



Tampa Letter Carrier

VOLUME 16, ISSUE 7

JULY 2017

Around The Horn from The President's Desk

Brothers and Sisters, I have been busy answering questions about the new tool used by management called PET. It is an enhanced DOIS tool that management has been using to dictate your office times and return times. It is important all carriers are informed and knowledgeable in the event supervisors and/or managers do not use the tool properly.

Performance Engagement Tool

Performance Engagement Tool (PET) is the most recent computerized data-generated program, in a long list of previous efforts, designed by the Postal Service for supervisors to use for projecting the daily workload of letter carriers. PET attempts to compare a letter carrier's past street time performance and mail volumes with the current daily situation, and then uses that information to determine how long it may take a letter carrier to perform his or her duties on that day.

Office Time

The office time projection generated by PET only

considers how long it would take to case and pull down the day's volume of letters and flats, based on 18 pieces per minute for casing letters, 8 pieces per minute for casing flats, and 70 pieces per minute for pulling down letters and flats combined. PET's office time projections do not allow for any fixed office time to perform such necessary daily functions as vehicle inspections, standup talks, retrieving mail from the throwback case, withdrawing mail and retrieving or signing for accountable mail, just to name a few. If a station has an office break, in some locations that time will be factored into the equation, but other locations do not consider office breaks when making the projection.

Street Time

Street time is also projected differently in certain locations. In some offices, supervisors will select one of four different options and apply that time to today's equation for PET to use in projecting the street time for that day. The four options are:

1. The average street time for the same day of the week for the previous six weeks. For example, if today is Monday, then one of the possible street time selections is the average street time recorded in DOIS for the previous six Mondays. If today is Tuesday, then the projection is the average street time recorded in DOIS for the previous six Tuesdays, etc.
2. The average street time for all delivery days during the previous six-week period.
3. The most recent PS Form 3999 time.
4. The base street time.

In some parts of the country the only street time options for supervisors are the PS Form 3999 time or the base street time. While USPS has instructed its supervisors to compare the mail volume for previous days to the current day when deciding which street time to select for PET,



Tony Diaz
President
Branch 599

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
July 6
7:30 PM

(Continued on page 3)

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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	Terry Franklin Luis Cruz	813.661.1636	813.758.3061 813.431.3223
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Reuben Perez	813.242.4507	813.508.7094
Forest Hills	33612	Ed Humphries	813.935.2954	813.787.3914
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
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	Todd Soular	813.719.6793	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Patrick Wimberly	813.634.1403	813.245.0847
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	Mike Williams	813.873.7189	813.541.3092
TCA/Peninsula	33609	Andre Stafford	813.873.7189	813.600.0638
TCA/West Tampa	33607	Michael Smith	813.873.7189	813.326.0717
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)

none of these projections take into account daily situations such as weather, parcel counts, traffic, construction, etc.

Regardless of which option management chooses, the street time projected in PET starts when the incorrect office time ends, ensuring a misrepresentation of both office and street times.

While this most recent attempt at projecting a letter carrier's daily workload may apply a different formula than that used by any other management projection tool in the past, **what hasn't changed are the responsibilities and reporting requirements outlined in Handbook M-39, Management of Delivery Services and Handbook M-41, City Delivery Carriers Duties and Responsibilities. What else hasn't changed is NALC's ability to challenge the use of any such projection as the determinant of a carrier's daily workload or its use as the basis for disciplinary actions.** These issues have been settled many times in the past in national-level settlements such as M-01664 and M-01769, found in the NALC Materials Reference System.

National-level settlement M-01664 was signed on July 30, 2007, and national-level settlement M-01769 was signed on September 16, 2011. These settlements very clearly state daily workload projections by management are not the determinant of a carrier's leaving or return time or daily workload. Despite this fact, we still have too many offices where these settlements are ignored, and workload projections create a breeding ground for disputes when a letter carrier fills out a PS Form 3996. Carrier Auxiliary Control, requesting auxiliary assistance or approval to work overtime in order to complete their daily assignments.

