



# Tampa Letter Carrier

## From the President's Desk

### Route Count and Inspections

The months of March and May are targeted for route count and inspections this spring. They began in Ybor, Commerce and Produce the week of March 4. Hilldale Annex 33634 (only) is slotted for the week of March 18. Then Interbay and Temple Terrace will be closing out during the week of March 25. The final spring count and inspection will be the week of May 13, at Sun City Center. Tony Diaz and Detlev Aepfel held the first route inspection class and unfortunately only about a half dozen carriers showed up for it. I was informed that the class went well.

### Staffing Changes

One only knows what could be scheduled in the future with all the other things that are coming with the new City Carrier Assistants [CCA] staffing changes. It will be fortunate to get through the hiring phases and see that all the TE carriers have their opportunity as it

should be and then eventually gain their relative standing towards being converted to full time carriers. As senior employees, we all should reach out to all our fellow carriers regardless of their relative standing and assist them and give them guidance as they are the future of the Postal Service and we need them to have the opportunity that we have been given. As a Union, we are all in this fight for that future together; we can't just think of how changes affect us personally. It is very easy to focus on our own circumstances and our own set of problems and sometimes they can become huge distractions but life will continue regardless. There is no rearview mirror for human understanding or for human error, we can only look forward to brighter tomorrows through our joint efforts.

### Get Involved... It's YOUR Job!

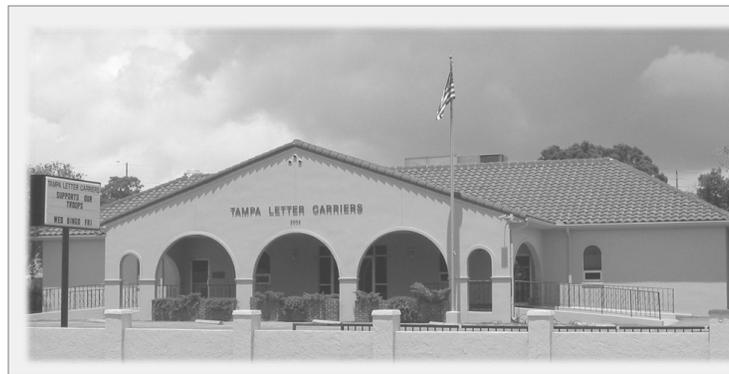
We are asking again for all of you to call your Sena-



**Alan W. Peacock**  
President, Branch 599

tors and Representatives to ask them to quit playing the shell game with our lives and the future of America's Postal Service. Tell them to quit getting in the way and let us compete without the shackles they have burdened us with. With the proper tools and the right leadership we will continue to be the best Postal Service and still most trusted agency of the federal government. March 24 is the scheduled *Day of Action* for the fight to save six-day delivery and we plan to hold a rally at the Carrollwood Post Office from 1-3 PM, then have a tailgate cookout; the area branches are supplying food for the cookout. Hopefully there are enough concerned letter carriers to show up and garner community support for the future of six-day delivery for our customers. We need to take every opportunity to

*(Continued on page 3)*



**Branch Meeting**  
**Thursday**  
**April 4**  
**7:30 PM**

## Branch 599 Office

3003 W Cypress Street  
Tampa FL 33609-1617

813.875.0599

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www.nalc599.com

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President

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8 AM – 4:30 PM

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## Tampa Letter Carrier

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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.com no later than the 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

## Officers

Position	Officer	Phone	Email
<b>President</b>	Alan W. Peacock	813.765.0599 office 813.875.0599	apecock.nalc@verizon.net
<b>Vice President</b>	Tony Diaz	813.598.9635	tony_diaz599@yahoo.com
<b>Recording Secretary</b>	Michael Brink	813.661.1639	recording.sec@nalc599.com
<b>Financial Secretary</b>	Gilbert Cabanas	813.855.0516	financial.sec@nalc599.com
<b>Treasurer</b>	Ray Garcia	813.787.3640	treas.ray@nalc599.com
<b>Sergeant-at-Arms</b>	J.C. Howard	813.310.0689	
<b>MBA/NSBA</b>	Al Guice	813.422.4967	
<b>Health Benefit Rep.</b>	Terry Franklin	813.758.3061	
<b>Director of Retirees</b>	Lance Jones	813.220.1292	
<b>Trustee Chair</b>	Lori McMillion	813.263.7101	
<b>Trustees</b>	John DeRosa	813.850.8418	
	Warren Sumlin	813.486.7612	
<b>Labor Management</b>	Sam Santilli	813.215.7595	
	John Rowland	813.770.7769	
<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good		

