



# Tampa Letter Carrier

Volume 3 - Issue 2

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

February 2004

## President's Report

by Jim Good

President - Branch 599

As you know from my article in last month's issue, I have made some changes in the officers of Branch 599 resulting from the resignation of Vice-President Michael Brousseau. While these changes to the Executive Board may seem to cause instability, rest assured that they are necessary and will result in a stronger, more cohesive administrative staff to serve the members better.

I have appointed Ybor Station Shop Steward/Branch 599 Health Benefit Representative Detlev Aeppel as our new Vice-President. Detlev has been involved in the inner workings of the branch since the beginning of route inspections in the spring of 2002. He was assigned by me, on a full time detail while on the clock for the USPS, to ensure that the rights of the carriers during the inspections were not violated. Detlev did an outstanding job during this detail, and because of his presence and occasional intervention, the inspection process went very smoothly. This is not to say that the *adjustment* process was done correctly, but management did the adjustments and the union did not agree that the routes were adjusted properly.

Management, in Tampa and throughout the country, has chosen to adjust routes to much more than eight hours. At long last, in conjunction with and because of all the collections being brought back to the stations (resulting from a positive award on a grievance that Detlev filed

and I arbitrated), local management has decided to make minor route adjustments while they are rebuilding the combination delivery/collection routes. I have assigned Detlev to oversee this process as well and so far the initial paperwork has been completed for four stations resulting with the establishment of four new routes.



As we move from station to station I will monitor the minor adjustment process, and as long as management continues to adjust the overburdened routes fairly(while the collections are being returned), the union will agree with the process. ***Please be aware that the station shop steward will be involved with any and all minor adjustments, with input from all the affected carriers.*** If for any reason we run into any roadblocks during these adjustments, and I don't anticipate that we will from the initial results, we will grieve the adjustments, or lack of adjustments, and force management to use the new Minor Adjustment Memorandum to make all routes as close to eight hours as possible in accordance with the M-39 Handbook.

I also want to inform the members that Detlev is now Branch 599's EEO and OWCP Representative in accordance with the Branch By-Laws. He and I will be attending a three-day workshop for OWCP in Jacksonville on February 10-13<sup>th</sup>. If any  
*(continued on page 4)*

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

### INSIDE THIS ISSUE

ATTS LINE .....	5
UTSIDE THE LINES ...	6
EAT GOES ON.....	8
ORKING SAFELY .....	10
VER THE EDGE .....	12

## BRANCH OFFICERS

PRESIDENT	Jim Good	813-960-3759 Cell 417-8877
EXECUTIVE VICE PRESIDENT	John Watts	813-971-5525 Cell 240-5995
VICE PRESIDENT	Detlev Aeppel	813-907-9685
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	Jack Hencoski	813-685-9034
MBA/NSBA	Albert Guice	813-621-7931
HEALTH BENEFITS	Lance Jones	813-968-9639
DIRECTOR OF RETIREES	Jack Newman	813-805-2942

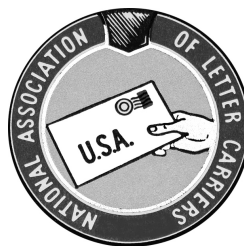
The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1617, publishes The Tampa Letter Carrier monthly. The opinions expressed in this publication are those of the writers, and do not necessarily reflect the opinions of Branch 599. It is the policy of this publication 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](mailto:nalc599@verizon.net)



**NALC BRANCH 599 WEB SITE:**

**<http://www.nalc599.com>**

Shop Stewards

Brandon	33510	Jim Brophy	813-875-1680
Brandon	33510	Miroslaw Oldziej	813-661-1106
Carrollwood	33618	Freddie Nimphius	813-968-7491
Commerce	33602	Dook Ramotar Sr.	813-780-6254
Forest Hills	33612	John Watts	813-971-5525
Forest Hills Annex	33613	Eddie Alvarez	813-264-6532
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	Brian Obst	727-507-0135
Interbay	33629	Joe Plant	813-872-0709
MacDill	33608	Brian Obst	727-507-0135
Palm River	33619	J.C. Howard	813-621-1976
Plant City	33565	Misty Bauer	813-719-6793
Port Tampa	33616	Brian Obst	727-507-0135
Produce	33610	Eric Fleming	813-310-8274
Ruskin/Sun City	33570	Jack Hencoski	813-685-9034
Seminole Heights	33603	Tony Diaz	813-598-9635
Sulphur Springs	33604	Matt Kokich	813-885-5069
TCA	33609	Pedro Jiminez	813-677-6014
TCA	33607	Anthony Moran	813-872-0709
Temple Terrace	33617	Mike Anderson	813-681-5688
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

