



# Tampa Letter Carrier

Volume 3 - Issue 6

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

June 2004

## President's Report

by Jim Good

President - Branch 599

Well, we finally did it. The total for this year's Letter Carriers' Food Drive is over *one million pounds* of food! Congratulations go out to Cheryl Clothier, Branch 599's Food Drive coordinator. Without her planning and hard work, along with all the extra effort put out by all of you dedicated carriers throughout Branch 599's area, we would never have been able to be as successful as we were. Our thanks also go out to all the rural carriers who made the extra effort to collect the food on their routes. Needy families in our community will surely benefit because of the hard work of *all* the letter carriers throughout our area.

We got the results back from the arbitrator regarding the excessing grievances, and they are not good. In the first case involving the proposed excessing of carriers in August of 2002, the arbitrator ruled that the grievance was moot because no one was involuntarily excessed. One of management's contentions in that arbitration was that "these grievances are unfounded in that they are based on excessing from the installation that had not yet occurred".

The second arbitration case, involving carriers excessed in January of 2003, was ruled to be filed untimely. Because of the contention made in the previous case, as well as the fact that the postmaster told me that he was changing the date of the excessing, I decided to wait until the carriers were actually excessed to file the grievance. It has always been a practice

of the union to file a grievance when an employee has been aggrieved, not when he/she has been told that they will be aggrieved at sometime in the future. Many grievances have been remanded back from the "B" Team level, stating that the grievance was filed too early. This ruling was a total surprise not only to me but to many other union officials as well. That being said, unfortunately the arbitrator has the last word and his ruling stands.

The last arbitration case involved carriers that were excessed in June of 2003. Management had excessed city carriers and during the same time period transferred two part-time flexible carriers into Tampa. Management also planned to hire an additional ten part-time flexible carriers. The arbitrator ruled that management violated the contract by bringing in additional part-time flexible carriers while excessing. He ruled that the excessing letters be rescinded and that no additional part-time flexible carriers be hired while excessing. He also ruled that no back pay was warranted. Since all the excessed carriers were returned long ago, and the arbitrator awarded no money, his ruling had no effect on the carriers involved. Even though this was the strongest of the three cases, the arbitrator did not feel that the excessed carriers should be compensated for management's errors. That's the chance that

*(continued on page 4)*



**BRANCH  
MEETING  
THURSDAY  
JUNE 3  
7:30 PM  
AT  
THE  
UNION HALL**

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Brandon	33510	Miroslaw Oldziej	813-661-1106
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Hilldale	33614	Gilbert Cabanas	813-855-0516
Hilldale Annex	33634	Lance Jones	813-961-9067
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Ruskin/Sun City	33570	Jack Hencoski	813-685-9034
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Sulphur Springs	33604	Matt Kokich	813-885-5069
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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 )**



**Food Drive 2004 - Photo by Lomax McIntyre**

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

you take when you go to arbitration. Sometimes you get a bad ruling from an arbitrator even though you feel you have a strong case.

A letter of explanation was sent by me to all the excessed carriers involved in these cases, with my phone number if they had any questions. Since I was home recovering from emergency back surgery I missed the May 6<sup>th</sup> union meeting. I was told many questions and allegations were brought up at the meeting, and I would have hoped that those members would have waited until I returned (or telephoned me) for the answers.

We have finally reached a point where part-time flexible carriers are being converted to full-time regular status because of the recent minor route adjustments and the collections being returned to the stations. One carrier was converted on April 17<sup>th</sup>, four more on May 1<sup>st</sup>, and sixteen more on May 15<sup>th</sup>. There were three more residual bids on May 11<sup>th</sup> so three more PTF's will make regular. I know that in most stations management is forcing

overtime again (or still), but twenty-one new part-time flexible carriers will come on board soon so that may help with the manpower shortage.

It sure seems strange to me that management did nothing wrong by excessing carriers or during the route adjustment process during the last two years, yet all the excessed carriers are back, twenty-three PTF's have made regular, thirty-eight new PTF's have come to Tampa and more carriers are working more overtime than ever before! Go figure.

