



Tampa Letter Carrier

Volume 9 - Issue 11

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

Tampa, Florida

November 2010

President's Report

by Jim Good

President - Branch 599

Bylaw Changes

Article XVII of the Bylaws of Branch 599 deals with the method by which a bylaw may be set aside (temporarily) or changed. Below is the language of Article XVII:

Bylaw Rules for Changes

Section 1:

These Bylaws shall not be suspended, altered, or amended except by a two-thirds vote of the members present and voting at any regular meeting or special meeting called for that purpose: except where provided for in Article

VII, Section 1 (E). All proposed alterations or amendments must be in writing, signed by three or more members in good standing, and be presented at one regular meeting previous to the one at which final action is to be taken.

At least one member signing a proposed bylaws change must be present to speak on the by law change or it will not be considered for action by the Branch.

Section 2:

A defeated amendment shall not be submitted in like form for at least six (6) months thereafter.

Section 3:

All rules, regulations, bylaws or parts of bylaws, inconsistent with or contrary to the foregoing are hereby repealed, annulled and abrogated.



As you can see, the method to change or set aside a bylaw is very specific. Two-thirds of the members present and voting at a meeting must vote in the affirmative for the change to take place. And that is not the end of the story.

After the members pass the bylaw change, by a two-thirds majority vote, it must then be sent to Nicole Rhine, our

(continued on page 5)

Official Notice of Nominations and Election of Officers of Branch 599, Tampa, Florida

Nominations

Nominations for the election of officers of Branch 599 will be held at the regular Branch meetings on October 7, 2010 and November 4, 2010, at 7:30 p.m. at the Union Hall, 3003 West Cypress St, Tampa, FL 33609. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. Self nominations are acceptable. Nominations will be held for the following Branch offices: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, Three (3) Trustees, MBA/NSBA Representative, Health Benefit Representative, Director of Retirees, and Two (2) Labor/Management Representatives. The terms of office will be for three (3) years beginning January 15, 2011.

Election

The election will be conducted by secret ballot on December 2, 2010 at the Union Hall, 3003 West Cypress St, Tampa, Florida. **The polls will be open from 2:00 pm until 7:30 pm. Any member who is in line at 7:30 will be allowed to vote.** Any member who for any reason will be unable to vote on December 2nd may vote by absentee ballot. Requests for absentee ballots must be made by telephoning the Union Hall at (813) 875-0599 (8:30 a.m.-5:00 p.m.) beginning November 5, 2010 through November 18, 2010.

Nominations & Elections of Delegates to the FSALC 2011 Convention

Nominations for delegates to the 2011 Florida State Association of Letter Carriers' Convention will be held at the regular branch meetings on October 7, 2010, November 4, 2010 and December 2, 2010. The meetings will be held at 7:30 pm at the union hall, 3003 West Cypress, Tampa, FL 33609. Election of delegates, if necessary, will be held at the December 2nd Branch Meeting at 7:30 pm at the same location.

Branch 599 Officers

PRESIDENT	Jim Good	(813) 417-8877
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516
RECORDING SECRETARY	Mike Brink	(813) 661-0516
FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 967-1615
TRUSTEE	Terry Franklin	(813) 657-9690
TRUSTEE	Silven Zimmerman	(813) 380-3731
TRUSTEE	Jose Oliva	(813) 873-2747
DIRECTOR OF RETIREES	John Gebo	(813) 985-5474, Cell 503-1256
SERGEANT-AT-ARMS	J.C. Howard	(813) 621-1976
MBA / NSBA	Albert Guice	(813) 621-7931
HEALTH BENEFITS	Detlev Aeppel	(813) 505-7914
LABOR—MANAGEMENT	A. Sam Santilli	(813) 215-7595
LABOR - MANAGEMENT	Brian Obst	(727) 458-0679

Presidents Emeritus

Michael Anderson	Orbe Andux
Don Thomas	Garland Tickle

Branch 599 Shop Stewards

Brandon	33510	Terry Franklin	(813) 758-3061
Brandon	33511	Terry Franklin	(813) 758-3061
Carrollwood	33618	Eddie Berroth	(813) 493-5224
Commerce	33602	Pedro Jimenez	(813) 727-9280
Forest Hills	33612	Alan Robinson	(813) 843-9762
Forest Hills Annex	33613	Nick Cullaro	(813) 541-8159
Hilldale	33614	A. Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Julio Acosta	(347) 538-9381
Hyde Park	33606	Tom Cobert	(813) 694-0711
Interbay	33611	Sammy Graham	(813) 832-6644
Interbay	33629	Jim Tremblay	(813) 323-6534
MacDill	33608	Sammy Graham	(813) 832-6644
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Varick Reeder	(315) 491-6234
Port Tampa	33616	Sammy Graham	(813) 832-6644
Produce	33610	John DeRosa	(813) 850-8418
Ruskin / Sun City Center	33570	Jack Hencoski	(813) 685-9034
Seminole Heights	33603	Tony Diaz	(813) 598-9635
Sulphur Springs	33604	John Rowland	(813) 770-7769
Tampa Carrier Annex	33607	Don Wiseman	(813) 713-6273
Tampa Carrier Annex	33609	Tom Cobert	(813) 694-0711
Temple Terrace	33617	Warren Sumlin	(813) 486-7612
Town & Country	33615	Brian Obst	(727) 458-0679
Town & Country	33635	Brain Obst	(727) 458-0679
Ybor City	33605	Detlev Aeppel	(813) 505-7914

A.R. "Tony" Huerta NALC Branch 599
3003 W. Cypress St.
Tampa, Florida 33609-1617
Tel: (813) 875-0599 Fax: (813) 870-0599
email: nalc599@verizon.net
website: <http://www.nalc599.com>

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All articles are subject to editing and revision at the discretion of the publisher & editor.

Articles must be submitted no later than the fifth of the month. Submit articles as .txt, .rtf, .doc or .wpd documents attached to email sent to newsletter@nalc599.com.

RETIREES BREAKFAST
(In Tampa)
First Monday of Every Month
9:00 AM at
The Coffee Cup
4407 N. Hubert
in Drew Park

RETIREES BREAKFAST
(In Brandon)
Second Tuesday of Every Month
8:00 AM at
La Septima Café
140 Parsons Ave.
in Brandon

Read the *Tampa Letter Carrier* online at
<http://www.nalc599.com/newsletter.htm>

Things You Should Know

by Gilbert Cabanas

Vice-President - Branch 599

New Directions For Officers

Are there any Letter Carriers who are not happy or just are dissatisfied with the direction the branch is headed? If you are one of those members, now's the time and opportunity to do something about that direction. This is our election year for all branch officer's positions. So, if you feel you can do a better job or maybe improve with a better direction for the branch then just run for a position.

