



Tampa Letter Carrier

VOLUME 17, ISSUE 1

JANUARY 2018

Happy New Year! 2018

**Attention: Date Change for Retirees Dinner
from January 20 to 21.**

Around The Horn from The President's Desk



**Tony Diaz
President**

Happy New Year to all Branch 599 Brothers and Sisters! May the 2018 year bring prosperity, good health, peace, many retirements and the conversions of many, many CCAs.

As we begin another year, we are faced with many challenges in 2018. Legislatively, we must pay attention to House Resolutions aimed to take away our earned benefits and wages, to reduce delivery days, and eliminate door-to-door delivery, just to name a few.

First, *congratulations* to our newly elected Branch stewards for the 2018 year! We will work to support and train all our new stewards

and continue to develop our returning stewards. Several offices begin 2018 with no union steward which will need to be filled by stewards from other offices and/or will be covered by the Branch office.

Steward Training/Meetings are held the Tuesday before the first Thursday of each month. Our monthly newsletter has the scheduled dates of all meetings and any changes due to conflicting holidays. Anyone interested in becoming a future alternate steward or regular steward please attend the steward trainings/meetings monthly. Educate yourself, learn more about your job and how to handle issues

that present themselves.

CCA Town Hall

Meeting #4

Our Branch hosted the Fourth CCA Town Hall Meeting on November 28, 2017. I was joined by Vice President Brian Obst in welcoming the CCAs to the hall. Close to forty CCAs and six stewards attended the informal meeting aimed to address CCA issues and concerns, there were raffle prizes for all, plenty of information, and light snacks that included sandwiches and

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Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
January 4
7:30 PM

Branch 599 Office

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Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor@nalc599.com and also to the Branch Office at nalc599@verizon.net no later than the 5th of each month in order for us to meet our time limits to the publisher.

Officers

Position	Officer	Phone	Email
President	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
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	813.242.4507	
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	jgood.nalc@tampabay.rr.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	Terry Franklin Luis Cruz	813.661.1636	813.758.3061 813.431.3223
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Reuben Perez	813.242.4507	813.508.7094
Forest Hills	33612	Ed Humphries	813.935.2954	813.787.3914
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Todd Soular	813.719.6793	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Patrick Wimberly	813.634.1403	813.245.0847
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Mike Williams	813.873.7189	813.541.3092
TCA/Peninsula	33609	Andre Stafford	813.873.7189	813.600.0638
TCA/West Tampa	33607	Michael Smith	813.873.7189	813.326.0717
Temple Terrace	33617	Warren Sumlin	813.988.0152	813.486.7612
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Andre Hinton	813.242.4507	931.980.5169

Around The Horn from The President's Desk

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pizza. The raffle prizes were all donated, to include, new postal hats, postal shirts and shorts, 2 pair of shoes, mugs, calendars, and leftover goodie bags from our MDA Golf Tournament. Information covered was health benefits, attendance/reporting when scheduled, accidents, Amazon Sunday, and scanning to name a few. The response was positive, and we challenged the CCAs to learn their jobs, become active, and attend steward training meetings. Look for the date of the next CCA Town Hall Meeting; hopefully several who attended will be converted by then to fulltime regular carriers. **Thanks to all who attended.**

2017 Holiday by the Numbers

6 million - Projected number of packages USPS delivers each Sunday during the holiday season.

3 million - Projected number of customers who are expected to use Click-N-Ship to mail packages from the convenience of their home or office.

3 billion - Number of mail pieces, including First-Class Mail and greeting cards the USPS processes and delivers during the busiest week.

15 billion - Total number of mail and packages USPS will process and deliver this holiday season - Thanksgiving to New Year's Day.

10% - Projected increase in package volume this holiday season - more than 850 million packages - (2016 - 750 million / 2015 - 660 million).

December 18 - The Busiest day for usps.com - more than 7 million customers visit that day alone.

December 18-24 - Busiest mailing, shipping and delivery week.

CCA Conversion update

Much of the Suncoast District has been under withholding for clerk positions since October 2017. Changes in the operation within the plants has eliminated 23 Fulltime Regular Clerk positions. What this means is fulltime

residual in all crafts within this installation and within 50 miles will be withheld in accordance with Article 12 of the National Agreement. The positions are held and the anticipated attrition rate alone will not be sufficient enough to avoid accessing outside the craft or installation. At this time we are sitting on 6 carrier residual vacancies in Tampa.