### Executive Board

#### Meets

Thursday 6:30 PM

April 4

May 2

### Shop Stewards

#### will Meet

Tuesday 7 PM

April 2

April 30

## Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches Chief Steward, Brian Obst				727.458.0679
Brandon	33510/11	Detlev Aepfel	813.661.1639	813.505.7914
Carrollwood	33618	Eddie Berroth	813.960.8894	813.493.5224
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Rocky Randels	813.935.2954	813.766.2604
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale/Annex	33614/34	Varick Reeder	813.874.6809	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.935.0244
		Tim Hurlstone, Alt.	813.873.7189	813.367.7718
Interbay/Port Tampa	33611/16	Marie Brown	813.831.2034	727.331.9907
Interbay/Peninsula	33629	Sammy Graham	813.831.2034	813.454.3319
		Clement Cheung, Alt.	813.831.2034	813.758.5910
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Don Wiseman	813.719.6793	813.713.6273
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570	George McClelland	813.634.1403	813.270.5035
Seminole Heights	33603	Tony Diaz	813.237.4569	813.598.9635
Sulphur Springs	33604	John Rowland	813.237.4569	813.770.7769
TCA/Peninsula	33609	Troy Figueroa	813.873.7189	813.403.1644
TCA/West Tampa	33607	Don Wiseman	813.873.7189	813.713.6273
Temple Terrace	33617	Warren Sumlin	813.988.0152	813.486.7612
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Detlev Aepfel	813.242.4507	813.505.7914

# From the President's Desk

(Continued from page 1)

open the eyes of the public and to put pressure on Congress to right the ship that they began sinking in 2006. Of course they have been plugging holes in a lot of other sinking ships in this country for the past six years and now it's time to turn this country on a new course to energize the economy, bring our troops home, and establish growth in American jobs. It's time to take care of home while understanding we share this planet with many diverse nations whom most share the same concerns we do and just want to live in peace.

## Local Issues

On the local scene there are some matters that are continuing to be dealt with very little cooperation. Let's start with employees that have medical restrictions; it is as plain as that, they have medical restrictions from a physician and the last time I looked there are no doctors working in delivery offices. If you have any restrictions you should follow them 100%; management has no authority to violate those restrictions and it is a serious problem if you let management violate them. They cannot by any means give you instructions or direct orders to violate your restrictions. There are some instructions we have to follow and the

ones we don't, pertain to anything that jeopardizes our safety or anything that can be considered illegal. If you are given an instruction that you don't agree with or feel indifferent about its interpretation, follow the instruction then ask to see your steward if you cannot resolve the issue with your supervisor. When you feel like something is creating an unsafe situation you should fill out a 1767 and report the unsafe condition. Another concern is when you are disciplined for failure to follow an instruction that you don't feel is correct, don't continue to disobey the instruction until that issue has been resolved through your steward or B-Team decision. Management likes to stack discipline even when it is not warranted; it is just another form of intimidation and control. The period for local negotiation is scheduled to begin on April 1, 2013. We have no intention of opening our local but it has been reported that the district office is mandating every office to request that their locals be negotiated. We will certainly ask the membership what their desire is, but we will recommend that they support our decision because our locals are not by one item at a time, they are all 22 items that are open for negotiation. Some things are better left alone, especially in the times we are currently in.

## Community Involvement

Plans for the NALC Food Drive are underway and there is opportunity to get some new sponsorship involved and that is badly needed. The last MDA *Bowl-A-Thon* also made over \$1,000 with very limited bowlers but some generous donations. *Making a Muscle* could use a little help and hopefully the final *Bowl-A-Thon* this summer will be our best one and one that helps these very deserving kids have a great time at summer camp!

**To sum it all up and reflect upon current conditions,** I think this quote from Benjamin Franklin, the first Postmaster General, is very applicable to our current Postmaster General: *All human situations have their inconveniences. We feel those of the present but neither see nor feel those of the future; hence we often make troublesome changes without amendment, and frequently for the worse.*

Faternally Yours for a Better Union,  
*Alan Peacock*  
President, NALC Branch 599



**Bag Day Volunteers are needed on Saturday, April 20,** to help with distribution of Publix bags in preparation for our Food Drive. You will report to the L&DC on Grant Street, off of 22nd Avenue in Ybor City. If you are interested in helping out, please contact the Branch Office, 813.875.0599.

## Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family of **William Lister** [retiree] who passed February 20; to the family of **Carmelo Calderone** [retiree] whose passing was February 23; to **Ernest Polite** [retiree] at the passing of his wife, Dorothy, February 23; and to **Norman Almand** [retiree] and family at the homegoing of his granddaughter, Kristen Almand Ross, March 4.

