



# Tampa Letter Carrier

Volume 8 - Issue 11

A.R. "Tony" Huerta - NALC Branch 599

Tampa, Florida

November 2009

## President's Report

by Jim Good

### Branch Update: COP, Rap Session & More

I recently returned from eight days of training, updates and comparing horror stories with other union presidents, officers, shop stewards and letter carriers. One of the things that I learned was that things are the same throughout the country. Management is never satisfied with the work letter carriers do, they always want more. Skip your breaks, eat your lunch while you are driving, finger the mail while it is sitting on your lap in the vehicle; you're still way too slow. You really need to understand that the only way to keep them off your back is to do your route the same way every day; pretend that they are sitting in the back of the truck with you, even if they're not. Show them that you know your route better than they do and they will leave you alone. I am aware that in some stations supervisors and managers are disciplining carriers for ridiculous things, but if you cover your bases, fill out the 3996 based on your estimate, not what they tell you should be able to do your route in, the discipline will never stand.

Enough of that. I want to tell you about a few things that are going

on. First, our National is sponsoring a nationwide "Bowl-a-thon" for MDA. It's happening on Sunday, November 1<sup>st</sup>, from 2:00 until 5:00 pm at Pin Chasers on Armenia. There will be refreshments and food at the "Tailgate Party" starting at 1:30. Each bowler will be responsible to collect, and turn in prior to bowling, \$50.00 in donations for the Muscular Dystrophy Association. That \$50.00 includes three games of bowling, shoes and the refreshments at the party. You can get the donations from other carriers at your station that aren't going to bowl, from members of your family, or friends and/or neighbors. This is the first time that we have tried a nationally backed drive for MDA, and it can work and everyone can have fun at the same time. Your shop steward has all the information so ask him any questions you may have.

Our new NALC President, Fred Rolando, was put to the test at the Committee of Presidents' meeting in Detroit the weekend of September 19<sup>th</sup>. He filled us in on the latest issues happening at his level, most of which I presented at the October 1<sup>st</sup> Branch

meeting. Most importantly was the passage of HR-22, which will save the USPS 4 billion dollars in the current fiscal year.



President - Branch 599

He also said that there were 33,000 limited duty employees nationally, and with the advent of NRP it was found that 20% of the employees in the pilot program got well and bid on a full time position, 10% retired, and 17% were walked off the workroom floor. This told management that even if they lost all the grievances filed on this action they would still save money. Management has implemented GPS units LLVs in a number of cities, but only a very few are in our region. President Rolando told us that 1700 citizens were questioned about who they thought the most trusted federal agency was, and 87% said the Postal Service. He said that they weren't talking about the clerks or the custodians or the mail handlers, they were talking about the person they see every day; their letter carrier. We need to take that trust and use it to our advantage through customer connect and through being an

*(continued on page 3)*

### Official Notice of Nomination and Election of Delegates to the 2010 National Convention

Nominations will be held at the regular branch meetings on November 5<sup>th</sup> and December 3<sup>rd</sup>, 2009 at the union hall at 3003 West Cypress St, Tampa, FL 33609, for delegates to the 2010 National Convention to be held in Anaheim, CA the week of August 9<sup>th</sup> through August 13<sup>th</sup>, 2010. Any member, in good standing, is eligible to be nominated. Elections, if necessary because of the number of nominees, will be held at the December 3<sup>rd</sup> branch meeting. In order to be a paid delegate the member must meet the qualifications in Article 5, Section 15 of the Branch Bylaws.

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**Branch 599 Officers**

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VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516
RECORDING SECRETARY	Mike Brink	(813) 661-1106
FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 967-1615
TRUSTEE	Detlev Aeppel	(813) 505-7914
TRUSTEE	Jose Oliva	(813) 873-2747
TRUSTEE	Terry Franklin	(813) 657-9690
SERGEANT-AT-ARMS	J.C. Howard	(813) 621-1976
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HEALTH BENEFITS	Lance Jones	(813) 264-9801
DIRECTOR OF RETIREES	John Gebo	(813) 985-5474, cell 503-1256
LABOR - MANAGEMENT	Brian Obst	(727) 458-0679
LABOR - MANAGEMENT	A. Sam Santilli	(813) 215-7595

