



Tampa Letter Carrier

VOLUME 20, ISSUE 12

DECEMBER 2021

— Notice —

Until further notice, as has been our practice, everyone attending Branch Meetings is required to wear a facial mask...your cooperation is appreciated.

Around The Horn from The President's Desk

**Merry Christmas and Happy Holidays
to all Branch 599 Brothers and Sisters
and your families!**



Tony Diaz
President
Branch 599

**An early Christmas gift for 11 PTF carriers that
were converted to Fulltime Regular on November 6.**

***Congratulations* to our latest converted group!**

Brothers and Sisters, 2021 was again a challenging year to say the least. COVID has continued to dominate our lives as we know it. As life moves to return to normal, our daily lives are still filled with COVID tests, quarantines, social distancing, hand sanitizers, face masks, and opinions that are much divided. The COVID pandemic has added stress, heartache, and the unconventional way of life continues. No telling how our lives as we have known it for just under two years will return back to the real norm, if it does. In 2020, Dr. Anthony Fauci *warned* us that COVID would likely stay a part of

our lives well into 2021, and here we are. We seem to have accepted the reality of a COVID era and for the majority, have taken the steps required to meet it rather than denying it. Because there are still so many unknowns, we will continue to be extremely careful even as we hopefully continue a downward trend worldwide. Winter is approaching; the colder weather will force us indoors, closer together, and many areas around the country will not have the benefit of distancing outside. Stay safe, stay vigilant, protect your families and we will hopefully see the end to the COVID pandemic.

With a new round of conversions as of November 6, new fulltime regulars will now be able to bid on routes or T-6 strings. For many first-time bidders, there are questions that I want to address.

So...how does bidding and posting work?

Article 41 of the Joint Contract Administrative Manual (JCAM) explains the posting/bidding process. When does a route get posted? How long does it remain posted? How long does it take for the posted route to be awarded? How long does it take to be placed on the

(Continued on page 3)

Branch 599
servicing
Brandon
Plant City
Sun City
Tampa

**Branch 599
Meeting**
Thursday
December 2
7:30 PM

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National Association of Letter Carriers, Branch 599, 3003 W Cypress Street, Tampa FL 33609-1698, publishes the *Tampa Letter Carrier* monthly. The opinions expressed in this publication are those of the writers and do not necessarily reflect the opinions of Branch 599, NALC. It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor.nalc599@gmail.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.

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Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches Chief Steward, Brian Obst 727.458.0679				
Brandon	33510/11	David Rivadeneira	813.661.1636	813.403.9525
Brandon	33510/11	Luis Cruz	813.661.1636	813.431.3223
Carrollwood	33618	Tina Bausch	813.961.2962	813.892.2282
Commerce	33602	Cynthia Williams	813.242.4507	813.778.4373
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Juan Andujar	813.935.2954	813.377.7266
Hilldale	33614	Brian Obst	813.879.4309	727.458.0679
Hilldale Annex	33634	Latoya Dupuy	813.879.4309	305.414.3527
Interbay/Port Tampa	33611/16		813.831.2034	
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	813.719.6793
Produce	33610	Jerry J.D. Lewers	813.239.4084	813.528.5519
Ruskin/Sun City Ctr	33570	Cherry Berry	813.634.1403	585.230.0266
Seminole Heights	33603	Michael Smith	813.237.4569	813.326.0717
Sulphur Springs	33604	Stephen Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Alan Robinson	813.873.7189	813.843.9762
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.3092
Temple Terrace	33617	Mike Cipriano	813.988.0152	401.787.1510
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Maurice Rice	813.242.4507	813.334.3189

Around The Horn from The President's Desk

(Continued from page 1)

awarded route?

Remember the numbers, 14, 5, 10, and 15.

Posting for Bid, Article 41.1.A.1 provides for the posting of a vacant duty assignment for bid **within 14 days after it becomes vacant**, or in the case of a newly established assignment, within 14 days of its creation (unless a longer term is locally negotiated). The time limit for posting was changed in the 2006 National Agreement. The time limit that was once 5 working days is now 14 calendar days.