# Treasurer's Report – February 2013



Ray Garcia  
Treasurer  
Branch 599

January 31 BB&T **Operating Account** \$11,868.87

## Deposits

NALC Secretary Treasurer [2]	\$18,696.55
Branch Union Dues [5]	130.22
MBA/NSBA	55.50
Lakeland Letter Carrier Newsletter	324.70
MDA Bowl-A-Thon	512.00
MDA Personal Donations [7]	270.00
MDA Donation T&C Station	153.00
BB&T Interest	.09

## Expenses

Branch Officer Salaries [13]	\$1,741.28
Branch President Salary [2 PP]	4,921.60
Branch President Health Benefit [2]	326.04
Branch President Receipts	224.40
Branch Office Secretary Salary [2 PP]	2,400.00
Branch Office Secretary Health Benefit	741.00
Branch Office Secretary Vacation [40 hrs]	600.00
Branch Steward Salaries [18]	2,695.00
Branch Steward Reimbursements [8]	792.64
MBA/NSBA Rep	55.50
Editor/Webmaster Salary [monthly]	160.00
Security Guard during Branch Meeting	45.00
Branch Meeting Expense [2]	84.75
FL AFL-CIO Dues [3]	360.00
NALC Secretary-Treasurer	25.00
IRS Taxes [form 941 Jan]	3,832.81
Reimbursement Expenses [1]	131.02
Retirement Gratuity	200.00
Branch Retiree Dinner Reimbursement	49.19
Ray Anthony Printing	222.40
United Members Insurance [building]	2,609.20
Pitney Bowes	84.17
Great American Leasing [copier]	329.89
Akita Copy Products	806.62
QuickBooks Intuit Online [monthly]	24.95
Verizon [phones & internet]	366.29
AT&T Wireless	94.23
Staples [office supplies]	843.08
BB&T Online Service	14.95
BB&T Operating Account Fee	2.00

January 31 BB&T **Building Fund Account** \$29,034.23

## Deposits

Hall Rental Income [10]	\$7,449.33
Rec Room	40.00

## Expenses

Building Manager Salary [monthly]	\$600.00
Rental Agents [1]	70.00
Custodial Services [2]	300.00
Building Manager Expense [2]	229.50
Reconciliation of Account	1,318.90
Repair Material Refund [Randels]	17.57
Repair Material Refund [Bailey]	40.00
City of Tampa Utilities	421.47
TECO	646.74
TECO Gas	120.48
Crenshaw Termite & Pest Control	39.59

## Accounts as of February 28, 2013

BB&T Operating Account	\$9,444.92
BB&T Building Fund	32,830.21
MidFlorida Credit Union Savings	254.97
MidFlorida Credit Union CD	100,000.00
Regions Bank CD	50,000.00
USAmeriBank CD	200,000.00
USAmeriBank MM [Training Fund]	7,620.43
<b>Total Balance Available</b>	<b>\$400,150.53</b>

## Retirees Breakfast

Monday April 1 9 AM Coffee Cup  
4407 N. Hubert Avenue, Tampa

## Sunday Work Party at the Hall

April 7 9-11 AM

# Around the Horn

Brothers and Sisters, last month I missed writing my article due to the fact there was a hard deadline due to a proposed bylaw change this month and I was at a National Rap Session in Las Vegas. I appreciate the opportunity offered by President Peacock and the approval by the membership to represent Branch 599. I have provided a detailed report that is included in this month's newsletter, separate from this article.

During the past two months there is so much that has transpired it would be impossible for this article to cover it all. I begin with...

## Hail to the Retirees

I want to acknowledge all the retirees who attended this year's annual dinner on January 19. The Chart House Restaurant was the chosen venue and our Director of Retirees, Lance Jones, hosted the event. It was a wonderful time for all! The evening provided a fabulous dinner; guest speakers from national, regional and the state level; and very nice gifts for all the retirees who attended. I look forward to attending this event every year to recognize the carriers who served before and with me. The conversations and stories are priceless; it is nice to reminisce and *catch up* with all these proud retirees. We recognized several long-standing NALC members, two of whom had surpassed sixty years. I am excited to mention, about a dozen of the retirees told me they continue to enjoy reading my monthly articles. So a *special thanks* goes out to my longtime loyal followers of *Around the Horn*.

## Prepare to fight to keep 6-day delivery

President Rolando addressed the announcement of the Postmaster General, and he did so sternly and unsympathetically at the Rap Session. The announcement by the Postmaster

General to eliminate Saturday mail delivery was also met with a vow by President Rolando that the NALC will pursue any legal avenue to stop this action. The Postmaster General's action immediately drew ire and was denounced by legislative friends of the NALC throughout the country. **What can you do?** Become an e-Activist—it is free and you will receive important e-mails that pertain directly to your job. Log on to NALC.org for the latest news and updates, also Postalnews.com—we must be pro-active to save our jobs! Support Senate Bill 316, HR Bill 630, and HR Bill 30; these all support 6-day delivery. Sunday, March 24, the NALC will have conducted a day of action. Hopefully, all of you will have participated, in the mobilization of support for Saturday delivery service. We will be sending out information on any upcoming NALC events through your shop steward and at the monthly union meetings—stay tuned, our jobs are on the line.