Any Letter Carrier that is in good standings with the union is eligible to run. All it takes to run for a position is some time and dedication. You can learn the job and do time and help from the other experience officers. All the positions are on the job learning procedure without prior job experience.

How many times have we all sat around and discussed how one or another officer was not holding that position as well as we felt was possible? Well, now is the time for anyone to explore that thought with action on your part. Can you attend a few meetings a month? Can you listen and discuss the internal problems of our branch? Make sound judgments for

the right direction for the branch? And can you work together with the branch officers in order to solve these pressing problems with sound solutions for all? So, if you can accomplish these factors and not all the position to become bigger than the job, then you will be successful in that position.

Remember, all these positions were created to help solve the problems of our Letter Carriers, not the other way around. Also, everybody holding the branch positions can be replaced every three years. Are you committed, and do you have patience with a degree of a determination and will to learn? Then perhaps you are ready for any position on the board.

Of course after the election you will now be subjected to open criticism, sometimes you may get some gratitude but often you won't. Why? Because you're expected to do your job without much thanks. Come to think of it, this position is a lot like working for the Postal Service, we don't receive many thanks from them either. But, you must always maintain your position and not be swayed with the dissatisfied critics. If you can accomplish all those attributes, then you can apply for any position.

Please don't be afraid of any position,

because fear is the only thing that will prevent you from learning and growing with the experience. So apply for these open positions without fear because you will gain the experience needed for that job on a daily basis. Remember all the current branch officers receive their knowledge with this on-the-job training. Also remember no one is too young or too old for any certain position on our branch because Mr. Reagan became President of the U.S. at 69 years old and Mr. Kennedy was elected President of the U.S. when he was 42. So apparently age is not a main factor or the only factor for success when applying for a position. The only necessary factor to apply for the job is the desire and determination in order to learn with time.

Remember, don't apply for these open positions if you are interested with a pat on the back or thanks for doing a good job because you now will be expected to do that job simply because you're being paid too. So why would anyone apply for these positions you might ask? Remember I said you must have commitment determinations that you can do the best you're capable of without much thanks or gratitude. So apply for these open positions and enjoy the fun of being a branch officer.



Arslan Uniform Drawing

The Arslan Uniform prize for the October 7th Branch 599 meeting will be \$410.00. If you are in attendance at the meeting and your name is drawn, you will win the \$410.00 donated by Bill & Shirley Moran of Arslan Uniforms. Why not come to the meeting, hear what is going on in your union, and maybe win some big money?

There have been many changes happening that affect your daily work, so you really need to keep informed re-

garding your rights. Also, at the November meeting we will be voting on a number of Proposed Bylaw changes that will have a dramatic effect on the way the branch operates if they are passed. It really is your responsibility as a member to study these proposed changes and vote your mind on these issues. So don't take that responsibility lightly!

Come to the meeting and maybe you'll go home with an extra \$410.00 in your pocket and the knowledge that you did your part!

Branch Meeting

Thursday

November 4

7:30 PM

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

bilmor@tampabay.rr.com

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 813-877-4785

President's Report *(from page 1)*

National Assistant Secretary Treasurer, who is a member of the three person Committee of Laws. The Committee of Laws reads the proposed change and ensures that it is not conflicting with our National Laws or Constitution. Then, and not until then, does the change go into effect. The only two exceptions are in the case of "bylaws fixing the amount of initiation fees, dues, and reinstatement fees, or the time or place of meetings". These two exceptions take place immediately after passage and do not have to go to the Committee of Laws.

Nine proposed bylaw changes were submitted at the October Branch Meeting and three proposed bylaw changes were withdrawn at the same meeting. The three proposed changes that were withdrawn had to do with the Presi-

dent's, the Treasurer's and the Financial Secretary's salary. These three proposed changes were re-submitted, in a different form and a different salary change at the same meeting. Bottom line; the signers of these three proposed bylaw changes are once again asking for a cut in pay for these three offices.

The other six Proposed Bylaw changes deal with a number of different issues, mostly financial, and can be viewed (and studied) elsewhere in this newsletter. Please, please come to the meeting and let the makers and signers of these proposed bylaw changes explain to you what the reason for the changes are. As I said in last month's newsletter, this is a union, and unions should never give back. Our National Officers will fight tooth and nail to protect all that they have won for us over the

years. They did not fight as hard as they did, through years of negotiations and arbitrations, just to give back what they were successful in winning.

Finally, I want everyone to understand the financial condition of our branch. Although we are bringing in less dues money every two weeks, we have still put aside enough money to pay the officers & stewards dues rebates and for the installation dinner. We are not destitute; we just have to keep an eye on what we spend. We have a contract on the sale of the vacant land across the street; contingent on the buyer being able to re-zone it commercial. If that works out we will have a cushion to fall back on for any major issues with the union hall. Things are starting to look a little brighter!

And The Beat Goes On

Be Thankful

Wow, only two months and we're into 2011, where does the time go?

This is Turkey month, "Thanksgiving" so be thankful you're working for the Post Office and that you belong to the NALC Union. It's tough with the recession and everything that is going on with the lack of mail.

As always, there is a lack of interest by the members to show the Union officer's that you really care about what happens to your job. You pay union dues and you think that is all you need to do, that is great as in every craft of working men and women, we all need a union, but it's nice to show the officers of the union's you do care about what is going on and you show it by going to the union meeting in Tampa the first Thursday of each month. The next one is Thursday, November 4th at 7:30 pm. It will be an important one as there will

be some new by-laws put up for vote by the membership. Also you will hear the name's of the carriers that will be running for office for the next term. That vote will take place on Thursday, December 2nd starting at 7:30 pm.

Isn't it worth a few hours out of your busy life to hear who is running for office of Branch 599 and needs your vote?

At the October meeting, Judy Willoughby, the National Business Agent was there and she spoke about our health plan and other issues to do with your future. So no matter what you read, you can never learn enough – why attending your union meeting is so important to you.

Enjoy your life every day as none of us knows when Cancer will strike as it has to a lot of our brothers and sisters and to our own family.

I recently had a contract to my house and when he found out I was retired

from the Brandon Post Office, he told me that postal management has called him asking if he would mind getting mail delivery on Monday, Wednesday and Friday? Can you believe this? Also he said he gets the worse service from his letter carrier and I said does he wear a uniform (thinking maybe a rural carrier)? He replied, "yes, he does", he also leaves notes that he doesn't have time, etc. I wonder how he has the time to write nasty notes, plus whatever happened to being nice to the customers?