**Presidents Emeritus**

Michael Anderson	Orbe Andux
Don Thomas	Garland Tickle

**Branch 599 Shop Stewards**

Brandon	33510	Terry Franklin	(813) 758-3061
Brandon	33511	Phil Chirico	(813) 657-3180
Carrollwood	33618	Eddie Berroth	(813) 493-5224
Commerce	33602	Dook Ramotar	(813) 767-0322
Forest Hills	33612	Stephen Hall	(813) 494-4669
Forest Hills Annex	33613	Nick Cullaro	(813) 541-8159
Hilldale	33614	A. Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Butch Smith	(813) 889-3915
Hyde Park	33606	Tom Cobert	(813) 694-0711
Interbay	33611	Sammy Graham	(813) 832-6644
Interbay	33629	Brian Obst	(727) 458-0679
MacDill	33608	Sammy Graham	(813) 832-6644
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Varick Reeder	(813) 746-0238
Port Tampa	33616	Sammy Graham	(813) 832-6644
Produce	33610	Maggie Lancaster	(813) 317-7522
Ruskin / Sun City Center	33570	Jack Hencoski	(813) 685-9034
Seminole Heights	33603	Tony Diaz	(813) 598-9635
Sulphur Springs	33604	John Rowland	(813) 770-7769
Tampa Carrier Annex	33607	Don Wiseman	(813) 713-6273
Tampa Carrier Annex	33609	Dennis Lorenzo	(813) 966-3989
Temple Terrace	33617	Warren Sumlin	(813) 486-7612
Town & Country	33615	Brian Obst	(727) 458-0679
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The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1617, publishes the *Tampa Letter Carrier* monthly.

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All articles are subject to editing and revision at the discretion of the publisher & editor.

Articles must be submitted no later than the fifth of the month. Submit articles as .txt, .rtf, .doc or .wpd documents attached to email sent to [newsletter@nalc599.com](mailto:newsletter@nalc599.com).

**RETIREES BREAKFAST**  
**(In Tampa)**  
**First Monday of Every Month**  
**9:00 AM at**  
**The Coffee Cup**  
**4407 N. Hubert**  
**in Drew Park**

**RETIREES BREAKFAST**  
**(In Brandon)**  
**Second Tuesday of Every Month**  
**8:00 AM at**  
**La Septima Café**  
**140 Parsons Ave.**  
**in Brandon**

Read the *Tampa Letter Carrier* online at  
<http://www.nalc599.com/newsletter.htm>

## Running With You

### Do Your Job Safely

**R**unning with you was wondering how to encourage my fellow carriers; do the job right without getting into trouble with the bosses, try as most of us do we seem to be picked upon and in trouble always, well an idea hit me whilst I was attending a meeting on safety with the union and higher ups of the USPS at the APWU hall.

At this meeting different supervisors and managers were telling those in attendance the value of safety and what to look for not only in delivering the mail, but also in driving practices.

Many took pictures of mailboxes in difficult places to deliver and also driving which could go a long way in the delivery of the mail. They advised the carriers how not to give service to customers whose mailboxes are in bad shape or covered with obstruction and on driving where boxes are blocked also driveway and roadway etc. are not in good shape to drive on or around. Remember there is safety in numbers and should we as carriers communicate with one another we can be of great help to the supervisors and managers.

“What are you saying Dook? Help the supervisor and managers?! Not me, they’ll be the last on my list of people I will extend my hand to.” In a sense I can agree that we carriers should be the last one to extend our hand of friendship to those who trash us day in and out.

#### President’s Report *(from page 1)*

e-Activist and letting our representatives know how we feel about some of the bills in congress that can help save the postal service.

Finally I want to let you know of a new program that cuts through some of the red tape if you see something on your route that looks wrong or possibly illegal. If you call 911 and identify yourself as a letter carrier the law enforcement agency responsible for the area where you work will make sure they send someone out to take a look. They know that you know and see things a little differently because

Let me explain, if we follow the Suncoast safe driving rules, then we can talk to carriers who have got discipline recently and why they were disciplined. Also the article or rules they violated. so we gather these together and study it. Then deliver our route by the book each day. Once we are accustomed to deliver our route the way the supervisors and managers wants us to, We then could give the higher ups a correct estimate of how long our route is and the time it would take to deliver. Once we get our route down pat on the delivery and time we should not have any problem in the service of our route.

