



Tampa Letter Carrier

VOLUME 17, ISSUE 11

NOVEMBER 2018

OFFICIAL NOTICE

Nominations & Election of Delegates to the 2019 Florida State Association of Letter Carriers Convention

Nominations for delegates to the 2019 Florida State Association of Letter Carriers Convention in St. Petersburg, Florida will be taken at *regular Branch meetings* on October 4 and November 1, 2018; election on December 6, 2018, if necessary. Regular Branch Meetings are held at our Union Hall, 3003 W. Cypress Street, Tampa FL 33609, at 7:30 PM.

2019 FSALC Convention will be held at the Hilton Hotel – St. Petersburg Bayfront – August 1-4, 2019

- Members must be present to accept nominations or have a written notice on file prior to the time and the presiding officer declares nominations closed.
- Any member having applied for, or served as a supervisor within the last two years, including detail to an acting supervisory position, is ineligible for nomination.
- In the event the number of nominations exceed the number of delegates allowed to the Branch, an election will be conducted with the results announced at the regular branch meeting in December.

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Around The Horn from The President's Desk

Bring your Hurricane Michael relief supplies to the next Branch Meeting, November 1, at 7:30 PM.



Tony Diaz
President

Branch 599 Meeting

Thursday
November 1
7:30 PM

Brothers and Sisters, Hurricane Michael was the third-most intense Atlantic hurricane to make landfall in the United States in terms of pressure, behind the 1935 Labor Day hurricane and Hurricane Camille of 1969. It

was also the strongest in terms of maximum sustained wind speed to strike the contiguous United States since Andrew in 1992. In addition, it was the strongest on record in the Florida Panhandle, and was the fourth-strongest

land falling hurricane in the contiguous United States, in terms of wind speed. *–Wikipedia*

The death toll has reached

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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 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.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	
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Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aeppel	813.242.4507	
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	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	Andre Hinton	813.242.4507	931.980.5169
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	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)

31 at press time of this article, 21 in Florida, with many still unaccounted for. The path of destruction from Hurricane Michael spread through four states. Relief efforts are forming all over the country, from the Red Cross to smaller organizations to individual efforts. When these tragedies occur throughout the country, our NALC Brothers and Sisters are affected; the same as they were in Key West, Puerto Rico, Houston, the Carolinas and California. Our Florida State Association of Letter Carriers is organizing a Relief Effort to help provide the basic necessities. Branch 599 is assisting in the process, collecting:

- Toiletries
- Batteries
- Water
- Gatorade
- Non-perishable Food goods
- our Uniforms donated by retirees.

There will be several trucks runs to the panhandle, specifically the Panama City area where many carriers have been affected. In addition, four stations were badly damaged or destroyed. Carriers are unable to get to a work destination because their transportation is buried under rubble. Banks are damaged or leveled, money is hard to come by and roads are not drivable... it is like a war zone. **Please help us collect relief supplies at the November 1, Branch Meeting, 7:30 PM.**

Carriers encouraged to give through CFC

Letter carriers never stop giving back to their communities. One way they give is through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC). As federal employees, letter carriers can participate in the CFC to make charitable donations via deductions from our paychecks. During this year's CFC Open Season (September 20, 2018 through January 11, 2019), letter carriers and other federal employees

may sign up to make donations through CFC next year. The **Postal Employees' Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. **Information and applications for PERF assistance can be found at postalrelief.com.**

—Postal Record

This is another way to help fellow carriers and postal employees, through the Postal Employees Relief Fund.

Park and Loop Safety Tip

Our jobs are full of obstacles, hazards, and obstructions. The placement of your park points on your route should not just be located because they make sense. The placement of the park points on your route should also be located because they make **safety sense**. Park points are in place for park and loop routes, where you return to your vehicle to reload your satchel or pushcart without moving your vehicle. On many occasions letter carriers have been the victims of serious accidents involving them being struck by vehicles while either entering/exiting their postal vehicles or standing at the rear of their vehicles, working the mail. Many of these serious accidents were preventable with different park points. The occasions have resulted in severe internal injuries, legs severed, crushed legs, broken femurs, years of recovery, other debilitating injuries and death. Never take an oncoming car/driver for granted, you think they see you, they should see you, but do they really see you? Are they distracted? Are they texting? Are they rushing to an appointment? Are they having a bad day? Are they just not paying attention? Is the sun blinding them?