Good news is, when this article reaches the masses, the withholding should be satisfied with the job placement and we should begin conversions again. The last conversion in Tampa, just before the withholding took effect, was on November 11, 2017, Veterans Day.

Basic Steps for Work Injuries

Since my article in our October newsletter, 2 carriers, 1 regular and 1 CCA had issues with their injury cases because they either hesitated reporting the accident, hesitated seeking medical attention, or waited for management to direct them. **Again, I will attempt to review the basic steps should you be injured while on duty.**

The basics:

What should Federal Employee/Postal Worker Do When Injured At Work (Traumatic Injury)?

Top Priority...report the accident immediately when possible to your supervisor or manager and notify your steward just in case no one remembers you reported the accident.

Three forms are vital to the process: CA-1, CA-16, CA-17.

These three forms must accompany an injured carrier if medical attention is required. A CA-1 and a CA-17 can be downloaded online if necessary, a CA-16 (Authorizing Examination and/or Treatment) is provided by management and cannot be downloaded online. The #1 violation (see above) is failure to provide a **signed CA-16** in

the case of a traumatic injury. The Employee and Labor Relations Manual (ELM) outlines the proper procedures management is required to follow.

CA-1, definition, Federal Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation: This **form** is used by a federal employee to provide notice of traumatic injury and to claim continuation of pay (compensation). The **form** must be filed with **one's** employing agency. Note: Occupational disease, use form CA-2 instead of form CA-1.

Traumatic Injury, definition, is an injury you can pinpoint where and when and what time the injury occurred; and provides a narrative about the accident. The narrative/personal statement is extremely important; write it as soon as possible, in order to remember all the details. The attention to detail in your statement with precise, direct language can eliminate any doubts that may arise with your reported injury.

Quick Hits:

Information you should know

* e-Activist

I urge everyone who is not already an e-Activist to sign up; it is free and simple. With all the changes and legislative issues we are dealing with, being an e-Activist helps you stay in tune. The following is the ad from nalc.org: *NALC members! Join tens of thousands of your brothers and sisters to make your voices heard! NALC sends e-mail alerts when it's time to act on issues affecting active and retired carriers and the future of the Postal Service. To join, go to nalc.org and click on to e-Activist.*

Legislative News

* **The current administration is attacking all federal workers, trying to eliminate the Cost of Living for FERS employees, trying to change the high 3 to the high 5.** If a federal employee didn't work the

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Local Negotiation Explanation

Tony Diaz
President

There are many questions and uncertainty regarding local negotiations that this article will hopefully clarify. After our National Contract Negotiations were completed and ratified, every Branch was required to negotiate a new Local Agreement. Branch 599 covers four cities: Tampa, Brandon, Sun City Center, and Plant City. Each city has its own individual Local Agreement also known as LMOU, Local Memorandum Of Understanding. There are 22 items in the LMOU that cover various subject matters not mentioned or defined in the National Agreement. Items such as choice annual leave, leave after choice, duration of the choice vacation period, procedures for submission of choice annual leave and leave after choice, Holiday pecking order, wash up time, work sections, uniforms and safety and health to name a few. These 22 items define how each city operates,

with each city having its own unique LMOU, some with variations for efficiency of that individual city. Branch 599 had four negotiating teams, Tampa being the largest to meet with the Postmaster and a selected team of managers. Meetings are scheduled in advance, with some cities alternating sites, some meeting in one site. The majority of local negotiations resulted in an agreement and signed off by the Branch President and the Postmaster of that city. However, should an agreement not be reached, the LMOU is sent to Impasse. The Impasse process is decided by an arbitrator after hearing the arguments presented from both the Union and the Postal Service. This year the local negotiations were opened to include CCAs ability to submit for annual leave, as agreed to in National negotiations. Before National negotiations, if a CCA wanted annual leave

there was nothing in place so that they could get leave and most of the time they had to wait until the week they wanted it, for approval. National negotiations fought for CCAs to be treated fairly, to afford the opportunity to make advanced plans to schedule days off. All CCAs in all four cities now have that opportunity.

Negotiations are defined as formal discussions between people who have different aims or intentions, especially in business or politics, during which they try to reach an agreement. There is give and take in negotiations to attain goals decided before negotiations begin. All four cities made gains with their negotiated LMOUs, all aimed to either clarify language or to fix issues, and to give CCAs annual leave.