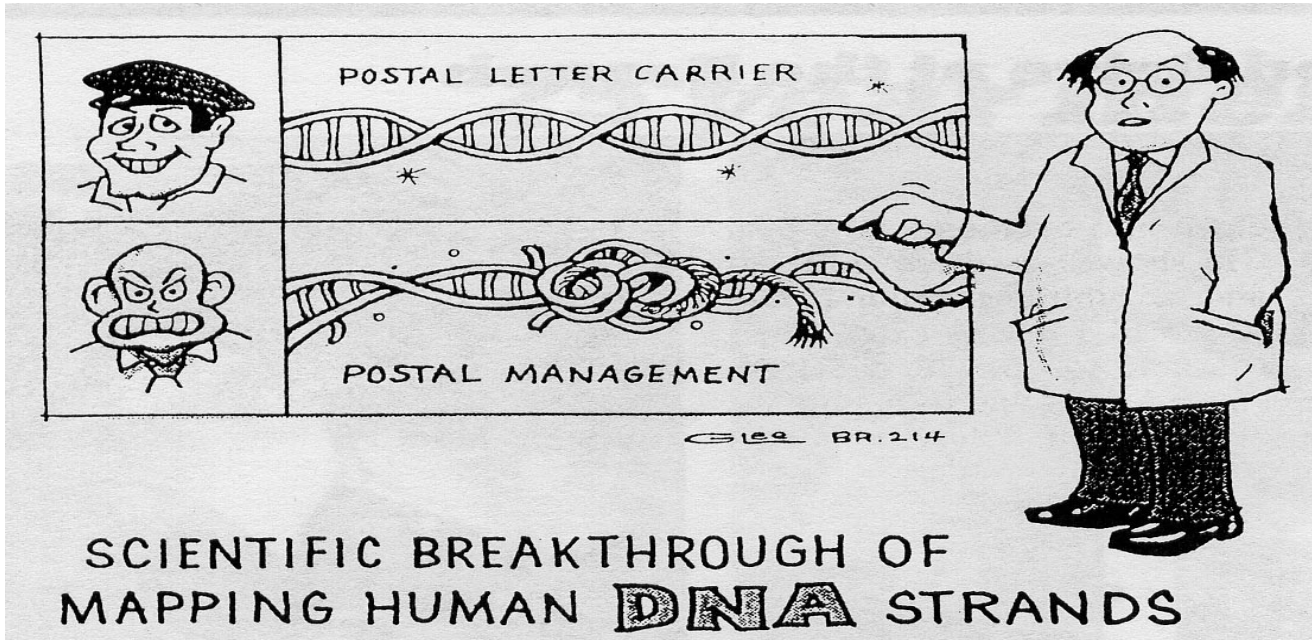
MAPS Coordinator

Christian Albrecht 727-791-7162

Presidents Emeritus

Milton McConnell	James Butler
Garland Tickle	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 )**



**SCIENTIFIC BREAKTHROUGH OF  
 MAPPING HUMAN **DNA** STRANDS**

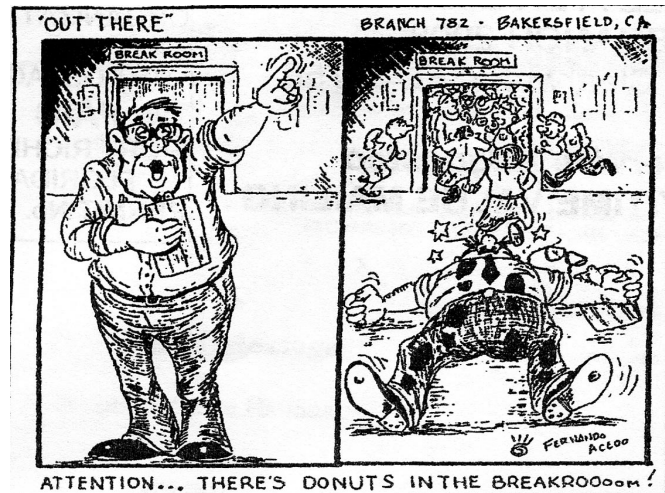
## The President's Report *(from page 1)*

member needs assistance with an on-the-job injury or needs help in filing an EEOC case please call Detlev or myself.

In last month's issue I stated that I was appointing Jack Hencoski as Health Benefit Representative to replace Detlev as the Health Benefit Representative. That has changed. Sergeant-At-Arms Lance Jones will be the new Health Benefit Representative and Jack will take over the duties of the Sergeant-At-Arms effective February 1<sup>st</sup>. If you have any questions or problems with the Health Benefit Plan, please call Lance at the number listed in the front of the newsletter.

The Branch 599 Retirees'/Installation Dinner was held on January 17<sup>th</sup> at the Union Hall. National Health Benefit Director Thomas Young was the installing officer and spoke on the importance of signing up as an E-activist and contributing to COLCPE through payroll deductions. He

also gave a report on the status of the Health Benefit Plan and the many benefits available to the members who take advantage of this great plan. While the turnout for the dinner was less than I would have liked, all members and their families were invited and those who chose not to attend lost out on a great dinner and a fun night out. Hope to see more attendees next year!