Duration of Posting, Local Implementation, Article 30, Item 22, **the bid shall be posted on the official bulletin board for 5 days**.

Posting the awards, 41.1.C.2 2. **Within 10 days after the closing date** of the posting, the Employer shall post a notice indicating the successful bidder, seniority date and number.

Duration for newly awarded position, the successful bidder must be placed in the new assignment within 15 days except in the month of December. The 15-day period begins on the date the notice of the successful bidder is posted. Application of the December exception does not begin a new 15-day period.

14, 5, 10, and 15, hopefully this clarifies some of the questions...

Successful Bidders

The national parties agreed to a national Memorandum of Understanding on March 16, 1987 (M-00752) setting

forth specific rules governing the bidding rights of a carrier who is temporarily disabled and unable to work his or her normal assignment. Such a carrier has the right to bid and be awarded a bid assignment so long as the carrier will be able to assume the bid-for position within six months from the time the bid is placed. Upon management's request, the carrier must provide medical documentation showing that he or she will be able to do so. If the carrier is still unable to perform the duties of the bid-for position at the end of six months, a second six-month period is permitted if supported by new medical certification. The carrier must relinquish the assignment if he or she cannot work the bid-for position within one year after the bid. A carrier who bids on a higher-level position under these rules will not receive higher-level pay until he or she is physically able to, and actually performs work in the bid-for higher-level position.

Manual Bids

In order to keep routes posted timely in accordance with Article 41, Manual Bids at times are necessary to be utilized in between the scheduled Automated Bids. Just as it states, the Manual Bid is accompanied with a Manual Bid Sheet and cannot be bid on through Lite Blue as the Automated Bids can. Both together have worked very well in getting routes posted timely. Management or your union steward can provide you with a Manual Bid Sheet. Remember, round date it and make a copy for yourself should your Bid Sheet disappear.

Quick Hits:

Information you should know (or did you know?)

Fun Postal Facts:

1. There were 1.17 billion Christmas cards delivered in 2019.
2. Walt Disney was a substitute carrier in Chicago.
3. Bing Crosby was a mail clerk in Spokane, Washington.
4. William Faulkner was the acting postmaster in University, Massachusetts.
5. Owney was the name of the unofficial mascot (terrier) of the U.S. Railway Mail Service in the late 1800s.
6. The post office started Farm-to-table initiative in 1914, allowing farmers to mail fresh goods to customers via parcel post.
7. Women served as mail carriers and postmasters in the United States decades before they won the right to vote. The 19th amendment granted women the right to vote; passed by Congress June 4, 1919, and ratified on August 18, 1920.
8. African Americans began delivering in the 1860s.
9. The Grumman LLVs are still used by the USPS. The average age of LLVs in the USPS fleet is over 30 years. Production was from 1987- 1994.
10. The USPS helped develop commercial aviation in the early 1900s. When airmail started there was no aviation industry, so the post office created one. Airfields were built and the USPS used their own pilots, planes, and mechanics.

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

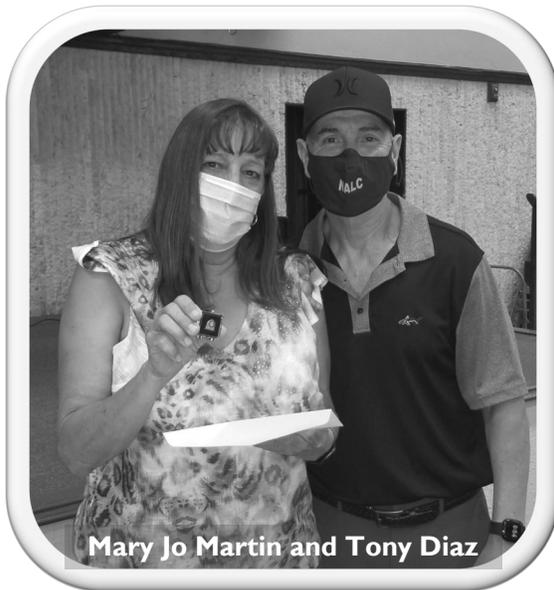
Member Apps

At NALC.org, click the tab for Member Benefits. Scroll down to NALC Apps. You will see a link to the NALC Member App as well as a link to the NALC Track Hours App. Instructions are there.

