



Tampa Letter Carrier

VOLUME 18, ISSUE 5

MAY 2019

Around The Horn from The President's Desk

8 more CCAs Converted to Fulltime Regular



Tony Diaz
President

Brothers and Sisters, another big number of conversions as the top 8 Tampa CCAs were converted to career regular carrier status on Saturday, April 13. These latest conversions bring the yearly total to 25 for Tampa in the 2019 year. The latest group served between 33 to 34 months as a CCA. *Congrats to all, and welcome to the REGULAR workforce!* The new #1 CCA on the Relative Standing (seniority) List is Nilesh Patel from Palm River Annex. There will be more conversions soon, stay tuned.

Committee of Presidents Meeting

I attended the Committee of President's Meeting, March 24 and 25 in wintry upstate Schenectady, New York. I was joined by 200 other branch presidents from across the country. Our National President, Fred Rolando, updated and enlightened us on the latest news affecting us all. There are many issues all members need to pay attention to, from the upcoming

contract negotiations, to legislation aimed at our benefits and pay.

Contract negotiations begin on June 26; preparation has been ongoing. President Rolando stated that the NALC will be prepared should we reach a contract settlement or if the parties enter into Binding Arbitration.

President Rolando stated the NALC will be prepared to negotiate the best contract for its members. While the USPS will attempt to downplay the role of the Letter Carrier...we are still the face of the Postal Service. **Here is an interesting fact: Over the past 10 years, without union negotiated pay increases, letter carriers would be making \$7,000 less than they currently make.**

Customer and employee rights when USPS solicits customers to change the mode of mail delivery NALC is aware of an effort

by the postal service in different parts of the country to convince customers to agree to change their mode of mail delivery to cluster box or centralized delivery.

Customer rights when the USPS solicits to change the mode of mail delivery:

The postal service has recently solicited customers to change the way they receive their mail. For the most part, USPS has solicited customers to change from receiving mail to their home or business door to a centralized location where a number of deliveries are made into a cluster box. The cluster box could be placed anywhere, from a sidewalk to a location at the end of the street. In such cases, customers have to go to the cluster box to retrieve their mail. The postal service refers to this as *conversion of mode of delivery*. It is important that postal customers understand

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
May 2
7:30 PM

(Continued on page 3)

Branch 599 Office

3003 W Cypress Street
Tampa FL 33609-1617
813.875.0599
Fax 813.870.0599
www.nalc599.com

Tony Diaz
President
tony_diaz599@yahoo.com

Office Hours
Monday – Friday
7:30 AM – 4 PM

Rodna Kimelman Kirk
Office Secretary
nalc599@verizon.net

Tampa Letter Carrier

Tony Diaz
Publisher
Phyllis R. Thomas
Editor
editor@nalc599.com

Branch 599 Office
813.875.0599

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@verizon.net
Vice President	Brian Obst	727.458.0679	
Recording Secretary	Michael Brink	813.875.0599	
Financial Secretary	Alan Peacock	813.892.9378	apecock.nalc@verizon.net
Treasurer	John Gebo	813.503.1256	jig7d7@aol.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aepfel	813.505.7914	
Director of Retirees	Alan Robinson	813.843.9762	retirees@nalc599.com
Trustees	Lori McMillion, Ch.	813.263.7101	
	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	David Rivadeneira	813.661.1636	813.403.9525
Carrollwood	33618	Eddie Berroth	813.961.2962	813.493.5224
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	Sam Wantje	813.879.4309	941.979.6485
Hilldale Annex	33634	Robert Doval	813.879.4309	813.727.9241
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	Frank Webb	813.239.4084	813.210.7940
Ruskin/Sun City Ctr	33570	Bert Fristad	813.634.1403	813.352.0864
Seminole Heights	33603	Walt Rhoads	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Michael Smith	813.873.7189	813.326.0717
TCA/Peninsula	33609	Michael Williams	813.873.7189	813.541.3092
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.3092
Temple Terrace	33617	Michael Cipriano	813.988.0152	
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)

their rights and the rules and regulations that govern such changes.

The regulations and restrictions discussed below are contained in an internal postal service manual called the *Postal Operations Manual (POM)*. Specifically, they are found in Section 631.7 of the POM. This section is printed on the second page of this document.

