



Tampa Letter Carrier

Volume 2 - Issue 6

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

June 2003

President's Report

by Jim Good

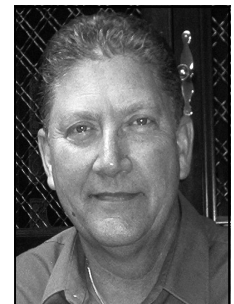
President - Branch 599

Well, the 2003 11th Annual Letter Carriers' Food Drive is history. Although the final figures are still not in I've been told that we surpassed last year's total of food collected. Semi-trailers were still pulling into the Salvation Army warehouse when I left there at 7:00 PM Saturday night, and according to our food drive coordinator, Cheryl Clothier, they continued until midnight. This year's collection was by far the best organized since my involvement began in 1999, and I once again want to thank Cheryl, and all the other volunteers, who made it so successful. Thousands of needy members of our community will benefit from the result of our efforts, and that is really what it is all about, helping those in need. (Read more about the food drive in Cheryl's article elsewhere in this newsletter)

The route inspections and adjustments are coming to a close. Tampa Carrier Annex and Produce Station will be finished by the time this newsletter is mailed, and I have been told that Tampa will be out of Article 12 excessing shortly thereafter. Ybor Station was scheduled to be inspected after they move into their new building in July of 2004, but since their move has been postponed for a year they will be inspected in September

of this year. Some stations have done follow-ups after the adjustments and in some cases routes will be added. When these final station adjustments are completed we will be reviewing the results to ensure that all routes are adjusted to as close to eight hours as possible.

Management has made the statement that no adjustments will be made until the carriers are performing at the same demonstrated performance as they did during the inspections. They do not have the contractual right to do this and we will fight for our right to eight hour routes. A new National Memorandum, signed on March 28th, addresses minor adjustments, and we will utilize that memo to make sure that routes are adjusted correctly. I realize that some carriers are perfectly content to have a nine hour route so that all the overtime they work is on their own assignment. What we all must realize is that carriers have been excessed to different crafts and outside of Tampa. If we force management to adjust routes to eight hours additional routes will be created allowing those excessed carriers to return, as



(continued on page 4)

**BRANCH
MEETING
THURSDAY
JUNE 5
7:30 PM
AT
THE
UNION HALL**

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Branch Officers

PRESIDENT	Jim Good	813-960-3759
EXECUTIVE VICE PRESIDENT	John Watts	813-971-5525
VICE PRESIDENT	Michael Brousseau	727-726-7355
RECORDING SECRETARY	Clark Alday	813-238-9685
FINANCIAL SECRETARY	John Gebo	813-985-5474
TREASURER	Michael Anderson	813-681-5688
TRUSTEE (Chairman)	Henry Dupree	813-621-6471
TRUSTEE	Butch Smith	813-933-4676
TRUSTEE	Brian Obst	727-507-0135
SERGEANT-AT-ARMS	Lance Jones	813-968-9369
MBA/NSBA	Albert Guice	813-621-7931
HEALTH BENEFITS	Detlev Aepfel	813-907-9685
LEGISLATIVE OFFICER	Sam Dolcimascolo	727-596-8081
DIRECTOR OF RETIREES	Jack Newman	813-805-2942

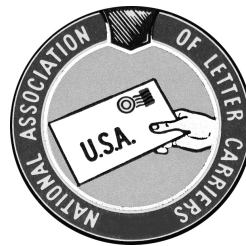
The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1617, publishes The Tampa Letter Carrier monthly. The opinions expressed in this publication are those of the writers, and do not necessarily reflect the opinions of Branch 599. It is the policy of this publication that all articles submitted for publication must be signed by the writer. All articles are subject to editing and revision at the discretion of the publisher & editor. **Please submit articles to the branch office no later than the tenth of the month.**