National Level Settlement M-01664 states in relevant part:

*After reviewing this matter, the parties agree to resolve this dispute based on the following: 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.***

National-Level Settlement M-01769 states in relevant part:

***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 toll 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.*

Management's use of PET does not 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 settle-

ments 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 successful grievance challenging the misuse of PET must contain a proper issue statement, a detailed statement of the facts, a well-prepared series of contentions, the necessary documentation, and a proper remedy for the situation.

NALC has created and distributed to the 15 national business agents a guide explaining how PET works, and some advice to NALC activists to properly grieve management's misuse of the program. If you haven't received this guide from your NBA, contact his or her office for a copy.

NALC still retains the ability to challenge the use of a PET projection as the determinant of a carrier's daily workload or as the basis for disciplinary action.

—NALC Activist

Quick Hits:

Information you should know

* Route inspections update:

Brandon inspections scheduled for May 22-27 were cancelled. This concludes for now, the stations that are scheduled for inspection. We will await a fall inspection schedule.

* Always perform your letter carrier duties as if you are always being watched. Video technology is everywhere you deliver, Postal Pride.

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

Congratulations, Ivan!



Ivan Maldonado & Tony Diaz

Congratulations to **Ivan Maldonado** [Hilldale] who received his retirement pin and gratuity from President Tony Diaz during our June Branch meeting!

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **James DeBose** [Palm River] and family at the passing of his mother, Mozelle, June 5.

Speedy recovery to President Emeritus **Don Thomas** after knee replacement, June 12.

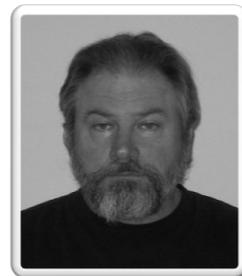
Please remember to keep our office updated with all of your contact information.

Bylaw Proposals that were published in last month's newsletter will be voted on during our July Branch meeting on the 6th.

Top 10 Seniority...Regular City Carriers Tampa

1	Ybor Station	John A. Ambrose	1-15-1966
2	Carrollwood Branch	Freddie C. Nimphius Jr.	5-6-1978
3	Interbay Station	John D. Rickerson Jr.	6-30-1979
4	Carrollwood Branch	Joann B. Kubly	8-25-1979
5	Forest Hills Station	Steve A. Golden	11-17-1979
6	TCA West Tampa	Barbara D. Sanchez	9-20-1980
7	Palm River Station	Joseph L. Restivo	4-18-1981
8	Hilldale Station	Dale A. Chandler	8-8-1981
9	TCA Hyde Park	Dawn L. Waller	8-8-1981
10	TCA West Tampa	Ruben J. Cuesta	10-17-1981

Unionism...Displaying Pride in Your Job and other thoughts...



Brian Obst
Vice President
Branch 599

Working for the Postal Service is a job with many benefits for the employee. Many of these benefits are the result of hard work at the bargaining table by your national officers each contract cycle.

This month we will turn our attention to one or two specific benefits that have been gained through the years by national officers of the NALC.

First, let us discuss the benefit of a uniform allowance. The uniform allowance is a monetary stipend provided to all carriers on a yearly basis by the Postal Service. This stipend is to provide the carriers with the ability to obtain the various uniform items we wear to perform our duties on a daily basis. The items are things such as: shirts, hats, shorts, slacks, shoes, socks, belts, jackets, and foul weather gear – to name a few. These items are available through approved dealers so the quality of the items can be maintained.

The uniform allowance currently stands at \$420 yearly on your anniversary date. The anniversary date is determined by one of the following 90 days of work or 120 days on the job, whichever comes first. This anniversary date remains the same for your entire career and it is important to remember this date, as if you fail to use your annual allowance by the anniversary date it will be lost for that year. Also important to know is the one time additional credit for CCAs obtaining their first allowance. This credit amounts to an additional \$97 along with the standard \$420 to help out with the first year's uniform purchases.