Remember we are now going by the book and this was written and agreed to by the USPS and NALC, don’t forget also that this agreement will be used towards discipline when we failed to obey it.

So how about turning the tables on the supervisors and managers once you start delivering by the book we can argue when we get discipline what article we violate etc.

Watch out for trouble, harassment which would be used by the supervisors to try to catch us doing things out of the way, I assure you that once you do the job right and deliver the route safely, follow as they will they can not complain or discipline us for not doing our job right. How long do you think they will keep the intimidation? On going they can not follow all of us each

you have an inside line about the people who live on your route. You know when they are gone on vacation, when they are working and who belongs in their house or even in their yard.

It’s strictly a voluntary program, so if you don’t feel comfortable calling then don’t, but if you see something and want to make the call understand that they will listen to you when you do. Just one more way that we can help the people in our community.

## by Dook Ramotar

*Executive Vice-President - Branch 599*



day, that would put more work on the managers, and tell me which manager wants to do their supervisors job each and everyday? Also which supervisor wants to be on the street each and everyday?

Few things to follow through on in the delivering of the mail once you are on the street, set your pace to walk, in driving at this meeting I attend the shoulder harness should be on at all times. I repeat **AT ALL TIMES**. The only time it can be off is if you can’t reach the mail box. One carrier got up and asked the question “If we have our harness on at all times do you realize how long it will take to deliver the mail?” if there was an answer to this question I did not hear it.

Don’t forget as we plan they too are planning. They know when they are on the street our cell phones light up. They also address this issue that they catch carriers without seat belts and doors open twice a day. Twice a day, yes. One time with their vehicle which all of us know and again by using another vehicle the same day. So be careful each day and do your job safely and with pride.

*“In the absence of clearly defined goals, we become strangely loyal to performing daily trivia until ultimately we become enslaved by it.”*

*Robert Heinlein*

### Arslan Uniform Drawing

The Arslan Uniform prize for the November 5<sup>th</sup> Branch 599 meeting will be \$280.00. If you are in attendance at the meeting and your name is drawn, you will win the \$280.00 donated by Bill & Shirley Moran of Arslan Uniforms.

Why not come to the meeting, hear what is going on in your union, and maybe win some big money? There have been many changes happening that affect your daily work, so you really need to keep informed regarding your rights. What better place to keep updated than at the branch meeting?

Hope to see you here on November 5<sup>th</sup>.

# ***ARSLAN UNIFORMS***

*Bill & Shirley Moran*

*Retired Letter Carrier Branch 1477 St. Petersburg*

*Honorary Member Branch 599 Tampa*

***NEED UNIFORMS IN A HURRY?  
SHOP BY PHONE FROM HOME***

320 PATLIN CIRCLE EAST    PHONE: 727-584-4307

LARGO, FL 33770-3063    CELL: 727-543-0705    FAX: 727-585-9367

*bilmor@tampabay.rr.com*

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## **TAMPA LETTER CARRIERS PRESENT**

# **BINGO**

**COME JOIN THE FUN**

**EVERY WEDNESDAY AND FRIDAY**

**DOORS OPEN AT 5:30  
GAMES START AT 6:30**

**AT THE TAMPA LETTER CARRIERS HALL**

**3003 W. CYPRESS ST.**

**TAMPA, FL. 33609**

**813-877-4785**

## Unionism

by Brian Obst

### *Form 3189: Change of Schedule for Personal Convenience*

Working at the Postal Service provides us with a job that has regularly scheduled hours of work. On a weekly basis we know what our hours of work are going to be and we plan our off time accordingly.

Now and again there will be situations where we need to handle something that may encroach on our regularly scheduled hours of work. What is a person supposed to do? Well as with many other things in the Postal Service, there is a form designed with just this situation in mind.

Form 3189, more commonly known as the "Request for Temporary Schedule Change for Personal Convenience, is the form you would use to handle this situation. The 3189 form provides the individual an opportunity to make the request to have your regular work schedule temporarily changed to accommodate a personal need of the employee.