Jim Good - Publisher

Kit Kelley - Editor

Office: 813-875-0599

Email: nalc599@verizon.net



Shop Stewards

Brandon	33510	Jim Brophy	813-875-1680
Brandon	33510	Miroslaw Oldziej	813-661-1106
Carrollwood	33618	Susan Sinigaglia	813-962-3128
Commerce	33602	Dook Ramotar Sr.	813-780-6254
Forest Hills	33612	John Watts	813-971-5525
Forest Hills Annex	33613	Ella Winner	352-583-0626
Hilldale	33614	Gilbert Cabanas	813-855-0516
Hilldale Annex	33634	Lance Jones	813-968-9369
Hyde Park	33606	George McEndree	813-935-0244
Interbay	33611	Dee Brockman	813-831-2034
Interbay	33629	Brian Obst	727-507-0135
MacDill	33608	Dee Brockman	813-831-2034
Northdale	33624	Freddie Nimphius	813-968-7491
Palm River	33619	J.C. Howard	813-621-1976
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Port Tampa	33616	Sammy Graham	813-837-6257
Produce	33610	Harold Frantz	813-231-2621
Ruskin/Sun City	33570	Jack Hencoski	813-633-5422
Seminole Heights	33603	Mike Stewart	813-238-7401
Sulphur Springs	33604	Albert Guice	813-621-7931
TCA	33609	Alan Peacock	813-962-0646
TCA	33607	Anthony Moran	813-872-0709
Temple Terrace	33617	Frank Pereira	813-988-0526
Town & Country	33615	Brian Obst	727-507-0135
Ybor	33605	Detlev Aeppel	813-907-9685

Labor Management Members

Tony Diaz	813-872-1542
Matt Kokich	813-469-9753

MAPS Coordinator

Christian Albrecht 727-791-7162

Presidents Emeritus

Milton McConnell	James Butler
Sam Dolcimascolo	Garland Tickle
Howard Carter	Orbe Andux
Don Thomas	Michael Anderson
Lenin V. Perez	

RETIREES BREAKFAST

First Monday of every month

9:00 AM

at

The Coffee Cup

4407 N. Hubert

in Drew Park

(NE corner of MLK & Hubert)



--- ----from The Orlando Carrier

The President's Report *(from page 1)*

Tampa City Carriers, where they belong.

Our National President, Bill Young, testified before the Presidential Postal Commission on April 29th. He made some strong statements regarding our union's position on universal delivery and collective bargaining. "I can not persuade them alone", he said. "NALC will need thousands of members to back the union's position".

Our National Business Agent, Matty Rose, will be in touch with me in the near future with plans for a letter writing campaign. It is imperative that all carriers, and their families, let their representatives know how strongly we feel about the future of the Postal Service. Even though we sometimes feel that local

management is trying to bankrupt the Postal Service we must do all in our power to save it. Our jobs as letter carriers depend on it!

On a final note I am asking all union members for their input on a specific question. What can your union do for you? We are always there to represent you in situations where contractual violations occur or if you are issued discipline. What can we do in the way of social events or outings of some type to say "Thank You" for being a dedicated member?

You can go to our newly developing website at <http://www.nalc599.com> and e-mail me with your answers. We must stay united in these trying times to come.

ARSLAN UNIFORMS

Bill 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

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wfm505@tampabay.rr.com

The Watts Line

by John A. Watts

Executive Vice-President - Branch 599

Summer has arrived early this year. The heat and humidity are at levels we usually don't see until July and August. Since the route adjustments, carriers are out on the street longer so we need to make sure that we don't dehydrate. This means drinking plenty of water in small amounts all day long. If you feel faint or light headed it could be signs of a heat stroke. You need to get out of the sun and cool yourself down slowly.

Tampa is now almost finished with route inspections and that means we will soon be out of excessing, hopefully by the end of July. The routes in the city are being reduced by 10 to 25 percent. Every station that has been adjusted is running 20 + % in overtime. If you are on the ODL, you work at least 10 hours a day plus your day off. Some carriers have not had a day off since last summer. If that isn't bad enough, five of our full time city carriers are being excessed out of the city into carrier positions around the district and seven are being placed into the custodial and mail handler crafts. To add

insult to injury, management will transfer 12 PTFs from outside the city of Tampa. Hopefully all this will be straightened out on June 10th when the arbitration will be held on all the violations of the contract pertaining to Article 12, which deals with excessing.



On a brighter note all the problems that were being caused at TCA have been resolved. It just goes to show us that, when we work together to resolve a problem, it can be accomplished. I truly believe that all problems can be resolved if the parties involved make a concerted effort to improve morale and working conditions at their individual work locations.

The final count is not in yet but the annual food drive was a big success. I would like to thank Cheryl Clothier, the Food Drive coordinator, for a job well done.

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

Outside The Lines

by Leslie Ray Garcia

The second phase of route inspections at Hilldale (33614) has now been completed. The volume of mail was at this writer's expected level: down as usual! There was only one route out of 17 routes inspected that averaged eight hours for the week and only an additional three routes that averaged seven and a half hours or more.