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to Marilyn and **Jim Good** [President Emeritus/Trustee] and family at the passing of her father, Norman Petrucelli, October 9; and to **Shirley Moran** [Honorary Member] and family at the passing of her husband, **Bill** [Honorary Member], November 12.

Martin and Gonet Retired!



Mary Jo Martin and Tony Diaz



Robert Gonet and Tony Diaz

President Diaz presented **Mary Jo Martin** [Carrollwood] and **Robert Bob Gonet** [TCA] with their retirement pin and gratuity at our November meeting.

Thank you, Bill Moran

We are saddened at the loss of Bill Moran *the Uniform Man*; he passed away on November 12. After he retired as an active carrier, Bill and his wife Shirley sold USPS uniforms through several different vending companies to Branch 599 members for right at 30 years. You could find both of them often visiting different offices with their uniform display. Their service was exceptional; you knew your order would be delivered correctly. Returns, no problem, it would be taken care of. There are currently so many issues with uniform orders that we never seemed to experience with Bill at the helm. Bill and Shirley were honorary members of Branch 599, and they attended many Branch 599 functions. There was no one more polite and respectful than Bill, and he was sincere and honest. Bill Moran will be greatly missed and many of us are saddened by the news of his passing.



*Merry Christmas
&
Happy Holidays*

*from your Officers,
Stewards, and Staff!*

Unionism — The Future is the CCA...Really.

I have been with the USPS for almost 23 years and I have seen and heard many predictions about the future of the Postal Service. Today we will talk about another one of these, the CCA (City Carrier Assistant) and their role in the future of the Postal Service and the NALC.

When Arbitrator Das ruled on the creation, pay, and benefits of the newly developed position of CCA, he was aware of the many arguments on both sides about these new workers and their place in the workplace. The Das decision on pay and benefits for these new workers had far reaching effect on the previous temporary workers — the TEs (Transitional Employees) as well as the new workers — the CCAs.

Please take note of the fact that I refer to the CCAs as the new workers and not the new Postal Service employees. You might wonder why I do this and it is easy to explain, the Postal Service has argued and won at arbitration that the CCAs are not Postal Service employees until they make regular. If you question this, simply look into the annual leave provisions where it states that new employees may not use leave until they have served 90 days and one pay period. This is a case the NALC fought at national arbitration, but the Postal Service was able to prevail. This clearly shows that the Postal Service doesn't consider CCAs to be employees until they actually make regular. Kind of clarifies why they continue to treat CCAs as second-class workers, doesn't it?

But I digress, CCAs are hired by management for a variety of reasons: to eliminate overtime, to ensure enough workers to fill out the work schedule, and to cut overhead costs of the Postal

Service. The ability for management to cut overhead costs comes from the fact that CCAs get paid substantially lower hourly rates than regular carriers. This two-tiered pay scale was one of the major arguments forwarded by the NALC when the CCAs were established and while the NALC was unsuccessful in preventing its establishment; they were able to make many changes to benefit the CCAs with regards to pay and benefits over the length of a career. CCAs obtained a number of paid holidays, however, the pay scale for CCAs still takes 12½ years to max out. Pay-wise though, the time between step increases is much shorter than it was when I joined the service.

I tell you this to show that the time prior to making regular is taxing, yes, but it is worth it to stick it out to make regular. Even though they make it tough, it will all even out later in your career.

Again, speaking of the future, understand that the NALC will never stop trying to find ways to better the situation of CCAs, so you should constantly be talking to your representatives for any news as well as checking our national web site NALC.org or download the NALC app to your smart phone so you have all the information at your fingertips.

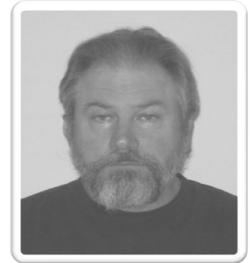
I hear people daily who have complaints about CCAs and how they don't like them because they make mistakes. All I can say about this is, all those same people made mistakes when they were new as well. The most important thing here isn't that they make mistakes, it is how we react to these mistakes and our attempts to help them stop making them. When I say that the CCA is the future of the Postal Service, I am

talking about the people that are going to replace us all. Regular carriers are retiring monthly...

who do you think is going to replace the retirees? Obviously, the CCAs are going to do so, and it is the job of every carrier to help assist in the training of these new workers.