Several things you need to know about Form 3189:

1. The form must be filled out, by the requesting employee, completely.
2. The form must be signed by **both** the supervisor and the union steward.
3. The form should be submitted in a timely manner, in other words don't wait until 5PM on Friday to attempt to get a schedule change approved for Saturday morning. That said we do understand that emergencies do happen but they should be the exception rather than the rule.
4. If you have an approved schedule change you may not work any overtime for that day, it is a no loss no gain issue.
5. You should fill out the form in duplicate, if you are on the overtime list you should do it in triplicate since the supervisor needs to provide a copy with the overtime paperwork weekly to ensure the change of schedule is accounted for in the overtime equity review.
6. Management is forbidden from attempting to get you to change your schedule for any purpose. Remember it is a schedule change for your personal convenience, not management's. There are other

procedures for management if they need to change your schedule that don't deprive you of your rights under Article 8 of the National Agreement.



If for some reason your union steward is unavailable you should contact the union office and they will advise you how to proceed. Normally they will have you fax the request over for a signature and they will return fax it back. ***Don't just fax your request over without calling to let them know or you risk not getting your schedule change.*** It is possible that it could get missed if they are not aware it is coming and no one wants that to happen, so make the call first.

This information comes out of the JCAM pages 8-6 and 8-7 and if you have any questions I recommend that you review the JCAM information first and if you still have questions don't hesitate to contact myself, or any steward or union officer of your branch.

As always, remember: ***knowledge is the key.***

Brian Obst - Chief Steward

### MDA Bowl-a-thon

Branch 599, along with the National Association of Letter Carriers at the national level, will be holding a Bowl-a-thon to raise money for MDA. It will be held at Pin Chasers, 4847 N. Armenia Ave., on Sunday, November 1<sup>st</sup>. A kick-off "Tailgate Party", with food and refreshments will start at 1:30, with bowling from 2:00 until 5:00 pm.

Please see your shop steward or call the union hall for more information.

### ***Branch Meeting***

***Thursday***

***November 5th, 7:30 PM***

## A Point of Personal Privilege

by Leslie Ray Garcia

### Health Care Part III

**T**he fix of the American health care system is long overdue and can no longer be avoided. It is true that our health care system is massive and complex but it has been allowed to grow to its current status because of limited honest governmental oversight! Arguments condemn the high costs of the proposed national health care system as too extreme and that the red ink would incur such a deficit our children will be unable to afford. Many politicians argue that our current insurance industry only needs minor tweaking. This is a fallacy. The insurance and pharmaceutical industries will not stand for any decrease of their profits unless there is a competitor that forces the industries to make insurance affordable to everyone. That is why the federal government must be involved in a national health care plan.

In May of 2009, a group of health care executives met with President Obama and pledged to clean up their act without governmental intervention by cutting their spending by 1.5 percentage points from 2010 to 2019. This would total over \$2 trillion dollars but before the doors closed those CEOs began backpedaling by suggesting the president in his enthusiasm had overstated the plan because they hadn't agreed to the \$2 trillion dollars target but overtime...they might aim at it! What seems to be quite apparent is that the current health industry is denying the 75% of Americans supporting a public option by

spending more than \$1.4 million dollars a day to make sure the public option dies on the vine! The health industry lobbyists are spewing out their usual venom in the following ads: "What will happen to your family's health care?" "This government run plan could crush all your other choices." "It could put a bureaucrat in charge of your medical decisions." The industry has even hired more than 350 former members of Congress and government staffers to preserve the huge profits for them!

The Republicans talk a good game on the issue of health care but when it comes down to it they talk more than they walk! From 1996 to 2008, the Republicans felt no urgency to formulate or regulate the health care industry because they believed there was no market place and no competitive dynamics to institute any such plans. The GOP faults the Democrats plan expenditures will be bigger than the GDP of most countries. Of course, they do not specify which countries. They state that over 7 million people of the age of 25 or younger are medically covered by their parents health care plan therefore there is no need for a national health care plan. They conveniently do not mention what happens to those 7 million people when they no longer are covered by their parent's insurance? I guess they will join the other 46 million plus Americans without affordable health care? (Americans without health care is predicted to rise to 72 million in 30 years.) The American industries: medical and pharmaceutical, the entertainment media (Bill O'Reilly, Sean Hannity, Rush Lim-

baugh, etc.), all neglect to state these truthful facts! Out of 30 industrialized nations, the United States has the dubious honor rating of number 29 for infant mortality and not by abortions either! Out of these same 30 nations the USA, a country with the best medicine in the world, is fourth from the bottom at number 26 for longevity of life. Over 18,000 Americans a year die because they do not have an affordable health care plan. Do you realize that 18,000 Americans total more deaths than those that have died on 9/11 and the war in Iraq and Afghanistan combined! One million Americans a year declare bankruptcies because they are unable to pay their medical deductibles or their portion of their medical claims.