# **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

PHONE: 727-584-4307

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

[wfm505@tampabay.rr.com](mailto:wfm505@tampabay.rr.com)

## The Watts Line

by **John A. Watts**

*Executive Vice-President - Branch 599*

On Saturday, January 17<sup>th</sup>, Branch 599 had the Branch Annual Installation and Retirees Dinner/Dance. The food was as usual and the turn out dismal. We had approximately 20 retirees plus their wives, 20 invited guests from other branches, Tom Young, the National Director of Health Benefits, most of the branch officers and approximately 30 active members and their wives and families. It seems to this writer that more has to be done in the future to get the members involved in our branch functions. I remember in the early to mid 1990's that when the branch put on a function for the members, we would have at least 400 people show up. At least 100 of these people would stay for at least a couple of dances. Where have Branch 599 members gone and what can we do to make you, the members, more active in branch functions?

What should you do if injured at work? Seems like a simple question. Nothing at the U.S. Postal Service is simple. We had an incident where a letter carrier delivering his route was rear ended by an elderly lady going 30 mph and who never applied

the brakes. This carrier is one who very seldom gets sick and really has no doctor to go and get checked out. So the carrier asked a supervisor where to go and find out if everything was ok. The supervisor sent the carrier to the USPS contract clinic where they examined the carrier without taking x-rays and gave the carrier some over the counter pain relievers and sent him back to carry the route. Immediately the carrier felt pain in the back and neck area but after 20 or 30 minutes the pain went away. The carrier did fill out a CA-1, the OWCP/ Department of Labor form to report a traumatic injury.



At work the next day, after the initial shock had worn off, the carrier experienced severe back and neck pain which continued for the next two weeks when the carrier was to return to the contract clinic for a follow up visit. The carrier was advised by the union to go and

*(continued on page 9)*

# 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

Recently there have been many new non-fiction books published. Many of these books are extremely critical of the Republicans, or conservative views, and of Democrats and their liberal views. In several books the authors have stated many opinions that I agree with and some that I do not agree with. I guess that is still my constitutional right, what remains of it. My concern is that in several of these books some judge a liberal as one who must be driven by an advocacy on behalf of women, minorities, gays, immigrants and many other disenfranchised individuals, and in so doing, "*liberal*" has become a word in the English dictionary that carries an evil or vulgar connotation.

I have several questions for you: Is your workplace safe? Are your children going to school instead of being forced into labor? Are you paid a living wage, including overtime? Do you believe in a minimum wage law? Are you able to get medical attention when you are injured on the job? Do you enjoy (at a minimum) a forty hour workweek? Are you allowed to join a labor union that helps protect your worker rights? Do your parents receive Medicare and Social Security? Do the rivers seem to be cleaner? Isn't it true that the air we breathe isn't black with pollution? Are the wilderness areas protected? Do all people of all races share the same public facilities? Does every American citizen have the right to vote regardless of race, color or creed? If you said yes to any of these, you can thank a liberal or a Democrat!

Some state that if it were not for conservatives many of these issues would not have been legislated but why are these same conservatives undermining or rewriting these bills for the financial gains of big business, especially now that Republicans are the majority in the House of Representatives, the senate and also control the White House? I guess this is just a coincidence...

Republicans state flatly that George W. Bush inherited a recession. According to the National Bureau of Economics Research (a private nonpartisan, non-profit research organization who job is to monitor and define U. S. economic business cycles), Bush would like to believe that the recession began in January 2001 (twenty days before he took office) but it didn't. According to NBER, the recession began in

March of 2001, two months after Bush took office. This put Bush in a little bind because he wanted to say that he inherited a recession. When President Bush was asked pointedly by a reporter in November 2001 if we were in a recession, the president stated, "You let the number-crunchers tell us that." Bush varied his recession speech to a group of Republican governors, "I want you to remember that when Dick Cheney and I were sworn in, the country was in a recession." It seems that in every speech on the economy there was a variation but according to NBER 'a peak in business activity occurred in the U. W. economy in March 2001.' The president also likes to claim that the attacks of 9-11 threw our economy into a tailspin and that his tax cuts are helping us out. But the economy lost 500,000 jobs between the time his tax cut was passed and the 9-11 attacks.