All postal employees need to put forth a good image to the public as if your job depended on it. You know, it does.

Hey, Al Guice, ok enough milking it at home, we miss seeing you at the meetings, Pray you are doing better.



by Ray Wallace

Around The Horn

by Tony Diaz

T.L.C. Update

Brothers and sisters, as Chairman of Tampa Letter Carriers, Inc. (TLC), I wanted to update and inform you on some positive news I call a gift from above. When we hear clauses such as, "a ray of hope", or "a light at the end of the tunnel", or "a shot in the arm", it usually signifies something positive. I am here to notify you that we have received an offer to purchase the property (vacant land) across the street from the Letter Carriers Hall for one-hundred thousand dollars (\$100,000.00). This is a huge break towards saving our Hall.

Let me explain. As many, or all of you know by now, the financial troubles facing the TLC, the Board of Directors, and thereby, the membership, is well documented. With the economy continuing to struggle, I am optimistically excited to see "a light at the end of the tunnel". The sagging hall rentals have picked up slightly, however not yet approaching past levels. Bingo continues to face decreasing bingo revenues, and while there are signs of recovery on some bingo nights, it may not ever reach the levels that made us a financially sound institution for many, many years. These things, coupled with an aging building that needs immediate attention, are the ongoing problems facing the board. These are the major reasons the board has considered many tough options including the possible sale of our Letter Carriers Hall. To this point, without hesitation, I can tell you the Letter Carriers Hall is not, nor has ever been listed for sale. A commercial real estate broker was contacted a while back to find out the fair market value of the building, plus property, and the rate of commission

he charged for the transaction. Nothing more ever occurred. Nothing was ever signed to sell the hall, contrary to several rumors.

A contract to sell the vacant land across the street, which we also own, was drawn up. There has been a for sale sign posted on that property for several months, seeking any potential investors, but up until now nothing resulted from the for sale signs except curiosity seekers. When it was decided to list the land across the street with a real estate company this \$100,000.00 offer was made. Two female attorneys, paying high rent in downtown Tampa are interested in the property and the possibility of constructing their own building on this land. I say the possibility because this sale is contingent on the property being re-zoned (at the buyers' expense) commercial. Currently the lots are zoned residential, and preliminary indications are the change to commercial zoning should not be an issue. The re-zoning will hopefully be a speedy process, with \$5,000.00 deposit to hold the property until the re-zoning is approved. The deposit is refundable only if the re-zoning is denied. The board discussed the deposit being refundable and decided the savings of selling without a real estate commission is worth the time that could possibility be lost.

The sale of this vacant land would provide the board with the funding needed to proceed with repairs to the hall. The purchase of a main air conditioning unit that we desperately need, budgeting for another aging unit that will probably need replacing in the near future along

with the new unit that was just purchased would enable us to keep the temperature inside the building comfortable for the next decade. Primarily we are talking about a restoration, not a replacement, of the roof, to insure a longer life. The roofing surface must be properly prepared (pressure washed), before any restoring application may be applied. The cost of a roof restoration may run as high as thirty thousand dollars (only one bid submitted, more pending). Securing the roof would then allow the board to budget and plan for further repairs we could do with volunteers, you and me. These repairs would include replacing rotten fascia and eaves, exterior painting, and a list of general repairs. The sale would solidify the condition of the Letter Carriers Hall and forgo any talks of the sale of the building. Stay tuned.



Financial Secretary - Branch 599

Quick Hits: Information you should know

*) Elections are upcoming for Branch, Local and National races. There are many important races with the control of Congress in the balance. Get involved, know which candidates support Letter Carriers and support them.

*) It is not too late to become an e-Activist and a COLCPE contributor, be involved and make a difference.

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

Unionism

Evidence and the Burden of Proof

When you file a grievance for a brother or sister carrier you want to do the best job you can in representing them. Every grievance has a number of things in common with all other grievances filed and we are going to address a couple of these. Our topic today is Evidence and the Burden of Proof, two parts of every grievance that should be familiar to the steward.

Let us start with evidence and its definition. Evidence: An outward sign; something that furnishes proof; someone who bears witness (*Merriam-Webster Dictionary online*). Evidence is something that you include in your grievance file to prove or disprove a contention, to make the contention become a fact.

Now based on the definition of evidence we can determine just what we need to put in the file as evidence to prove our contentions based on the type of case it is. In the case of an overtime violation you might want to include clock rings, overtime reports, overtime tracking charts, overtime equity review forms that are signed by both Union and Management officials, witness statements and interviews with people who have knowledge of the violation and events surrounding the violation.

Notice that all of the evidence I have just listed is tangible, it is not word of mouth, not hearsay and while management sometimes may find a way to impeach this evidence it is difficult to do so. There

are many other items of evidence available one only need use the information in the grievance and think about what you need to prove your case. In a discipline case you only need to review the discipline to know what evidence you need to impeach the discipline action undertaken by management.

Let us know look at the Burden of Proof. The Burden of Proof is a fickle creature as it starts on one side of the grievance issue and then shifts as the evidence is presented in the case. In the contract grievance cases the Burden of Proof is on the Union to prove that a violation has occurred and the steward must demonstrate this in the grievance file with the presentation of evidence. Once the steward has proved his Burden the case can usually be won.

The Burden of Proof in a discipline case lies with management and they are required to prove their burden the same way, by the presentation of evidence. As a steward your job is to attack the evidence presented by management and to find errors or falsehoods in their evidence. One thing most stewards have difficulty remembering is that in a discipline case they do not have to prove that the grievant didn't do what they are accused of only that management has failed to prove that the grievant did do what they are accused of doing. This is done by impeaching management's evidence.

Management seems to labor under the impression that if they say it is so that it must be so and while this would be convenient for them it is

hardly the case. Management likes to use a statement from the supervisor without any evidence to back it up as evidence in a discipline case. Arbitrators have stated numerous times that this is hearsay evidence and it cannot be relied upon to prove a charge of discipline, as long as the Union has argued and proven that there is no evidence in the file to backup the statement.



by Brian Obst
Chief Steward - Branch 599

Part of your arguments should always include the tests for "Just Cause" listed in the beginning of Article 16 of the National Agreement. A good steward will know these by heart and ensure to investigate them fully to provide the best representation for their members.

This is only an introduction to Evidence and the Burden of Proof, it is highly recommended that you refer to your copy of the JCAM for further information and don't be afraid to contact other stewards and Branch Officers for assistance to help develop the skills needed to be the kind of representative you would want defending you.