It was related to me by several letter carriers that route examiners told the carriers to drive 15 mph between each curblane delivery. The inspectors even called the station manager out to the street using cell phones. Cell phones? I thought we weren't allowed to use cell phones while we were in the vehicle?

These calls to the manager were attempts to intimidate the carriers by having the manager come out and instruct the carriers to drive 15 mph between stops. The carriers replied to this order that it was *unsafe* to drive that fast because of the possibility of children running to the mail receptacle or an automobile backing out of a driveway and causing an accident. The inspection team was overheard stating that it was no wonder that supervisors did not want to come to Hilldale because the carriers refuse to follow orders! I think it should have been stated that we refuse to be threatened, intimidated or coerced.

We at Hilldale are convinced that this 6 day route inspection was a farce. Management had already decided what routes will be eliminated from our station and the entire charade was for appearances only. All the inspection has done is to establish false or fictitious numbers that floor supervisors use to project and dictate office and street standards. The count of mails on a daily basis is an estimation by management because they have not physically counted every piece of mail that the letter carrier will deliver daily. Every day since the route examiners have finished, the floor supervisor shows me figures that indicate I have "undertime" on 3 out of 5 days. I was even told I had undertime on an *Advo* day despite the fact that I felt I needed an hour of overtime. Of course, I replied I have the same amount of mail as I did the previous check week when my end tour was 19:00. According to my math, I estimated I really needed 2.5 hours of auxiliary assistance instead of having undertime.

Every day it is a battle with management even though I can not be disciplined for not making office standards because I have reached 55 years of age and have 31 years of service. The constant confrontations when requesting auxiliary assistance are becoming quite frustrating. They can not read their own forms as it is the carrier who estimates the need for auxiliary assistance not management. They can not refuse to give you auxiliary assistance. They can, however, count your mail, follow you all day, or do both if they don't believe you.

Apparently management wants me to roll over and play dead. Sorry guys I won't do it! They may win a battle but they are going to lose the war. We have been told that if we put in for advanced sick leave it has to be approved by an individual who when he was a letter carrier, had no sick leave balance and was late to work everyday! (Why do things change when a carrier puts on a tie?)

I put in for advanced sick leave to go to my heart doctor in April 2004. Yes, that is one year in advance. I was told to bring in medical documentation and I have had to bring in medical documentation when I go to the doctor on my scheduled day off! At a stand up talk we were told about the symptoms of SARS and how important it is to seek medical assistance if there are concerns about contracting the disease. A letter carrier asked "...what good is this talk about a contagious disease since we are not allowed to get sick and if we do call in sick, we get disciplined?" Yet when management needs to get off for anything, they are allowed to take the time off. Maybe they can get the time off because their jobs are not that important and anyone can do them.

Isn't it strange that when an arbitration ruling is in management's favor they shove it up the north end of a south bound carrier? Yet when craft wins an arbitration ruling, management states that they don't interpret the wording "*that way*" or "*that isn't what was stated in the resolve by the arbitrator or Step 4 decisions.*" Consider these decisions routinely ignored by management:

(continued on page 7)

Outside The Lines *(continued from page 6)*

“**ACCIDENTS M-00486 Letter**, May 1981. Accidents or compensation claims are not in themselves an appropriate basis for discipline.”

“**ATTENDANCE M-01138, APWU Step 4**. Any rule setting a fixed amount or percentage of sick leave usage after which an employee will be, as a matter of course, automatically disciplined is inconsistent with the National Agreement and applicable handbooks and manuals.”

SICK LEAVE C-10222 Arbitrator Zumas December 22, 1989, A call-in for sick leave should be recorded as ‘*scheduled*,’ rather than ‘*unscheduled*’ leave.”

They don’t have to go by the rules because they make them up as they go along. Prime examples of these are ...excessing (see Article 12), route inspections (see M-39 and M-41), sick leave use (see Arbitration rulings and Step 4 Decision), return of PS Form 3971 to the employee in a timely manner (see ELM), street observation form with 48 hours (see Arbitration ruling)...and the list goes on and on.

Several months ago a USPS official condemned and threatened to fire letter carriers at several stations. Now another USPS official is threatening to fire individual letter carriers. Don’t these threats constitute a hostile work environment? Don’t the threats fall under the *Zero Tolerance* program? Why haven’t these individuals been sent to *anger management classes*? Oh yes, that program is only for craft employees, not the employer! It is too bad that punitive action cannot be taken against the USPS for allowing their supervisors to act in such an **unprofessional manner**.