### Health and Welfare

Retta Canchola, Plant City carrier, recovering from surgery.

Jim Good, President Branch 599, recovering from surgery.

# **ARSLAN UNIFORMS**

*Bill & Shirley Moran*

*Retired Letter Carrier Branch 1477 St. Petersburg*

*Honorary Member Branch 599 Tampa*

**NEED UNIFORMS IN A HURRY?**

**SHOP BY PHONE FROM HOME**

320 PATLIN CIRCLE EAST

PHONE: 727-584-4307

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

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

## The Watts Line

by **John A. Watts**

*Executive Vice-President - Branch 599*

It is not often (or maybe never) that I have ever written anything positive about management or a floor supervisor, but the feeling of all the letter carriers at the Forest Hills Station compels me to mention this. After two years of challenges and obstacles that we all have had to endure, we have lost, in the opinion of the Forest Hills letter carriers, the best floor supervisor, Duane Allen, Jr., to the state of Tennessee, where he has recently transferred. In the carriers opinion, Mr. Allen exemplifies how a person with responsibilities should deal with not only his superiors, but the people he manages and the public we serve. Duane has the understanding and the professionalism to get the job done while making sure all the people he supervises are treated with respect and compassion. In cases where mistakes are made, he makes the person feel he or she has his support and lets the person correct the mistake without fear of discipline or reprisals. Duane, on behalf of all the employees at the Forest Hills Station, we wish you the best of luck in your new position. In the words of my wife, God bless you.

On a sad note the union got the ruling back from

the arbitrator on the excessing grievances. One of the grievances that was class action was sustained in part and denied in part. The arbitrator agreed with the union's agreement that management was to reduce PTF hours, not hire any new PTF's and to remove all casuals while we are under excessing under Article 12 of the National Agreement.



Unfortunately, all this was a moot issue because that was all in the past. When the arbitrator ruled Tampa is out of excessing, two other class action grievances were ruled untimely by the arbitrator. At the last union meeting the members voted to form a committee to find out why these grievances were ruled as untimely. The committee will make a report at the June union meeting of their findings.

Let's take a moment to pray for all our troops around the world. For us that were in the military, we know the trials and tribulations they are going through to fight for our safety and way of life.

# 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

## Vice-President's Report

by **Detlev Aeppel**

*Vice-President - Branch 599*

Over one million pounds! It even sounds amazing. Once again the letter carriers came through for a very worthy cause helping the food banks of our community. It says a lot about us when we all pitch in to help in this endeavor by giving our discretionary effort to help others. Cheryl Clothier did an excellent job of organizing this project and should be commended and thanked for her tireless effort. I know for a fact she is already working on ideas to make next year's food drive even better.

After seven weeks of counting mail, I think everyone finally has the hang of it. Hopefully, everyone put forth a good effort to ensure that the linear measurement was accurate. We still don't know for sure how this count data is going to be used. Some supervisors have taken the linear measurement of letters and flats, divided by 18 and 8 and 70, added in 38 minutes of line items and then tried to tell carriers that this was the amount of time they should be using in the office that day. Carriers know better. These figures are only minimums. Linear volume measurement is only an approximate estimation. The traditional route inspection and adjustment method is burdensome, expensive, and often corrupted by atypical mail volume, but I do not believe it will be replaced by this type of voodoo math.

If you are not yet signed up as an "e" activist, I urge you to do so before it is too late. The postal reform committee has posted its report. This report addresses every facet of the post office. Recommendations, include reducing health benefits for active and retired employees, reducing retirement benefits for current and future retirees, eliminating collective bargaining, introducing a two tier wage scale, closing post offices, and reducing service to the public. The list goes on and on. We know that the post office needs to make some changes to remain competitive and flourish. This can be done without ruining the post office and destroying the well-being of postal employees and retirees. Congress will be debating and voting on postal reform this summer. This is not a Democrat versus Republican issue. The NALC has been building a bipartisan coalition in Congress to support necessary reform. When the issue reaches the floor of Congress we must be ready to send a coordinated flood of letters, emails, and phone calls to our representatives informing them of how we feel about various parts of any proposed legislation. If you value your postal job, NOW is the time to sign up. The time to act is close at hand. We must be ready. Lets not fail ourselves and each other.

