



Tampa Letter Carrier

VOLUME 16, ISSUE 5

MAY 2017

Around The Horn from The President's Desk

Food Drive 2017

Brothers and Sisters, it is that time of the year for the NALC Food Drive. This year, as always, the second Saturday in May, the 13th, marks the 25th year we have filled food banks to capacity and filled empty tummies throughout the country. This year we are without Publix supermarket grocery bags, however, we are working with a new partner this year, *Feeding America*. With *Feeding America* and *Tampa Bay Harvest* we are hoping to improve our operation. The bags we most desperately need will be provided by *Feeding America*; they came through at the 11th hour with the great news! I have been privileged to be involved in the meetings with our State Food Drive Coordinator and State President, Al Friedman. *Feeding America* has the resources to lead the Food Drive into the future. The bags though are vital to the success of the food drive; without them we would have felt the impact. The food drive advertisement cards will be distributed first; please deliver every card to every mailbox in order to get the word out. The impact of the

NALC Food Drive is enormous, as we provide 90% of the food collected throughout the year. The annual food drive makes or breaks these food banks for the year. The numbers of the families in need of food in Hillsborough County are staggering and shocking. Please do your part and know your efforts are for a great cause.

Social Media:

Urgent Reminder Facebook, texting, Twitter, Messenger, Snapchat, Google+, Instagram, YouTube, Myspace, and others are getting carriers in trouble. Posting pictures while working in uniform, posting pictures after work in uniform—stop it. Calling out sick and showing up on social media at a restaurant, or hair salon, or at the beach, or shopping mall is not intelligent and very careless—stay off social media. All USPS employees are responsible for complying with this policy. Common sense must be exercised at all times when on any social media site. There are rules and regulations that must be

followed and I felt it was time to write my article to emphasize the importance of the social media craze.

In addition, when using social media in a personal capacity, employees may not speak for or act on behalf of the Postal Service. All uses of social media related to official USPS business require management consent.

Administrative Support Manual – Social Media Policy: USPS has revised its Administrative Support Manual (ASM), adding a new *Part 363* that outlines USPS policy concerning social media. This new section governs personnel use of **social media** when serving the **Postal Service** in an official or professional capacity and provides guidance to **Postal Service** personnel who use **social media** for personal purposes. **The new policy states that failure to do so may result in corrective**



Tony Diaz
President
Branch 599

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
May 4
7:30 PM

(Continued on page 3)

Branch 599 Office

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www.nalc599.com

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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 5th of each month in order for us to meet our time limits to the publisher.

Officers

Position	Officer	Phone	Email
President	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
Vice President	Brian Obst	727.458.0679	
Recording Secretary	Michael Brink	813.875.0599	
Financial Secretary	Alan Peacock	813.892.9378	apecock.nalc@verizon.net
Treasurer	John Gebo	813.503.1256	jjg7d7@aol.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aepfel	813.242.4507	
Director of Retirees	Alan Robinson	813.843.9762	retirees@nalc599.com
Trustees	Lori McMillion, Ch.	813.263.7101	
	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood.nalc@tampabay.rr.com
Labor Management	Nick Cullaro	813.541.8159	
	Warren Sumlin	813.486.7612	
Presidents Emeritus	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good • Alan Peacock		

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11	Terry Franklin Luis Cruz	813.661.1636	813.758.3061 813.431.3223
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Reuben Perez	813.242.4507	813.508.7094
Forest Hills	33612	Ed Humphries	813.935.2954	813.787.3914
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Todd Soular	813.719.6793	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Patrick Wimberly	813.634.1403	813.245.0847
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Mike Williams	813.873.7189	813.541.3092
TCA/Peninsula	33609	Andre Stafford	813.873.7189	813.600.0638
TCA/West Tampa	33607	Michael Smith	813.873.7189	813.326.0717
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	Andre Hinton	813.242.4507	931.980.5169

Around The Horn from The President's Desk

(Continued from page 1)

action up to and including dismissal from the Postal Service.

Section d. states:

Be respectful. Whether in the actual or virtual world, your interactions and discourse should be respectful. The Postal Service Standard of Conduct states: *Employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment.*

Do not verbally attack other individuals or companies. This includes fellow employees, contractors, customers, vendors, and competitors.