As an e-Activist you will receive information such as the following:

Dear Tony,

As early as next week, the Senate is set to begin debate on extending the current continuing resolution (CR) to fund the government through the end of the fiscal year, ending Sept. 30, 2013. As you know, the language that mandates continuation of six-day-a-week mail delivery is part of the annual appropriations process and thus is included in the CR.

Given Postmaster General Donahoe's recent announcement that he plans on eliminating Saturday delivery beginning Aug. 5, it is more important than ever that we weigh in with our senators and insist that, as they consider the extension of the CR, they make absolutely certain that the language preserving six-day mail delivery stays intact.

Before a recent hearing of the Senate committee that oversees the Postal Service, the postmaster general urged Congress to strike the language in the

CR and allow him to move to a five-day delivery schedule.

"Please do not put language in that says specifically you can't do it, because I would obey the law and wouldn't do it," Donahoe said.

This is why we need to ensure that our senators on Capitol Hill make it crystal clear to the PMG that they are NOT giving him the authority to circumvent the will of Congress and end Saturday mail delivery.

Beginning tomorrow morning, please call 888-987-3602, where you will be patched through to Sen. Nelson's office. Remind the senator that eliminating Saturday delivery is not only shortsighted as a business strategy -- by giving away the Postal Service's biggest competitive advantage and threatening the network -- but doing so would eliminate 80,000 good middle-class jobs at a time when the country cannot afford higher rates of unemployment.

We need Congress to discuss comprehensive postal reform, not the hasty elimination of delivery frequency language that has been included in every congressional spending measure for more than 30 years.

Please ask your senator to ensure that continuation of six-day-a-week mail delivery gets included in the CR extension when it comes up for a vote on the Senate floor in the coming weeks.

Thank you for your continued efforts. I will be calling on you again soon as we continue the fight to save Saturday mail delivery and get Congress to pass responsible postal reform legislation.

In Solidarity,



Fredric V. Rolando, President  
National Association of Letter Carriers

## Quick Hits:

### Information you should know

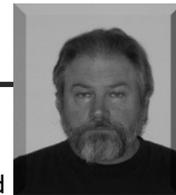
\*) Vincent Sombrotto, the Greatest

(Continued on page 6)



**Tony Diaz**  
Vice President  
Branch 599

# Unionism—Random Musings of a Union Mind



**Brian Obst**  
Tampa Stations/  
Branches  
Chief Steward

I wonder if the Postmaster General was thinking of the history of the Postal Service when he decided to tell Congress to take a hike. It is my learned opinion that our founding fathers are not just rolling over, they are pinwheeling in their graves. The United States Postal Service has been an institution in this country even before this country existed! In 1775 the Second Continental Congress appointed Benjamin Franklin as the Postmaster General and our Postal Service has been going ever since. There have certainly been some rough times over these 237 years, but the men and women of the Postal Service have always come through for the country.

The Postmaster General, with his narrow view has forgotten the purpose of the Postal Service, as so eloquently stated by our first president, George Washington:

*Let us bind these people together to us with a chain that can never be broken.*

Today, our Postmaster General believes that the only way to save the Postal Service is to take a hammer and chisel to that chain and begin its ultimate destruction, thereby ensuring the ultimate demise of the Postal Service as well.

The issue of Saturday delivery is so

important to the welfare of the Postal Service as a whole that I call on all who read this article to pick up a phone and call your Congressman/woman and remind them that we care about the Postal Service. Tell them that you want them to co-sponsor House Resolution (H.R.) 30 to maintain 6-Day Mail Delivery Service; tell them we want to strengthen the chain that binds us together, not destroy it.

The passing of former president of the NALC, Vincent R. Sombrotto, comes at a time when all union members should stop and reflect on where we have come from and where we are going. President Sombrotto rose from the ranks of the working carriers to lead the NALC through a period of tremendous change which was to benefit all carriers and if I may say, all workers in the Postal Service. His leadership was able to mobilize the working carrier to strive for greatness and through that he was able to get the Postal Service to recognize the value that the carrier workforce was for the entire country, not just the Postal Service. I am honored to have been able to meet the man and I truly mourn his passing, but I take solace in the fact that President Sombrotto did what we should all be trying to emulate—Identify and Train our replacements. President Sombrotto

passed the torch to President William Young who then passed it to our own Fredric Rolando and the NALC has nary skipped a beat in the process. This is something that all of us should be practicing in our jobs daily. It doesn't matter if you are a carrier, steward or branch president; we always want to train those that will inevitably replace us for the good of the whole organization.

When Management believes all carriers are lazy thieves and Carriers believe all Management is incompetent and ignorant, how can we find common ground to work out our differences?

These are just some thoughts that have been bouncing about my brain and I thought I would pass them on. It is my hope that these thoughts might stir you to examine things closer to see what is being or should be done with our jobs and the Postal Service in general.