Most of the carriers involved, standing in the rear of their vehicle, working their mail, never saw or heard what hit them. Amazing if you think about it... no screech, no horn, just full impact. Are your park points located in a safe place? Is it in a busy traffic area? Can it be moved to a safer location?

Be proactive, request a review of your park points, notify your steward, a safety committee member, and make management aware. Safety stand-up talks on park points should be given as a reminder of the dangers. PS Form 1767 is available should you not get any satisfaction.

To avoid further senseless suffering, more attention must be given to the prevention of park point accidents. Do not take the attitude...it won't happen to me. Stay alert at all times, expect the unexpected.

Quick Hits:

Information you should know
* I printed this in last month's article and still had 2 cases that dealt with improperly using social media...

Social Media: URGENT REMINDER

Again, as a reminder, posting to social media such as, Facebook, texting, Twitter, Messenger, SnapChat, Google+, Instagram, YouTube, MySpace, and others...is getting carriers in trouble.

Posting pictures while working in uniform, posting pictures after work in uniform...**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 rules and regulations that must be followed and I felt it was time to again emphasize the importance of social media.

(Continued on page 4)

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family of **Leo Cotner** [Carrollwood] whose passing was October 3; to the family of **David Van Bremen** [retiree] whose passing was September 1; to **John Kondrick** [TCA] and family at the passing of his father, John, September 21; to **Gil Latorre** [Hilldale] and family at the passing of his brother, Ismael, September 16; to **Robert Giaquinto** [Interbay] and family at the passing of his father-in-law, Eugene Barone, September 18; to **Brian Langel** [Interbay] and family at the passing of his father, Richard, September 23; and to **Thomas Izquierdo** [TCA West Tampa] and family at the passing of his father-in-law, Argelio, October 15.

Mark your Calendar! Branch meetings will be...

November 1 • December 6 • January 3 • February 7 • March 7

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/>

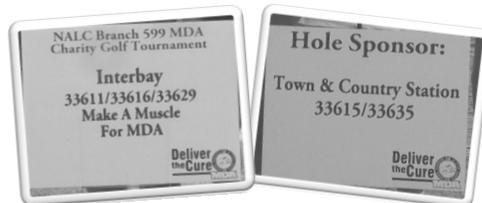
Hole Sponsors needed for Golf Tournament

Your help is appreciated: we still need hole sponsors for our 5th Annual Golf Tournament to benefit the Muscular Dystrophy Association.

For more information, contact our golf chairperson, Alan Robinson, at 813.843.9762 or President Tony Diaz in our Branch Office, 813.875.0599.

Sponsoring a hole is one of the ways we raise funds for MDA at the tourna-

ment. We will also need door prizes for the raffle. Please contact businesses you know as well as your station, for support! Here are a couple of signs from last year's tournament...



Hole Sponsor
\$100
includes a sign at tee box

Putting or Chipping
\$150
includes sign at contest

You don't have to play golf to help us
Deliver the Cure with MDA!

Around The Horn from The President's Desk

(Continued from page 3)

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.

* **The NALC Member App** is available for download at iPhone App Store and the Google Play Store for Android. As technology increases our ability to communicate, NALC must

stay ahead of the curve. From websites to email to social media, this union has continually developed the tools to put the most up-to-date information and resources into the hands of our stewards and members. The app contains links to workplace resources, including the National Agreement, the JCAM, the MRS, CCA resources and more. It also includes legislative tools, such as a bill tracker, an individualized list of your congressional representatives

and PAC information. And one of the coolest features: an Interactive Non-Scheduled Days calendar. When you install the app, it'll ask you for your home ZIP CODE, so it can give you the correct legislative information. You then sign up for notifications based on your interests. *—nalc.org*

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

Unionism — The National Agreement and You

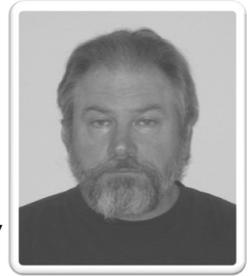
We are all employees of the United States Postal Service and as employees we are given guidelines to follow in the daily performance of our duties. The National Association of Letter Carriers is the Union that negotiates on behalf of all city letter carriers and the National Agreement is the contract that governs both parties in the daily performance of our duties as letter carriers. At the present time, the national officers of the NALC are preparing to enter into negotiations on a new National Agreement, as the current one expires in May 2019. I would like to address the National Agreement and its meaning to you the everyday carrier.

