months, almost entirely as CCAs. All began in April 2017, the longest waiting period since the beginning of conversions. Again, congratulations to the 10 new fulltime regular carriers!

Brothers and Sisters,
From coast to coast, letter carriers deliver mail under extreme weather conditions.

With the beginning of May bringing above average temperatures, and with at least four months of upcoming heat, my article this month will focus on heat and hydration. 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. *Heat exhaustion* occurs when people are exposed to high temperatures for extended periods of time without hydration. When you deliver mail in Florida weather you must know what symptoms to look out for and exhaustion prevention. Extreme heat

kills more people than hurricanes, floods, tornadoes, and lightning combined.

Extreme Heat are conditions defined as summertime temperatures that are substantially hotter and/or more humid than average for location at that time of year. Humid or muggy conditions, which add to the discomfort of high temperatures, occur when a *dome* of high atmospheric pressure traps hazy, damp air near the ground. *Extremely dry combined with hot conditions* are a *very dangerous mix*. Imagine, a heat wave can make train



Tony Diaz
President
Branch 599

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599
Meeting

Thursday
June 3
7:30 PM

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National Association of Letter Carriers, Branch 599,

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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 Branch 599, NALC. It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor.nalc599@gmail.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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Presidents Emeritus	Garland Tickle • Orbe Andux • Donald Thomas Michael Anderson • James Good • Alan Peacock		

Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches Chief Steward, Brian Obst 727.458.0679				
Brandon	33510/11	David Rivadeneira	813.661.1636	813.403.9525
Brandon	33510/11	Luis Cruz	813.661.1636	813.431.3223
Carrollwood	33618	Tina Bausch	813.961.2962	813.892.2282
Commerce	33602	Cynthia Williams	813.242.4507	813.778.4373
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Juan Andujar	813.935.2954	813.377.7266
Hilldale	33614	Brian Obst	813.879.4309	727.458.0679
Hilldale Annex	33634	Latoya Dupuy	813.879.4309	305.414.3527
Interbay/Port Tampa	33611/16	Clement Cheung	813.831.2034	813.758.5910
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	Warren Sumlin	813.719.6793	813.486.7612
Produce	33610	Jerry J.D. Lewers	813.239.4084	813.528.5519
Ruskin/Sun City Ctr	33570	Cherry Berry	813.634.1403	585.230.0266
Seminole Heights	33603	Michael Smith	813.237.4569	813.326.0717
Sulphur Springs	33604	Stephen Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606		813.873.7189	
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.3092
Temple Terrace	33617	Lori McMillion	813.988.0152	813.263.7101
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Maurice Rice	813.242.4507	813.334.3189

Around The Horn from The President's Desk

(Continued from page 1)

tracks bend. Below under the Not Smart section, the drinks you should not consume actually cause you to lose more body fluid. Also avoid very cold drinks because they can cause stomach cramps.

Tips to avoid Heat related Illness, (heat stroke or heat exhaustion)

SMART:

- Start work hydrated.
- Drink plenty of water throughout the day, 2-4 glasses (16-32 ounces) of cool fluids each hour. 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.

From CDC...Centers for Disease Control and Prevention

Facts About Heat Exhaustion

1. Heat injuries occur when the body reaches temperatures of 104 degrees Fahrenheit or higher, which may cause cellular damage after 30 minutes or so of elevated temperatures.
2. Heat stroke from exercise is one of the 3 leading causes of sudden death in sports activities.
3. Deaths from heat-related issues between 2005 and 2009 rose to

higher rates than any others observed during any other 5-year periods in the past 35 years.

4. 100%. That's the survival rate for heat exhaustion when rapid, proper treatment is given to someone suffering from the issue.
5. 31% of the deaths from heat exhaustion symptoms were attributed to exposure to excessive natural heat.
6. In 2006, which is the second hottest year that has ever been recorded, 3,100 US workers had a heat-related illness that caused them to miss work.
7. Those most prone to heat exhaustion are elderly people, people with high blood pressure, and people working or exercising in a hot environment.
8. On average, 38 kids die every year in vehicles because they were forgotten about and left in the heat. Since 1998, that's an average of 1 child dying every 9 days.
9. More than 70% of heat stroke deaths occur in children younger than age 10. A car can reach 110° when temperatures are only in the 60s. Heat exhaustion can take place when the outside temperature is as low as 57°.
17. Heat exhaustion rates are the highest for athletes who play high school football.
18. During 2004–2018, an average of 702 heat-related deaths (415 with heat as the underlying cause and 287 as a contributing cause) occurred in the United States annually.