As a union activist, steward, and branch officer, it is my duty to train my replacement. It is the most important job I have for the Branch; I need to leave the union on better footing than it was when I arrived. When I arrived at Town and Country there were 2 stewards here and in my first year I became involved, and with some guidance from Larry Reeves and Jesse Starcher, I took the stewardship of the station. Now 23 years later it is time for someone else to prepare to take the reins from me as I move towards retirement. It is a task that can be accomplished with time as I am here to assist during the transition period, but it is important not to miss the opportunity to gain from the knowledge of others before they move on. The same can be said about CCAs, it is important for you to glean whatever knowledge you can from the experienced carriers that you are working with because one day it will be your job and they won't be here to help provide you with that all important guidance.

While many of you reading this article may not believe how important this is, I will relate a report from our National President, Fred Rolando. At the last Committee of Presidents Meeting in Saint Petersburg, President Rolando



Brian Obst
Vice President
Branch 599

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Our 8th Annual Branch 599 Golf Tournament



NALC Branch 599 MDA
Charity Golf Tournament
Alan Peacock
Make a Muscle for MDA
President Emeritus Branch 599
Deliver the Cure



for MDA was a huge success!



NALC Branch 599 MDA
Charity Golf Tournament
The Berroth Family
Supports
MDA &
NALC Branch 599
Deliver
the Cure





Deliver the Cure with MDA

Our 8th Annual Branch 599 Golf Tournament for MDA was a huge success!

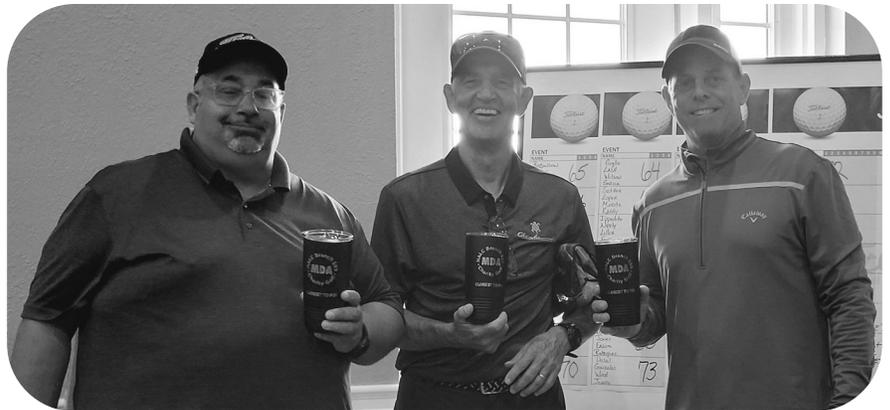
Thanks to all who participated in our Golf Tournament to help *Deliver the Cure* for Muscular Dystrophy.

It was a fun day for all, for a great cause. Through COVID our players and sponsors stepped up!

Thank you to all the volunteers who helped make this possible. Golf Tournament Coordinator Alan Robinson did another fabulous job...these tournaments are very time consuming.

We again hosted our special guest, Arden Fisher and his family for the entire day. Arden enjoyed every minute of his day, what a special kid!

We'll be announcing our Branch's donation to the Muscular Dystrophy Association in our January newsletter.



What is the Juneteenth holiday?

Were you one of the many who had never heard of Juneteenth? When it was signed into law earlier this year as a national holiday, it brought awareness to the importance of the day. I have been asked countless times by our members if postal workers will be compensated for the new 2021 Juneteenth holiday. But first let's understand the holiday itself.

Juneteenth is an annual holiday commemorating the end of slavery in the United States. Juneteenth honors the emancipation of enslaved African Americans in the United States. The name *Juneteenth* is a blend of two words: *June* and *nineteenth*. It's believed to be the oldest African American holiday, with annual celebrations on June 19 in different parts of the country dating back to 1866.