I leave you with this thought, as always... **Knowledge is the Key.**

A Point of Personal Privilege

Dollars Instead of Sense

The economic situation in the United States has affected every aspect and almost every level of society. Unemployment is at the highest since the depression of the 1930s. Downsizing of employees seems to be the norm and the outsourcing of jobs has now become a matter of choice rather than necessity. Profits and salaries of corporate America are at all time highs. What seems to be the goal of the new Americana is to have a two-class sect, the very rich and the very poor. The total elimination of the middle class that has been supported by the Democratic Party seems to be on the horizon. The dream of life, liberty and the pursuit of happiness will soon become an American nightmare!

Yes, the economy has even bitten the USPS. Mail volume is at all time lows and the clerk craft has had many positions reverted or eliminated. The letter carrier craft has yet to have this happen. However, the letter carrier craft has had numerous retirements and no new full time individuals have been hired to replace them. In the mean time, the USPS continues to eliminate craft employment through attrition(1) or retirement while the number of upper management (above station managers, floor supervisors and 204Bs) are not being decreased. These are the same individuals (upper management) that continue to draw huge salaries and bonuses. They follow the antiquated idea, eliminate 6 day mail delivery. These are one in the same

individuals that adhered to the policy that parcel post was a non profit entity. These intellectual giants have constantly caused the USPS on average to have a \$6 billion-dollar deficit. In the mean time several companies have profits exceeding \$65 billion dollars on one sole business operation! Can you say . . . packages?

Our local, as well as, many other locals are losing our full time work force and thus the memberships are decreasing. Of course Union revenues are also on the decline. Most of us should realize that this is affecting the everyday operation of every branch throughout the country, especially Branch 599. To help alleviate the financial difficulties and hopefully to increase revenues different avenues of cost cutting need to be implemented. Unlike the USPS, our national, regional and local officers should set an example by reducing their salaries. This is why we elect them to lead by example. I know the Union has never advocated any form or any premise of "give backs," but these are unusual and different times financially. When the economy rights itself then those salaries can and should be re-evaluated. Those of you that are in craft will more than likely see or be present when the negotiations at the National level have hopefully concluded next year. (2) I believe that the management team will have their suitcases full of figures of USPS declining moneys and volume that they have caused. They will use this to attempt to downsize more, cut pay and benefits (but not theirs). The National Officers will also have their arguments in favor of keeping what

craft has already gained.

Locally, members of the TLC, Inc. are in the process of seeking necessary revenues by selling the property across the street from the Union Hall on the south side of Cypress. The TLC Officers are even considering and exploring options of possibly selling the property around the Hall and even the building itself. As of September 28, 2010, I am a newly appointed TLC member, it is my understanding that should there be a possible sale of the Union building and property that it sits on that this must be approved by the membership? (3) At this time TLC, Inc. has an offer for the lots) across the street and hopefully this revenue will be used to do any necessary repairs to maintain the beauty of the building.

Thursday, December 2, 2010 the elections of our Branch Officers will be held. You as a Union Member are entitled to receive an 'absentee ballot' upon your request according to the Article V Section 12 of the Branch Bylaws. For further information you may call the Union Hall at (813) 875-0599. Every vote is important, especially yours and only you can make a difference in the critical direction and decisions our Branch Officers must seek!

"The man who fears no truths has nothing to fear from lies."

Thomas Jefferson



by Leslie Ray Garcia



Florida AFL-CIO Endorsed Candidates As of September 29, 2010

The following list is an account of endorsed candidates as approved by the delegates of the COPE Endorsing Convention held May 23, 2010. Updated lists will be provided as the State Committee on Political Education is asked to approve other recommendations.

United States Senate: Kendrick Meek

Governor: Alex Sink

Attorney General: Dan Gelber

Chief Financial Officer: Lorraine Ausley

Florida Commissioner of Agriculture and Consumer Services: Scott Maddox

U.S. House of Representatives

CD 1 No endorsement	CD 14 No recommendation
CD 2 Boyd, Allen	CD 15 No recommendation
CD 3 Brown, Corrine	CD 16 Craft, Christopher Lee- <i>Withdraw</i>
CD 4 No recommendation	CD 17 Wilson, Frederica S.
CD 5 Piccillo, James John	CD 18 No endorsement
CD 6 No recommendation	CD 19 Deutch, Ted
CD 7 Beaven, Heather Maurine	CD 20 Wasserman Schultz, Debbie
CD 8 Grayson, Alan	CD 21 No recommendation
CD 9 No recommendation	CD 22 Klein, Ron
CD 10 Justice, Charlie	CD 23 Hastings, Alcee
CD 11 Castor, Kathy	CD 24 Kosmas, Suzanne
CD 12 Edwards, Lori	CD 25 Garcia, Joe
CD 13 No recommendation	

Florida State Senate

SD 2 No recommendation	SD 25 Skidmore, Kelly
SD 4 No recommendation	SD 26 No recommendation
SD 6 Richardson, Curtis- <i>Eliminated</i>	SD 27 Rader, Kevin
SD 8 Gianoulis, Deborah	SD 28 No recommendation
SD 10 No recommendation	SD 30 Sachs, Maria Lorts
SD 12 No endorsement	SD 32 Ring, Jeremy M.
SD 14 McGriff, Perry	SD 34 Rich, Nan H.
SD 16 Latvala, Jack	SD 35 Margolis, Gwen
SD 18 No recommendation	SD 36 Robaina, Julio- <i>Eliminated</i>
SD 20 No recommendation	SD 38 Gerson, Les
SD 22 No endorsement	SD 40 No recommendation
SD 24 No recommendation	