Many routes, both residential and business, in Hilldale do not have street numbers located on either mail receptacles or placed clearly visible from the street. In the *Postal Operations Manual 632.522 Painting and Identification*, it states as follows:

“The USPS prefers that curbside mailboxes and posts or supports be painted white, although other colors may be used. Where box numbers are used, the numbers must be inscribed in contrasting color in neat letters and numerals not less than 1 inch high on the side

of the box visible to the carrier’s regular approach, or on the door if boxes are grouped. Where street names and house numbers are assigned by local authorities and the postmaster has authorized use of a street name and house number as a postal address, the house number must be shown on the box. If the box is on a different street from the customer’s residence, the street name and house number must be inscribed on the box. Placement of the owner’s name on the box is optional. Advertising on boxes or supports is prohibited.”

Also,

“**623.2 Blocked Mail Receptacles 623.21 General** The customer is responsible for keeping the approach to the mailbox clear to facilitate delivery...withdraw delivery service.”

A USPS official refuses to comply with this regulation and therefore is in violation of the ELM 666.6. If this individual refuses to abide by the *Postal Operations Manual*, how can our postal customers be expected to place numbers on the doors of businesses, on their houses or mail receptacles?

Like I said before rules and regulations are only addressed when it is the craft employee involved.

“There is nothing more frightening than ignorance in action.” Goethe

Think about it!

And The Beat Goes On

by Ray Wallace

I live in a mobile home park which has been in existence for over 40 years. The ownership of the park was recently changed and the Postmaster sent a letter stating that the mode of delivery would be changed from door delivery to central boxes. The Postmaster met with a board member who thought from what the Postmaster said there was no other way, that this was a done deal.

I mentioned this to Jim Brophy, shop steward of Brandon and he said "That's B.S.! You can fight that." I then asked Tampa branch President Jim Good for help and he contacted Branch 1477 in St. Petersburg, who got the papers to their shop steward, Jim Brumbloe.

To make a long story short, the Postmaster sent a letter stating that, due to a money shortage, no further action would be taken to change the mode of delivery. This is one example of how and what the union can do for you and for us all.

Our Republican president is 100% against unions. He has bills in now to do away with overtime, as well as family medical leave. And, as you all know, he has a commission that will answer to him on how to "fix" the postal service in July 2003. I don't know how many of you are taking everything that is being written in newspapers and magazines seriously, but the threat of the post office being made private is for **REAL**.

As my first paragraph pointed out, the union does have clout. Many of you know from first hand experience that the union has saved your jobs and given everyone a livable wage and many other benefits, too many to mention. At union meetings in today's world of postal turmoil, with the threats of privatization looking us in the face, our union meetings should be all about what we can do to help this not become a reality. Instead we have a group of carriers who are hell bent on trying to destroy this branch. Ever since Jim Good was elected president of the branch (after Lenny Perez said "I've had enough"), there is a group

who continue to try to undermine the present administration. Why is the big question.

We now have problems with: the running of T.L.C./Bingo/Hall Rental; who is doing what; where is the money going to and coming from. Branch 599 is run like the business it is. It takes a lot to keep a union and building the size of our branch running. The branch has a lot of dedicated people that have run it for years with no problems. Now at every meeting people are questioning it all.

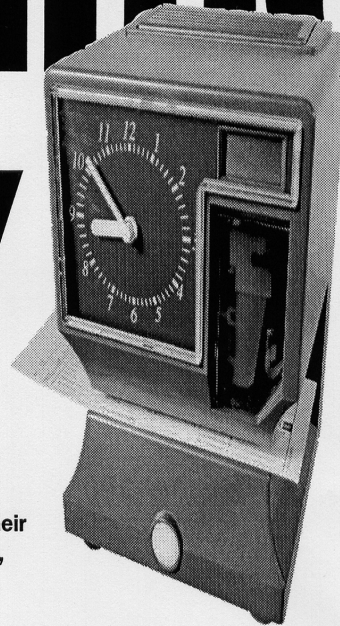
We argue with management all the time "if it's not broke, what is there to fix?" I ask the carriers who are doing all of this: Why? We should be talking about what Bush is doing and coming up with ways to write letters to congress to save the jobs of the carriers with years to go until retirement. Management loves to hear about the back stabbing and arguing among ourselves. Who wants to go to a union meeting and listen to arguments about how the union is run? You elected these people. They can do a good job if you let them. Lets stop this in-house fighting within Branch 599 and get on to postal problems.