- In new developments, delivery must be established for over one year before the USPS solicits to convert the mode of mail delivery
- Customer signatures must be obtained prior to any conversion of the mode of mail delivery
 - Where residences and lots are owned, property owners must agree to the conversion in writing and those who do not agree must be allowed to retain their current mode of delivery.
 - In communities controlled by an owners' association, it controls the mode of delivery.
 - In rental areas, such as apartment complexes or mobile home parks, the owner or manager controls the mode of delivery.
- Owners who do not agree in writing must be allowed to retain their current mode of delivery.
- When a residence is sold, the existing mode of delivery cannot be changed prior to the new resident moving in.

These regulations make it very clear that property owners are in control of where they receive their mail.

If property owners wish to retain their existing mode of mail delivery, they have the right to do so.

Postal Operations Manual

631.7 Conversion of Mode of Delivery
In this section, conversion refers to changing existing mail delivery to a more economical and efficient mode. The key to converting existing delivery is identifying those deliveries that

are most costly to the Postal Service. Delivery managers can go into any delivery territory where delivery has been established for over 1 year and solicit to convert the mode of delivery if it would be cost beneficial to the Postal Service.

Postmasters may establish a mixed delivery area where in-growth or extensions of service within a block compel a change in modes of delivery for newly constructed or renovated delivery points. This policy applies to both residential and business delivery locations. When a residence is sold, the mode of delivery cannot be changed arbitrarily prior to the new resident moving in. The existing mode of delivery must be retained absent an agreement otherwise. If an owners' association or property management company represents the property or the community, it may request a change in the mode of delivery on behalf of the community or property. In rental areas, such as apartment complexes and mobile home parks, the owner or manager may request a conversion on behalf of the apartment complex, mobile home park, or other rental property. Approval is at the sole discretion of the postal service. Delivery will begin only after the approval of a mail receptacle and its location by the local postmaster.

Where there is no homeowners' association or other property management company with authority to request a conversion on behalf of the owners, residents, or the community, customer signatures must be obtained prior to any conversion. In single-family housing areas (including manufactured housing and mobile homes) where the residences and lots are owned, each owner must agree to the conversion in writing. Owners who do not agree must be allowed to retain their current mode of delivery.

When a residence is sold, the mode of delivery cannot be changed arbitrarily

prior to the new resident moving in. The existing mode of delivery must be retained absent an agreement otherwise. If an owners' association represents the community, it can direct the mode of delivery for the community. In rental areas, such as apartment complexes and mobile home parks, the owner or manager can approve the conversion.

Employee Rights

Section 667.12 of the Employee and Labor Relations Manual (ELM) provides the following in regard to employees engaging in campaigns for or against changes in mail service:

667.12 Engaging in Campaigns for Changes in Mail Service

***** Employees in active status must not engage in campaigns for or against changes in mail service.**

This regulation must not be construed to infringe on the rights to participate in labor organizations.

Letter carriers, as active postal service employees, should be aware of this regulation.

If letter carriers have questions about what they should or should not participate in, call your union office, or contact the national business agent's office for guidance.

*** Retired letter carriers may be fully involved in campaigns against changes in mode of mail delivery. Such campaigns may involve educating members of the public on their rights when the postal service solicits conversions of mode of mail delivery, including how any solicited change may affect each customer. Retired letter carriers can also be instrumental in forming partnerships with community organizations to help fight reductions in service to postal customers by changing mode of mail delivery. -Nalc.org

Quick Hits:

Information you should know

Reminder, steps a letter carrier should

(Continued on page 4)

National Dog Bite Prevention Week



Interbay Carriers show their support for National Dog Bite Prevention Week...April 14-20.

Satchels and dog spray are vital to the defense against attacking dogs.

Always be Equipped ▪ Always be Alert ▪ Always be Prepared to Defend Yourself

Around The Horn from The President's Desk

do when injured on the job (Traumatic Injury).

First report the injury/accident immediately to management. After that, an easy way to remember the 3 forms needed for the process: Think of it as simple math,

CA-1 + CA-16 = CA-17.

If you can remember two of the three forms then you can calculate the third, CA-17 - CA-16 = CA-1 or

CA-17 - CA-1 = CA-16.

Remember, the CA-16 (Authorization for Examination/Medical Treatment) must be signed by management. Any questions—ask your steward or call the union office—do not rely exclusively on management to direct you through the process. Let's get it right the first time.

*** What is collection box fishing?**
Duct tape balled up on a string, then

dropping the sticky ball on a string into the collection box and fishing mail out. Collection mail sticks to the duct tape and you pull it up, just like fishing. Boxes are being modified with only a slot for the mail and the top pull down mail door is being sealed shut. **You can't make this stuff up!**

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

Unionism — New Employee Training

Well you finally took the plunge and applied for employment with the USPS and you were accepted and hired. Now What?