Florida House of Representatives

HD 1	No recommendation	HD 48	McKone, Tom C.	HD 95	Waldman, James W.
HD 2	Karasek, David <i>Eliminated</i>	HD 49	Soto, Darren	HD 96	Porth, Ari Abraham
HD 3	No endorsement	HD 50	No recommendation	HD 97	Kiar, Martin <i>Unopposed</i>
HD 4	No recommendation	HD 51	Long, Janet	HD 98	Sands, Franklin
HD 5	No recommendation	HD 52	Heller, Bill	HD 99	Schwartz, Elaine J. <i>Unopposed</i>
HD 6	No recommendation	HD 53	Kriseman, Rick	HD 100	Jenne, Evan
HD 7	Pleat, David B.	HD 54	Russell, Mary L.	HD 101	No recommendation
HD 8	No recommendation	HD 55	No endorsement	HD 102	No endorsement
HD 9	Vasilinda, Michelle	HD 56	Chalela, David	HD 103	Braynon II, Oscar J. <i>Unopposed</i>
HD 10	No recommendation	HD 57	Frank, Stacy	HD 104	Tisdol, Matthew V. <i>Eliminated</i>
HD 11	Boyd, Debbie	HD 58	Cruz, Janet	HD 105	Gibbons, Joseph A. <i>Unopposed</i>
HD 12	No recommendation	HD 59	No recommendation	HD 106	Steinberg, Richard L. <i>Unopposed</i>
HD 13	No recommendation	HD 60	Patterson, Russ	HD 107	Garcia Jr., Luis R.
HD 14	Jones, Mia L. <i>Unopposed</i>	HD 61	McCullough, Elena	HD 108	Brise, Ronald A. <i>Withdrew</i>
HD 15	Fullwood, Reggie	HD 62	No recommendation	HD 109	Stafford, Cynthia <i>Unopposed</i>
HD 16	No endorsement	HD 63	No recommendation	HD 110	No endorsement
HD 17	No endorsement	HD 64	No recommendation	HD 111	No endorsement
HD 18	Collins, Thomas C.	HD 65	No recommendation	HD 112	Ruiz, Sandra
HD 19	Weinstein, Mike B. <i>Unopposed</i>	HD 66	No recommendation	HD 113	No endorsement
HD 20	No recommendation	HD 67	No recommendation	HD 114	Herrera, Millie
HD 21	No recommendation	HD 68	No recommendation	HD 115	Soloman, Jeffrey
HD 22	No recommendation	HD 69	Fitzgerald, Keith	HD 116	Manrique, Carlos <i>Eliminated</i>
HD 23	No recommendation	HD 70	Feehan, Nancy	HD 117	Lesperance, Lisa V.
HD 24	No recommendation	HD 71	No recommendation	HD 118	Bullard, Dwight
HD 25	Wood, Frank Layne	HD 72	No recommendation	HD 119	Edwards, Katie A.
HD 26	Huth, Timothy	HD 73	No recommendation	HD 120	Saunders, Ron
HD 27	Taylor, Dwayne L.	HD 74	No recommendation		
HD 28	No recommendation	HD 75	No recommendation		
HD 29	No recommendation	HD 76	No recommendation		
HD 30	Tidd, Amy C.	HD 77	No recommendation		
HD 31	James, Jodi	HD 78	Perman, Steve		
HD 32	No recommendation	HD 79	Chalifoux Jr., Thomas <i>Eliminated</i>		
HD 33	No endorsement	HD 80	No recommendation		
HD 34	Barnes, Steven	HD 81	Fetterman, Adam		
HD 35	Mercado, Amy	HD 82	No recommendation		
HD 36	Randolph, Scott	HD 83	Marciano, Mark		
HD 37	No endorsement	HD 84	Bernard, Mackenson		
HD 38	No endorsement	HD 85	Abruzzo, Joseph		
HD 39	Thompson, Geraldine <i>Unopposed</i>	HD 86	Berman, Lori <i>Unopposed</i>		
HD 40	Christian, Todd	HD 87	Holzauer, Hava		
HD 41	No endorsement	HD 88	Pafford, Mark S.		
HD 42	No recommendation	HD 89	Clemens, Jeff		
HD 43	No recommendation	HD 90	Slosberg, Irving		
HD 44	Rowden, Diane B.	HD 91	Stern, Barbra A. / Maymon, David R.** <i>Eliminated**</i>		
HD 45	No Endorsement	HD 92	Clarke-Reed, Gwyndolen		
HD 46	Moore, Robert N. <i>Eliminated</i>	HD 93	Thurston Jr., Perry <i>Unopposed</i>		
HD 47	Steinberg, Michael	HD 94	Rogers, Hazelle P.		

*Early Endorsed candidate
that withdrew from race
**Stern through general
election, Maymon in
primary

Proposed Constitutional Amendments

Amendment #1 – Repeal of Public Campaign Finance Requirements – **OPPOSED**

Amendment #2 – Homestead Ad Valorem Tax Credit for Deployed Military Personnel – **SUPPORT**

Amendment #4 – Referenda Required for Adoption and Amendment of Local Government Comprehensive Land Use Plans – **OPPOSED**

Amendment #5 – Standards for Legislature to Follow in Legislative Redistricting - **SUPPORT**

Amendment #6 – Standards for Legislature to Follow in Congressional Redistricting - **SUPPORT**

Amendment #8 – Significant Revision of the Class Size Amendment - **OPPOSED**

Non-Binding Referendum – Federal Balanced Budget Amendment – **OPPOSED**

Retired But Not Tired

Branch Elections

First and foremost, this writer would like to wish each member of Branch 599, a wonderful and healthy Holiday Season! In the months of October and November nominations for Branch Officers will take place. December 2nd you will be voting not only for Branch Officers, but Shop Stewards as well. By no means should elections be taken lightly. For the next 3 years those elected will be representing YOU and running the Union. Soon candidates will be writing letters to members and going to stations to get your support. Ask questions of these Candidates who will be representing you for the next 3 years. Ask them, what is your position on how to make our Branch solvent again. Are you in favor or against the present by-law changes? Find out if issues are fact or fiction, truth or lies. The main thing is to vote. Every vote counts. Everyone is entitled to get a ballot. As a union member it is your duty to vote either my mail-in, or at the Union Hall on December 2nd.

Retirees, please get an absentee ballot if you cannot make it to the hall to

vote. Your vote is important. To get your absentee ballot, please call the Branch at 813-875-0599 beginning November 5 through November 18, 8:30a.m.-5:00p.m.

As reported in the October 2010, Tampa Letter Carrier Newspaper, the branch is experiencing some serious financial problems. I guess that tells us we have to change the way we are doing business. Change is never easy and we have to make difficult decisions. On September 14, 2010, Harley-Davidson Company announced, after a vote by its Wisconsin-based Labor Unions, to accept wage and benefit concessions. The company had threatened to move production of state if the concessions had not been approved. The members were told if you want to keep your job, ratify the contract or you won't have a job. Hope this will not set a trend for unions throughout the country, especially the NALC who will start negotiations for anew contract in 2011.

I'm not sure how long it has been for active carriers to receive COLA's. For CSA and Social Security recipients, it has been over 2 years. Whoever de-

cides that the cost of living is lower today than 2 years ago, should go shopping at Publix.



Director of Retirees - Branch 599

On another note, I'm a lot like Howard Cosell. You remember Howard Monday Night Football. Howard would tell-it-like-it-is. This got him fired from ABC because he said what he thought was right, in "his" opinion. That's me. Two months ago, I wrote an article in the Newsletter saying in my opinion there was a group of TLC Inc. Directors who wanted to dissolve TLC, Inc. and the Branch would control everything. Ask some of the board members if this is not true. If there is any member who would like a clarification on this matter, please contact me.