Retiree Brother Russell Person asked President Good if he could take on the role of reporting about carriers that have had a death in the family or serious illness. So if you know of a brother or sister that is seriously ill, has lost as a loved one or has passed away, please call Brother Person and make him aware of it. I associated with Mr. Person years ago when we both were trustees of the branch and I know that he has always shown a great concern for his fellow human beings. This world needs more like him.

The number of front line supervisors has not gone down in the last five years. But the craft have lost over 20,000 in 2002, clerks losing almost 14,000 and city carriers the rest. There used to be one supervisor for every 27 carriers. Now there is one for every 17. Do you think that some day there will be more supervisors than there are carriers? If so, then who would deliver the mail?

An important message from Branch 599.

Stop the Attack on Overtime Pay



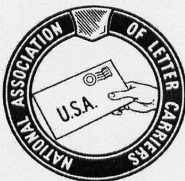
In today's failing economy, working Americans are struggling to keep their jobs and pay their bills. Instead of providing economic relief to workers, President Bush and his corporate allies are waging an all-out attack to eliminate or reduce overtime pay.

Fact 1: On March 31, 2003, the Bush administration proposed new rules that would take away the right to overtime pay for millions of workers. (*Federal Register*, Vol. 68, No. 61, 3/31/03)

Fact 2: Corporate lobbying groups are pushing Congress to pass H.R. 1119 and S. 317, bills that would cut the pay of the millions of workers who depend on overtime pay. (Economic Policy Institute Issue Brief #190, 3/31/03)

Fact 3: S. 317 would replace the 40-hour workweek with an 80-hour, two-week work period. If S. 317 passed, workers working 50 hours in one week and 30 hours the next week, for example, no longer would be paid overtime. (www.thomas.loc.gov, 4/7/03)

Fact 4: These comp time bills would undermine the 40-hour workweek and make overtime cheaper for employers, resulting in more mandatory overtime and less control over your work hours. (Economic Policy Institute Issue Brief #190, 3/31/03)



CALL YOUR REPRESENTATIVES & SENATORS AT (202) 224-3121
AND TELL THEM TO

Protect Your Overtime Pay.

For more information, visit www.afcio.org/yourjobeconomy/ns04022003.cfm.



Tampa Letter Carriers, Inc. Bylaw Update

by Brian Obst

The monthly branch meeting was held on May 1st. I would like to thank those members who were able to make it out to the meeting. Without active membership participation, the branch can only fail to be viable.

The proposed bylaw was discussed and voted on by those in attendance and I am happy to say that it passed by a wide margin. The ball is now in the court of TLC, Inc.

President Jim Good had previously forwarded a proposal to TLC, Inc. for a TLC, Inc. meeting right after each monthly branch meeting. This second meeting would be for the purpose of reading the TLC, Inc. meeting minutes, and for conducting new business for TLC, Inc. with the branch members present, in accordance with the rules governing TLC, Inc.

At the present time, the TLC, Inc. Board has decided to seek the advice of an attorney before making their decision. The proposal forwarded by President Good was done so after consultation with a labor attorney and was felt to be a fair proposal allowing the members access, without any possibility of a disruption, to the TLC, Inc. Board meeting.

The bylaw was passed and the results are currently being held pending outcome of the TLC, Inc. action at the next TLC, Inc. meeting. Stay tuned for further developments.

Yours in Brotherhood,

Brian Obst

Shop Steward/Trustee

Health Benefits Report

by Detlev Aepfel

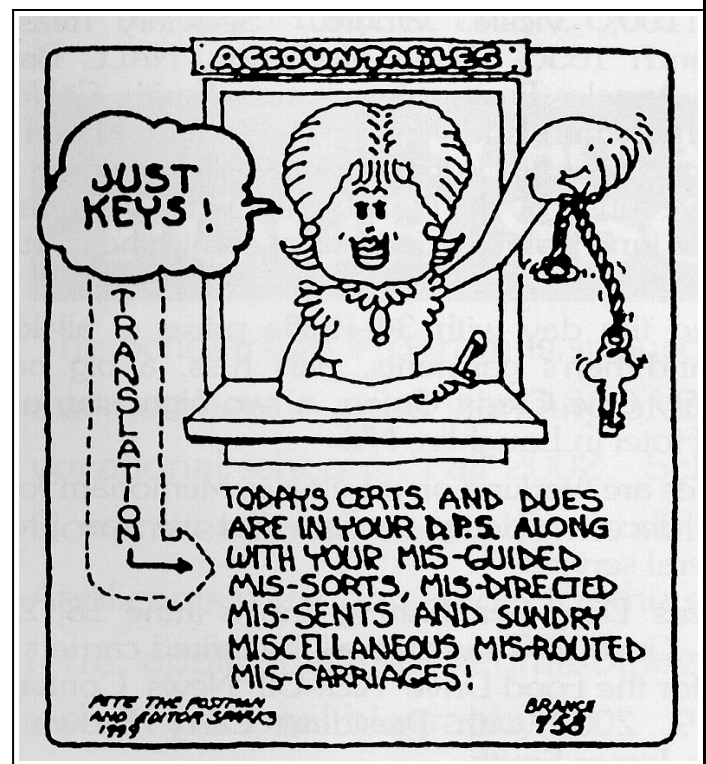
Branch 599 - Health Benefits Representative