363.2 Responsible Use of Social Media

f. Be responsible. Abide by existing Postal Service privacy, information security, ethics, and copyright policies. No employee shall post content included in the below listed categories:

- (1) **Information that infringes on another individual's privacy rights.**
- (2) Personally identifiable or sensitive information, including sensitive business information (e.g., information on Postal Service contracting agreements, disciplinary actions, pending administrative hearings, and internal memos).
- (3) **Personal attacks, accusations, threats, or discriminatory comments targeting specific individuals or groups.**
- (4) Endorsements of political parties, candidates, or groups.
- (5) Discussions of topics unrelated to the Postal Service's mission.
- (6) Profanity—any content that is generally considered obscene, deceptive, or defamatory.
- (7) Content advocating unlawful action.
- (8) Material that violates copyright laws.

Keep your personal business discrete, use social media for recreational purposes, within the above mentioned rules and regulations

and the law. Someone is always watching!

MDA update

The NALC's #1 charitable organization beginning in 1952 is the Muscular Dystrophy Association. The NALC and MDA have partnered to make a huge difference in research to *Deliver the Cure. Letter Carriers' significant role in helping make important research development and potential breakthroughs possible cannot be underestimated.*

Big News: Following the approval of three drugs in six months, new MDA grants push for more progress. What are the effects of steroids on muscle repair in patients with Duchenne muscular dystrophy (DMD)? How can gene therapy impact people with Charcot-Marie-Tooth disease (CMT)? Will identifying biomarkers cut down on the need for muscle biopsies for those with myotonic dystrophy (DM)? These are some of the pressing questions researchers in the neuromuscular disease field are asking—and MDA is providing support to help them find answers. We're thrilled to announce in March, 29 new research and development grants to support scientists working to bring treatments and cures to MDA families.

MDA's research program has scored some big wins recently. In the last six months, three drugs that can trace their origins to MDA research grants have received FDA approval. In September, the US Food and Drug Administration (FDA) approved Exondys 51 for the treatment of some forms of DMD. In December, Spinraza was approved to treat kids and adults with spinal muscular atrophy (SMA). And in February the FDA approved Emflaza to treat DMD, regardless of the genetic mutation underlying the disease. That's why we are so optimistic about this new round of funding—because we know that any project could lead to development of a drug that will go on, like the three we've seen in recent months, to become

available treatment options for MDA families. Making up MDA's Winter 2017 grant cycle, the new awards are part of MDA's commitment to double research spending on drug development and clinical trials by 2020 as we work to make treatment options available for all the diseases in our program. Some of the new awards are co-funded by MDA and other organizations, and reflect our efforts to strengthen partnerships and work together on shared goals.

—MDA newsletter release

Quick Hits:

Information you should know

* Route inspections

The district route inspections scheduled for the end of March and April still have not begun. Temple Terrace Station was inspected in March (20-25), not because they were scheduled though. Their station inspection was due to the amount of carriers who had submitted for special route inspections, 271g. There were 10 carriers who submitted for 271g. With that amount, the territory changes from those 10 routes might have affected the majority of the routes in the entire office; it made sense to inspect all the routes. It appears Temple Terrace will add at least one route from the inspections. Next to be scheduled is TCA, all zones. The 33607 zone will be inspected first, April 10-15. The 33606 and 33609 will be inspected May 1-6. The amount of parcels and the delivery growth at TCA have expanded routes; the inspections are needed.

* **CCAs**—A City Carrier Assistant's break in service should not trigger a permanent cancellation of union dues withholding. Per the agreement with the USPS, a CCA's dues deductions are to automatically restart when the CCA returns from a break in service. Branch secretaries should review the biweekly roster and notify the NALC Membership Department if the dues withholding of a CCA returning from a

(Continued on page 5)

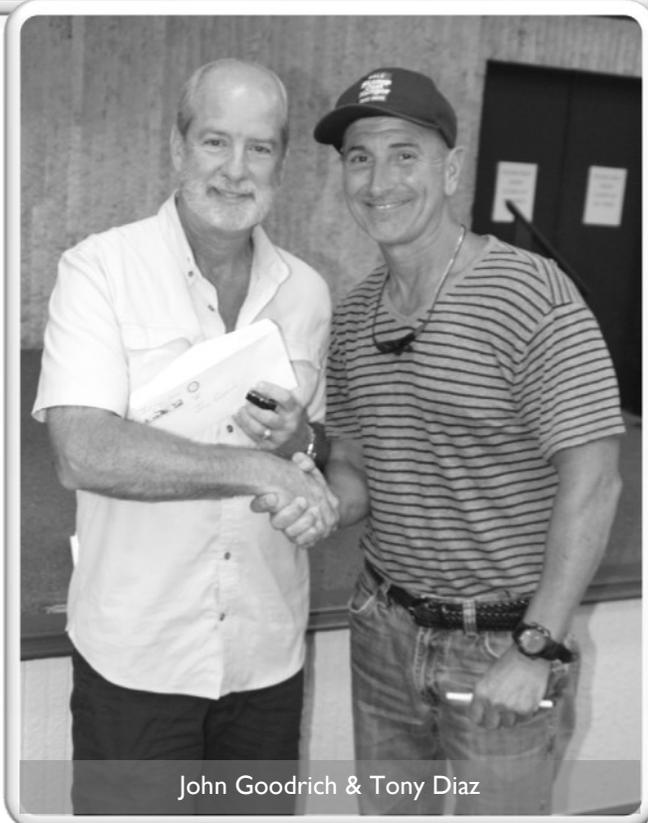
Congratulations, Retirees!