Senator Chuck Grassley of Iowa is the ranking Republican on the Senate Finance Committee which is one of two panels that have jurisdiction over the health insurance bill. He is joined in his position against a government-run health care system by nearly the entire Republican contingent in Congress. (I guess this means they want to eliminate Medicare, Social Security, VA Hospitals and their own FEHP health care system!) What could be influencing this Senator's rejection of this national plan? Could it be since 2005, Grassley's various political action committees have collected nearly \$1.3 million dollars in donations from industries related to the health insurance debate? OpenSecrets.org reports that



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## We Own The Last Mile

by Detlev Aepfel

### *Bring Back the 24 Hour Clock*

What ever happened to the “24 Hour Clock”? As you may recall, the 24 Hour Clock was highly touted by management as the model for success for the USPS. The whole postal operation was put on a 24 hour work cycle. The entire distribution and delivery process had a spot on the schedule and it was vital that everyone do their part to achieve the 24 hour cycle. Postmaster Nancy Fryrear assured carriers that it was essential that they meet the 5 o'clock window service commitment. Achieving the 5 o'clock window would make great things happen. Meeting the 5 o'clock window would get the process moving that would eventually put mail on our ledges for us to work the next morning. Postmaster Fryrear even hinted that she felt that the earlier the collection mail got to the plant the earlier the mail could be processed by the plant and distributed to the stations and that this could lead to earlier start-

ing times for letter carriers. Letter carriers throughout the city took aim at this dangled carrot and diligently labored to meet the 5 o'clock commitment. Letter carriers took pride in getting everyone back by 5 o'clock.

As we all know, the earlier starting times for letter carriers never came to pass. Instead now many stations are facing later and later starting times. How did we come to this?

The promises of the 24 Hour Clock never bore fruit. Management at the plant decided to close down Tour II. This greatly reduced the plant's labor cost and made the plant operation the darling of postal management. Mail volumes are down. Look at all the savings shown by the plant operation! Isn't that special? Ignore the fact that mail is not arriving at the stations earlier. Ignore the fact that distribution clerk hours are being cut back. Ignore the fact that huge amounts of mail are being shipped to the stations as raw mail that the clerks have to work by hand. Ignore the fact carriers don't have 80% of their mail at their case when

they hit the clock in the morning. Ignore all this but look at the savings the plant has shown! ... These savings were achieved at the cost of the delivery operation. The savings the plant showed were placed squarely on the backs of the letter carriers. Letter carriers are being told that they have less mail now so there job should take less time. My question is if the plant now has less mail to process why can't they get it to the letter carriers early?

The USPS needs to stop pussy footing around the plant operation. With less mail to process the plant needs to be made accountable to the distribution and delivery operation for the plant's poor performance. They have less mail to process. We want it earlier. The plant cutting their costs at the expense of their primary customer, distribution and delivery, is no way to succeed as a business.

In Solidarity...



### **Personal Privilege** *(from page 6)*

Senator Grassley's top 4 groups were from: Health (\$411,956); Insurance (\$307,348); Pharmaceuticals (\$233,850) and Hospitals (\$197,137) and number 8 on the list were HMOs (\$130,684).