The USPS and the NALC have designed a comprehensive training program to assist new employees in the City Carrier craft in preparation for the requirements of your new job. There are numerous duties and responsibilities that the city carrier must be aware of and be able to perform in the daily performance of the assignment, and you just thought that you had to put mail into a mailbox.

One of the first things you will be shown is the standard daily duties and requirements a city carrier must perform. This is demonstrated to the new hire through the use of what is called the *shadow day*. The shadow day is simply a standard workday where the new employee will *shadow* the trainer, who will demonstrate and explain the daily duties as they are performed. The new hire will simply observe and gain an understanding of what is required daily of the position that s/he has been hired to perform.

Many question: why does the Postal Service have a shadow day when there will be other training for the new hire? It is simple really; previously hired individuals that were trained without the shadow day would resign their position once they completed training and finally got to see what and how the job was actually performed. It seems that they realized once they had to perform the job they didn't feel they could meet the duty requirements or they simply didn't want to do the actual job once they saw what it entailed. The realization that the retention rates of new hires was abysmally low so the training program was reevaluated and thus the advent of the shadow day so new hires had a complete understanding of what the job actually entailed prior to entering the carrier academy training and

this allowed those who didn't think the job was for them to move on prior to large amounts of time, energy and money to be expended to train them on the position.

Once the *shadow day* is completed, the new hire is then scheduled for a week-long carrier academy where they are trained on the many duties and responsibilities of the city letter carrier. Part of the training is a hands-on application of knowledge provided for casing mail and pulling it down in preparation for delivery.

Drivers' training for driving postal vehicles is provided at the conclusion of your carrier academy training. This training teaches the individual the proper methods for the safe operation of the different postal vehicles you will be required to drive in the course of performance of your duties as a city letter carrier. It is probably the first experience many will have with a right-hand drive vehicle; don't be afraid, it is not as difficult as you might imagine. Currently the drivers' training module does not include training for the ProMaster Van series of vehicles, but you will be scheduled for that training after you report to your duty location as it is available.

Once you have completed your carrier academy and driver's training you will be assigned a duty station and you will report there for your final phase of training: On the Job training or as it is known OJT.

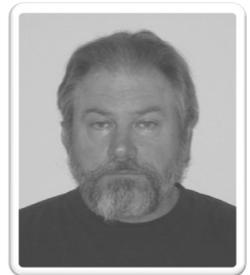
Your OJT consists of three days of training with a certified trainer who will teach you all the requirements of the job over a three day period. The first day is just like your previous *shadow day* where you will observe and question the trainer on all the things they are demonstrating and performing on their route assignment. You will have demonstrated the many types of delivery and collection of mail that you will have to become proficient in during

your career as a city letter carrier. Delivery of mounted routes, dismantled delivery, business, residential and apartment delivery all have their own idiosyncrasies and you will become familiar with them all. The park and loop delivery route will many times be given a separate day of training as it involves exactly as it says, parking the vehicle and looping the streets to deliver the mail. After day one the training shifts slightly as on day two the trainee will begin to work with the trainer to perform the duties they observed on the first day so as to get a feel for performance of the job. Finally on day three the trainee comes in and performs all the duties of casing and carrying the mail and the trainer will observe and correct as needed to assist the trainee to perform the job properly.

At the conclusion of training the trainer will review the subject material covered and both parties will sign-off on the provided training for the training records and voilà you are now a CCA (City Carrier Assistant). You might think that your training is complete at this juncture, but I am here to inform you that your training never stops. Each day you will learn something new about your job and you should endeavor to learn as much as possible about your duties.

During your time with the postal service you should never be afraid to ask questions; remember, the more you know the easier your job will be. Don't guess – if you don't know ask someone, your supervisor or your steward are always good choices.

This has been a short primer on new employee training and if for some



Brian Obst
Vice President
Branch 599

(Continued on page 6)

Bill Collins Retired!

Correction



Bill Collins and Tony Diaz

Congratulations to **William Bill Collins** [Sun City Center] who received his retirement pin and gratuity from President Tony Diaz during our April Branch meeting!



Diane Krug and Tony Diaz

This photo was incorrectly identified last month and is now accurate. *Sincerest apologies* to Diane for the error.