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## Whata-Ya Doin'?

by **John Gebo**

*Financial Secretary - Branch 599*

I know it's not easy coming to union meetings. Why is it that you only see the same people at the union meetings? Let me guess: Live too far, not interested, too tired, can't miss the game, don't want to listen to the grand-standers. I'm sure there are other reasons too.

Let me tell you, brothers and sisters, it's time to get involved. After the contract runs out in 2006, who knows what is going to happen. Do you really think that the wages and benefits we receive got there by themselves? Wrong! Through negotiations and having the right people in the Senate and the House of Representatives, we are able to make a decent life for our

families. There are things that have to be done. Not by just a few, but by all carriers and retirees. Please get involved.

On another note, as you may know President Jim Good recently had back surgery. He was unable to attend last month's meeting. I was appalled at the way some of the members were taking "pot shots" at the President while he was not there to answer questions. President Good has always had an open door policy. Why were these members hostile toward him? Was it political?

By the way, the Executive Vice-President told me in  
(continued on page 10)

## Outside The Lines

by Leslie Ray Garcia

It seems at safety meetings management is passing out reading material on Sexual and Workplace Harassment Prevention. Management is allowing time on the clock to see four VCR tapes entitled Developing Positive Assertiveness, Giving and Receiving Feedback, The Passion Plan and It's A Wonderful Life. These tapes are approximately one half hour in length. I have no idea why these items are being addressed to craft. What has brought about this imperative action that is directed to craft? I do believe (because I am suspicious of any action taken by management) that it will inevitably lead to discipline for all letter carriers. This specific type of harassment is not to be tolerated in any craft. Any discipline issued for sexual and workplace harassment must be equal to both craft and management. This will be the only avenue that will justify the discipline. Until that time, I will withhold my approval. Of course, my approval, as well as yours, doesn't mean squat!

Those letter carriers and family members that are going to Hawaii for the NALC National Convention should have an enjoyable vacation. Expensive but enjoyable. I hope that many of you will go to the USS Arizona Memorial at Pearl Harbor. I was privileged to go aboard the memorial on my way to Vietnam in 1967. When you go aboard the sunken ship, it seems to become very quiet and an eerie feeling comes over you. It is hard to believe that this is the burial site for over 1000 US Navy sailors of World War II. Here is some trivia for you who were unable to see the Memorial: Did you know that the battleship USS Arizona is still a commissioned ship in the United States Navy?

I have a bad taste in my mouth about this DOIS count/verification agreement. It would seem that by verifying the count each day and documenting the guess-timated volume, the carrier loses should the NALC go to arbitration later. Management will use the accumulated documentation as evidence and will be justified when dictating their office and street standards. The ruling will be in management's favor and carriers will then be disciplined because of the NALC's cooperation! It seems that everytime the NALC has cooperated with the USPS in any joint effort, letter carriers pay the price in sweat, more discipline and longer hours of work! A double bladed sword!

Finally, some good news has come out of the Republi-

can controlled Congress, as they voted to block new Labor Department rules that critics said would deny overtime pay to millions of white-collar workers. The Senate voted 52-47 to scrap new rules despite recent changes, to address earlier criticism, an intense lobbying campaign by Labor Secretary Elaine L. Chao and a last-ditch GOP effort to avert defeat by proposing a long list of jobs for which overtime pay could not be eliminated. Republicans Ben Nighthorse (Colorado), Lincoln D. Chafee (Rhode Island), Lisa Murkowski (Alaska), Olympia J. Snowe (Maine) and Arlen Specter (Pennsylvania) voted to protect overtime pay as did all Democrats except Zell Miller (Georgia). A thumbs up to these five individuals and a thumb down to the lone Democrat!

"Anyone who is honestly seeking a job and can't find it, deserves the attention of the United States government, and the people." John F. Kennedy

THINK ABOUT IT!