Ray Wallace

Ray Wallace, longtime retiree from Brandon Post Office passed away November 15 while in hospice care.

Ray was a Life Member of the NALC (50 years) and was the last President of Brandon Local 5542 before Brandon merged with Branch 599 in 1982. Ray was active in the union and wrote articles in the newsletter for many years.

Around the Horn from the President's Desk

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extra time, then according to the Congressional Budget Office, the high five calculation would reduce a CSRS pension by an average of \$1,424 per year, and for a FERS pension the average reduction would be \$462 per year. So although the high five versus the high three calculation is not optimal, it does not inspire one to run for the doors to retire years early to avoid a high five calculation. On the other hand, if a federal employee was going to retire soon anyway and an announcement came out of a hard date that a high five would apply if they left after that date,

it would be worth evaluating retiring months early to avoid the reduction or having to work longer.

The Washington Post first reported these specific changes to the federal retirement system, which include other proposals, such as basing future retirement benefits on the average of an employee's highest five years of salary. Currently, retirement benefits are based on an employee's length of service, salary and highest three-year average salary.

Federal financial experts are most worried by two specific proposals:

increasing employee contributions and eliminating the COLA for FERS participants. Specifically, the budget calls for:

- * An increase in employee contributions by 1% each year for the next six years,
- * An elimination of the COLA for current and future FERS participants,
- * Cutting the COLA by 0.5% for CSRS participants of what the typical formula currently allows.

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

Unionism...Grievances and You

A grievance is defined in the JCAM as: *A dispute, difference, disagreement or complaint between the parties related to wages, hours and conditions of employment.* To put it simply, if you have a cause to believe that you have been wronged in any area related to wages, hours or conditions of employment you have been aggrieved. Wages and hours are fairly simple to understand, but conditions of employment can be another matter altogether. We shall discuss in brief those items as well as several types of grievances used to protect your rights under the contract.

Conditions of employment are the guidelines for your job in the Postal Service and these conditions can be found in the *National Agreement* as well as the many publications on the rules and guidelines for the Postal Service. An example of some of these would be the *Employee Labor Manual (ELM)*, the *Postal Operations Manual (POM)*, the *Suncoast District and Cluster Safe Driving Rules for Postal Drivers* to name a few. These manuals and handbooks set the ground rules for the proper discharge of the duties of the Letter Carrier and are considered to be some of the conditions of employment for our jobs.

During the day to day grind of our jobs there will be times where Management will, by error or design, violate the items listed above, bringing cause for a grievance to be filed. The filing of this grievance can be in one of two ways, an individual grievance or a class action grievance. The following scenario will

show a simple case for each type of grievance:

On June 5, Carrier B. Smith was worked 12.75 hours. At week's end it was discovered that 7 carriers in the station had worked beyond 60 hours in the week.

In the first part of the example we see that Carrier Smith has reason to file a grievance for being forced to work past 12 hours in a work day in violation of the terms of Article 8 of the *National Agreement*. This would be an **Individual grievance** dealing with Carrier Smith only. The second part of the example shows that 7 carriers have cause to file a grievance under Article 8 for being forced to work beyond 60 hours in a work week. These 7 carriers can file individual grievances or they can be consolidated into one grievance called a **Class action grievance**. The class action grievance addresses the problem for all the aggrieved carriers at one time since the issue is the same for all the carriers involved, but the resolution may be different for each carrier as the hours of violation may differ for each carrier.

One common misconception when dealing with grievances is that the carrier must ask to file the grievances. The carrier may ask to file a grievance when s/he feels aggrieved, but many times the carrier may not realize that s/he has a grievance issue that should be filed; this is where the Steward comes in to help. The Shop Steward is tasked with the

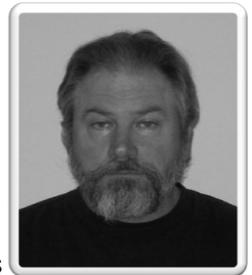
responsibility of contract enforcement and if the Steward becomes aware of a contract violation, it is his/her responsibility to take steps to correct the violation and if that means filing a grievance on behalf of the violated individuals, this is what is done. Remember this when your Steward comes to you with a settlement that you had not filed a grievance to get.

Your Shop Steward has a very difficult job; s/he has to represent all carriers in the shop equally, and to the best of his/her ability. Talk to your Steward and if you feel aggrieved, do not hesitate to request to see your Steward to file a grievance.