Hope to see you next month, November 1, 2010 9AM at the Coffee Cup, 4407 N. Hubert in Drew Park. So, as Roy Rogers and Dale Evans' song went, "Happy Trails to you, until we meet again."

Fraternally,
John Gebo

Proposed By-Law Changes

**Article VI
Duties of Officers****Duties of the President****Section I**

Add (I):

The President will keep the Vice President current in the ongoing operations of the Branch, at least weekly. Immediately after installation, the President will issue and keep updated, a set of keys to the Vice President for *all* of Branch 599's offices, desks/furniture, outbuildings padlocks, and file cabinets/boxes/closets; also, *all* passwords for Branch business and computers, and combinations to the president's office safe. The President will continually give the Vice President access to everything the President has access to. The Vice President needs full access/information in order to properly represent the members and to cover the Branch in case of emergency.

Submitted by: Tony Diaz, Alan Peacock, Gilbert Cabanas

**Article VI
Duties of Officers****Duties of the President****Section I (D)**

Now reads:

The President of AR "Tony" Huerta, Branch 599, N.A.L.C. shall serve on a full-time basis and shall receive yearly salary of \$63,000.00 and all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement and Health Benefits. The Branch, as the employer, and the President, as the employee, shall each pay their respective portions of all other requirements of applicable state and federal laws.

Proposed to read:

The President of AR "Tony" Huerta, Branch 599, N.A.L.C. shall serve on a full-time basis and shall receive yearly salary of \$63,000.00 and all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service/ *Federal Employees* Retirement and *NALC* Health Benefits. The Branch, as the employer, and the President, as the employee, shall each pay their respective portions of all other requirements of applicable state and federal laws. *The salary will reset to \$63,000.00 at every Branch presidential election.*

Submitted by: Don Thomas, John Gebo, Tony Diaz

**Article VI
Duties of Officers
Duties of Treasurer****Section 6**

Now reads:

The Treasurer shall receive receipt for and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants drawn on him/her by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursement and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall receive two percent (2%) of the total dues collected for the year for allowed expenses.

Proposed to read:

The Treasurer shall receive receipt for and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants drawn on him/her by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursement and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties he/she shall be required to furnish a bond in such sum as the Branch may direct. *The Treasurer shall receive \$450.00 (four hundred and fifty dollars) per month for his/her service.*

Submitted by: Don Thomas, Tony Diaz, Leslie Ray Garcia

Article VI Duties of Officers

Duties of Financial Secretary

Section 5

Now reads:

The Financial Secretary shall keep a record book showing the names of members, when admitted and place of residence, collect dues and all other monies due to Branch, keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National Per Capita Tax or other necessity may require same) pay same to Treasurer, take his/her receipts and retain them as vouchers in settlement. He/She shall personally, or through duly authorized deputies, appointed when necessary to each station, and who shall whenever practicable be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of an election and before a ballot is taken, furnish the President with a list of members not entitled to vote. He/She shall semi-annually furnish the National Secretary-Treasurer with a list of names of all members of the Branch in good standing, and shall notify the National Secretary/Treasurer's monthly of the election of new members, also those suspended, expelled, deceased or resigned. He/She shall keep an account of all properties, investments and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term make a report, and deliver to his/her successor in office, when qualified, all the books, papers and property in his/her possession belonging to the Branch. To insure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial Secretary shall receive two percent (2%) of the total dues collected for the year for allowed expenses.

Proposed to read:

The Financial Secretary shall keep a record book showing the names of members, when admitted and place of residence, collect dues and all other monies due to Branch, keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National Per Capita Tax or other necessity may require same) pay same to Treasurer, take his/her receipts and retain them as vouchers in settlement. He/She shall personally, or through duly authorized deputies, appointed when necessary to each station, and who shall whenever practicable be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of an election and before a ballot is taken, furnish the President with a list of members not entitled to vote. He/She shall semi-annually furnish the National Secretary-Treasurer with a list of names of all members of the Branch in good standing, and shall notify the National Secretary/Treasurer's monthly of the election of new members, also those suspended, expelled, deceased or resigned. He/She shall keep an account of all properties, investments and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term make a report, and deliver to his/her successor in office, when qualified, all the books, papers and property in his/her possession belonging to the Branch. To insure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. *The Financial Secretary shall receive \$450.00 (four hundred fifty dollars) per month for his/her service.*

Submitted by: Leslie Ray Garcia, Tony Diaz, Alan Peacock

Article XI Funds

Section 3 (A)

Now reads:

The President and/or his/her designee will attend all necessary Union functions approved by the majority of the Executive Board. If approved expenses will be paid by the Branch

Proposed to read:

The President and/or his/her designee will attend all necessary Union functions approved by *two-thirds (2/3) of the general membership voting at a regular Branch 599 meeting. If approved, necessary expenses will be reimbursed by the Branch; receipts must accompany reimbursement requests.*

Submitted by: Leslie Ray Garcia, Gilbert Cabanas, Don Thomas

Article VII
Fees, Dues, Fines and Assessments

Section I (E)

Now Reads:

The present Job Action Fund Account will be capped at \$350,000.00 (three hundred & fifty thousand dollars) in case of a work stoppage. Such funds shall be under the control of the Trustees and shall be used for no other purpose. These funds shall be set aside in an appropriate savings institution earning a guaranteed interest rate. The interest on these funds shall be deposited in a Convention Fund, to be used exclusively for National Conventions, State Conventions, State Training Seminars and National and State Rap Sessions.

Proposed to read:

The present Job Action Fund Account will be capped at \$350,000.00 (three hundred & fifty thousand dollars) in case of a work stoppage. Such funds shall be under the control of *Branch 599 members and monitored* by the Trustees; the fund shall be used for no other purpose. These funds shall be set aside in an appropriate savings institution earning a guaranteed interest rate. The interest on these funds shall be deposited in an *Officers/Stewards Fund, to be used exclusively for officers' and shop stewards' dues rebates and training as voted on by the membership. A complete report on these accounts will be given at each branch meeting by Trustees Chairperson.*

Submitted by: Gilbert Cabanas, Alan Peacock, Joe Oliva

Article XI
Funds

Section I

Now reads:

All funds of the Branch shall be deposited in such bank or savings institution as the Branch may determine.

Proposed to read:

All funds of the Branch shall be deposited in such bank or savings institution as the Branch *membership* may determine by *majority vote at a regular Branch 599 meeting.*

Submitted by: Don Thomas, Gilbert Cabanas, Joe Oliva

Standing Rules

3.