Liberals understand that markets function best when properly regulated. They also believe in a strong, active government to protect the best interests of society. The Homeland Security Act does not provide this regulation nor does it advocate the best interest of society. There is an understanding that if there are unchecked concentrations of private power this encourages environmental pollution, financial fraud, and labor exploitation (see Enron, World Com, Global Crossing, Tyco, Harken Energy, S&L crisis, i.e. Silverado, Sunbelt Savings Association, IMC and Recarey, Adelphia, Arthur Andersen, etc.). Having a broad social interest that ensures real opportunities, and having a decent standard of living for everyone with only a requirement of a basic responsibility from everyone, are ideals regularly described by conservatives as *naive*. A modern economy is a private enterprise system that relies on government safeguards against depression and extreme poverty. Liberal policies have consistently allowed America to become the freest, wealthiest, most successful, and most powerful nation in human history as evidenced by the US economy from 1992 to 2000.

On July 16, 2002 Alan Greenspan appeared before the Senate Banking Committee where he expressed dismay over "avenues to express greed." Mr.

(continued on page 7)

**Outside The Lines** (continued from page 6)

Greenspan explained "I have assumed that market forces alone would discipline the major accounting firms and corporate management and I believed that regulation by government was utterly unnecessary and, indeed, most inappropriate." At the end of this address he uttered three damning words, "I was wrong!"

Is it just a coincidence or does it seem that when Republicans control both Houses of Congress and the White House, corporations accumulate excessive wealth and power that result in the abuse of citizens, investors, consumers, employees and the environment? How many industries or businesses are no longer overseen by a federal government agency such as OSHA because of being downsized? That old adage that liberals / Democrats are for *big government* is an over-statement. The current Republican administration, as well as the conservative-controlled Congress, have increased the size of *big government* by 27% in just three years and this will be the largest increase in *big government* in the history of this country! How many of the downsized agencies are now self-regulated or privatized? Isn't having privatizing Republicans deregulating government agencies into privatized companies like having the fox guard the hen house?

Conservatives assign all the blame to Democrats (especially former President Bill Clinton) for welfare

for the downtrodden who rely on public assistance and government employment. For the first time in a decade, poverty is on the rise. Under the Bush administration, over 1.3 million Americans have fallen below the poverty line and over 7 million Americans are unemployed or unable to find full-time work. Yet this same administration cuts or eliminates child-care funding, after school programs ("Leave No Child Behind"), as well as vocational education, job training and then condemns those individuals for having to seek welfare aid. It has long been a liberal platform issue to relieve the economic and social pressures that often affect so many poor and middle-class households. Social Security, Medicare, Veteran Benefits, Unemployment Compensation, and the Family and Medical Leave Act are just a few of the many programs and legislation for the middle or poor classes that are being decreased or even eliminated by a stroke of the Bush Administration's budget cutting pen. Yet Corporate America got in 2002 rebates of \$7 billion dollars in the form of an "economic stimulus" package (better known to liberals as *corporate welfare*). Despite this "stimulus", few new, quality, full time jobs were created.

"Those who cannot remember the past are condemned to repeat it." George Santayana  
**THINK ABOUT IT**



## And The Beat Goes On

by Ray Wallace

Happy New Year! Since this is a leap year I thought I would leap January. Every one always celebrates the New Year; I always feel bad that the year is ending. We all know what the year was, but what will the New Year bring? Let's hope we're here to see 2005. A few brothers from Brandon will not, all were retired; C. Holkampt, Bob Nelson, Bob McCarthy and Wayne Prise.

A recent article from New York that I get, the president wrote he was disappointed that so many carriers do not read the local union paper. Then in our Postal Record, he wrote almost the same article. I had to laugh when I saw that as I thought, if they don't read the local paper, they sure as hell are not reading the national magazine.

I remember years ago a carrier said to me "I don't read anything to do with the union. I pay my dues and that's it." I asked him, "Well, if you don't read, how do you know what's going on?" He replied "Who cares? I'm making a good wage, I've got a great job. Besides, that's what your job as the shop steward is." So, here I am writing an article and who knows how many are going to read it.

I've been told by many that they read my A.T.B.G.O

and then throw it away. Sorry, Jim. So maybe the word will get out to you all that the union needs your help in order that we all can retain the great job, the great wage, our health benefits and our retirement. There are forces at work that think we all are over paid, with too many benefits, and with their political power they are going to try to do what they can against us.

As we all know, "*money talks*" and "*B. S. walks*". It takes money to get votes in our favor from both the Republicans and Democrats. The union needs you to give to COLCPE. Payroll deduction is now available to active employees only. In the past, retirees have led the pack on giving to COLCPE. Let's hope the active letter carriers will overtake them. You're making the big bucks, not the retiree. The union wants all of us to keep enjoying the good life. This includes all postal employees, not just letter carriers. Everyone's job is at stake. So let's hope that everyone in the post office gives some thing.

I heard a rumor that Brandon management was giving overtime to regulars while PTF's are getting less than 40 hours. Could this be true? Let's hope not. Good thing we're not a private company. We'd be following in the foot steps of K-Mart. We need to file a bankruptcy because of bad management.