Heather Stewart & Tony Diaz



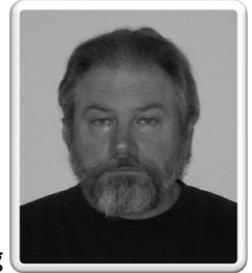
Beverly Fravel & Tony Diaz



John Goodrich & Tony Diaz

Congratulations to **Heather Stewart** [Temple Terrace], to **Beverly Fravel** [Ybor City], and to **John Goodrich** [Brandon] who received their retirement pin and gratuity from President Tony Diaz during our April Branch meeting!

Unionism...CCAs and the Future of the Postal Service



Brian Obst
Vice President
Branch 599

The CCA (City Carrier Assistant) position was created during the 2011 contract negotiations for the purpose of replacing the previous TE (Transitional Employee) designation. The CCA is a non-career, bargaining unit employee designed to augment the City Carrier workforce with flexible work schedules for the changing work environment of the Post Office of today moving into the future.

The CCA is the Future of the Letter Carrier craft in the Postal Service – even if they don't know it yet. The CCA will be hired for a 360-day contract and can be rehired at the expiration of that contract after a 5-day time off period. All CCAs are trained in all the duties and responsibilities of the City Letter Carrier and the ultimate goal is for the CCAs to be converted to City Letter Carriers to replace the current carriers departing the Postal Service as time moves forward.

The CCA hired today is in a unique position as almost an apprentice City Letter Carrier, learning on-the-job with the opportunity to be fully prepared to take over as a City Letter Carrier when their conversion time arrives. As a CCA, one should endeavor to learn all that one can about their job as a letter carrier as well as becoming active in the NALC, your union. I have spoken to many CCAs and asked them about becoming more active as a union member, but it seems like they think there will always be someone else there to do the job. I have to tell you, that thought process couldn't be farther from the truth. Remember that you are the

union, City Letter Carrier or CCA, you are both union members and if you do not get involved, the union becomes weaker with each departing union member.

It is the responsibility of your current Branch officers and stewards to seek out new members and help to train them to be active union members and advocates. It is important to prepare the current crop of CCAs to be ready to accept the reins of leadership so the union remains strong into the future. I speak to all City Letter Carriers when I say that you have a responsibility to nurture and develop our newest members so they are ready to replace us when the time comes. Remember back to when you first became involved in the union, and remember how easy it was due to the help of your brothers and sisters in the union, or remember how hard it was if you didn't have anyone there to answer your questions and help you along as you were getting your feet as a new member/steward/officer. I want it to be much easier for all that come along after me, as it wasn't real easy for me 19 years ago.

I speak to all the CCAs when I say that it is your responsibility to become involved in your union. Ask questions, come to meetings, consider becoming a shop steward or branch officer and most importantly, **Read Your Contract**. If you don't know what your contract says about your duties and responsibilities, how can you become proficient at your job? It is no accident that your stewards and Branch officers are knowledgeable about the contract

because they all go to monthly training meetings, statewide training seminars, and State and National Conventions where they get some of the best training available from our national officers. The contract and lots of other information that is available to you is online at our website **NALC.org**. I recommend that everyone go to the site to continue to learn about your job and your union. Additionally, your union hall is located at 3003 W. Cypress Street in Tampa and our monthly meeting is on the first Thursday of each month starting at 7:30 PM. I know that all of your Branch officers would love to see you on meeting nights. Come out and meet others in your union and enjoy some time off the job while learning about the operation of your union.

To all reading this article, I say do what you can to be helpful and assist in the development of the CCAs of today because they are the stewards and Branch officers of tomorrow for your union and they are the City Letter Carriers of tomorrow for the Postal Service; in other words **They Are The Future**.

As always I leave you with...
Knowledge is the Key.

Brian Obst
Vice President

Around The Horn from The President's Desk

(Continued from page 3)

break in service does not restart after one pay period and/or the CCA is noted as CAN (canceled). A CCA on a break in service should be noted on

the roster as SEP (separated).