As always – **Knowledge is the Key.**

*Brian Obst*  
Tampa Stations/Branches Chief Steward

## Around the Horn

*(Continued from page 5)*

NALC President and one of the most significant US labor leaders in recent decades passed on January 10. The February issue of the Postal Record included a great tribute to a towering figure who served the NALC for seven terms (1978-2002). President Emeritus Sombrotto made a name for himself

when he assumed control of the pivotal 1970 wildcat postal strike that led directly to the creation of the modern United States Postal Service. From there he ascended through the ranks to become a powerful leader. His many achievements included turning COLCPE into one of the largest political action committees in the labor movement. His active support of MDA helped raise

tens of millions of dollars. In 1992, he began the NALC Food Drive, which is now the largest one-day food drive. Thank You, Vince, for your tireless efforts in leading the NALC to attain the wages and benefits we have been afforded to benefit from. —*Postal Record*

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

# Proposed Bylaw Changes

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## ARTICLE VI – Duties of Officers

*Currently reads as follows:*

### **Duties of Labor Management Representative**

For the faithful fulfilling of his/her duties, the two (2) Labor Management Representatives shall each receive \$25.00 per month for allowed expenses.

*Proposed to read as follows:*

### **Section 12: Duties of Labor Management Representative**

For the faithful fulfilling of his/her duties, the two (2) Labor Management Representatives shall each receive \$25.00 per month for allowed expenses.

*Signed by:* Michael Brink, Terry Franklin, John Rowland, and John DeRosa

## ARTICLE VII – Fees, Dues, Fines and Assessments

### Section 1: (E)

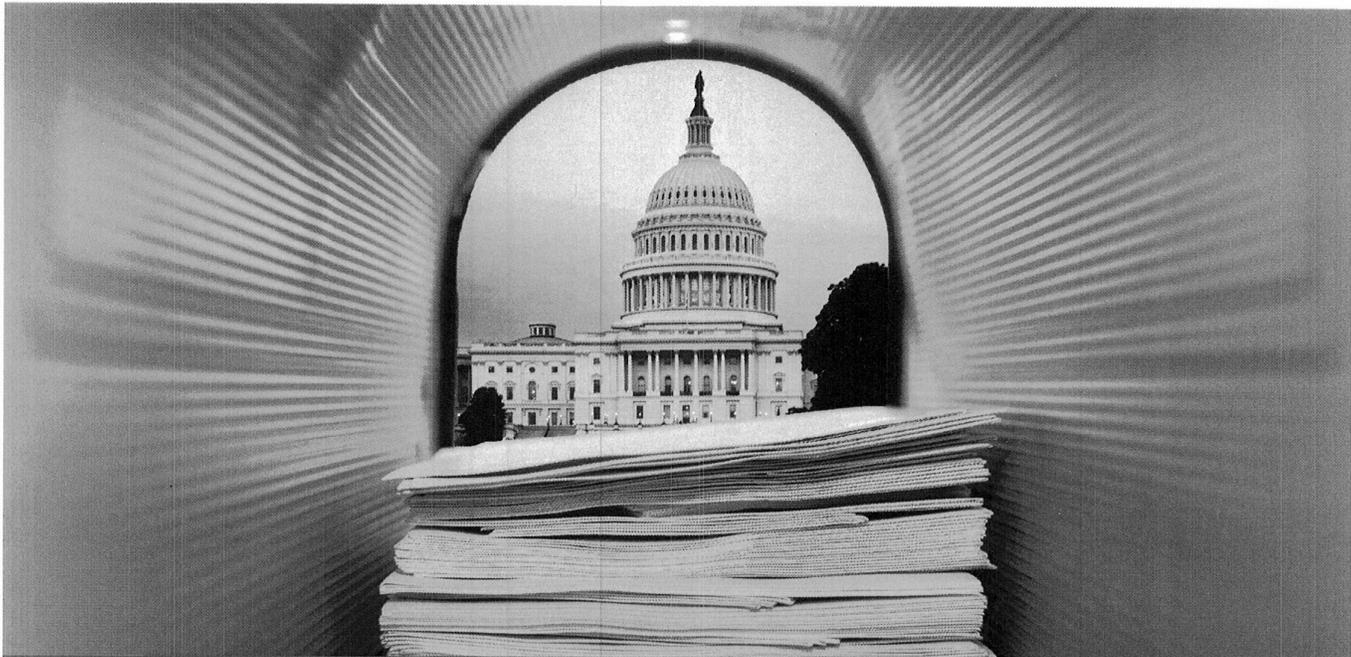
*Currently reads as follows:*

The present Job Action Fund Account will be capped at \$350,000.00 (three hundred and 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 as follows:*