Health Benefits Director Thomas Young at the Retirees/Shop Steward Installation



## Overtime Issues

by Brian Obst

The memo on "The Letter Carrier Paragraph" described in the *JCAM* discusses that pecking order for utilizing personnel for overtime work before forcing carriers off the *ODL* to work overtime. The Pecking order is as follows: Casuals; Part-time flexibles at the straight-time or regular overtime rate; Transitional employees at the straight-time or regular overtime rate; Available full-time regular employees such as unassigned or reserve regulars at the straight-time rate; Full-time carriers from the overtime desired list at the regular overtime rate.

The memo also states that Management may not be forced to work carriers into penalty overtime. However, it also offers exception to that rule. The exception is as follows: If no auxiliary assistance is available without going into penalty overtime – management can require full-time regular carriers not on the *ODL* to work overtime *ON THEIR OWN ROUTES ON A REGULARLY*

*SCHEDULED DAY*. Remember that this limited exception applies only when a full-time non-*ODL* letter carrier is required to work overtime on his/her assignment on a regularly scheduled day. Before requiring a non-*ODL* carrier to work overtime on a non-scheduled day or off his/her assignment, Management *MUST* seek to use a carrier from the *ODL*, *EVEN IF THE ODL CARRIER WOULD BE WORKING PENALTY OVERTIME*.

Remember this is a limited exclusion that gives Management the right to use non-*ODL* carriers for overtime but it sets conditions and if Management fails to follow those conditions there is the possibility of the need for grievance to correct those *ODL* carriers wronged in these instances. So be aware of this section of the *JCAM*, 8.5.C.2.D, to prevent overtime violations.

Yours in Brotherhood,

## Watts Line *(continued from page 5)*

visit the doctor of the carrier's choice. Of course, the carrier got a letter from the OWCP/Department of Labor saying there was no evidence that an injury was sustained on the job. This was after an accident report was filled out saying the carrier was rear-ended.

It is very important that, when injured at work, a letter carrier, or any other employee who sustains an injury at work, go to the *doctor of their choice*. Unfortunately, when you go to a doctor or clinic that is paid by the postal service, their main concern is making sure you get back to full duty and become a productive employee. Protect yourself when injured at work. Number one, ask for a CA-1 to report the injury, and a CA-16 signed by a supervisor, which authorizes the *doctor of your choice* to treat you by any means necessary to help in recovery of your on the job injury. The authorization is good for up to 60 days and all bills related to this injury will be paid by the OWCP/Department of Labor. Remember it is very important that *you* select

the *doctor of your choice* and that you not just go wherever the Postal Service sends you. Your medical provider is your choice, not the Postal Service's choice.

Attention World War II veterans: A law has just been passed to assist you or your spouse if you are considered disabled. To get more information on this benefit, call me or call the Veterans Administration to obtain more information on this valuable benefit. This benefit is available to both the veteran and/or his or her spouse if they are considered disabled by their attending physician. This benefit is called Aid and Attendance (or Aid and Assistance.)

## Working Safely

by Don Thomas

Safety Representative - Branch 599

President Good has appointed me as the new Safety Representative for Tampa. I have pledged to Jim, and now to you, that I will do my very best to correct all unsafe working conditions.

Safety begins with each of us pointing out unsafe conditions to our station Safety Captains, floor supervisors, and myself. Awareness is the first step to prevention; let's all be aware of our surroundings. Together we can and must make a difference!

Let me tell you about the duck. One day while working, a duck flew into the side of my LLV. Management filed an accident report on this and the supervisor wrote it up as *unavoidable*. However, it is still an accident on my driving record at the USPS. The duck gave its all to undue my otherwise safe driving record. My point is, some accidents are out of our control and that is why they are called *accidents*. Look high, look low, look right and look left, as we never

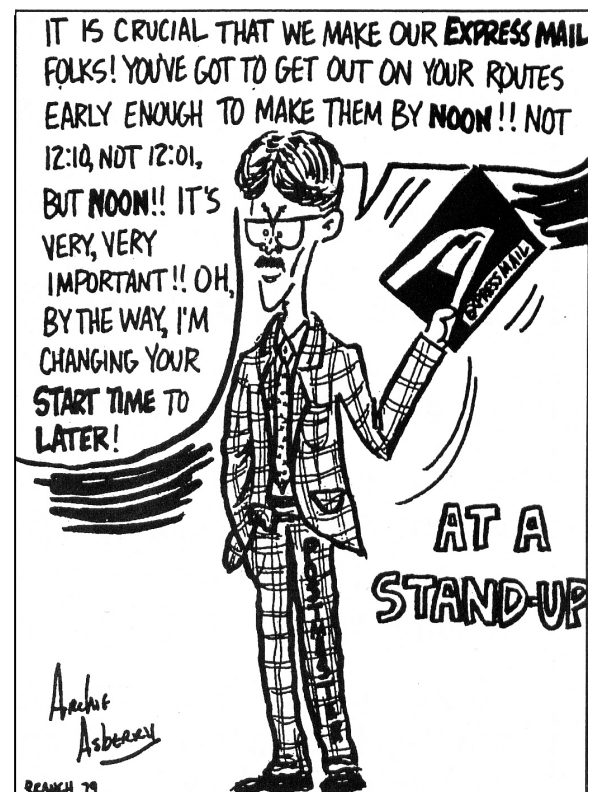
know when or where the unexpected will come from!