The members of the NALC executive board are currently preparing to negotiate, on behalf of all city letter carriers, our new National Agreement. You may ask – how do they know what I want in the new contract? The answer to that is easy – the national conventions every two years address many varied issues brought forward from branch members around the country. Those issues are considered by the Contract Administration Unit and their recommendations are forwarded to the membership for a vote at the national conventions. Those items passed by the membership are then presented in negotiations by the Executive Board in Washington in an attempt to include them in any new agreement. This process starts well before any new negotiations are set to begin and it is the responsibility of all NALC members to get involved at the branch level to get any issue considered at the conventions. This process allows the national membership the opportunity to be heard on those issues raised for consideration and allows the executive board members to be well prepared prior to the beginning of contract negotiations. Many members feel that their elected members should take care of all of this, but you must

understand that the union is made up of all of its members and while I attempt to know as much as possible, I as well as all the other elected members of both the local branch as well as the national officers will never know everything. Without the input of all its members many things can be missed and our contract will not be as good as we desire.

That said, let's look at some of the negotiated issues in the contract that are important to all the membership. Overtime rules are in the contract for the reason of ensuring that management distributes the overtime equitably and that those who do not want overtime are not constantly forced to work it. This said, it is important that all members are following the negotiated rules. A number of members have asked me to break the rules for them, but it seems like they forget that the rules are for every carrier and they must be followed for the benefit of all, not one individual. The 8-hour guarantee for a regular carrier called in on their scheduled day off (SDO) is important and must be followed by all carriers as well as management. Simply stated, if you are called in on your SDO you are guaranteed 8 hours of work or 8-hours' pay in lieu thereof. This means that you are going to get 8 hours of pay if you are called in and you clock in to work. This said, it is also the carrier's responsibility to work the 8 hours unless instructed to go home earlier than 8 hours. Your steward should be on the lookout for this during the weekly overtime equity review at each station. One other item on the 8-hour guarantee is that if you as a carrier are not able to work the 8-hour guarantee then management is **PROHIBITED** from working you on that SDO. This means if you have a doctor's appointment and you are not able to complete 8 hours, then you cannot work on that SDO, there is no provision for working say 5 hours and going home and being paid

for 8 hours. This is important and was negotiated by the national parties for a reason, so if you are having issues with this I urge you to contact your steward to get the issue resolved.



Brian Obst
Vice President
Branch 599

Another issue I want to touch on is bidding for vacant assignments. Article 41 of the National Agreement addresses this issue as well as clarifying language in the Local Memorandum of Understanding (LMOU). This is a negotiated right of bidding for so called *Preferred Bids* and this is open to all carriers, with the exception of CCAs with less than 60 days of service. Management is required to post a chart of all vacancies of 5 days or more in an area where all carriers are aware of it and can access it for the purpose of applying for a bid. Bids are posted two weeks in advance of the vacancy for one week and the bids are awarded when the schedule for the week the vacancy begins is written and posted. Understand that the leave calendar for the year is not sufficient to meet the requirement for posting, as sometimes vacancies are not on the leave calendar. Also understand that bidding for a vacant T-6 assignment is not covered under this article and you should refer to Article 25 for rules governing those bidding rules.

Probably the single most important issue to all carriers is that of pay and benefits. Your national officers are always negotiating to protect the benefits that you already have and to attempt to garner more based on the job we perform. Pay and benefits should always be commensurate with the difficulty of the job and the time it takes to perform said job. The protection of the COLA (Cost Of Living Allowance) is extremely important to

(Continued on page 6)



Daylight Savings Time Ends November 4.

Election Day is November 6.

Thank you for your service, Veterans Day, November 11.

Thanksgiving Day  November 22



at nalc.org

Get involved! Your future depends on it!

Unionism — Shop Steward Basics

(Continued from page 5)

letter carriers, as it helps offset the cost of inflation so that any negotiated pay increase is actually an increase and not a loss due to inflation.

These have been just a few of the many issues negotiated by the national officers in each contract cycle. If you have any issue that you think should be considered, then contact your steward with your written idea and it will be submitted to the Committee for Resolutions for consideration at the next national convention. Become part of the process to help all NALC members for the future of this great union.