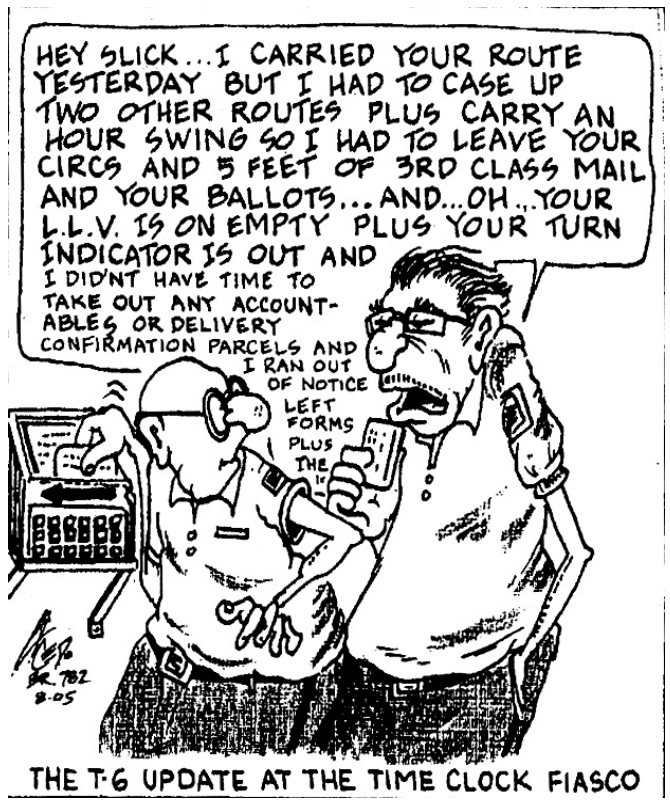
*“What is dangerous about extremists is not that they are extreme, but that they are intolerant. The evil is not what they say about their cause, but what they say about their opponents.”*

*Robert F. Kennedy*

### **Suncoast Golf Tournament**

The Suncoast Combined Federal Campaign is sponsoring a golf tournament on Sunday, November 8<sup>th</sup> at the MacDill AFB Bay Palms Golf Complex. It will be a Four Person Scramble with registration at 7:00 am with a shotgun start; tee time is 8:00 am. The cost is \$60.00 per golfer which includes an Italian Buffet, “Longest Drive” & “Closest to the Pin” contest.

Entry forms are available through the union hall with a deadline of November 2<sup>nd</sup>. All proceeds will benefit the Suncoast CFC local charities.





**Retired But Not Tired****by John Gebo***Director of Retirees - Branch 599****Retirees Banquet***

**D**ue to a change to Standing Rules #3 in the by-laws of Branch 599, the *Installation and Retirees Banquet* will be changed to a *Retirees Banquet* only. This banquet will be held exclusively for retirees and their spouses / dates and will be held on **January 16, 2010**.

As Director of Retirees, there is much work to be done for this affair. The first and most important thing is to determine how many people will be attending. Dinners for retired members of Branch 599 and their spouses / dates will be paid for by the branch. Guest

tickets will be \$30.00. A check for \$25.00 must be submitted when retired carriers are making reservations for themselves and their spouses/dates. The un-cashed check will be returned to the retiree on the night of the dinner. As soon as we know how many will be attending we can start checking with different restaurants regarding seating and menus.

***The dead-line for RSVPs to the office is December 5, 2009. The deadline for purchasing guest tickets is January 4, 2010.***

Please call as soon as possible if you plan on attending. This is important. Please call either the Branch Secretary, Rodna, at (813) 875-0599 or myself at (813) 985-

5474.

I am open to any suggestions you might have regarding this event. This will be our first *Retirees Dinner*, so your input is important. Let's make this a special night.



Hope to see you on January 16, 2010.

As Roy Rogers and Dale Evans sang, "*Happy trails to you, until we meet again.*"

Fraternally,

John Gebo

**Proposed Bylaw Changes**

The following proposed bylaw changes were properly submitted at the October 1<sup>st</sup> Branch Meeting, and will be discussed and voted on at the November 5<sup>th</sup> Branch Meeting.

**Article IV, Section 6 (currently reads):** Regular monthly dues shall be reimbursed during their term of office for the President, Executive-Vice President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, MBA/MSBA Representative, Health Benefit Representative, Labor Management Representatives, Director of Retirees, MAPS Coordinators, and the Board of Trustees composed of three members.

**Proposed to read: Delete this section**

**Article IV, Section 7 (currently reads):** Station Stewards must attend at least two-thirds of the Branch meetings or Stewards' Training meetings each year from the time they are elected or appointed for dues reimbursement. All dues to be reimbursed at the close of each year. If a member holds more than one (1) position as outlined in Article IV, Section 6 & 7, only one (1) reimbursement shall be allowed.

**Proposed to read: Delete this section**

## Around The Horn

by Tony Diaz

Financial Secretary - Branch 599

*Discipline*

**D**iscipline, discipline and more discipline. Is this the most efficient method of conducting business? Discipline seems to be out of control, being issued in a magnitude that is astonishing. What is troubling, it appears the discipline is not for the purpose of correcting and becoming more efficient. It appears the discipline is not being resolved, regardless if the employee's stand has merit.