As you can see, the national officers have bargained a great benefit to assist carriers in obtaining the uniforms required to do the job. With all this, I am wondering why I continue to see carriers out of uniform or in uniforms that

do not conform to the standards required of the carrier craft. While it is understood that it will take several years to accumulate all the uniform items required, there is no reason not to have the basics of the daily uniform with the first allowance. There should be no need to wear non-approved items such as: non-postal headgear, fancy colored socks, tennis shoes that do not conform to the requirements (i.e. black non-slip). If you fail to obtain more than 1 postal hat, then you must buy one out of your own money if you need another one until your next yearly allowance hits. Spend your allowance wisely and you should never have a problem.

I mentioned Pride in your Job in the header and I think that if you are going to work as a carrier it is an important part of your job that you display that pride in how you wear your uniform. Now before you get all up in arms about how the uniforms get dirty because we do dirty work, I understand that. Remember I am also an active carrier myself and I know how dirty the uniforms can get. That said, it is important that you wash your uniforms regularly and maintain them as best as you can. When you come to work you should not look like you just rolled out of bed, your uniform should not look like it was ironed with a cold rock and you should not smell like you haven't had a shower in weeks. I know this is brutal but I have been exposed to these types of things throughout my 19-year career and it is important that this stops. Having Pride in your appearance goes a long way with customer service, as we are the Postal Service to those customers we deliver to daily and your lasting impression is how you look and how you do your job. Take some Pride in your appearance and it will go a long way to helping you become the best

employee you can be.

I would also like to touch on the benefit on annual leave. Annual leave guidelines are detailed in Article 10 of the National Agreement so I will not attempt to go into all of them in this article, but I want to touch on the carryover guidelines and the potential of loss of unused annual leave.

Article 10.3.b states the following: *Care should be exercised to ensure that no employee is required to forfeit any part of each employee's annual leave.* Letter carriers may carry over 440 hours of annual leave from year to year, but any amount over 440 hours is forfeited by the employee. Supervisors should exercise care to assure that no bargaining unit employees have to forfeit any part of their annual leave. The employee should be sure to submit leave requests to guarantee no loss of annual leave. Annually, at the end of March, management is to review those carriers with excessive leave balances to ensure they have submitted enough requests to cover the needed leave to prevent loss by the employee. If the employee has not submitted requests to ensure no loss, then management can assign a leave period to make sure there is no loss of leave. I believe that carriers know better what time off they would prefer, so it is a good practice that you make the requests yourselves rather than letting management select it for you.

The information discussed in this article comes from the JCAM Articles 10 (Leave) and Article 26 (Uniforms) and I recommend that you take the time to educate yourself as to what our agreement has to say on these topics.

Until next month - Remember, as I always say, **Knowledge is the Key.**





Our 25th Annual Food Drive collected 905,000 pounds of food for Hillsborough County food banks!

Thank you to all who participated and assisted on May 13. Thank you to Feeding America, they did a great job with their trucks, their staff, and volunteers. We hope our partnership continues next year!

Again, Interbay Station was our top office for collections. They make sure their cards and bags are delivered and it makes a huge difference. They make it an event every year!



Slogan Contest Winner!

Sam Santilli from Hilldale Station

won our toy drive's slogan contest, voted on at our June Branch meeting.

*Give us a new unwrapped Toy,
and we will give it to a deserving girl or boy,
a member from Branch 599 will deliver the Joy!*

Thank you to all who participated in the contest!

Top 10 Relative Standing...CCAs Tampa

1	Ybor Station	Marvin Suarez	3-21-2015
2	Carrier Annex	Charkemma Hinnant	3-21-2015
3	Temple Terrace Branch	Landon M. Douglas	3-21-2015
4	Palm River Station	Brijana Mitchell	3-21-2015
5	Town 'N Country Branch	Terrell L. Brown	4-4-2015
6	Palm River Station	Todd D. Arent	4-4-2015
7	Forest Hills Station	Sidney T. Richardson V	4-4-2015
8	Carrier Annex	Tiarra Anderson	4-4-2015
9	Carrier Annex	Glendalie V. Andujar	4-4-2015
10	Carrier Annex	Marian Ghaly	4-4-2015



NALC *e-Activist* Network *at nalc.org*

Get involved!
Your future depends on it!

