



# Tampa Letter Carrier

VOLUME 19, ISSUE 11

NOVEMBER 2020

## Around The Horn from The President's Desk



Tony Diaz  
President  
Branch 599

Brothers and Sisters, I am getting calls and questions in regard to morning estimates. Questions as: What do I do when I give an estimate and the supervisor denies the estimate? What do I do when the supervisor uses DOIS or the PET Tool and says according to these figures, you should be .....? What do I do when the supervisor says you are getting a trip, you should have under time? What do I do when a supervisor says you need how much time? And says, a CCA carried your route yesterday and finished your route early.

Management seems to be dictating what your office times are rather than asking you for your estimate and allowing your reporting requirements. This is a violation of your reporting requirements. **Article 19, Handbooks and Manuals, the language has not been changed or modified.** The Reporting Requirements covered in the M-41 are clear, **Section 131.41** It is your responsibility to verbally inform management

when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail. **This means when you are aware you cannot complete your route in 8 hours.**

**131.42** Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do. **If all the mail has not been worked and is not available, you cannot make a professional estimate.** **131.43** Complete applicable items on PS Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street. **Form 3996 or a help slip must be filled out completely if auxiliary assistance is requested. This form will protect you even if the supervisor denies your request for overtime.**

**131.44** Report on PS Form 1571 all mail undelivered - including all mail distributed

to the route but not cased and taken out for delivery.

Estimate the number of pieces of mail. **The Form 1571 will also protect you should you be questioned as to why mail was curtailed. Many carriers are unaware of Form 1571, it is important.** **131.45** Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on PS Form 1571. **Do not make the decision on your own to curtail any mail, let management direct you as to what the plan is. This seems to be happening more and more, this is not for us to decide.**

It is important you get to know your route; pay attention to the time it takes to complete your route (office and street) on full coverage days and on light days. Make sure to use the MSP scan

(Continued on page 3)

Branch 599  
serving  
Brandon  
Plant City  
Sun City  
Tampa

Branch 599  
Meeting  
Thursday  
November 5  
7:30 PM

**Branch 599 Office**

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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 and also to the Branch Office at nalc599@verizon.net no later than the 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

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| <b>Presidents Emeritus</b>  | Garland Tickle • Orbe Andux • Donald Thomas<br>Michael Anderson • James Good • Alan Peacock |                                   |                              |

# Shop Stewards

| <i>Station</i>   | <i>ZIP</i> | <i>Steward</i>    | <i>Station No.</i> | <i>Steward's No.</i> |
|--|------------|-------------------|--------------------|----------------------|
| Tampa Stations/Branches Chief Steward, Brian Obst 727.458.0679 |            |                   |                    |                      |
| Brandon  | 33510/11   | David Rivadeneira | 813.661.1636       | 813.403.9525         |
| Brandon  | 33510/11   | Luis Cruz         | 813.661.1636       | 813.431.3223         |
| Carrollwood  | 33618      | Lori Thompson     | 813.961.2962       | 813.777.8008         |
| Commerce   | 33602      | Cynthia Williams  | 813.242.4507       | 813.778.4373         |
| Forest Hills   | 33612      | JR Sanchez        | 813.935.2954       | 773.849.6229         |
| Forest Hills Annex   | 33613      | Nick Cullaro      | 813.935.2954       | 813.541.8159         |
| Hilldale   | 33614      | Michael Smith     | 813.879.4309       | 813.326.0717         |
| Hilldale Annex   | 33634      | Latoya Dupuy      | 813.879.4309       | 305.414.3527         |
| Interbay/Port Tampa  | 33611/16   | Jonathan Jones    | 813.831.2034       | 813.293.2208         |
| Interbay/Peninsula   | 33629      | Clement Cheung    | 813.831.2034       | 813.758.5910         |
| Palm River Annex   | 33619      | Pam Benton        | 813.663.0048       | 813.475.0753         |
| Plant City   | 33564      |                   | 813.719.6793       |                      |
| Produce  | 33610      | Vanessa Andujar   | 813.239.4084       | 813.521.9209         |
| Ruskin/Sun City Ctr  | 33570      | Cherry Berry      | 813.634.1403       | 585.230.0266         |
| Seminole Heights   | 33603      | Walt Rhoads       | 813.237.4569       | 813.389.1708         |
| Sulphur Springs  | 33604      | Milly Minsal      | 813.237.4569       | 813.446.2572         |
| TCA/Hyde Park  | 33606      | Tom King          | 813.873.7189       | 727.504.3866         |
| TCA/Peninsula  | 33609      | Tom King          | 813.873.7189       | 727.504.3866         |
| TCA/West Tampa   | 33607      | Michael Williams  | 813.873.7189       | 813.541.3092         |
| Temple Terrace   | 33617      | Michael Cipriano  | 813.988.0152       | 401.787.1510         |
| Town 'N Country  | 33615/35   | Brian Obst        | 813.884.0973       | 727.458.0679         |
| Ybor City  | 33605      | Maurice Rice      | 813.242.4507       | 813.334.3189         |

