



Tampa Letter Carrier

VOLUME 19, ISSUE 12

DECEMBER 2020

OFFICIAL NOTICE

Nominations & Election of Delegates to the 2021 Florida State Association of Letter Carriers Convention

Nominations for delegates to the 2021 Florida State Association of Letter Carriers Convention in Orlando, Florida will be taken at *regular Branch meetings* on November 5 and December 3, 2020; election on December 3, 2020, if necessary.

Regular Branch Meetings are held at our Union Hall, 3003 W. Cypress Street, Tampa FL 33609, at 7:30 PM.

2021 FSALC Convention will be held at the Hilton Orlando – Buena Vista Palace – August 12-14, 2021

- 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
servicing
Brandon
Plant City
Sun City
Tampa

**Branch 599
Meeting**
Thursday
December 3
7:30 PM

Around The Horn from The President's Desk

Merry Christmas & Happy Holidays to all Branch 599 Brothers and Sisters!

2020 has been a challenging year to say the least. COVID-19 has dominated our lives as we know it. Who could have predicted the norm being quarantines, social distancing, hand sanitizers, and face masks? We have all dealt with added stress, heartache,

and the unconventional. Our lives as we know it today may continue as Dr. Anthony Fauci warns us that COVID-19 is likely to be hanging over our lives well into 2021. We need to accept this reality and take steps to meet it rather than deny his message.

Many Americans are resistant to this likelihood. Many Americans are hoping to restart their lives with postponed or shortened sports seasons and events,



**Tony Diaz
President
Branch 599**

(Continued on page 3)

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National Association of Letter Carriers, Branch 599,

3003 W Cypress Street,
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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.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

<i>Position</i>	<i>Officer</i>	<i>Phone</i>	<i>Email</i>
President	Tony Diaz	813.875.0599 cell/813.598.9635	tony_diaz599@verizon.net
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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	Lori Thompson	813.961.2962	813.777.8008
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	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Michael Smith	813.879.4309	813.326.0717
Hilldale Annex	33634	Latoya Dupuy	813.879.4309	305.414.3527
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	Warren Sumlin	813.719.6793	813.486.7612
Produce	33610	Vanessa Andujar	813.239.4084	813.521.9209
Ruskin/Sun City Ctr	33570	Cherry Berry	813.634.1403	585.230.0266
Seminole Heights	33603	Walt Rhoads	813.237.4569	813.389.1708
Sulphur Springs	33604	Milly Minsal	813.237.4569	813.446.2572
TCA/Hyde Park	33606	Tom King	813.873.7189	727.504.3866
TCA/Peninsula	33609	Tom King	813.873.7189	727.504.3866
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.3092
Temple Terrace	33617	Michael Cipriano	813.988.0152	401.787.1510
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)

kids attending schools without the worry, enjoying rescheduled vacations and being able to attend delayed parties and gatherings. Because there are still so many unknowns, we will need to continue to be extremely careful even as we hopefully begin to immunize in the near future. Simply put, we cannot relax; the magical cure is not around the corner. Remember, winter is approaching; the colder weather will force us indoors, closer together, many areas around the country will not have the benefit of distancing outside. Stay safe, stay vigilant, protect your families, and we will all eventually get through this.

How does bidding and posting work...

Article 41 of the Joint Contract Administrative Manual (JCAM) explains the posting/bidding process. So, when does a route get posted? How long does it remain posted? How long does it take for the posted route to be awarded? How long does it take to be placed on the awarded route? Remember the numbers, 14, 5, 10, and 15.

Posting for Bid, Article 41.1.A.1 provides for the posting of a vacant duty assignment for bid **within 14 days after it becomes vacant**, or in the case of a newly established assignment, within 14 days of its creation (unless a longer term is locally negotiated). The time limit for posting was changed in the 2006 National Agreement. The time limit that was once 5 working days is now 14 calendar days.

Duration of Posting, Local Implementation, Article 30, Item 22, **the bid shall be posted on the official bulletin board for 5 days**.

Posting the awards, 41.1.C.2 2. **Within 10 days after the closing date** of the

posting, the Employer shall post a notice indicating the successful bidder, seniority date, and number.

Duration for newly awarded position, the successful bidder must be placed in the new assignment within 15 days except in the month of December.

The fifteen-day period begins on the date the notice of the successful bidder is posted. Application of the December exception does not begin a new fifteen-day period.