HealthResourceFunding.org

During the summer months you will hear The National Weather Service say high temperatures today will be in the low 90s near the coast and the

mid-90s inland. However, the heat index, a measure of heat and humidity, is expected to range from 100 to 105. A heat index over 103 can lead to dangerous heat disorders with prolonged outdoor exposure or activity, according to the weather service. While forecast heat index values have not been high enough to warrant a heat advisory, it will still be hot enough to create a hazard for sensitive groups such as those who labor outdoors, the weather service says. Residents should limit time outdoors. If you need to be outdoors, dress light, drink plenty of water, limit activity and take breaks in cool areas out of the sun.

—TBO.com staff

Social Media: URGENT REMINDER

Facebook, texting, Twitter, Messenger, Snapchat, Google Plus, Instagram, YouTube, Myspace, and others are getting carriers in trouble. Posting pictures *while working in uniform*, posting pictures *after work in uniform*—JUST STOP IT. Calling out sick and showing up on social media at a restaurant, or hair salon, or at the beach, or shopping mall is not intelligent and very careless, *stay off social media. All USPS employees are responsible for complying with this policy.* Common sense must be exercised at all times when on any social media site. There are postal *rules and regulations that must be followed* and once again, I feel the need to reemphasize the importance of this matter in an effort to save you from discipline or losing your job.

In addition, when using social media in a personal capacity, employees may not speak for or act on behalf of the Postal Service. All uses of social media related to official USPS business require management consent.

(Continued on page 4)

Proposed Bylaw Change

ARTICLE VII

Fees, Dues, Fines and Assessments

Currently reads as follows:

Section 1:

(F) Each pay period \$2.00 per active member shall be set aside in the General Fund. Of that \$2.00; \$1.00 shall be allocated for use for Training and Convention expenses and \$1.00 shall be allocated for use for Building Maintenance expense.

Proposed to read as follows:

Section 1: (F) Be eliminated and all expenses shall be approved in accordance with our Branch Bylaws and the Constitution of the National Association of Letter Carriers and Branches.

Bylaw proposal signed by: Jim Good, Michael Anderson, and Alan Peacock

Remember to keep our office updated with your contact info.

nalc599@verizon.net ♦ 813.875.0599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family and friends of **Harold Lance Jones** [retiree/past officer], May 12; and to **Brian Obst** [Vice President] and family at the passing of his brother Adam J., April 30.

Get well wishes and prayers go out to **Samuel Irwin** [retiree] who is recovering from bypass surgery.

Around the Horn from the President's Desk

(Continued from page 3)

Quick Hits:

Information you should know

* Reminder, steps a letter carrier should do when injured on the job (Traumatic Injury).

First, report the injury/accident immediately to management. After that, an

easy way to remember the 3 forms needed for the process. Think of it as simple math, **CA-1 + CA-16 = CA-17**. If you can remember two of the three forms then you can calculate the third, **CA-17 – CA-16 = CA-1** or **CA-17 – CA-1 = CA-16**. Remember, the CA-16 (Authorization for Examina-

tion/Medical Treatment) must be signed by management. Any questions, ask your steward or call the Branch office; do not rely exclusively on management to direct you through the process. Let's get it right the first time.

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

Unionism — Grievances and You

A grievance is defined in the JCAM as *A dispute, difference, disagreement, or complaint between the parties related to wages, hours, and conditions of employment.* To put it simply, if you have a cause to believe that you have been wronged in any area related to wages, hours, or conditions of employment, you have been aggrieved. Wages and hours are fairly simple to understand but conditions of employment can be another matter altogether. We shall discuss in brief those items as well as several types of grievances used to protect your rights under the contract.

Conditions of employment are the guidelines for your job in the Postal Service and these conditions can be found in the National Agreement as well as the many publications on the rules and guidelines for the Postal Service. An example of some of these would be the Employee Labor Manual (ELM), the Postal Operations Manual (POM), the Suncoast District and Cluster Safe Driving Rules for Postal Drivers to name a few. These manuals and handbooks set the ground rules for the proper discharge of the duties of the Letter Carrier and are considered to be some of the conditions of employment for our jobs.

During the day-to-day grind of our jobs there will be times where management will, by error or design, violate the items listed above, bringing cause for a grievance to be filed. The filing of this grievance can be in one of two ways, an individual grievance or a class action grievance. The following scenario will

show a simple case for each type of grievance.

On June 5, Carrier B. Smith was worked 12.75 hours. At week's end it was discovered that 7 carriers in the station had worked beyond 60 hours in the week.