At work, we have PS Form 1767, *Report of Hazard, Unsafe Condition or Practice*. It is an excellent tool to use. Your supervisor should *investigate the alleged hazard during the same tour of duty in which the report was received* provided you submit your report early enough in your tour of duty for this to be completed. You should then get a written response on your copy of the 1767, and I believe a copy will be reviewed by the city wide safety committee.

Working safe is a choice we either make or don't make. Remember, the smart choice is to follow the motto: **Safety First**. Never compromise safety to save a few seconds of time. It could cost you hours, weeks, or months recovering from an injury. If you need help, call me at (813) 963-0653 or email me at DTs.Deliveries@ij.net.



Shop Steward Installation



## Perspective

by David Brubaker

I'd like to thank those of you that have made favorable comments to me about my articles. After reading the others expressing their views, I've really enjoyed the opportunity to give my perspective. It can be difficult at times. Every month thoughts have to be formulated and framed into a written form and, hopefully at least, to be thought provoking to others. Anyway, enough rambling.

There were these two guys, one from Georgia and one from Alabama. They got together and headed for a trip to Florida. Around lunch time the guy from Georgia said to the guy from Alabama, "Let's stop in this restaurant and I'll bet I can get the waitress to guess where I'm from just by my accent." "You're on," the guy from Alabama said. The guy from Georgia ordered taters, maters and nanners. The waitress said, "Why I believe you're from Georgia!"

The guy from Alabama was impressed. Later on, around dinner time, the guy from Georgia said, "Let's stop in and I bet I can get the waitress to guess where I'm from by my accent." Thinking that he couldn't do it twice, the guy from Alabama said, "I don't think you can, but let's go." So the guy from Georgia ordered taters, maters, and nanners. The waitress looked at him and said, "You're from Georgia, aren't you?"

The guy from Alabama was absolutely amazed. The next day around lunch time the guy from Alabama told the guy from Georgia, "Let's stop in and I bet I can make her guess where I'm from by my accent." The guy from Georgia said, "You're on." So they went in and the guy from Alabama said, "I'll have some taters, maters, and nanners." The girl said, "I bet you're from Alabama." With a big grin the guy from Alabama said, "Did you guess that because of my accent?" The girl said, "No, this is a hardware store."

Last month I had contacted my congresswoman to find out what she may or may not know about postal reform. I apparently jumped the gun because her (or her secretary's response) was very brief and generic. It made me believe that she knew very little, if anything, about the impending changes within the structure of the postal service.

I was incorrect in my assumption and would like to share some of her insights which were e-mailed to me a couple of days later. Let me preface this by saying that I did not offer her suggestions or ideas. This was only an inquiry to find out what she may know. (Because of the joke above, I'll have to conclude the second half of this article

next month --- sorry). Below is part of her comments: "Thank you for contacting me with your concerns regarding the President's Commission on the U. S. Postal Service. On Dec. 11, 2002, President Bush announced the formation of a nine member, bipartisan commission on the US Postal Service (USPS) to identify the operational, structural, and financial challenges facing the postal service; to examine potential solutions; and to recommend legislative and administrative steps to ensure long term viability of postal service in the United States." She also wrote "The postal service is a \$67 billion organization, the 11<sup>th</sup> largest U.S. enterprise based on revenue, and the second largest employer in the nation. The postal service is vital to the nation's economy and has a rare charter for a federal institution to operate like a business."

I'll finish next month. Probably, the main focal point in my articles will be to stay informed as the postal reform unfolds, then to actively get involved. Until next time...



**Dancing The Night Away At The Retirees/  
Shop Steward Installation Dinner Dance**

## Over The Edge

by Marilyn Cutting

As I read the December issue of the Tampa Letter Carrier, I was most interested in what another carrier had to write in his ending paragraph. It was a statement that he knows our upper management read our paper and he wanted to extend his best regards to them. Oh, isn't that nice! Not only does the upper management read our articles, but so do the supervisors when the papers brought in by the carriers are left on the break room tables. But I digress.

My first and only thought after reading that was incredible. In order for the upper management to find out what's going on in his "domain" they need to read the union newspaper? I seem to be missing something here. Can he or can he not walk onto any work room floor and ask a letter carrier or clerk what's going on in that office? Do you think he really wants to hear and then act upon your concerns and suggestions?