## Birdseye View

by Alan Peacock

Approaching the midway point of this year, as we ponder the future events that may have a great impact on our lives and careers, we need to be informed and involved. There are many factions that will divide our country for the purpose of political control, especially in a year of a major presidential election. What really saddens me when it comes to current politics in our country is the direction we have taken in regards to all aspects of our daily lives. It seems as a part-time work force and a part-time military have become the norm.

The use of the word *team* is more defining of being part of a mule team than being involved in the process for better trained and more efficient in how we perform our crafts. How often is there any effort to obtain a solution to an ongoing problem and, better yet, how often are the ones involved with the problem allowed to be part of finding the solution? As we go through this moratorium on route adjustments, how many feel there is an honest sincerity to improve a tarnished relationship between management and craft?

Dealing with the frustration created on both sides of issues is something that technology has no answer for. At a time when the majority of households have a daily relationship with computers and the internet,

and we have all become accustomed to the agitation and dehumanization of automation, our organization has decided to customer connect. The most difficult side of this program is not obtaining leads. It is convincing the customer that the Postal Service is committed to providing the service it promises. That commitment can't be made with a poorly trained part-time work force. Service can not be a part-time priority, as demonstrated by the USPS making business deliveries at the close of the business day.

In the same token, a war should not be fought with a part-time military that is not entirely prepared, or properly equipped, for the mission it has been given. We have to give praise to all the men and women for all their gallant efforts in these troubled times, but there is little praise for the poor decisions made by those who expect so much sacrifice without giving proper support and training and benefits for those who sacrifice for all of us.

As members of union organizations we don't admire a Wal-Mart work force and we don't want the security of our nation depending on a Wal-Mart military. Think about the benefits and wages we earn as members of a union workforce and become involved and informed to maintain them at a level we deserve.







Food Drive 2004

## Let's Talk About Safety

by Don Thomas

*Safety Representative - Branch 599*

At the recent Safety and Health Committee meeting with station managers and safety captains, everyone in attendance had the good fortune of hearing Steve Scanlon from Hillsborough County Animal Control. Steve had a lot of helpful tips on dogs that are well worth learning. For example, Hillsborough County has an excellent website which includes a section about dangerous dogs. Go to <http://www.hillsboroughcounty.org> and click A-Z index, click D, and then click on *Dangerous Dogs Registry*. On the left side you can click a Zip Code and it will show you a picture of the dog, its address, description, and name.

We, as letter carriers, can and must report all bad dogs and animal abuse to Hillsborough County Animal Control at 813-744-5660. Your reporting of a dangerous dog may prevent a fellow carrier from being bitten or it could save a child's life. Take the time to report dangerous dogs to your supervisor and call Animal Control. Give them all the information you know about the dog. Animal Control can be a great partner in preventing dog bites and animal abuse if we let our eyes be their eyes and we communicate this information to them. Our actions can make Tampa a safer place for all! Never assume someone else has reported it. Take the initiative to report what you see and encounter on the street.

Letter carriers should never take dog treats to work, much less feed them to pets while delivering the mail! This practice sets up your T-6 or any other person who carriers a trip on your route. One never knows how a dog will react when *not* given a dog biscuit by the replacement carrier. Your actions (if you are giving dogs a treat) could very well result in a dog biting a fellow carrier. If you are one that has been feeding dogs, you need to stop it at once. Postal policy states that we do not feed the dogs.

As I write this, my thoughts have drifted ahead to the summer. We all need to be more alert than usual as the children will be out playing and we all know how quickly they can appear out of nowhere. Be ever watchful for the unexpected and drive defensively at all times.

Should you have an unsafe situation at your station or

on your route that you have not been able to get corrected by communicating with your safety captain and supervisor, complete a Form 1767 and turn it in to your supervisor. Your supervisor has a time limit in which to give you a written response and take corrective action to abate the hazard. Also, a copy is sent to the Safety and Health Committee for review and possible action. Form 1767 is not a device for getting back at your supervisor or to cause extra work for your supervisor. It is a tool for all of us to use to correct unsafe working conditions. Used properly, this form is a powerful tool. Used improperly, it tends not to be taken seriously. Not all employees or supervisors will see a hazard the same way but your Safety Committee will help in every way possible to abate all unsafe hazards.