In the first part of the example, we see that Carrier Smith has reason to file a grievance for being forced to work past 12 hours in a workday in violation of the terms of Article 8 of the National Agreement. This would be an **Individual grievance** dealing with Carrier Smith only. The second part of the example shows that 7 carriers have cause to file a grievance under Article 8 for being forced to work beyond 60 hours in a workweek. These 7 carriers can file individual grievances or they can be consolidated into one grievance called a **Class action grievance**. The class action grievance addresses the problem for all the aggrieved carriers at one time since the issue is the same for all the carriers involved, but the resolution may be different for each carrier, as the hours of violation may differ for each carrier.

One common misconception when dealing with grievances is that the carrier must ask to file the grievances. The carrier may ask to file a grievance when they feel aggrieved, but many times the carrier may not realize that they have a grievance issue that they should be filing; this is where the Steward comes in to help. Shop Stewards are tasked with the responsibility of contract enforcement and if a Steward becomes aware of a contract violation it is their re-

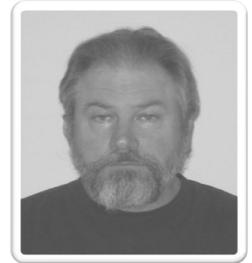
sponsibility to take steps to correct the violation and if that means filing a grievance on behalf of the violated individuals, this is what is done. Remember this when your Steward comes to you with a settlement that you had not filed a grievance to get.

Your Shop Steward has a very difficult job representing all carriers in the shop equally, and to the best of his/her ability. Talk to your Steward and if you feel aggrieved do not hesitate to request to see your Steward to file a grievance.

I would like to take this opportunity to invite members from the Hilldale 14 zone, TCA zones 06 and 09, Produce Zone 10 and Interbay Zones 11 and 16 a welcome to step up and join the other members of the Branch in representing the members in these locations. Help is available and will be provided to all, just ask and ye shall receive. I remind you that it is an important task you will undertake and I as well as the rest of the Shop Stewards and Branch Executive Board members are here for you, so don't hesitate to draw upon our collective experience to help ease your transition into the ranks of Shop Steward.

Until next month,
keep remembering—
Knowledge is the Key

Brian Obst
Vice President



Brian Obst
Vice President
Branch 599

Our Editor's email address has changed: editor.nalc599@gmail.com

Please remember to submit all articles to both the editor and to our Branch office, nalc599@verizon.net

Stodgill and Martin retired!



Sharon Stodgill and Tony Diaz

President Diaz presented **Sharon Stodgill** [Temple Terrace] with her retirement pin and gratuity at our May meeting.



This beautiful cake was created for **Mary Jo Martin's** retirement

[Carrollwood], April 30, by **Darlene** and **Kate**, wife and daughter of **Matthew Loechelt**. This cake does not need to be sliced; the attention to detail is superb!

nalc.org Website

If you want to learn about an article or read about your union's latest news, below is a guide to the NALC's website:

Log on to nalc.org — you will see seven sections at the top of the website.

Sections

1. **About NALC** – Our history, NALC Constitution, National Officers
2. **News & Research** – Latest news and updates, Postal Record (archive to 2010), NALC Bulletin (past issues), Paychart
3. **Government Affairs** – News and updates, Legislative activities, Political
4. **Workplace Issues** – The contractual section
 - Resources, National Agreement - JCAM - MRS - Handbooks and Manuals - Joint Statement
 - Contract Administration Unit - NALC Arbitration, FMLA
 - City Delivery - Route Adjustments, work floor issues, CCA Contractual issues
 - Safety and Health – EAP, Extreme weather
 - Retirement – Planning to retire, already retired
 - Injured on the job - OWCP
 - Customer Connect -
5. **Union Administration** - NALC Branches, NALC Regions
6. **Community Service** - Food Drive, MDA, NALC Disaster Relief, Carrier Alert
7. **Member Benefits** – Resources for new members, NALC Health Benefits Plan, MBA, NALC Products



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NOTICE

Meetings are subject to change
due to any upsurges of COVID-19.

Shop Stewards will Meet

Tuesday 7 PM

June 1

July 6

Executive Board Meets

Thursday 6:30 PM

June 3

July 8

Branch 599 Meetings

Thursday 7:30 PM

June 3

July 8

August 5

September 2

October 7

November 4

December 2

Retirees Breakfasts

Monday *Date to be Announced* 9 AM

Denny's Restaurant

at Dale Mabry & Spruce

2004 N Dale Mabry Highway, Tampa

Tuesday *Date to be Announced* 8 AM

Bob Evans Restaurant off Fletcher

12272 Morris Bridge Road, Temple Terrace 33637



A.R. Tony Huerta Branch 599

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