The National Agreement is the most important document that you will come into contact with during your career in the Postal Service. This document is so important that the national officers send you a copy upon its completion and ratification by the membership. In an attempt to make the contract and its terms clearer for all, postal management and the national offices of the NALC have jointly prepared the **Joint Contract Administration Manual (JCAM)**. This book is the agreed upon interpretation of the National Agreement we work under. I urge you to read the JCAM whenever you have a

chance, it is available on our website NALC.org, and while some of the language is dry and you may not feel it applies to you, I can assure you that **Knowledge is the Key** in both protecting yourself from unsavory individuals we have had the misfortune to meet in management from time to time as well as helping you to understand what is expected of you and management when dealing with the everyday issues on the job. Knowledge of what the agreement says helps you ensure that you are being paid properly for the job that you are doing every day and it can also help you defend yourself against improper disciplinary actions initiated by members of management who are unaware of the provisions and guidelines of the National Agreement. On this matter I speak from experience and I hope that none of you have to experience it first hand as I did, but should you be so unfortunate as to have it happen to you, it is important that you have more knowledge than those attempting to discipline you. Not to mention if you are aware you can generally avoid disciplinary issues in the first place.

This is simply one person's view and I would be more than willing to sit and discuss this subject matter at length

with any interested party. Simply contact me and we can make arrangements for time.

Finally I would like to address the subject of non-members. I know that this publication does not go to non-members, but I would like to appeal to all the members who read this publication to help your Branch leaders and try to get non-members to join the Union.

The non-member is a carrier like you, only he is taking a free ride at your expense.

He/she is reaping all the benefits of membership but not contributing to the fight the membership goes through daily. Take some time to talk to these non-members and show them the benefits of membership and let's see if we can get to that 100% organized number that we all would like to see. If you are not sure about who is or isn't a member, contact Alan Peacock, your Branch Financial Secretary, and he can help you out.

Until next time I remind you once again.....**Knowledge is the Key.**

Brian Obst
Vice President
Stations/Branches Chief Steward

Branch 599

Family Friendly

Kids Christmas/Holiday Party

Sunday December 16 • 11 AM-3 PM

Tampa Letter Carriers Hall, 3003 W Cypress Street

Santa Claus 🎅 Face Painting 🎨 Balloon Figures

Craft Table 🎨 Bounce House

Toys for Each Child

DJ 🎧 Refreshments/Snacks

RSVP by December 7 to your Shop Steward

or call the Branch Office 813.875.0599

Please bring a new unwrapped toy
in support of our Letter Carriers Toy Drive.



5th Annual NALC Branch 599 MDA Golf Tournament



Deliver
the Cure
with **MDA**

Heritage Harbor Golf & Country Club
19502 Heritage Harbor Parkway, Lutz FL 33558

November 4, 2018

8 AM Shotgun Start

\$60 per person

**Includes Round of Golf | Driving Range | Lunch
Long Drive Contest | Closest to Pin**

\$5 donation putting & chipping contest with \$100 prize

Raffle tickets available

----- Cut Here (please Print) -----

Golfer 1 _____

Golfer 3 _____

Golfer 2 _____

Golfer 4 _____

Make checks payable to: NALC Branch 599. And mark them for: MDA
Mail to: NALC Branch 599, 3003 W. Cypress 33609, Tampa FL 33609
Branch Office 813.875.0599 | Tony 813.598.9635 | Alan 813.843.9762

Hole Sponsors and Raffle Gifts are Welcomed

US Mail Not for Sale rallies were huge success!



On Monday October 8, (Columbus Day holiday), rallies by all four postal unions (NALC, APWU, NRLCA and NPMHU) were held throughout the country to say *no* to privatizing the Postal Service.

Locally, the Rally was held at Carrollwood Post Office, staging area was at Lowe's directly across the street. The Rally began at 9 AM and ended at 11 AM with a great turnout of 65.

Thanks
to all who
participated!



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
October 30
December 4

Branch 599 Meeting

Thursday 7:30 PM
November 1
December 6

Executive Board Meets

Thursday 6:30 PM
November 1
December 6

Sunday Work Party

at our Hall 9-11 AM
November 4
December 9

Retirees Breakfasts

Monday November 5 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday November 13 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

**NEED UNIFORMS IN A HURRY?
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FAX 727.585.9367
bilmor11@gmail.com



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Volume 17 • Issue 11 • November 2018

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*Tampa Postal FCU will pay up to \$700 in closing costs (appraisal cost, recording fees, doc stamps and title search) for each Home Equity Line of Credit closed with the credit union between August 13 - December 31, 2018. Restrictions apply. Contact Credit Union for complete details.