The numbers are in. We did great. The NALC Health Plan had a net increase of over 6000 new members. Over one third of these new members are active letter carriers. New health care providers are also joining our PPO network every month. If your health care provider is not listed in our PPO network, they may have joined since the list was published. Next time you visit be sure to ask if they are now a member of HEALTH FIRST. If they are not, your inquiry may encourage them to join.

By the time you read this, the numbers for the food drive will also be in. I am confident that we will reap the rewards of another super effort.

Let's congratulate each other but let's also remember to thank the other USPS employees that pitch in to help. Rural carriers also collect food on their routes. Clerks man the docks to load trucks and trailers at the stations. MVS drivers deliver pallets and bring in the loaded trailers until the job is done. Supervisors and managers roll up their sleeves and help unload LLVs and pass out cold drinks. The NALC Food Drive provides

everyone a chance to give back to our community. Feel good about it!



Letter Carrier's Food Drive**by Cheryl Clothier***Branch 599 - Food Drive Coordinator*

It's the morning after! I feel like I just left the Salvation Army Warehouse. That's where all our collected food goes for distribution to the local food banks. I wish all of you could stop by and witness the whole process of unloading and sorting the food that takes place at the warehouse. Several forklifts are ready to attack any semi-tractor trailer that pulls into the docks. They quickly unload 22 pallets (full capacity of the trailer) of food before you realize it. The pallets are immediately stacked with all the others that are brought in by our volunteer drivers in the 18 to 24 foot box trucks. Other volunteers are in the back of the warehouse sorting and boxing up the food for distribution on Monday morning. By the time I arrived at the warehouse around 5:00 pm Saturday, 51 pallets had already been sorted.

We left the warehouse before midnight just after the last VMS truck off-loaded. This was two hours earlier than last year. Also this year, we had four designated drivers driving semis from the VMS, which was a tremendous asset for us. Fox 13 and Channel 8 did interviews from the warehouse earlier in the afternoon and that seemed to go well.

Volunteers were placed at all stations but Town-n-Country, because I ran out of volunteers. There were volunteers from the Rough Riders, retired employees and their wives, a couple of teenagers, members of the Krewe of Augustine, customers from the neighborhoods, and postal employees: clerks, city-carriers, rural-carriers, and supervisors. I also want to thank the volunteer truck drivers: Lee Lerfauld, Brian Obst, Jim Good (Pres Branch 599), Mike Brousseau, Jim Price (my dad), and the 6 drivers from Tampa Bay Harvest & Salvation Army. Not only did they drive for 12 hours Saturday, they also handed out sandwiches and cold drinks to carriers at the collection drop-off points. My dad didn't have a clue where he was going and Mike wasn't feeling real well. They even closed out the smaller stations of food. They all did a tremendous job!

I was at Interbay Station taking pictures so we could get them published in the paper. Carriers were driving in left and right, one right behind the others. Pallets and pallet boxes were lined up two deep and they were getting filled quickly. It was 95 degrees and the volunteers were soaked with sweat, but they were all smiling because they couldn't believe how much food was being collected. One lady kept saying, "This is amazing, this is really

amazing," as she lifted another bag into the pallet box and wiped the sweat from her brow. It was really hot Saturday, and I just want to express my deepest thanks to everyone for all his or her hard work. Also, I hope that everyone enjoyed the sandwiches and cold drinks that were supplied on the food collection routes. I just wanted the carriers to catch a little refreshment after dropping off their food during the middle of the day.