Every month we write articles of how we see what's going on in our offices: **forced overtime** – there is no such thing as an *overtime desired list*. Carriers are sent out as they come through the door regardless of their desires. **Over burdened routes** – many routes after inspections are still 1-2 hours out of adjustment and have yet to be changed months later. **Harassment of carriers calling in sick** – you get questioned as if these supervisors have medical degrees and can determine if your okay to work or not. **Denial of funeral leave** – you must take that as annual. (You know you're on vacation when you're at your family funeral...) **Excessing of carriers** – forcing you to come in your day off "for the good of the service", not because they got rid of carriers who are needed. **Mandating overtime** – that's so funny, no explanation is needed. **Constant badgering by supervisors** – to conform to a computer's reading of how you, the human, should perform that day. **Stress** – of being told "we are the worst station in the city" every single week. **Watching** - good letter carriers go out on stress and never come back. Making us 100% **accountable for CFS** and yet not allowing us time to check our pink cards and keep them up to date, while CFS is allowed a certain percentage of errors. **Disciplinary letters** for "unprofessional estimates". **Disciplinary letters** for having a sleeper in the case.

Every single day all this goes on. Every single month

we write about it. So, if upper management reads it all, why aren't any of these issues addressed? Why is it getting so hard for us to come to work every day and be proud of what we do? The post office has taken a good job and made it into a piece of garbage by the constant day to day nit picking of us.

When I was a PTF in Orlando, I couldn't understand why all these guys were grumps. Now after 16 years, I'm there, too. Why? For 40 hours plus a week you have someone hammering you about how incompetent you are. It finally begins to grate on you. You come in every morning feeling good but by the time you go home you don't see how you've made it through another day.

We all have our strengths to help us through the day, be it religion or just plain optimism, but even they begin to crumble in the constant battle of workplace fighting between carriers and management. So, I ask this other carrier not to write cryptic messages to our upper management through our union newspaper. Instead, invite him to your office. Let him talk with and listen to you or other carriers and clerks if he so desires to know what's going on and really wants to improve the working environments in our offices. Otherwise, it will continue to be the *us against them* status quo.



**Cutting The Rug**

Florida State Association of Letter Carriers  
SCHOLARSHIP APPLICATION

Fill out and return application for the  
"Mary Lou Jackman-William 'Bill' Corbeau Scholarship Fund"

Student Name \_\_\_\_\_ Female \_\_\_\_\_ Male \_\_\_\_\_

Street Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

NALC Branch No. \_\_\_\_\_ Member's Name \_\_\_\_\_

This is to certify that the above named member of the FSALC is a member in good standing.

\_\_\_\_\_  
Signature: President or (Recording) Secretary of Local Branch

RETURN ALL APPLICATIONS TO:  
Jesse A. Costin  
Director of Education, FSALC  
232 Glen Eagle Circle  
Naples, Florida 34104

In order to qualify for the scholarship, the following requirements must be adhered to:

1. Student applicant must have graduated from an accredited high school or have earned a GED.
2. Student applicant must be the dependent of a member, or the dependent of a spouse of a deceased member of the FSALC who has not remarried.
3. The student applicant must be enrolled as a full-time student in an accredited college. Documentation must be provided from the accredited college that the student is in full-time attendance.
4. The award is based on random selection, not scholastic merit or community service.
5. Four (4) annual scholarships, two for females and two for males, each in the amount of \$2,000 will be awarded.
6. Applications must be postmarked June 11, 2004. The drawing will be held during the week of the 2004 National Convention in Honolulu, Hawaii.

## S.M.A.R.T. Goal Setting for the New Year

## Wellness Tips

Goals provide us with direction in all dimensions of our lives. Whether personal, professional, family, financial or health-related, goals inspire us to be the best we can possibly be. And what better time to set goals than the beginning of a new year? The term "goal" does not simply mean something we want, but also implies the steps to take before the goal is attained. Planning and preparing for goals is important in achieving these desired outcomes.

### What are Goals?

A goal is an end toward which you direct some specific effort. To be effective, a goal must be

#### **S.M.A.R.T. :**

**Specific** - The more detailed and focused your goal, the better. For example, rather than just setting a goal to "save for retirement" be more specific about exactly how much to save.

**Measurable** - Have criteria for measuring the progress of your goal. Make sure you can answer the question, "How will I know when it is accomplished?"

**Action-oriented** - Goal statements should start with an action verb, such as "Plan a family vacation" or "Quit smoking."

**Realistic** - To be realistic, a goal must be something that you are both willing and able to work towards. Goals should be challenging but not impossible.