## Around The Horn from The President's Desk

(Continued from page 1)

points on your route for guidance. For example, from MSP scan point #1 to #2 it takes 45 minutes to deliver on a light day and one hour on full coverage day. Then you do the same for MSP scan point #2 to #3, it takes 38 minutes to deliver on a light day and 48 minutes on full coverage day, and so on and add up all the time. You can then add travel from the station to your route and from your route back to the station. Then add a 30-minute lunch break, a 10-minute afternoon street break, and another 10-minute break if you are an office with 2 street breaks. Comfort stop(s) should also be a part of street time, to include travel time to your selected comfort stop(s) and add this to the total. These all make a part of your total street time and will give you a solid idea for your daily estimates.

### USPS Employee Assistance Program (EAP)

I have received more calls lately for information regarding EAP than ever before. With the pressures and stress that accompany working for the United States Postal Service, more so today than ever, EAP is a great avenue to receive assistance with personal and family issues. The USPS Employee Assistance Program (EAP) is available to any postal employee or to family members living in the employee's household, to help with life's challenges. It's a free, voluntary and confidential program that offers assessment, counseling, consultation, life coaching, critical response, and training to postal employees and their families. *Most carriers never need EAP, but for those who do, it can be a lifesaver*, NALC President Fredric Rolando said. *For all of us, it's a bit like insurance—you may never use it, but it's reassuring to*

*know that it is there for you.*

EAP's function is to make sure postal workers have easy, private access to the right kind of help. EAP counselors can assess problems and refer a postal worker in need to whatever resources are available. Some reasons a postal employee might turn to the EAP include difficulty dealing with family, children, marriage, parenting, divorce, care for the elderly, child care, depression and other emotional issues, grief or loss, substance abuse, anxiety, job performance and personal or work relationship problems. During the first EAP appointment, client and counselor work together to help clarify the problem, identify options, and develop a plan of action. The plan may involve short-term EAP counseling or a referral to another resource for longer-term or specialized services. EAP counselors also are available for counseling services by telephone. Magellan Health's counselors are licensed professionals. When an employee makes contact with Magellan, a counselor there will typically begin to put together an assessment to determine what kind of help the employee needs and provide short-term counseling, in person or on the phone, followed by a selection of referrals that may be needed and appropriate for continued care and follow-up.

*Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds* is considered by most to be the motto or creed of the United States Postal Service. **While that phrase certainly describes some of the physical elements which letter carriers face throughout the country on a daily basis, it does not mention the fact that letter carriers constantly feel increasing pressure from their**

**managers to make the numbers or deliver more mail than they can realistically handle in the time allotted by their supervisor. The pressures are real; it is all about the numbers, there are constant operational changes, changes in supervisors/management.**

Any contact with EAP or counselors is confidential. The confidentiality of conversations with EAP counselors is protected by federal and state laws as well as by professional ethical standards. EAP may not release information without the prior written consent of the client. Only child or elder abuse, or imminent danger to self or others, can supersede confidentiality laws. (Some veteran carriers may remember an older version of the program that did less to assure confidentiality, but that program is gone.)

Eric Siegal, our local EAP counselor is a wonderful resource to talk to.

### Quick Hits:

#### Information you should know

\*The Postal Service hires more than 600,000 employees, third only to Amazon and Walmart.

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

## Your Contact Info

Please keep the Branch Office updated with your current phone numbers, address, and email address.

# Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Dave Richie** [Palm River Annex] and family at the passing of his mother, Barbara J. Richie, September 23; and to **Don & Phyllis Thomas** [President Emeritus; Branch 599 Newsletter Editor] at the homegoing of her father, Benjamin B. Risinger Jr., October 10.

## Recognition for Michael Williams

Branch 599's Sergeant at Arms and Tampa Carrier Annex 33607 steward, Michael Williams, is mentioned in the September 2020 issue of the Postal Record, page 3, bottom of the first column.

The paragraph reads, *Three days later, a last-minute request by Florida's largest paper, the Tampa Bay Times, for a local letter carrier to interview about how his or her job has evolved with the pandemic and the recent operational changes, sent several*

*NALC folks into action.*

Executive Vice President Brian Renfro reached out to Region 9 NBA Lynne Pendleton (who called Branch 599 President Tony Diaz for a recommendation), who provided Tampa Branch 599 member Michael Williams. The Army veteran/reservist was interviewed late that evening after finishing his route. His engagement on short notice allowed the paper, among the country's dozen largest, to run a prominent story on the hard work and

valor of letter carriers.