Our goal this year was a million pounds. Last year we collected 757,525 lbs. I'm pretty sure we exceeded that figure. But as of this writing, all the figures haven't been tallied. But, it's looking good so far! We have a lot of rural areas, that haven't been picked up and need to get to the warehouse. Some of our rural stations quadrupled what they collected from last year. I believe the Flyer advertisements for the past four weeks, the delivery of the Kash-n-Karry bags, and the Campbell's Soup cards had a lot of influence on this. Speaking of rural carriers, I just wanted to commend your participation this year. You did an outstanding job!! Also, we developed two new carrier drop-off routes. The routes are for New Tampa and Northdale. They have to be adjusted to later times, and we have to find better locations. Any input from carriers on this would be appreciated, because you know these areas, where I do not.

I wanted to thank Rose Carosa for her assistance. We used the Bulk Mail Facility one Sunday afternoon to sort, label and distribute the 2 million Kash-n-Karry bags to all of our postal facilities in Hillsborough, Pinellas, Pasco, and Manatee Counties. Rose, along with Glenda Haught at the VMS dispatchers' office at the GMF, was instrumental in distributing pallets and pallet boxes to all city postal offices. I know we had plenty of them this year. It's much easier to use pallets and boxes than use crab cages and hampers. Maybe next year we can get pallets and boxes out to Riverview, Lutz, Seffner, Valrico and Sun City Center. Something to think about! Also from the VMS Lou Bottego, Mende, Carter, Davis, and Reed: the dispatcher and four semi drivers. We couldn't have done it without you!

(continued on page 12)

Food Drive *(from page 11)*

I believe everything went smoothly for me this year. At least I wasn't pulling out my hair. I'm still hearing about city-carriers NOT delivering the cards and bags. I know of two complete trailer parks within the city that didn't get them and some areas in the rural locations. Those customers called and complained to the union hall. There were sufficient cards and bags ordered. But, all in all, the cards, bags, the media, and the Flyer got the word out and I believe we had a great food drive. Besides cards and bags we also had newly designed thank you stickers. I want to thank Bridget Robinson and the Tampa Post Office for supplying the "Thank You" stickers.

A media event was held at the union hall April 29th. The mayor's proclamation was read by NALC Branch 599 President Jim Good proclaiming: Saturday, May, 10th, 2003, as Tampa Letter Carriers 11th Annual Food Drive Day. Jim introduced Dan McNally from Tampa Bay Harvest, who spoke about the "Need to Stamp Out Hunger". Al Friedman from the Clearwater NALC introduced Camille Turley, representing Kash-n-Karry, who donated the six million food bags. In attendance were The Flyer, Kash-n-Karry, Postmaster Rich Rome, union representatives from St. Pete, Clearwater and the rural carriers, Tampa Bay Harvest, the Salvation Army, Fox 13 and our union representatives. This event was the kick-start for our food drive.

Next year, I'm going to order T-Shirts two months in advance and have them available for sale at the union hall and stations. The t-shirts will also be for sale by ordering them from the union web page. I'm also going to have a helper for this. We had orders from California, Key West and Venice, FL, post offices. The T-shirts are great but are very involved and tend to take away the logistical functions of the coordinator. There is just so much to do. It is a real challenge. Also, Larry Cabina at Southland Advertising did a great job on the T-shirts!

I know I thanked a lot of people and probably didn't thank enough. But I appreciate every last one of you. I think we are very, very close to a million pounds, but I won't know the actual figures until the end of the week. There is food still being brought to the GMF. Again Thanks!





In The Know

by George McEndree

Did you know that the excessing of the letter carriers in Tampa is scheduled to go to arbitration this coming June? With all the input and hard work of gathering important information by our president and other stewards, I truly believe its going to be a *win* for the carriers.

Speaking of arbitration, I'm expecting a ruling on my removal in the next couple of days. I felt pretty good leaving the last session with the arbitrator but you never know because the arbitrator has to work through all the lies and deception that the Postal Service advocate presented. Hopefully this won't be my last article. If by chance the ruling does not go in my favor, I want to thank all who have supported me since September 2002, some with your phone calls and others by stopping by my house or just taking me to the side at union meetings and giving me words of encouragement.