Successful Bidders

The national parties agreed to a national Memorandum of Understanding on March 16, 1987 (M-00752) setting forth specific rules governing the bidding rights of a carrier who is temporarily disabled and unable to work his or her normal assignment. Such a carrier has the right to bid and be awarded a bid assignment so long as the carrier will be able to assume the bid-for position within six months from the time the bid is placed. Upon management's request the carrier must provide medical documentation showing that he or she will be able to do so. If the carrier is still unable to perform the duties of the bid-for position at the end of six months, a second six-month period is permitted if supported by new medical certification. The carrier must relinquish the assignment if he or she cannot work the bid-for position within one year after the bid. A carrier who bids on a higher-level position under these rules will not receive higher-level pay until he or she is physically able to, and actually performs work in the bid-for higher-level position.

Manual Bids

In order to keep routes posted timely in accordance with Article 41, Manual Bids at times are necessary to be utilized in between the scheduled Auto-

mated Bids. Just as it states, the Manual Bid is accompanied with a Manual Bid Sheet and cannot be bid on through Lite Blue as the Automated Bids can. Both together have worked very well in getting routes posted timely.

Quick Hits:

Information you should know

Interest Arbitration Update

October 28, 2020

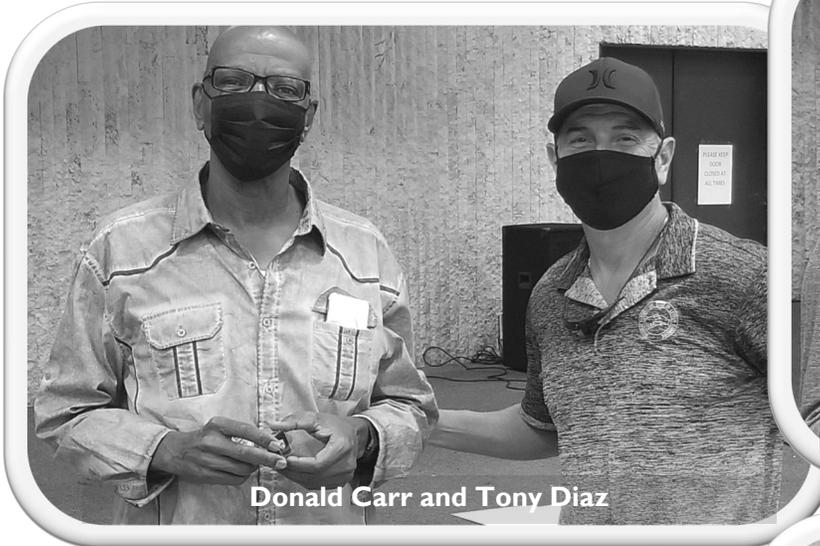
This week, NALC and USPS have continued with interest arbitration hearings each day to resolve the impasse over the 2019 collective bargaining agreement. The arbitration panel, chaired by neutral Arbitrator Dennis Nolan, heard testimony this week from NALC President Fred Rolando, Executive Vice President Brian Renfroe, and two panels of letter carriers. One letter carrier panel testified about how the letter carrier job has changed and become more demanding, difficult, and dangerous over the years. A second panel testified about their experiences as a city carrier assistant.

Fun Postal Facts:

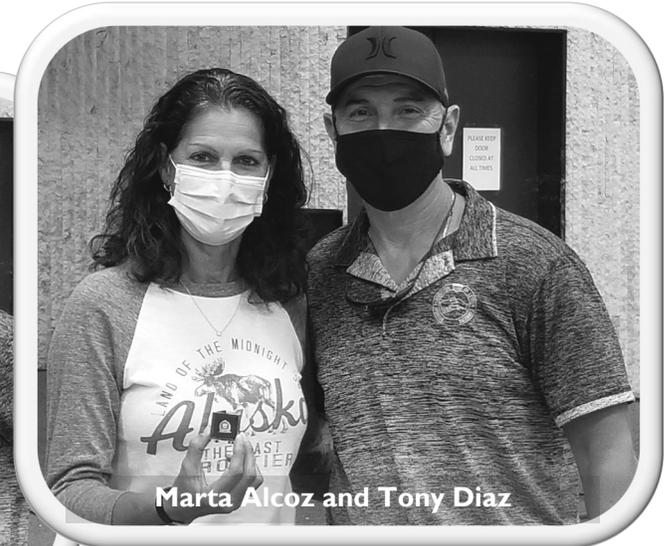
1. There were 1.17 billion Christmas cards delivered in 2019.
2. Walt Disney was a substitute carrier in Chicago.
3. Bing Crosby was a mail clerk in Spokane, Washington.
4. William Faulkner was the acting postmaster in University, Massachusetts.
5. Owey was the name of the unofficial mascot (terrier) of the U.S. Railway Mail Service in the late 1800s.
6. The post office started Farm-to-table initiative in 1914, allowing farmers to mail fresh goods to customers via parcel post.
7. Women served as mail carriers and