1. The capped amount of three hundred fifty thousand dollars (\$350,000.00) shall be reduced to two hundred thousand dollars (\$200,000.00).
2. The two hundred thousand dollars (\$200,000.00) shall be set aside in an appropriate institution/s earning a guaranteed interest rate.
3. The interest on this fund/s shall be deposited in an appropriate institution account designated as the Training and Convention account/s.
4. This interest deposited in the Training and Convention account shall be used exclusively for National Conventions, State Conventions, State Training Seminars, National Rap Sessions and State Rap Sessions.
5. The remaining one hundred fifty thousand dollars (\$150,000.000) shall be placed in the Building Fund.
6. The specific use of the fund of one hundred fifty thousand dollars (\$150,000.00) is to be utilized to repair the building/property known as A.R. 'Tony' Huerta Branch 599 located at 3003 W. Cypress St. Tampa, Fl. 33609-1617.
7. An in depth monthly report as to the financial balance amount of this specific fund shall be given to the Building Trustees and to the membership of Branch 599 as per Article III Meetings Section 1 by the Treasurer.
8. Any repair must have a minimum of three (3) bids by a licensed/certified contractor/s and a guaranteed warranty/s.
9. The use of this fund must be approved by the Building Trustees and two thirds of the membership of Branch 599 attending a regular or a called special meeting.
10. All expenditures upon this approval shall be tracked by the Building Trustees.
11. When all billing statements are acquired the Building Trustees will authorize the President to issue a warrant/s to be signed by the President, Financial Secretary and the Treasurer to have said bill paid as directed.
12. Upon the request of any member of Branch 599 in good standing, he/she shall have access to all information// documentation with regard to any expenditures of this fund.

*Signed by:* Leslie Raymond Garcia, John DeRosa, Gilbert Cabanas, John Gebo, Jose R. Oliva, and Henry Dupree.



*Delivering for America Rally*

# Let's deliver a message to Congress.

## **USA FOR SIX DAY! DON'T DISMANTLE THE POSTAL SERVICE!**

The Postal Service's plan to end Saturday mail is an attack on the future of this great institution, on the customers who need it, and on the employees who support it!

The American people depend on Saturday delivery to keep us connected and to facilitate our business. Eliminating a day of delivery will hit rural communities, small businesses, and senior citizens the hardest. This isn't a change the American people want or that the Postal Service needs.

**Make your voice heard! Join the March 24th  
Delivering for America rally to preserve six-day  
delivery. Tell Congress to stop dismantling the  
Postal Service so it can keep delivering for America.**

**When: 1-3 pm  
Sunday, March 24th  
Where: Carrollwood  
Post Office  
12651 N. Dale  
Mabry Hwy.  
Tampa, FL 33618**

**Contact NALC Branch 599  
for info: 813-875-0599**

**Tailgate Cookout  
after the rally**

**DELIVERING  FOR AMERICA**

[deliveringforamerica.com](http://deliveringforamerica.com)

# A Point of Personal Privilege

In the *Postal Record* for December 2012, volume 125/number 12, our current national officer, Secretary-Treasurer Jane E. Broendel, wrote an article entitled, ***Don't give back local dues!*** I am going to quote her article verbatim: *The reimbursement of local dues to members limits branches' ability to pursue NALC's many objectives and is discouraged. Many officers have stated that they would like to use local dues for representational and/or training opportunities, but they are concerned about backlash from members who are accustomed to receiving a dues refund each December. Officers should get buy-in on discontinuing the dues refund by explaining to their members that proper training of officers and stewards benefits every member. Participation in training and rap sessions gives branch officers and stewards the opportunity to interact with their national business agents and regional administrative assistants as well as other NALC activists. The opportunity to ask questions and get answers first-hand is invaluable in strengthening the knowledge base of those who are responsible for representing letter carriers. In addition, this information can be shared with the general membership at a branch meeting/training. Another sensible use of union funds is to send members to state and national conventions, which not only set the directions for the future, but also provide a vast array of educational opportunities for all members. Some members may not wish to serve as stewards or otherwise handle grievances, but may be interested in developing the skills to become an administrative officer, legislative coordinator, branch editor or fundraising coordinator for MDS, COLCPE or PERF. Conventions are great opportunities for new or less-involved members to become exposed to all facets of the NALC and thus increase the likelihood of getting more members involved in*

*the branch. Other uses for branch funds may be an annual picnic, steward award dinner or retiree brunch—all intended to promote solidarity. Besides hindering the objectives of the NALC, there are Internal Revenue Service (IRS) reporting issues to consider when refunding dues to officers, other union employees and/or members. IRS reporting requirements are complicated and NALC takes the conservative approach on refunding dues to officers, other union employees and members. Dues, in any amount, refunded to an officer or other union employee must be treated and taxed as wages. **Dues refunded to a member, if under \$600 in a calendar year, need not be reported to the IRS by the branch. However, the member should report the amount to the IRS as additional taxable income—yes, even though the dues were deducted from the member's paycheck after taxes. This is true because the union is providing a benefit to the member. Any dues refund to a member equal to or exceeding \$600 should be reported to the IRS and the member using a Form 1099-MISC.***