I would like to take this opportunity to welcome all the new Shop Stewards taking over in January and remind them that it is an important task they have undertaken and I as well as the rest of the returning Shop Stewards and Branch Executive Board members are here for you, so don't hesitate to draw upon our collective experience to help ease your transition into the ranks of Shop Steward.

Until next month, keep remembering – ***Knowledge is the Key***

Brian Obst
Vice President
Stations/Branches Chief Steward



Brian Obst
Vice President
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family and friends of **Ray Wallace** [retiree] whose passing was November 15; to Shirley and family at the passing of her husband, **John Dan Danielson Jr.** [retiree], November 27; to **Frank Hennessy** [Hyde Park] and family at the passing of his father-in-law, Bruce Hawkins; to **Sophie Bezdek** [Carrollwood] at the passing of her brother, Edward, December 19; and to **Dorothy Miller** [retiree] at the passing of her husband, Dale, December 22.

Where our Branch's collected toys went: Joshua House

With the dysfunction and apparent demise of *Toys for Tots* as we once knew it, we have found a wonderful charitable opportunity with a locally based program, the Joshua House.

Joshua House, founded in 1992, is a safe haven for abused, abandoned, and neglected children, offering a therapeutic residential group care program that provides a protected, nurturing, family-like environment for children six - seventeen. These children have been removed from their homes due to crisis and many have been through multiple foster homes.

Hundreds of children have passed through Joshua House since it opened. Each story of abuse and neglect is as unique as the child. With five homes on eleven acres, Joshua House promotes growth, stability, and support specific to each child's need. Keeping sibling groups together is just one of the many ways Joshua House makes a difference.

Joshua House is a program of the Children's Home Society of Florida, Gulf Coast Division. The caring and dedicated staff and volunteers at Joshua House provide homelike environments, love, nurturing and stability for every child in their care.



Special thanks to the Postal Credit Union for their support with our Branch's Toy Drive for Joshua House. They collected 6 new bicycles and 2 big boxes of toys!

**A.R. *Tony* Huerta Branch 599
Retirees Dinner
Sunday, January 21
6 – 10 PM
Dinner at 6:30 PM**



**Maggiano's Little Italy
WestShore Plaza, East Entrance
203 Westshore Plaza
Tampa FL 33609**

**Call Branch Office to Reserve a Spot 813-875-0599
No Later than January 5, 2018**

Kids Christmas Party a huge success!

Santa Claus made a visit to the Letter Carriers Hall on Sunday, December 17, and brought his Christmas cheer!

Santa took pictures with all the kids and took family pictures, too.

Santa read stories to the kids and mingled with all who attended.

All the kids received goodie bags and there were raffle prizes drawn throughout the party.

There were many kid activities, to include: craft tables, kids bingo, musical chairs, and bouncy houses.

Pizza, sandwiches, and chicken nuggets were served throughout the day.

Christmas music rang throughout the Hall.

Thanks for all who brought new unwrapped toys. All the toys were donated to **Joshua House**, they were very excited!

Thanks to all who helped out, thanks to all who attended...







Deliver the Cure with MDA®

President Tony Diaz presents MDA Coordinator Erin Authier with a check in the amount of **\$7,250** for Branch 599's 2017 donation.

Branch 599's donation was a result of a very successful Golf Tournament and the monthly 50/50 raffle at our union meetings.

Special thanks to our Golf Tournament Coordinator, Alan Robinson, for his tireless effort and *thanks* to all who contributed to our success! Erin and her staff were very appreciative.



Mark your Calendar! Branch meetings in 2018 will be...

January 4 • February 1 • March 1 • April 5 • May 3 • June 7
July 12 • August 2 • September 6 • October 4 • November 1 • December 6



Job Related Injuries
Government Workers' Comp Provider

4150 N Armenia Avenue, Suite 102, Tampa FL 33607
Phone: 813.877.6900

Shop Stewards will Meet

Tuesday 7 PM

Note Date Change! Wednesday, January 3
January 30

Branch 599 Meeting

Thursday 7:30 PM

January 4
February 1

Executive Board Meets

Thursday 6:30 PM

January 4
February 1

Sunday Work Party

at our Hall 9-11 AM

January 7
February 4

Retirees Breakfasts

Monday January 8 9 AM

Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday January 9 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

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