**Timebound** - A deadline will encourage action and help you avoid a common goal setting pitfall — procrastination.

### Achieving Success

Once you have defined your goals, commit yourself to achieving them. Following are some helpful tips for keeping focused on attaining your goals:

Put your goals in writing. Along with clear goal

statements, include your reasons for setting each goal. Identifying reasons will help evaluate if the goal is something you truly desire, and not something you feel obligated to do. As you achieve set goals, cross them off your list. This motivates by visually demonstrating how much progress you have made.

List the obstacles to overcome. It is inevitable that you will come across stumbling blocks on your path to reaching your goals. Identifying these early will give you time to find solutions for overcoming them.

Identify people that may need to help you reach your goal. Some goals require the cooperation of other people. For example, if one of your professional goals is to manage a key project at work, you should discuss this desire with your supervisor.

Develop an action plan. An action plan includes all tasks or activities needed to attain your goal. For example, if your goal is to lose 10 pounds by June, one task might be to join a gym. Or, if your goal is to save \$20,000 for your child's education, you may want to take an investment class.

As important goals are, it is important not to become overwhelmed by them or depressed when you fail at your attempts. Remember, goals are to help you improve, not to punish you. Celebrate your successes and recognize when you have attained even a step toward your ultimate goal.

### Resources Are Available

Call **EAP 4 YOU (800-327-4968)** for more information, help and support. Counselors are available 24 hours a day, seven days a week to provide confidential assistance at no cost to you. Additional information, self-help tools and other resources are available online at [www.MagellanAssist.com](http://www.MagellanAssist.com).

## On Retirement

by Jaime R. Rodriguez

The decision to retire is a deep and very personal one that you will have to make on your own (though you may discuss it with the closest person in your life.) However, you are the one that has to make the call for your retirement paper and, most importantly, select the date that you want to leave. You will divorce from the job to which you devoted a lifetime of service, where you shared many wonderful times and some unforgettable moments, and where you made a lot of good friends. Some of you may have created and raised families, all while in the Postal Service. I take with me fond memories of many good friends. The best value you carry away with you when you leave, is your association with the people you worked closely with. Remember - they became family, too.

As I was approaching the approximate time that I was considering for retirement, I took advantage of the retirement seminars that were provided by the Postal Service. The education and information that I got out of these classes guided me and helped me map out my retirement strategy. You can not imagine all the decisions that you have to make. Some of the decisions you make concerning your remaining life span are irrevocable. After several months into retirement, they become permanent and can not be changed. So don't get caught up in a rude awakening. You almost need a crystal ball to see your future to predict your personal needs from the benefits that you must decide on today and will have a need for down the road. If you have a soul mate, you have to consider their needs especially if they have a dependency on your retirement benefits. Believe me, there is a lot to think about. Turn over every stone and ask questions. See your retirement specialist at the personnel office and seek help from your union counselor. They are there to assist you when you reach this crossroad in your life.

During almost forty one years of service, I have survived several physical calamities. People ask me if I miss my job. My honest response is "NO, I DO NOT."

My main concern today is to take care of this body, heavily used up by the Post Office. The work as a Letter Carrier does tax your physical structure.

Years pass by taking their toll. Some of you will feel it more than others. I often see my good friend Woozy who has difficulty when he departs from his vehicle at the parking lot and walks a city block to clock on. Being the last person on the line, he strives toward the clock. After clocking on, he walks to his case. Before casing, he must do his stretching ritual. From the first piece of mail he cases, he is in pain. He knows the day just began and already he can't wait till it is time to clock out and go home. People tell Woozy that it is time for him to retire and give an opportunity for a younger person to start a career in the Post Office. Woozy's response is "Oh, no! What will I do? I need to do something."

I am not trying to encourage those with the age and service time for retirement to go ahead and put their papers in. Every person has their own personal circumstances. Each must weigh his/her situation prior to calling it quits. However, I have seen many (including high echelon managers) who continue to hold on long past their retirement eligibility date and I can't understand it for the life of me. They probably follow the thinking that the system will crumble if they leave. A younger person will surface to do a better job and the service will appreciate it. My friends, there comes a time when leisure time becomes your biggest asset. Plan for it, enjoy it and you will be better for it.



# WIN A DISNEY VACATION

EVERYTIME A FAMILY MEMBER OR USPS EMPLOYEE REFERRED  
BY YOU OPENS A **CHECKING & SAVINGS ACCOUNT** AT  
TAMPA POSTAL FCU, YOU ARE ENTERED TO WIN  
**(4) FREE 4-DAY PARKHOPPER PASSES TO DISNEY WORLD!**

JUST REMIND YOUR FAMILY MEMBER OR CO-WORKER TO MENTION  
YOUR NAME WHEN OPENING THEIR ACCOUNT!

CONTEST VALID JANUARY 1, 2004 - MARCH 31, 2004



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



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

NONPROFIT ORG.  
U. S. POSTAGE  
PAID  
TAMPA FL  
PERMIT NO. 1285