Tampa Letter Carriers, Inc. can no longer give the Branch (what was called "a clerical error") moneys and at the end of TLC, Inc. the Branch was paying TLC, Inc. \$600 a month in rental fees. It is my belief that the only members that should receive the reimbursement of local dues are the officers and stewards that are grievance representatives. Inclusive in this list would be the President, Vice President and any officer that is also a steward. If an officer is not a steward, other than the President or Vice President, they should not receive the reimbursement of their yearly dues. **Our branch currently has 8 officers that are not stewards...the Recording Secretary, Financial Secretary, Treasurer, Health Benefit Rep, a Labor/Management Rep, MBA/NSBA Rep, Director of Retirees, and a Trustee that**

**receive their yearly dues reimbursed.** As National suggests above, maybe a new bylaw should be made to include their suggestions.



**Ray Garcia**  
Treasurer  
Branch 599

The building located at 3003 W Cypress is in dire need of major repairs as I have mentioned in several of my articles. We need the assistance of every member to increase our monthly rentals for additional revenues to properly achieve those repairs. Waiting is not an option and could be extremely hazardous should deteriorating wood, doors, etc. collapse. Many individuals have suggested the building should be sold. A new building of a smaller size could be bought or rented with the profit made from the selling. However, after the moneys for the selling has been spent for a downsized building what additional revenue would be necessary to maintain the new facility? Yes, we do have moneys returned to the branch from National every two weeks, but it is based on membership dues. Even with the hiring of City Carrier Assistants [CCAs] our membership roles have decreased from over 600 in January of 2011 to a little over 500 in March of 2013. The new facility would not be large enough to rent out and there would be limited parking. Therefore, no monthly meetings of over 50 members could be accommodated.

I have heard numerous praises about our branch's newsletter under the supervision of Phyllis Thomas. Letter carriers from other states comment on how professional the newsletter looks, unlike years in the past. The layout of it is well spaced; the articles are placed so that they can be easily read; and when more than one page is needed, the articles are normally continued to the next page for continuity. Phyllis, thank you.



The intention of the new Bargaining Agreement terms of the Arbitration Award of 10 January 2013 was to provide an **opportunity** for all current TEs to be employed as CCAs, through the process with their test results and legal requirements (Section J, page 13).

- TEs could not go directly to career carriers.
- The NALC attempted to negotiate for a higher entry wage for all CCAs.
- The small window to hire, (90 days) was meant to benefit TEs in an effort to get them all hired back.
- CCAs will be hired by their test scores.
- TEs converted to CCAs will have their annual leave (if they have any available) paid to them in a lump sum at the current salary scale.
- CCAs converted to career/full-time will have their annual leave (if they have any available) paid to them in a lump sum at their salary scale.
- Relative standing (seniority) was very important in negotiations.
- Relative standing is time served applied once you are hired.
- Relative standing cannot help you get hired; it can help when you are hired.
- CCA status – relative standing is non-career
- Regular status – career
- Relative standing is time served at any installation, anywhere.
- Relative standing can be counted back to September 2007; anytime before this date is negated.
- Relative standing still applies should you not be hired in this first round.
- Only TE time worked counts towards relative standing, (not past casual time or any other past assignment).
- Relative standing has no effect on the pay scale.
- Relative standing will affect opting and annual leave submission.

## 2 MOUs were created:

### MOU - M-01800

TEs hired as CCAs will be paid at their TE rate through April 19, 2013. TEs hired as CCAs on or before 11 April 2013 will be given a one day break between appointments, on a Sunday, Day 2 of the Pay Period.

### MOU - M-01799

TEs taking the Exam 473 will be on the clock for the time spent taking Exam as well as any necessary travel time, by selecting the test site closest to their work location.

## Facts

- 90,000 people took the test nationally.
- 32,000 CCAs will be hired nationally, not necessarily in first phase.
- Currently there are 16,000 TEs nationwide.
- 800 TEs are experiencing some type of problem; any TEs that had issues were addressed through the Business Agent's Office.
- If the assessment test was failed, we were able to create a new profile with a new email address.
- There are 3 reasons why a TE would not be hired as a CCA: 1. DID NOT APPLY, 2. RECEIVED A BAD SCORE ON TEST, or 3. FAILED THE TEST.
- CCAs are hired for 360 calendar days with a break in service 5 calendar days between appointments.
- CCAs will have a new Form 50 generated after all 360 day assignments.
- New Form 1187, (NALC – Form to join the union) are not necessary – with TE to CCA, through breaks in appointments, or

to career appointment.