On another note, route inspections are still on going and of course the goal is to abolish as many routes

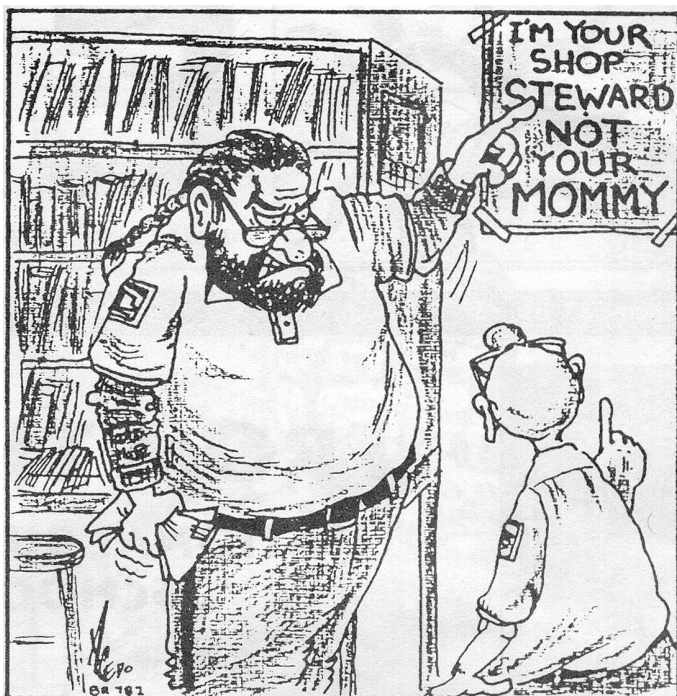
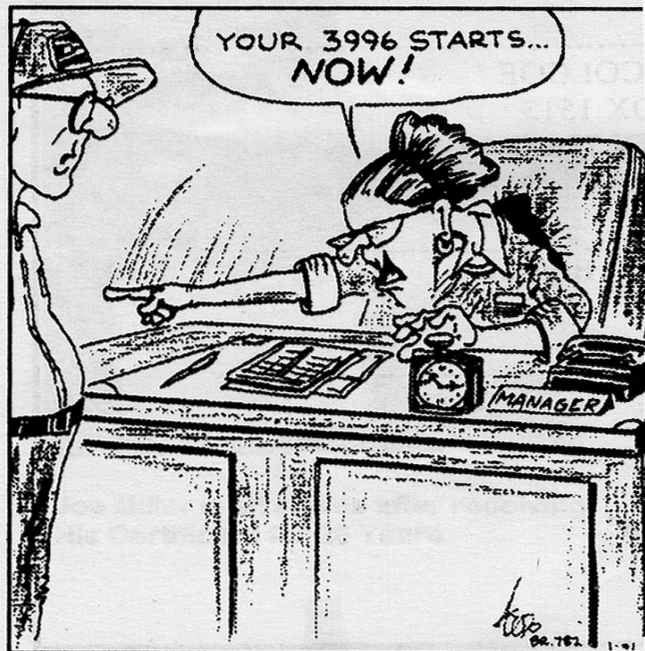
as possible. What we as carriers must do to save the livelihood of those being excessed through the outcome of these inspections is to do our share to help them. After the six weeks of the new adjustments, if we find that our routes are over eight hours, we must ask for a special route count. If we all come together and do this, there is no doubt in my mind that those that have been excessed will be returned.

Of course, it is clear that management can see they have erred in the excessing as they now are hiring PTFs because there is so much work available. Duh! So again, our president and many stewards are on top of this latest development and are grieving this action in order to bring those back who have been excessed. Hope to see you all at the next union meeting and, if God is willing, I will be writing more articles.

In Solidarity,

Brother George (HPCA)

OUT THERE



June 2003

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 <i>Breakfast Club The Coffee Cup</i>	3 <i>Shop Steward Meeting 7:00</i>	4 <i>Bingo</i>	5 <i>Union Meeting 7:30</i>	6 <i>Bingo</i>	7
8	9	10	11 <i>Bingo</i>	12	13 <i>Bingo</i>	14
15	16	17	18 <i>Bingo</i>	19	20 <i>Bingo</i>	21
22	23	24 <i>TLC Meeting 7:00</i>	25 <i>Bingo</i>	26 <i>Executive Board 7:00</i>	27 <i>Bingo</i>	28
29	30					



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13902 N. Florida Ave
Phone: 813-264-4969
Fax: 813-264-9730

Valrico

1989 State Road 60 E
Phone: 813-661-5868
Fax: 813-657-9275

Spring Hill

4094 Deltona Blvd
Phone: 352-683-9711
Fax: 352-683-7174

A.R. "Tony" Huerta NALC Branch 599
3003 West Cypress Street
Tampa FL 33609-1617
(813) 875-0599 fax (813) 870-0599
email: nalc599@verizon.net
<http://www.nalc599.com>

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