* **Contract update**—no new news to report regarding National Contract Negotiations. The month of May marks one year of negotiating....

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



LETTER CARRIERS' FOOD DRIVE
SAT., MAY 13, 2017

**PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
 WE'LL DELIVER IT TO A LOCAL FOOD BANK.**

NATIONAL PARTNERS



The Birdseye View

This article is dedicated to the values of Union Membership both as active carriers and the benefits of remaining a member in retirement. First and foremost for active members, the value of job protection and representation is a benefit that many members take for granted but could be taken away at any-time by aggressive legislation designed to diminish middle class jobs and their hard fought for benefits. In retirement, those who choose to continue membership still receive representation that fights to maintain the benefits that you have paid into and invested in to support you in your life outside of the workplace and at a very minimal dues rate currently about \$2 per month or \$25.20 per year.

Let us look at some benefits that you only receive as a union member whether active or retired:

- NALC Health Benefit Plan,
- Mutual Benefit Association (Life Insurance for members and Family),
- NALC Members App for your cell phone.

These are just some of the member benefits that are there for your protection and the protection of your families. NALC also allows all members to participate in the

- Scholarship program for their children who are planning to go to college.

NALC provides an

- Accident Death benefit for all NALC members. The NALC Group Insurance Coverage has been provided since 1985. All active, retired, and city carrier assistants of the NALC in good standing are eligible for the benefit. It also includes other non-supervisory postal career service employees. The basic benefit coverage is \$5,000 and there is no cost to the members.

There is some benefit for everyone who needs protection for themselves and their family.

On the legislative side, NALC has a

- Congressional District Liaison in every Congressional District of the

federal government nationwide to continue discussion with our representatives on US Postal issues as well as working conditions and benefits for active and retired members. That includes Postal Reform Legislation and for the retiree side, the current efforts to repeal the Windfall Elimination Program that has taken half from their earned Social Security benefits for those that receive Civil Service and Spousal Retirement annuity.

As a member of the National Association of Letter Carriers, both active and retired know that at work or retirement you will always have an old dog in the fight to protect you and your family!

Fraternally and Faithfully,
Alan Peacock



Alan Peacock
Financial Secretary
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family of **Matt Kokich** [retiree], April 8; to **Mario Alers** [Temple Terrace] and family at the passing of his mother, Alicia Velez Alers, March 11; to **Winston Edwards** [Forest Hills] and family at the passing of his mother, Katherleen Edwards, January 27; to **Tony Green** [TCA West Tampa] and family at the passing of his father, Namon Burroughs, April 5; and to **Anthony Moran** [TCA West Tampa] and family at the passing of his mother, Mirta Moran, April 11.



NALC
e-Activist
Network

at nalc.org

Get involved!
Your future depends on it!

Got the app yet?

Download the NALC Member App to get the latest union news, customized notifications, a rotational calendar, plus a whole lot more—right on your iPhone or Android smartphone. Learn more at nalc.org/app.

Help Slip — PS Form 3996

There is a need to educate ourselves on a form that is as important as anything carriers are required to do on a daily basis. This form is PS Form 3996, a help slip...the big white pad the supervisor possesses. Let's hit on some of the important steps of the morning exercise in acquiring a 3996.

Requesting PS Form 3996

Section 122.33 of the M-39 Handbook requires the supervisor/manager to provide you with a 3996 when you request one: **The employee, upon request, will be provided a Form 3996, Carrier - Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of completed form will be provided the employee.**

So in the morning, you evaluate your workload for the day and realize you cannot complete your duties/route/assignment in 8 hours. You request a 3996, no matter what your supervisor/manager says to you—say the words: *I am requesting a 3996* and explain the reason(s) for your request. Your supervisor/manager will push back, these comments—while frustrating, keep your cool, you still have your obligation to cover the time you feel you need. This is *your* estimate to cover *you*. If you are denied the 3996, immediately request to see your Shop Steward. In addition, you then need to politely ask

your supervisor/manager: *If this does happen, in the event that I cannot deliver all the mail by the time you want me back, what should I do with the mail?*

Upon receiving your requested 3996... fill out the form completely.

The top portion of the 3996 is very important. From the Delivery Unit to the Carrier's Name and Route No., the form needs to be filled out entirely and legibly. You then need to write down where and an approximate time you plan to take your lunch. Are keys required? Do you have accountable mail?