According to Article 16, Discipline when issued, should be corrective in nature rather than punitive. The basis for this principle of "corrective" or "progressive" discipline is that it is issued for the purpose of correcting or improving employee behavior and not as punishment or retribution.

The M-39 details what should be Managements thought process. But is this happening?

**115.3 Obligation to Employees**

When problems arise, managers must recognize that they have an obligation to their employees and to the Postal Service to look to themselves, as well as to the employee, to:

- Find out who, what, when, where, and why.
- Make absolutely sure you have all the facts.
- The manager has the responsibility to resolve as many problems as possible before they become grievances.
- If the employee's stand has merit, admit it and correct the situation. You are the manager; you must make decisions; don't pass this responsibility on to someone else.

**Let's break down these four points:**

- Does Management really try to obtain all the facts and genuinely research all the details? No
- There seems to be a rush to discipline rather than to resolve.

d. Managers do not seem to be admitting or correcting nor do they seem to be willing to settle at the lowest level.

**Before issuing discipline, are these points being considered? Is the rule a reasonable rule?**

Management must make sure rules are reasonable, based on the overall objective of safe and efficient work performance. Management's rules should be reasonably related to business efficiency, safe operation of our business, and the performance we might expect of the employee.

**Is the rule consistently and equitably enforced?**

A rule must be applied fairly and without discrimination. Consistent and equitable enforcement is a critical factor, and claiming failure in this regard is one of the union's most successful defenses.

**Investigative Interviews**

If an I.I. is conducted properly, it should find out who, what, when, where, and why and make absolutely sure you have all the facts. I.I.'s in many cases are just a formality, the discipline has been pre-determined, no matter how efficient the questions are answered.

**Be Aware**

Should you receive a Letter of Warning, read the contents closely. I am currently disputing several alleged unproven offenses that appear in a L.O.W. There is no place for unverified and speculative violations being included in a L.O.W.

**For instance:** 112.1, reads, Efficient Service-Provide reliable and efficient service. Federal statutes provide penalties for persons who knowingly or willfully obstruct or retard the mail. The statutes do not afford employees immunity from arrest for violations of law.

How is the Grievant not providing reliable and efficient service?, How is the Grievant willfully obstructing or retarding the mail?

112.24, reads  
Display a willing attitude and put forth a conscientious effort in developing skills to perform

duties assigned.

How is the grievant not displaying a willing attitude and not putting forth a conscientious effort?



112.28, reads, Do not loiter or stop to converse unnecessarily on your route. How is the grievant loitering or stopping unnecessarily? Where is the documentation to substantiate these cited allegations? None has been provided!

How about this allegation, "Your decision to expand street time resulted in a negative financial impact on the Postal Service." Wow really? How was this concluded? Is Management absolutely certain the Grievant made a decision to expand their street time? This allegation is unproven, unwarranted and unprofessional.

**Quick Hits: Information you should know**

\*) Philadelphia, the City of Brotherly Love, was chosen for the 2014 NALC National Convention. Anaheim, California will host next summer, the 67th Convention from August 9-13. The 68th site will be in Minneapolis, Minnesota in 2012.

\*) It is that time of year to contribute to CFC, for the 2010 year. The Postal Relief Fund is in dire need of your donations. The fund's assets have nearly been wiped out of 8 million in grants. The record high number of disasters, throughout the country, has depleted the once healthy fund.

\*) The NALC collected a grand total of \$2.1 million for MDA. Thanks again to all who contributed locally to the great cause.

\*) No projected increase yet for the sixth COLA

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



**MDA**

# *Deliver the Cure Bowl*

**Sunday, November 1, 2009**

*Sign up and be a part of history!*



Please join me and thousands of other letter carriers across the country in the first NALC-MDA national bowlathon November 1.

*Together, we can make a difference and help deliver a cure.*

—NALC National President Fredric V. Rolando



Jerry Lewis circa 1953

For more information, go to [www.nalc.org/commun/mda/index.html](http://www.nalc.org/commun/mda/index.html)

To Benefit

**MDA**

[www.mda.org](http://www.mda.org)

A.R. "Tony" Huerta NALC Branch 599  
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