(Continued on page 4)

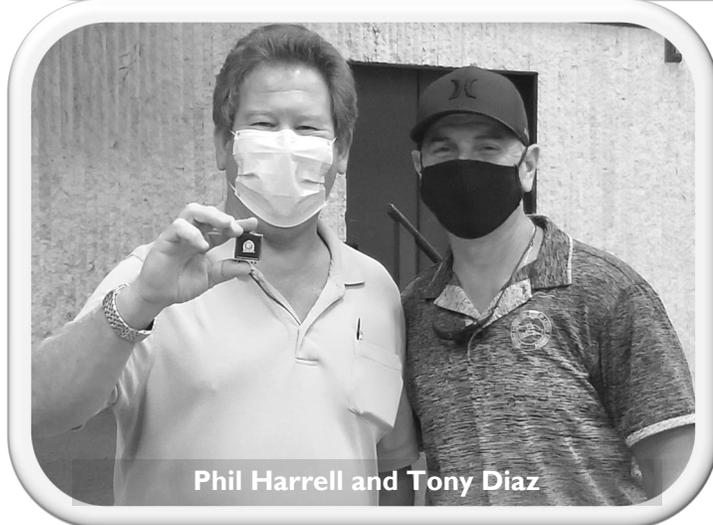
Carr, Alcoz, Harrell, and Batton Retired!



Donald Carr and Tony Diaz



Marta Alcoz and Tony Diaz



Phil Harrell and Tony Diaz



Jay Batton and Tony Diaz

President Tony Diaz presented **Donald Carr** [Sulphur Springs], **Marta Alcoz** [TCA], **Phil Harrell** [Palm River Annex], and **Jay Batton** [Temple Terrace] with their retirement pins and gratuity at our November Branch meeting.

Around The Horn from The President's Desk

(Continued from page 3)

- postmasters in the United States decades before they won the right to vote. The 19th amendment granted women the right to vote; passed by Congress June 4, 1919, and ratified on August 18, 1920.
8. African Americans began delivering

- in the 1860s.
9. Grumman LLVs are used by the USPS. The average age of the LLVs in the USPS fleet is over 27 years. Production was from 1987-1994.
10. The USPS helped develop commercial aviation in the early 1900s. When airmail started there was no

aviation industry, so the post office created one. Airfields were built and the USPS used their own pilots, planes, and mechanics.

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

Unionism — Steward Elections

It is that time of year when the membership of each station determines who they will have represent them in dealings with management for the coming year of 2021. This is a time for all carriers to look at themselves in the mirror and determine if that person should be s/he. Right now, I know that many of you readers just stopped and thought: *what is he talking about – is he crazy – I don't want to be the steward.*

It is an important task to be the steward and it is not the easiest job around, but I believe that all carriers are more than capable of performing the job in an acceptable manner. Look, I am just like all of you reading this out there, I don't have any special magical powers and many of you probably know as much as I do about a number of issues facing the carriers daily. There is only one difference between you and me and that is that I said I can do this, and the carriers elected me to be their steward. I don't fool myself into thinking that they elected me based on my knowledge, remember this was in 1999 and I barely had one year of service with the Postal Service, no I assume that they elected me because no one else wanted the job.

It is now over 22 years later and I am still the steward and while my level of knowledge has increased, my desire is still the same – represent the best

interests of the carriers I work with on a daily basis. I have learned through the years that there are many ways to do this and the ways to address issues with management are many and varied, but if you work at it you can do the job. Is the job easy? The answer is yes and no. Yes, it is easy to represent as long as you are not shy and are not afraid to do research on issues you deal with on a daily basis. The shy part is that you must be able to ask for help because it is always there for you, but you have to ask, otherwise no one will know you are having issues. When I say it is easy, I mean it because just about every issue you will encounter has been dealt with before and the NALC has seen to it that there is a large reference library of resolutions on issues you may encounter. This is called the MRS (Materials Reference System) and it is available on our union website at nalc.org so you have many years worth of information at your fingertips to assist you in addressing issues you will run into at work.