On June 19, 1865, Major General

Gordon Granger announced in Galveston, Texas, the end of slavery in accordance with President Abraham Lincoln's 1863 Emancipation Proclamation. The army announced that the more than 250,000 enslaved black people in the state were free by executive decree. This day came to be known as *Juneteenth*, by the newly freed people in Texas. It is also often observed for celebrating African American culture. Juneteenth became a state holiday in Texas in 1980, and a number of other states subsequently followed suit.

On June 17, 2021, President Joe Biden signed into law, Senate Bill 475, making June 19, Juneteenth a federal holiday. Federal employees will have it as a paid day off; workers at some private employers, such as Allstate, Citigroup, JC Penney, Nike, Target, and Twitter, already do.

So how does Juneteenth affect the employees of the USPS? Juneteenth being signed into law on Thursday, June 17, 2021, two days before the actual holiday (Saturday, June 19), and one day (Friday, June 18) before the holiday is being observed, made it impossible for the Postal Service to organize a shutdown of operations. It is still unclear if the Postal Service will compensate employees for this year's holiday or begin next year. Rumors of an additional paid day off seem unlikely this late in 2021. It makes the most sense to credit 8 hours of annual for future use, if there will be compensation. **Again, these are rumors, as there has been no news released.** We do however know about the 2022 year. Juneteenth will again be celebrated and it will be a paid holiday. Next year Juneteenth falls on a Sunday, but will be observed on Monday, June 20.

WANTED – Used Uniforms

The donated uniforms we receive from retirees has dwindled significantly. Used uniforms, (that look presentable) are needed for our new CCA members. Your donated uniforms would be appreciated.

Unionism – The Future is the CCA...Really.

(Continued from page 5)

reported to the attendees that since the advent of the CCAs, the active membership of the NALC is now over 60% converted CCAs and CCAs working, awaiting conversion to regular. Think about this for a moment – over 60% since 2016. It is obvious that the longtime carriers are retiring in great numbers and are being replaced with newer, younger, and less expensive carriers in rapid fashion. The future of the service depends on the success of the CCAs that have been hired and are being hired today. All carriers have an

important mission to help these new workers succeed so we leave the service in a better position than it was when we arrived years ago. All new CCAs have a responsibility to pay attention and learn from those who came before them. One day they will all be gone, and you will be on your own and to not have the knowledge of the proper way to do your job is like a soldier going into battle with no bullets for his weapon.

Clearly, I believe if you look at the available information you will reach the

same conclusions that I have stated here, so all I can do is ask that each one of you look inside yourself and see what you can do to help prepare the newest workers for their long task ahead. Remember, we all have a stake in how well the service does, as we all want to get to retire some day; we paid for it and earned it, so we would all like to one day enjoy it. If the company fails, then so do we all.

Once again I leave you as always –

Knowledge is the Key!

Brian Obst, Vice President

A.R. Tony Huerta Branch 599

Retirees Dinner

Sunday January 16 5-8 PM

Dinner at 6 PM



Maggiano's Italian Restaurant

WestShore Plaza, 203 Westshore Plaza, Tampa FL 33609

Spaces Limited to 100 People, COVID Social Distancing Restrictions will be followed.

Call Branch Office to Reserve a Spot 813.875.0599

No Later than January 8, 2022

BYOB – Setups Available

Member +1 ♦ Non-Retirees \$40 per person

If you are unable to attend, please contact the Branch Office to cancel no later than January 11; this will save the Branch from paying for your reservation.



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NOTICE

Meetings are subject to change
due to any upsurges of COVID.

Shop Stewards will Meet

Tuesday 7 PM
November 30
January 4

Executive Board Meets

Thursday 6:30 PM
December 2
January 6

Branch 599 Meetings

Thursday 7:30 PM
December 2
January 6
February 3
March 3
April 7
May 5
June 2

Retirees Breakfasts

Monday *Date to be Announced* 9 AM
Denny's Restaurant
at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday *Date to be Announced* 8 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637



A.R. Tony Huerta Branch 599

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Tampa Letter Carrier
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