Michael was also recommended and has been accepted to testify in ongoing NALC/USPS arbitration hearings. He will be briefed from National to prepare him to the specific points valuable to the NALC's position.

Congratulations Mike, you have represented Branch 599 and the NALC well!

### Be Safe

Wear a Mask • Social Distance • Wash/Sanitize Hands Often



**Daylight Savings Time Ends November 1.**

**Election Day is November 3.**

***Thank you for your service, Veterans Day,***  
**November 11.**

**Happy Thanksgiving! November 26**

# Unionism — Handbooks and Manuals

When employed by the United States Postal Service, all employees are expected to know the guidelines established for each individual craft. This information is found inside the various handbooks and manuals available in the workplace for all employees. Today's discussion will point out several of these handbooks and manuals that are important for letter carriers to make themselves familiar with and where they can be found.

As letter carriers, the most important handbook and manual is the Joint Contract Administration Manual also known by the acronym JCAM. The JCAM is the agreed upon interpretation of the National Agreement (our contract) with the United States Postal Service. This manual helps take away many of the interpretation issues between the parties when dealing with contract enforcement issues. Carriers should study the various issues dealing with their job that the JCAM speaks about. Article 8, hours of work, deals with work hours, overtime, change of schedules and guarantee time just to name a few and it is important that carriers know and understand these guidelines to ensure management is properly dealing with their hours of work. Article 16 is the Discipline article and it details the proper way that discipline is conducted in the Postal Service and this is important

due to management's failures in this area. There are many other articles, but I recommend that all carriers familiarize themselves with Articles 15 and 41 in addition to the ones previously mentioned.

Another manual important to the carrier is the M-41: City Delivery Carriers Duties and Responsibilities. This Postal manual describes the requirements of the duties of the city letter carrier and if there are any issues with the performance of these duties this manual is the reference point utilized for addressing it. Knowledge of this manual will help prevent potential discipline issues from job performance.

Next is the Employee Labor Manual also known as the ELM. The ELM covers dealings between the employees and management throughout the Postal Service. Throughout a career in the Postal Service there will be constant references to the ELM as a guiding force for employees to understand why the Postal Service does the things they do. In Section 6, carriers will find most of the information regarding their responsibilities as an employee, it is highly recommended that carriers familiarize themselves with this information so as to prevent unneeded discipline, forewarned is for armed.

These are only three of the many handbooks and manuals available to the

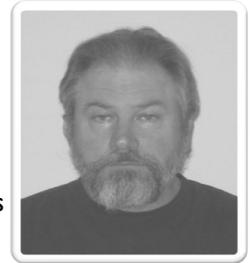
carriers. These manuals as well as many others are available to all carriers on our national web site

at NALC.org. Simply go there and click on the *Resources* tab and click on *Handbooks and Manuals*, it doesn't get any easier than that. With the web site a carrier can review the available information at their own pace at home. I realize that some of the material is very dry to read, but this information will help all carriers to avoid unnecessary discipline issues and will help all carriers understand the responsibilities of the job they have undertaken. I can't think of any job that was harder once I knew all the rules.

This has just been a basic starter primer on Handbooks and Manuals and in future articles, information from these manuals will find their way into the discussions. I truly hope that all who read these words will take me at my word and spend some time reading and learning from these manuals as it will only help make things easier for them on the job.

As always I leave you —  
**Knowledge is the Key.**

*Brian Obst*  
Vice President



**Brian Obst**  
Vice President  
Branch 599



at [nalc.org](http://nalc.org)

Get involved!  
Your future depends on it!

# 7th Annual NALC Branch 599 MDA Golf Tournament



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**8 AM Shotgun Start**

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50/50 Drawing

Contact Info: Alan Robinson 813.843.9762 • Tony Diaz 813.598.9635 or 813.875.0599  
NALC599@verizon.net

----- Cut Here (please Print) -----

Golfer 1 \_\_\_\_\_

Golfer 3 \_\_\_\_\_

Golfer 2 \_\_\_\_\_

Golfer 4 \_\_\_\_\_

**All money due by November 5, 2020**

Make checks payable to: NALC Branch 599. And mark them for: MDA.  
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**Shop Stewards will Meet**

Tuesday 7 PM

November 3

December 1

**Executive Board Meets**

Thursday 6:30 PM

November 5

December 3

**Branch 599 Meeting**

Thursday 7:30 PM

November 5

December 3

**Sunday Work Party**

at our Hall 9-11 AM

*Date to be Announced*

**Retirees Breakfasts**

Monday *Date to be Announced* 9 AM

Denny's Restaurant

at Dale Mabry & Spruce

2004 N Dale Mabry Highway, Tampa

Tuesday *Date to be Announced* 8 AM

Bob Evans Restaurant off Fletcher

12272 Morris Bridge Road, Temple Terrace 33637



**A.R. Tony Huerta Branch 599**

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