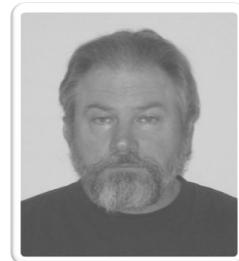
Additionally, you have a vast store of knowledge available through the Branch office and through your Branch officers and other stewards. Again, all you need do is ask for assistance and it will be provided. The Branch provides monthly training for the stewards at the shop steward meeting on the Tuesday prior to the monthly branch meeting and additional training sessions can be

scheduled for individuals who request it. Our Branch training is not the only education available as our state association has training seminars and conventions as well as the National Conventions and associated training are always available to the stewards. You are only limited by your own desire to learn.

I want you to think about what I have talked about here and when the steward election is held in your station, please give consideration to stepping up and trying to be the steward. Our Branch needs as many new people to get involved as the older more experienced stewards and officers are retiring, and when they leave, the knowledge they have developed over the years leaves with them. Let's try to harvest as much of that knowledge as possible so the future members of our Branch have it better than we had it. As an officer, that is probably the most important task I have and that of training my replacement and making sure things are better for them than I had it 22 years ago.

Just a little thought from my mind. Remember...**Knowledge is the key.**

Brian Obst
Vice President



Brian Obst
Vice President
Branch 599



NALC *e-Activist* Network

at nalc.org

Get involved!
Your future depends on it!

A.R. Tony Huerta Branch 599

Retirees Dinner

Sunday January 16 5-8 PM

Dinner at 6 PM



Tampa Letter Carriers Hall

3003 W. Cypress Street, Tampa FL 33609

Spaces Limited to 100 People, COVID Social Distancing Restrictions will be followed.

Call Branch Office to Reserve a Spot 813.875.0599

No Later than January 4, 2021

BYOB – Setups Available

Member +1 ♦ Non-Retirees \$30 per person

If you are unable to attend, please contact the Branch Office to cancel no later than January 11; this will save the Branch from paying for your reservation.

Robert's Corner

Subsidiary Motions are applied to other motions and are as follows: *Lay on the Table, The Previous Question, Limit or Extend Limits of Debate, Postpone Definitely, or to a Certain Time, Commit or Refer, or Recommit, Amend and Postpone Indefinitely.*

By means of Subsidiary Motions the original motion may be modified, or action postponed, or it may be referred to a committee to investigate and report, etc. They may be applied to any main motion, and when made they supersede the main motion and **must be decided before the main motion can be acted upon.** Subsidiary motions, except to lay on the table, the previous question, and postpone indefinitely, may be amended.

When we are debating a main motion, one may think the proposal can be improved if it is changed in some way. An amendment is the way in which one might introduce or propose a change – which, if adopted, modify the wording and, within limits, often the meaning of the main motion. Amendments should say *exactly* where in the main motion the change is to be made, and *precisely* what words to use. Put an amendment together just as if you were giving detailed, word by word directions to the Chair on how you would like to change the motion. A vote on your amendment does *not* decide whether the main motion will be adopted, only whether the wording in the main motion will be changed. An amendment proposed must *in some way involve* the same question raised by the motion it amends. This is known as the requirement that an amendment must be germane. After an amendment is adopted, the motion is adopted and

the main motion as amended may be further debated and further amended. In the end, a vote is taken on the main motion *as amended.*

There are several types of these amendments: *Insert or add words (or a paragraph), Strike out words (or a paragraph), Strike out and Insert words, Strike out a Paragraph,* and finally *Substitute* which is essentially a form for amending paragraphs that parallels striking out and inserting words. *Substitute* may be offered for a paragraph or paragraphs, or any larger units: sections, articles, or even an entire motion.

To insert words, one states, *"I move to insert the words..."* and where in the main motion one wishes to insert those words. If one desires his/her amendment to be put at the end of the motion, one would call for an amendment to add words. To add words, one states, *"I move to add the words..."* To strike out words one states, *"I move to strike out the words..."* Finally, if one desires to strike out and insert words, one states, *"I move to strike out the words... and insert the words..."* and where in the main motion one wishes to insert and strike out those words. The same principle applies to the amendment of paragraphs.