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended **Gil Rosario** and family [Town 'N Country] at the passing of his father; and to Thelma and **Al Guice** [retiree and MBA/NSBA Rep] and family at the passing of their son, Alstin, April 10; and to Bonnie and **Brian Obst** [Vice President] and family at the passing of her mother, Carol Cube, April 16.

Mark your Calendar! Branch meetings will be...

May 2 • June 6 • July 11 • August 1
 September 5 • October 3 • November 7 • December 5

Unionism — New Employee Training

(Continued from page 5)

reason you feel you were not trained properly, go to your shop steward and say so. It is the position of the postal service as well as the NALC that all employees get the proper training to

help ensure a smooth transition into the world of the City Letter Carrier.

Remember, ask questions and continue to learn, once you learn something they can never take that away from you and as I always say — **KNOWLEDGE IS**

THE KEY!

Until next month,
Brian Obst
 Vice President
 Stations/Branches Chief Steward

35-Year Service Awards



Photo on left:
 Interbay Carrier **Dale Robertson** was presented a 35-year service award by Tampa MCSO Tim Dose; President Tony Diaz represented Branch 599. Congratulations, Dale!

Photo below:
 Carrollwood Carrier **Dennis Lorenzo** was presented a 35-year service award by Postmaster Richard Fermo; Vice President Brian Obst represented Branch 599. Congratulations, Dennis!



Do You Have the NALC Member App?

SATURDAY, MAY 11, 2019



**PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.**

NATIONAL PARTNERS



Preparations for Stamp Out Hunger



Preparations for our 2019 Stamp Out Hunger Food Drive, May 11.

Thanks to all NALC members from Clearwater Branch 2008, St Petersburg Branch 1477, and our own Tampa Branch 599 for giving up their Sunday morning, April 14, to distribute Food Drive bags and cards to stations throughout the district!

Tampa Letter Carriers Hall Rentals

When you're planning receptions, parties, dances, dinners, meetings, etc., remember that we have a beautiful large Hall, the Newman Room, and the Conference Room... and that Branch 599 members get special rates!

*Contact our building manager for more info:
813.877.4785 or bldg.mgr@nalc599.com*

Pricing Sheets are at nalc599.com/hallrent

*We're also in Facebook:
facebook.com/Tampa-Letter-Carriers-Hall-375211572973131*

Postal Proud



Congratulations to Carrollwood Station being selected as a Postal Proud office!

The Carrollwood group was selected based on delivery efficiency, sick leave percentage, accident rate and other factors. Carrollwood has always been very active with the Letter Carrier Food Drive and has helped lead us in donations for our MDA Golf Tournament.

Wanted — New and Used Uniforms

Retirees, please donate your new and used carrier uniforms to help newly hired CCAs.

Please donate only the used uniforms that still look decent.

Shirts, shorts, long pants, and jackets are needed.

Active carriers who have an abundance of uniforms, or if you have grown out of a size and purchased a larger size to feel more comfortable, please donate your old size.

You can drop them off at the union hall or give them to your steward...*Thank you!*


NALC *e-Activist* Network
 at nalc.org

Get involved! Your future depends on it!

Shop Stewards will Meet

Tuesday 7 PM
April 30
June 4

Branch 599 Meeting

Thursday 7:30 PM
May 2
June 6

Executive Board Meets

Thursday 6:30 PM
May 2
June 6

Sunday Work Party

at our Hall 9-11 AM
May 5
June 9

Retirees Breakfasts

Monday May 6 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday May 14 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?
SHOP BY PHONE FROM HOME**

320 Patlin Circle East, Largo FL 33770-3063
BILL'S CELL 727.543.0705 ▪ SHIRLEY'S CELL 727.543.0708
FAX 727.585.9367
bilmor11@gmail.com



A.R. Tony Huerta Branch 599
National Association of Letter Carriers
3003 W Cypress Street
Tampa FL 33609-1617

813.875.0599 • Fax 813.870.0599
www.nalc599.com

Tampa Letter Carrier
Volume 18 • Issue 5 • May 2019

NONPROFIT ORG
US POSTAGE
PAID
TAMPA FL
PERMIT NO. 1285

Home Equity Line of Credit

What Can
Your Home
Do for You?

No Closing Costs on HELOCs!*



800.782.4899



TAMPA POSTAL
FEDERAL CREDIT UNION

WWW.TPCU.ORG

SPEAK TO A LOAN OFFICER TODAY!



*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 March 1 - May 31, 2019. Restrictions apply. Contact Credit Union for complete details.