### Whata-You-Doin? *(from page 8)*

my next article I should apologize for using a bad word. So, I apologize to the members that were there. It wasn't puck that was said. Guess again.

On a happy note, it was good to see and socialize with my old co-workers, Linda and Julia from Temple Terrace Station. Sure would be great to see more of my old co-workers to see how they are doing. Don't forget to keep those seat belts on or pay the consequences: L.O.W.

Also got to spend time after the meeting with my paison Sal Marsala, Jimmy Dean, Ruben Perez, Mike Stewart and Phil Burnison. Thank you for the donations to the John Gebo Retirement Fund. Thanks to Jack Newman for setting up the food after the meeting. Val Picciandra was up in Boston, Massachusetts looking for lobsters. Kit Kelley should also be commended for doing such a good job setting up the branch web site.

So with all that said, I ask: Whata-You Doing?

## Perspective

by David Brubaker

The U.S. Government has been having a difficult time locating and capturing Osama Bin Laden. Drastic measures were in order. The President called the top scientists together from throughout the U.S.: "I want you to build me a time machine, the President said," "go back in time and bring back Moses."

Puzzled, the scientists replied, "Why would you want us to do that?"

"Because we've not been able to locate Bin Laden and Moses knows that area, all the dens and caves, etc., like the back of his hand," the President said.

So all the scientists got together, worked hard and produced a time machine. They brought Moses back from the past after a short time.

However, when Moses stepped from the time machine and saw the President he started to run. Although startled, the President started running after Moses.

"Moses, Moses, wait, why are you running?" the President yelled. Finally after several minutes and exhausted, the President caught up to Moses.

"What happened, why were you running from me?" he said.

Moses replied, "Because that last time I talked to a Bush I ended up wandering in the wilderness for 40 years."

Trying to stay abreast of recent developments relating to Postal Reform is difficult. Like everyone else, I'm busy. However, since the initial inception of the E-Activist, of which I immediately submitted my e-mail address, I've been waiting for months for suggestions on how to contact our representatives, what to say, etc. I did not realize it was such a slow process. Now from what I've read recently, it may be set on the back burner, so to speak.

There are other issues, such as Homeland Security, the election in a few months, etc.

It's interesting to note an article I read only a couple of days ago. This is the view of a large commercial

mailer representative: "I see a lot of compromises built in to assuage the concerns of competitors or unions, but I haven't seen anything to suggest the Postal Service is going to be any better off under this bill." said Gene Del Polito, *President of the Association for Postal Commerce*. Furthermore, the above was from an article reporting on the circulation of a draft pertaining to a postal overhaul bill. Anyway, some commercial mailers say the bill is too weak to save the beleaguered postal service. Do they know something we don't?

I appreciated the column, *Outside The Lines*, by Ray Garcia. His perception about counting of linear feet of mail on a daily basis is very possibly correct. I just hope the figures aren't slanted more to benefit management. Hopefully instead the counts will be applied to the routes correctly.

Until next time, stay informed.

### Attention Retirees

If you have not seen NALC President Bill Young's video *Your Job, Your Future, Your Fight*, we have copies available at the union hall. It is a very informative presentation that tells the importance of staying involved and active in the NALC, even after you retire.

It is also very important for all retirees to enroll in the NALC's E-Activist network. It only takes a minute to do. Simply go to <http://www.nalc.org> and register your e-mail address. You will need the number listed above your name on the *Postal Record* monthly magazine mailed to you from national. You will then be notified when an important issue comes before Congress that requires you to correspond with your representatives. Please take a minute to help protect the benefits that your union has fought so long and hard for.

### Health and Welfare

Retta Canchola, Plant City carrier, recovering from surgery.

Jim Good, President Branch 599, recovering from surgery.

## The Count Is In

by Cheryl Clothier

*Food Drive Coordinator - Branch 599*

Whew! A total of 1,081,800 pounds of food was collected by Branch 599 this year. It was amazing to see the public respond to our Food Drive like they did. Our goal was a million pounds and we achieved that and more. Everywhere I drove, I saw carriers with lots and lots of food in their trucks. Some LLV's were close to dragging their rear fenders on the ground, and others had so much in their trucks that they couldn't get to the mail. I congratulate all of you!