Now reads:

The installation of Officers/Stewards and Retirees' Banquet shall be held on the third Saturday in January every three (3) years following the December elections. Awards are to be presented at the Installation Dinner on a continuous basis to all

branch officers and representatives who have served faithfully for the three (3) year term.

On the years without officer elections:

- a. Shop Stewards will be installed at the January union meeting following the December elections. Awards are to be presented to all shop stewards who have served faithfully for the year.
- b. Retirees' Banquet will be organized and run by the Director of Retirees on a date set by the Director of Retirees.

Proposed to read:

The installation of Officers/Stewards *will be held every three (3) years at the conclusion of the Branch's January meeting* following the December elections. Awards are to be presented at this meeting on a continuous basis to all branch officers and representatives who have *faithfully served their term*.

On the years without officer elections:

- a. Shop stewards will be installed at the January union meeting following the December elections.
- b. [delete]

Submitted by: Leslie Ray Garcia, Don Thomas, Gilbert Cabanas

Article V, Section 3

Currently reads:

Notifications

In the election year, notification of elections shall be published in the July and August issues of the *Tampa Letter Carrier* or *Postal Record*, stating the offices for which the election will be conducted and the time, place and manner for nomination and election.

Every effort must be made in a timely manner to ensure that each member is notified of the pending election, which could also include mailing letters to member and posting the information in stations on the union bulletin boards.

Proposed to read:

Notifications

In the election year, notification of elections shall be published in the September and October issues of the *Tampa Letter Carrier* or *Postal Record*, stating the offices for which the election will be conducted and the time, place and manner for nomination and election.

Every effort must be made in a timely manner to ensure that each member is notified of the pending election, which could also include mailing letters to members and posting the information in stations on the union bulletin boards.

Submitted by: Terry Franklin, Mike Anderson, Julius Howard

Health Benefit Update

by **Detlev Aeppel**

Health Benefits Representative - Branch 599

Flu Season Is Near

The flu season will be starting soon so now is the time to get a current flu shot. Since the virus that causes the flu is constantly evolving last year's flu shot will not be effective against this year's flu variety. Therefore you will need a current version of the flu vaccine to ensure adequate protection.

That's the bad news. The good news is that the NALC Health Benefit Plan covers the cost of the flu shot and also the pneumonia vaccine. Specifically, the Plan covers the following: Seasonal Flu Vaccine (with H1N1 strain incorporated), Intranasal Seasonal Flu Vaccine (Flu Mist), Injectable Seasonal Flu High Dose (Flu Zone High Dose) Vaccine, Adult Pneumococcal Vaccine, Pediatric (7-Valent) Pneumococcal Vaccine, and Pediatric (13-Valent) Pneumococcal Vaccine.

You don't need to go to your doctor to receive these vaccinations. Many pharmacies, including CVS, Publix, and Target, just to name a few, have mini-clinics on premises to handle routine medical services like vaccinations.

You can contact Caremark Customer Service at 1-800-933-

6252 or go online at

<http://bit.ly/a4HMU7>

for a complete list of participating pharmacies near you. After you show the pharmacist your NALC Health Benefit membership card he or she will go online to confirm you are an active plan member. At that time the pharmacist will verify that you are eligible for both the vaccine and the administration of the vaccine at 100% coverage. If you are covered under Medicare Part B then you just need go to your health care professional for these vaccines.

Beginning January 1, 2011, many member's families will begin enjoying the first of the expanded health benefits mandated by the passage of the Affordable Care Act, Public Law 111-148, signed into law by President Obama. This law will allow member's children to remain covered under the Self and Family Benefit until age 26. Formerly, coverage ended at 22 years of age.

Some previous restrictions have also been lifted. Coverage is specifically extended to married children, stepchildren, foster children, children eligible for or enrolled in Employer-Provided

Health Insurance at their work, and children incapable of self support. Children are not required to be students or to live at home.



If you are not currently enrolled in the NALC Health Benefit Plan now is your opportunity to remedy that shortcoming. Open season runs from November 8, 2010 through December 14, 2010. Compare benefits and cost. If you haven't checked recently you will be surprised by what the NALC Health Benefit Plan has to offer.

In solidarity....

Are We Having Fun Yet?

Amazing Things Are Happening

It is quite amazing the things that happen come Officer Election time in Branch 599.

We get bombarded with bylaw changes We have some by-law changes submitted by some Retired carriers who have little or nothing to do with the everyday turmoil that the active carriers are dealing with today. I hope that these people do not expect to deal with your contract when it comes up next year. I can see them putting a proposal to eliminate your salary as it is today. Then they can negotiate a new contract for you.

Your salary will begin at \$20.00 per hour. You will get 2 raises per year for three years and you will be making \$50.00 per hour at the end of the contract. Then when the new contract comes up you will all drop back to \$20.00 per hour and then you can start over again. Yet your new contract will not take you to the top. Maybe \$30.00 and then three years later drop back to \$15.00. These by-law changes are not what the union is about.

I can't for the life of me, figure out what these so called union brothers were drinking when they submitted them. This is not what union members do. It is more

like that of the upper crust who are out to bust the union and take us into a Third World America where we have only two classes. The rich and the poor. Totally eliminating the middle class workers.

History has shown that during the recessions and the depressions, it is the middle class workers who can pull us back. Why because the middle class does the work and the middle class pays the taxes.

On a softer note, the USPS is having a difficult time financially. They cannot get the Flat Sorters on line fast enough and they need to eliminate employees. So how do they propose to do this? They are implementing this year in several office around the country, the new Smart Case.

Using the word smart might not be the word we would use. But the Post Office figures they can put in new cases with a head phone and microphone. A part time carrier can walk up to route he has never carried. He will pick up the head set put it in place and pick up a comfortable amount of mail in his left hand. He will then take the top letter in his right hand and read the address into the microphone and a

light will flash on the case where the letter is supposed to go and the carrier can place it in the case.

What does this tell you? It is quite apparent the Post Office wants to go to a full part-time work force and have all the flexibility it wants. It would eliminate the need for a full-time work force and therefore, eliminate all full time carriers. Makes a lot of sense.

But then again dropping Saturday delivery and putting 25,000 out of work makes the same sense.