- At this time, union dues will remain at the same scale for newly hired CCAs as for regulars. This issue was discussed; it will be studied by the task force to see if another dues pay scale can be created; the reasoning is, we have 93% of career carriers that are union members and 70% of TEs; we will make every effort to organize all CCAs.
- CCAs can work in an overtime status before a regular carrier.
- No Holiday pay for CCAs.
- After this initial hiring there will be no register; another register will begin during the next phase of hiring.
- After this initial hiring and you are not hired, you will be afforded to take Exam 473 after 120 days or when a job(s) is/are posted on e-career.
- Most recent score is counted, not the best score.
- A TE hired as CCA and is still in a 360 day appointment, will have their Form 50 changed for the remainder/duration of the appointment.
- If a TE was or is fired after taking the test for a CCA, they may go through the hiring process and their relative standing is still relevant if re-hired.
- If a TE is fired for a serious violation they are not restricted from the hiring process, however this could hinder their hiring.
- If a TE is hired as a CCA during this hiring period, a TE hired during a later hiring period could still have more relative standing even if hired on a later date.
- The task force will study the conversion of PTFs to regular nationwide; the goal is to convert all PTF carriers by the end of the new contract, 2016.
- PTFs will be given the option to move to another office to become a regular if the opportunity to convert is not possible in their office (smaller installations).
- Should a CCA end up on an opt, Article 41. Section 2.B, and the PTF has no work available, the PTF will bump the CCA; this will be addressed on a day-to-day basis.
- Transfers in the future will enter installations as junior regulars in installations with no PTF carriers.
- JCAM, Article 11.6, pg. 11-3, the Holiday pecking order, CCAs replace TEs.
- 1 in 4 hires must be a transfer (e-reassign), Hiring Memo, CCAs not subject to Hiring Memo.
- Article 12, Principles of Seniority, Posting, and Reassignments, remains the same.
- If a CCA being converted to career refuses the appointment, their relative standing is still in effect; a CCA cannot be forced to become regular, **not advised**.
- Anyone that comes in as a CCA should not turn down any locations; they can always attempt to transfer at a later date.
- Career CCAs will reach top pay in 12 years 4 months, same as career/regular carriers, each step increase (15) will have a duration of 46 weeks, beginning salary is 58.75% from top pay, 2.75% rate for step increases will expedite the process.
- Article 7, Section C, created for CCAs.

- CCAs, no COLA until converted to career.
- Article 25, Higher Level Assignments, CCAs cannot bid on a higher level position, however, if they are doing higher level work they should be paid, **Updated**. In such cases the CCA's PS Form 50 must be revised to reflect that s/he is assigned to a Carrier Technician position; **this will need to be monitored**.
- Guarantee for CCAs is 4 hours, same as PTFs in a Post Office or facility with 200 or more work years of employment.
- Will CCAs have the opportunity under maximization?  
No, maximization, is currently when a PTF works at least 40 hours a week, 5 days a week over a period of 6 months.
- CCAs shall not exceed 15% of the total number of full-time career city carriers in that district (under Article 7.1.C.1).
- CCAs cannot lose their opt/bid/hold down on a route while on their 5-day break.
- The USPS's obligation shall not exceed a ratio of 1.18 full-time regular city carriers per full-time city letter carrier routes.
- During the 90-day period, e-reassigns are on hold; once opened the e-reassigns need to have the ratio checked in the area they are transferring into, (Hiring Memo).
- In accordance with Article 26, (Uniforms and Work Clothes), TEs hired as CCAs with the appropriate relative standing, will receive uniform allowance immediately, equal to the amount provided to career employees. If 90/120 completed, 90 work days or been employed 120 calendar days.
- CCAs earn annual leave based on the number of hours they are in a pay status in each pay period, 1 hour annual earned for each 20 hours in a pay status, for a 40 hour week, CCAs earn 2 hours annual, not to exceed 4 hours earned which would be an 80 hour

- work week. CCAs can be incorporated in the LMOUs in the leave percentage.
- Health Insurance, Article 21, after a CCA has completed their initial 360-day term, and upon reappointment to another 360-day term, any eligible non-career CCA employee who wants to pay for health insurance premiums will have the opportunity to do so, beginning in 2014, the USPS will make contributions to the CCA's Health Care Plan, there is much work to do concerning Health Benefits.
- CCAs who successfully complete at least 2 successive 360-day terms will not serve probationary period when hired for a career appointment.
- Split-shifts are being discussed by the task force.
- HCAs (Holiday Carrier Assistants) can be hired during the 4 week period in December; however CCAs will be used as a straight-time rate before using HCAs. The date a CCA makes regular, that date will be his/her seniority date.
- When there is an opportunity for conversion to career status in an installation where there are PTF carriers and CCAs available for conversion, the PTF carrier would be converted to full-time regular first.

**Questions asked by our TEs:**

1. Any notices for TEs not hired as CCAs? No, if you are not hired, your job status would expire, for this hiring period.
2. Does the arbitrator(s) have any jurisdiction during this process for interpretive issues? No, this would result in a nationwide grievance.
3. Does a TE have any preference when the USPS is hiring off the register? No.

# ARSLAN UNIFORMS

*Bill & Shirley Moran*

Gold Card Member Branch 1477 St. Petersburg

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