Sponsors were huge contributors to the Food Drive. This year our Food Drive had an extra advantage with the sponsorship of Channel 8 News. This helped the public become more aware of what we were doing in Tampa and other bay area communities. A commercial was made about the Letter Carriers Food Drive, and was aired through out the day over a four week period. Also, a news broadcast about the media event at Kash-n-Karry on April 30<sup>th</sup> was aired that evening. Speaking of Kash-n-Karry, they purchased 4.8 million bags to be distributed in Hillsborough, Pinellas, Pasco, Hernando, Manatee and Sarasota counties. The bags were also used in their grocery stores three weeks prior to the drive to help get the word out. The Flyer, our long time friend, again came through with support. For five weeks prior to the event, they printed ads inside the Flyer: from a 1/8 page ad up to a full page ad. They also printed the Food Drive cartoon on the front of the Flyer card. Also, they printed up a thousand posters to be used all over the bay area. The US Postal Service again has to be congratulated, for without their support, this event would not be possible. We thank all postal employees in every craft, for their support and assistance. It takes the truck drivers to move the food, mail handlers on the docks, the Bulk Mail facility to get the pallets and pallet boxes, Rural Carriers to collect in the AO's, clerks to distribute bags and Campbell's Soup Cards to carriers...it takes every craft to pull off this event. Tampa Bay Harvest again was our distributor of the food. They made sure all the food banks and food kitchens met all requirements to receive the canned goods. The Salvation Army let us use their warehouse for the third year. It really is an incredible place. It has two bays for the tractor-trailers, which the drivers really appreciate. It also has a wide ramp which the smaller box trucks can drive up into the warehouse, turn around in, and have fork lifts come up to them to off load the pallets. The place is a beehive of activity.

Stacie Shiable, a Channel 8 News anchor, was emcee of ceremonies for the media event. Mayors from bay area communities were present including Tampa Mayor Pam Iorio, who proclaimed May 8<sup>th</sup>, Letter Carrier Food Drive Day. Congressman Jim Davis, a representative of Congressman Bill Nelson, some councilmen from several counties, and, from the Postal Service, Michael Jordan and Rich Rome. Also there were representatives from the Flyer, the Salvation Army, Tampa Bay Harvest, Val Pak, Kash-n-Karry, the St Pete Free Clinic, Channel 8 News and many others who came from six counties to attend a very warm opening to the food drive.

President Jim Good was of great help to me since February, when I started working on the drive. I wish he could've made it to the media event but unfortunately he was otherwise indisposed. Get well soon, Jim!

The T-Shirts were a big success again. We completely sold out of them by the end of the union meeting. I accidentally sold my own shirt. Oh, Well! Mike Stewart will be in charge of T-Shirts for the Food Drive next year to free up more of my time so I can get more volunteers. One of the volunteer's trucks broke down coming from Plant City, so Jimmy Dean and I borrowed two LLV's from Interbay to follow one of the Food Collection Routes. Needless to say, both LLV's were completely full. I was afraid the re-treads were going to pop on the one I was driving.

Papa John's Pizza donated pizzas to many stations but not all. I need to follow up on this. Cuban sandwiches from La Ideal Café and cold bottled water were on the collection point trucks for the carriers when they dropped off their excess food. There was a better turn out of carriers using these points than last year, so some routes ran out of sandwiches.

All in all, it was a very successful food drive. I want to give a special thank you to Shirley, our branch office secretary, Niccie at the Flyer, Camille from Kash-n-Karry, Rose from the BMF, Rich Rome, Dan from Tampa Bay Harvest, the 4 M.V.S. drivers who worked till midnight and also thank you to Lee, Detlev, Lance, Mike, Jimmy, and Joe for driving our trucks.

Thanks!



Food Drive 2004 - Photos by Lomax McIntyre



## 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.



**Food Drive 2004 - Photos by Lomax McIntyre**



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