Nick's News

I would like to share a few things that I have dealt with recently.

First, I would like to discuss what to do and what not to do when you are involved in an accident. Initially after an accident the first thing that should come to mind is your safety and the safety of others involved...if you can, get out of traffic. Obviously, if there are injuries to yourself or others, call 911, then call your management. If there are other parties involved and you can, take some notes of what happened and descriptions of other persons and vehicles at the scene. Take a few pictures with your phone if possible. This could be especially important if the other party decides to leave the scene, as you should never try to restrain someone that wants to leave. Unless you are in danger, do not leave the accident scene until the police or your management is notified and allows you to leave. Recently in Tampa, a motorized bicyclist ran into an LLV, fell, got up, said he was okay and left the scene. Almost a week later the guy obtained a lawyer and that lawyer contacted the postal service. Do not leave the scene and do not make any agreements about the

accident; contact management immediately even if you are in close proximity to the post office and if needed, the police.

I have been guilty recently of taking for granted some of the common knowledge that typically most carriers have in reference to our younger CCAs. As we all know, the job is basically an on-the-job training position and there is absolutely a crazy amount to learn. Please do not forget that even though some of these newer employees have been around awhile, they are still new. They don't know form numbers, how to do an edit book, and many of the daily things that senior carriers do to make the job more manageable. We, as fellow carriers, have as much if not more responsibility than management to teach them correctly. Take the time, answer their questions, and give them your phone number. Teach them customer service.

There have been some pressing issues recently that have been discussed at our monthly Branch meetings: CCAs on hold-downs, PET, and the news of the national contract and local

negotiations. As a steward, typically I attend all the meetings unless I am ill or on leave away from the city. I do this as part of my job as steward and to be involved in the local union. I will always answer questions that my peers have concerning our jobs and the union and if I do not know the answer I will seek out fellow stewards or officers for answers. What I would like to see is more involvement with our Branch from fellow carriers...you could start by just showing up to the one meeting a month. Not that I mind the inquiries, but many of the issues and concerns that I am questioned about are discussed at the meetings. The more members that show up at the meetings means more and different ideas and opinions, which is what we all could benefit from. Do you want the same small percentage of members voting and deciding everything for you? Show up and be a voice!



Nick Cullaro
Labor Management
Branch 599

Connect at www.facebook.com/groups/nalc599

A horrible story

An Alabama carrier was arrested and charged with animal cruelty.

Last month in the June Newsletter I wrote a small paragraph on Postal Pride. Handling yourself and handling situations as a professional. Well this next story is so egregious, inhumane, and heartless it gives us all a black eye.

From New Hope AL: An Alabama letter carrier was arrested on Thursday, June 1, and charged with aggravated cruelty to animals. An investigation by the Madison County Sheriff's Office and the Postal Service discovered she fed a dog meatballs that included nails. This complaint was

verified and the investigation now has another neighbor complaint, so there may be more charges added. There has been no reply from the Postal Service as the investigation continues. Madison County deputies arrested the 47 year old carrier, who then posted bail of \$2,500.

Celebrate THE FOURTH SAFELY



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 11
August 8

Branch 599 Meeting

Thursday 7:30 PM
July 6
August 10

Executive Board Meets

Thursday 6:30 PM
July 6
August 10

Sunday Work Party

at our Hall 9-11 AM
July 9
August 13

Retirees Breakfasts

Monday July 3 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday July 11 8 AM
Bob Evans Restaurant
SR-60 & Falkenburg Road, Brandon

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg
Honorary Member Branch 599 Tampa

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