An amendment to a main motion may itself be amended by a *Secondary amendment*, sometimes called an *amendment of the second degree* or an *amendment to the amendment.* Secondary amendments may not themselves be amended – there can be no third degree because they are too confusing. Instead of proposing a secondary amendment, one simple approach is to tell the group that if they will vote down the pending amendment, you will

then offer a different version, **which you may then describe.**



Michael Brink
Recording Secretary
Branch 599

If some member seconds your amendment, the Chair states it, and then the member seeks recognition again to speak for the amendment. This begins debate on the amendment, not the main motion. The Chair, in stating or putting the question, ensures that the members know exactly what is under consideration. The Chair states the amendment; gives the main motion as it would read if the amendment were to be adopted; and makes clear once more what is the *amendment* that is to be debated upon or voted on.

On occasion, while a motion is being debated, someone will get up and offer what he or she terms a *friendly amendment* to the motion, the maker of the original motion will *accept* the amendment, and the Chair will treat the motion as amended. **This is wrong.** Once a motion has been stated by the Chair, it is no longer the property of the mover, but of the assembly. Any amendment, friendly or otherwise, must be adopted by the full body, either by a vote or unanimous consent. **There is NO provision that after a member introduces a motion and it is seconded whereby another member asks for an amendment to the previous speaker's motion as stated if the maker of the motion will accept.** The member who wishes to amend the motion is to follow the guidelines referenced above. Any amendment made by a member must be presented in the proper format and in accordance with Robert's Rules of Order.

(Continued on page 8)

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Terry Franklin** [Brandon] and family at the passing of his father, Charles, November 5. Charles carried mail for 20 years in Tampa and Brandon after serving in the Air Force for 23 years. He worked side by side (father and son) with Terry at the Brandon Post Office during his final 5 years with the Postal Service.

Post Office Fun Trivia #4

1. Who was the first person to serve as Postmaster General of what is now the United States Postal Service?

A. Benjamin Franklin	C. John Wanamaker
B. Thomas Jefferson	D. Thomas Paine
2. The Post Office is the second oldest federal department in the U.S.?

T or F
3. George Washington was on the first stamps?

T or F
4. The oldest Post Office in the U.S. is New York?

T or F
5. The first commemorative stamp honored Abraham Lincoln?

T or F
6. The Postal Service delivers almost 50% of the world's mail?

T or F
7. Megan Brennan is the first female Postmaster General?

T or F
8. The Postmaster General is the highest paid government employee?

T or F
9. Postal Service employees travel _____ miles a year?

A. 1 million	C. 1.4 billion
B. 50 million	D. 500 million
10. Jackie Robinson was the first African-American on a stamp?

T or F

Answers are on page 10.

Robert's Corner

(Continued from page 7)

Once the members have voted on an amendment, that specific matter is considered settled. If the members have voted down an amendment to add certain words, you can not

propose another amendment to add substantially the same words in the same place.

Excerpts from the above may have been taken from www.robertsrules.org

and *Robert's Rules of Order Newly Revised In Brief* written by Henry M. Robert III, William J. Evans, Daniel H. Honemann and Thomas J. Balch with the assistance of Daniel E. Seabold and Shmuel Gerber.

Health Benefit Report

Detlev Aeppel
Health Benefit Rep
Branch 599

The 2020 Federal Benefits Open Season will run from November 9 through December 14, 2020. This is the time of year when carriers are allowed to make changes in their benefits packages. As Letter Carriers, we are fortunate to have access to the NALC Health Benefit Plan (NALC HBP).

The NALC Health Benefit Plan was created by letter carriers to provide for the health benefit needs of letter carriers at a time before Federal Employees Health Benefits (FEHB) Program existed. The NALC HBP is owned by the NALC. There are no stockholders to pay dividends to and no extravagantly paid executives. This means the premiums we pay go to pay for the day to day cost of running the plan and pay medical expenses.

Retiree Magee Lancaster recently shared the following testimonial for your consideration:

Greetings fellow brothers and sisters. For those of you that didn't know back in March, I was diagnosed with cancer. Because of COVID-19, all that could be done was testing. Once surgery restrictions were lifted, I went and had the surgery done. After being discharged, I received home health visits. The surgeon assured me that she got all of the cancer.