Now we move to the letter J...Reason for Use of Auxiliary. This section is where you explain why you believe you cannot complete your assignment in eight hours. It is what makes your argument; list as many as reasons that apply. Is it mail volume or the type of mail you have? Political mail, EDDM, Red Plum, coupons, house-to-house in the DPS, the number of parcels over the daily route average? Edit (red) books, built-up review mail, safety stand-up talk, safety meeting, customer connect, customer at the counter, or a Postmaster General video? Remember, comments like heavy volume, route overburdened, and heavy parcels will not cut it; be more specific. You may also include street related reasons that may require additional time: known road construction, detours, closed roads, and weather related issues. These are all valid reasons...do not

hesitate to list them on your 3996.

Caution: If you had a back-and-forth in the morning with your supervisor/manager and you stayed the course and continued to request the auxiliary assistance...be smart. Finish your office work and hit the street. Take your lunch when and where you listed it on the 3996 that you filled out completely. Take your breaks where you are supposed to. This is good advice in the event your supervisor decides to prove you wrong/doesn't agree with your estimate and comes out to observe/follow you.

As the day progresses, you may find you need additional time: vehicle breakdown, flat tire, excessive accountable mail you find in your DPS, out of order DPS, customer connect, weather related issues, customers asking for directions, illness, additional restroom breaks, bee sting, etc. Should you experience any of these circumstances, call your office to inform management immediately, or whenever you are aware you are running late depending on the circumstances. Under normal circumstances you should know if you are running late by 3 to 3:15 PM if you are familiar with the route...call the office. This will allow management the opportunity to send you help before your coworkers are sent home.

Tony Diaz
President, Branch 599

Mother's Day is May 14 Happy Mother's Day to all our moms! You are loved.

Armed Forces Day is May 20 Thanking all on active duty for your service.
You are appreciated beyond words.

Memorial Day is May 29 Remembering with gratitude all those that gave their lives for our freedoms and all those that served and are now deceased.

"Mary Lou Jackman-William Corbeau"
Scholarship Application

(Please do not reduce the size of this application)

Name of Student: _____

Male Female

Address: (print legibly) _____

City, State, Zip: _____

Contact Phone Number: Cell _____ Home _____

NALC Branch Name/Number: A.R. Tony Huerta Branch 599

Branch Contact Phone Number: 813.875.0599

NALC Member's Name :(print legibly) _____

I certify the above named member of the FSALC is in good standing .

Date:

Signature of Local Branch President or Secretary

Return all applications to:
Joseph A. Henschen, FSALC Director of Education
C/O Branch 1477
5389 Park Blvd.
Pinellas Park, Florida 33781

To Qualify, the following requirements must be met:

- 1. The Student must have graduated from an accredited high school or have a GED.*
- 2. The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.*
- 3. Applicant must enroll as a full-time student in an accredited college or university, and submit proof of enrollment to receive the funds if awarded (DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME)*
- 4. Applications must be postmarked on or before July 1, 2017*

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be four scholarships awarded—two for female and two for male—each in the amount of \$2000. This drawing will be held during the FSALC Biennial Convention, August 3-5, 2017

(Please do not reduce the size of this application)



Slogan Contest!

*In an effort to increase our Branch's toys collection,
we are going to organize our own toy drive in 2017.
We will need a slogan and you can help with that!*

Please submit your slogan ideas to President Diaz: tony_diaz599@verizon.net

*The winning catch phrase will be voted on by the membership at our
Branch Meeting on May 4.*

Ideas submitted so far:

Give us a new unwrapped Toy,
and we will give it to a deserving girl or boy,
a member from Branch 599 will deliver the Joy!

Submitted by: Sam Santilli, Hilldale Station

GIVE A TOY...GET A SMILE TOY DRIVE!
Donate the toys
Our letter carriers will donate the time
Together we will deliver to the kids
a little of Florida's Sunshine.

Submitted by: Stephanie Tullis, Temple Terrace



Job Related Injuries
Government Workers' Comp Provider

4150 N Armenia Avenue, Suite 102, Tampa FL 33607
Phone: 813.877.6900

Shop Stewards will Meet

Tuesday 7 PM
May 2
May 30

Branch 599 Meeting

Thursday 7:30 PM
May 4
June 1

Executive Board Meets

Thursday 6:30 PM
May 4
June 1

Sunday Work Party

at our Hall 9-11 AM
May 7
June 4

Retirees Breakfasts

Monday May 1 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday May 9 8 AM
Bob Evans Restaurant
SR-60 & Falkenburg Road, Brandon

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg
Honorary Member Branch 599 Tampa

**NEED UNIFORMS IN A HURRY?
SHOP BY PHONE FROM HOME**

320 Patlin Circle East, Largo FL 33770-3063
BILL'S CELL 727.543.0705 • SHIRLEY'S CELL 727.543.0708
FAX 727.585.9367
bilmor11@gmail.com



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