There is only one by-law submitted properly and that by-law change is to correct the dates of notification for the elections. When submitting a by-law change, you sign it and print your name. The reason for this is to be able to see who signed the by-law and to make sure they are members in good standing

by Mike Anderson

Treasurer - Branch 599



Another Point of View

State of the Union

If you read President Good's article last month you know our union is in financial trouble, as what we are spending has not decreased as our membership has gone down. This decline in membership is not caused by any officer or member; it is a result of larger routes and retirement. Circumstances the Union cannot control. What the Branch can and must do is cut our expenses or increase our dues. Neither is a choice we want to make, however, it is the only logical way to go. During the TLC meeting, September 28, our President stated that the Branch is \$6,000-\$8,000 short of what we need for officers' and stewards' union dues rebates and the installation/retirees dinner. We have to pay the dues rebates, but we could cancel the installation/retirees dinner, which would save us \$6,000-\$8,000. The hard reality is, we have to make some tough decisions and we need to do this as soon as possible. We could install the newly elected officers and stewards at the January 2011 Branch meeting. As members you can no longer sit back and hope for the best...we all need to become more active.

In years past, TLC (Tampa Letter Carriers, Inc.) paid most of our Branch expenses; times where good, but this is no longer true. TLC is starting to improve, but we will never (in my opinion) return to those golden days. We donated money to different charities and had plenty left to help the Branch. We, the members, of Branch 599 reaped the benefits of Bingo and hall rentals. We sent members to conventions, training, Committee of Presi-

dents meetings, and delegations to Washington to lobby our representatives. All of this, because of TLC's ability to bring in money. The problem as I see it, is that we got very comfortable with being able to do all this without raising union dues and nothing was set aside for lean times. No one predicted what the economy would do, so now the Branch has to pick up what TLC was paying for us or we can cut our operating expenses. All of us need to vote on how we are going to spend money in the future. TLC has carried the Branch for as long as I have been a member, but TLC has to rebuild itself before it will be able to help the Branch again.

You, the active Letter Carriers, need to step up and let our officers know what you want and expect from our union. Doing nothing is not an option. Getting involved is the solution. We come from many different backgrounds and have many ideas on how to fix our union. Make no mistake, it is our union and we need to run it as a business; nothing is personal...it's business. Where do you see our Branch in 10 or 20 years?

We have some bylaw changes to be voted on at the November 4 Branch meeting that will go a long way toward getting us on track to operate within our financial means. You have candidates who will be seeking election in December, who believe these changes are in the best interest of all members of Branch 599. The Branch can run on our current dues income by making cuts, or we can continue business as usual and raise dues. Whichever direction, you the members, vote on is the direction the Branch will take. You,

by Don Thomas

President Emeritus - Branch 599

the members, are in control of the Branch's future, but to be in control, one has to show up and vote! The choice is yours—vote or live with what others vote for. It is your money and your Branch. The Branch only exists to represent you, the members of Branch 599, and for no other purpose.



What is an evening worth to you? Branch 599 meets on the first Thursday of each month at 7:30 PM. Is attending one meeting a month asking too much of you? The only person that can answer that is you! We have this great Branch because of sacrifices made by the membership in the 1950s & '60s and maintained by the membership ever since. Many have made great sacrifices for the membership over the years. What are you willing to do for our union today and in the future? You, the active carriers, are being paid a good wage because of the union...not because management thinks you deserve it. The past belongs to the retirees and the future belongs to the active carriers.

Come out and vote for or against the bylaw changes at the November 4, Branch meeting! Also come out and vote for your Union leaders at the December 2, Branch meeting, or request an absentee ballot for the December election. A vote not cast is a wasted vote! You and your vote are important to our future! The union needs you and you need the union. What are you willing to do to preserve your future? One night a month is not asking a lot! Will you show up?

Federal Tax Credits Set to Expire by End of Year

Putting off that home improvement project? Waiting too long could be detrimental to your wallet.

On Dec. 31, the federal tax credit worth up to \$1,500 for energy-efficient home improvements will expire, leaving procrastinating homeowners out in the cold - or at least chilly from their old, drafty windows.

In addition to tax credit savings, many window sellers are offering savings on qualifying windows during October, which happens to be National Energy Awareness month.

"The timing couldn't be better for value shoppers to make the investment into new energy efficient windows for their homes," says Erin Johnson, window expert for Edgetech I.G. "Special offers and tax credits will add up through December, but the long-term savings on energy bills will be long-lasting if consumers do their homework to find the right windows to meet all of their needs."

Shopping for replacement windows
The first rule of thumb when shopping for new sustainable windows is to understand what the labels mean, and to read them carefully. Windows that bear the ENERGY STAR label are proven to reduce heating and cooling costs, and are National Fenestration Ratings Council (NFRC) approved for U-factor (the rate of heat loss through the window) and solar heat gain (how well the window blocks heat from the sun).

To meet the federal tax credit requirements, windows must achieve a .30 U-factor and .30 solar heat

gain coefficient, and this information should be clearly marked on the windows. But to ensure the long-term performance of replacements, there are a number of other factors that should be considered, including condensation resistance.

"The existence of condensation on windows is a sign that a window is inefficient," Johnson says. "This can even occur in newer, poorly constructed windows and will lead to other problems, including mold and damage to curtains, walls, carpet and the window itself. Most importantly, moisture can lead to seal failure and the need to replace the entire window system."

Some NFRC labels include condensation resistance (CR), which is reported on a scale from one to 100, and measures the ability of a product to resist formation of condensation on the interior surface of the product. The higher the CR rating, the better that product is at resisting condensation formation. While this rating cannot predict condensation, it can provide a credible method of comparing the potential of various products for condensation formation. This rating is not required to be posted on new windows - so be sure to do your homework if it isn't there.

The primary component to watch for to prevent condensation is the spacer - the window component that separates and seals the two panes of glass. According to the NFRC, an important step toward reducing the potential for condensation is the use of a warm edge spacer system that reduces the conductivity through the edge of the window.

"Non-metal, dual-sealed warm edge spacer systems, such as Super Spacer, are less conductive than metal spacers, which leads to less condensation in insulating glass windows," Johnson says. "Because of its all-foam, no-metal design, Super Spacer offers the highest condensation resistance in the industry."

According to Johnson, all-foam spacers have other benefits that will ensure the long-term energy performance of replacement windows. "Rigid, metal spacers do not bend, so over time stress from wind, snow and barometric pressure changes can cause the seal to crack. A flexible spacer will expand and contract with weather changes, keeping the seal intact and the window performing longer," she says.

A survey conducted by the Alliance to Save Energy found that 64 percent of homes in the U.S. have single-pane windows, which contribute up to 35 percent of energy wasted in buildings. In cold climates, energy-efficient, dual-pane windows with low-e coatings can reduce heating bills by as much as 34 percent. In warm climates, they can cut cooling costs by 38 percent.

For more energy-efficient window buying tips and tax credit information, visit

<http://www.sustainaview.com>.

Courtesy of ARA Content

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>

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