My next visit was to the oncologist. Because of the type of cancer I had, she did a special test. I failed the test, so she recommended four chemo treatments. One of the chemo treatments sent me to the hospital for 2½ days. I am doing fine now, but I still cannot be around groups of people.

The reason I am writing this letter is to praise the NALC Health Benefit Plan. I did not have a single out of pocket expense for any of my tests, surgeries, chemo treatments, doctor visits, blood work, hospital stays, or home health care visits. I am so glad that it didn't cost me thousands of dollars for these treatments. If any of you are not on the NALC Health Benefit Plan, I encourage you to enroll during the open season. It is well worth the cost.

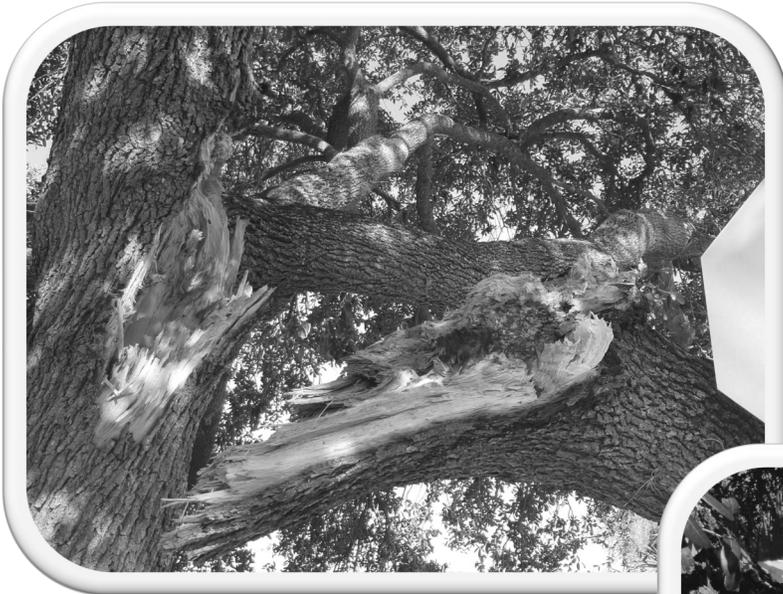
If you are interested in finding out more about the NALC HBP, I encourage you to go to the NALC app to view the NALC HBP brochure and related information. If you have additional questions, feel free to give me a call at 813.505.7914.

*Merry Christmas
&
Happy Holidays*

*from your Officers, Stewards,
and Staff!*



Tropical Storm Eta



High winds caused an oak tree limb to snap, damaging several vehicles at TCA. Tropical Storm Eta produced high winds and rain, mostly on November 11 & 12. The Tampa Bay area experienced street flooding; the Sunshine Skyway Bridge was closed; and more than 9 inches of rain was recorded in a 36-hour period.



Be Safe
 Wear a Mask
 Social Distance
 Wash/Sanitize Hands Often

Your Contact Info
 Please keep the Branch Office updated with your current phone numbers, address, and email address.

Fun Trivia Answers

- 1. A Benjamin Franklin
- 2. T Founded in 1775
- 3. T Released in 1847
- 4. F New Hampshire
- 5. F Christopher Columbus in 1893
- 6. T 47%
- 7. T in 2015 she became PMG
- 8. F President of US is highest paid
- 9. C 1.4 billion
- 10. F Booker T. Washington in 1940



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NOTICE

Meetings are subject to change
due to the upsurge of COVID-19.

Shop Stewards will Meet

Tuesday 7 PM

December 1

January 5

Executive Board Meets

Thursday 6:30 PM

December 3

January 7

Branch 599 Meetings

Thursday 7:30 PM

December 3

January 7

February 4

March 4

April 1

May 6

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

National Association of Letter Carriers
3003 W Cypress Street
Tampa FL 33609-1617

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www.nalc599.com

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*Closed-End Loan, doc stamps will be paid for by member. Offer valid between Oct 1, 2020 and Dec 18, 2020. Direct deposit required during the life of the loan. Must be employed for at least 12 months and enrolled in direct deposit for at least 6 months prior to loan. All accounts must be current and in good standing for 6 months at the time of the loan. Existing holiday loan must be paid off to qualify for a new loan. This is not a pre-approved offer. Member must apply. Certain restrictions apply.

