



Tampa Letter Carrier

VOLUME 17, ISSUE 9

SEPTEMBER 2018

Around The Horn from The President's Desk

Brothers and Sisters, Branch News

2 CCAs were converted to regular on July 21. Don Hough, Hilldale and Engin Betos, Sulphur Springs, are the 2 latest conversions. Don and Engin served as CCAs for 33 months. Carlos Figueroa, Carrollwood, is now the #1 CCA. *Congratulations* to Don and Engin! A newly signed memorandum will provide additional CCA conversions.

National Convention Information

The 71st NALC Biennial Convention was held July 16-20 in downtown Detroit, Michigan. Detroit is the birthplace of the National Association of Letter Carriers; it is the 1st charter to be issued to a branch in 1886. Detroit Branch 1 was the host for the convention. Branch 599 was represented by 24 delegates. Approximately 5,500 delegates were present and on the convention center floor. Five hundred ninety-five branches were represented from all 50 states including delegates from Puerto Rico.

Five Memorandums of Understanding were signed after the convention.

#1 CCAs with 30 months of relative standing will be converted to career:

NALC and USPS have settled a number of national-level grievances, including a grievance regarding city carrier assistant (CCA) conversions to career status. This settlement (**M-01892**) provides that all city carrier assistants in any size office with 30 months of relative standing on September 1, 2018, will be converted to career status within 60 days from the signing of the agreement on July 27, 2018. CCAs meeting this criteria in 200-workyear offices or larger (Tampa) will be converted to full-time regular, and CCAs meeting this criteria in all other offices will be converted to part-time flexible. All CCAs converted to career status in accordance with this settlement will be converted within their current installation.

NALC projects that this settlement will result in more than 5,000 CCA conversions

to career status, including approximately 3,500 conversions to part-time flexible in smaller offices. In Tampa, 10 CCAs meet the criteria and will be converted.

#2 Promotion pay and hold in place dispute settled:

This settlement (**M-01893**) lifts the hold in place instituted by USPS. The carriers affected by the hold in place will receive their step increases as scheduled prior to being held. These carriers will receive any retroactive pay owed back to the time they should have received their step increase(s).

After the November 24, 2018, pay schedule consolidation and upgrade, all city letter carriers will be consolidated into a single grade and carrier technicians will receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours. However, carrier technicians will continue to be considered in



Tony Diaz
President

Branch 599

serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
September 6
7:30 PM

(Continued on page 3)

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

Officers

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President	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
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MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aeppel	813.242.4507	
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	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood1206@gmail.com
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	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		813.661.1636	
Carrollwood	33618		813.961.2962	
Commerce	33602	Andre Hinton	813.242.4507	931.980.5169
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	Troy Figuero	813.879.4309	347.403.1644
Hilldale Annex	33634	Sam Wantje	813.879.4309	941.979.6485
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	Michael Smith	813.239.4084	813.326.0717
Ruskin/Sun City Ctr	33570	Melinda Alejandro	813.634.1403	386.237.2715
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	Thomas King	813.873.7189	727.504.3866
TCA/Peninsula	33609	Mike Williams	813.873.7189	813.541.3092
TCA/West Tampa	33607		813.873.7189	
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)

a higher grade for the purpose of applying the provisions of Section 422.225 of the *Employee and Labor Relations Manual (ELM)*. The settlement does not modify the promotional increase currently being received by any city letter carrier.

#3 Interpretive dispute on CCA holidays settled, eligible CCAs to receive retroactive holiday pay:

The issue in this dispute is the effective date of the provisions of Article 11.8, which provides holiday pay for CCAs. As a result of this settlement (**M-01894**), the parties agreed that eligible CCAs will receive holiday pay for holidays after the first wage increases under the terms of the 2016-2019 National Agreement (November 26, 2016). Therefore, employees who were on the rolls as CCAs on Christmas Day 2016, New Year's Day 2017, Memorial Day 2017 and Independence Day 2017, and remained on the rolls as either a CCA or career letter carrier as of July 27, 2018, will receive retroactive holiday pay for these holidays in accordance with Article 11.8 of the 2016-2019 National Agreement. Management had taken the position that the provisions of Article 11.8 only applied after ratification of the Agreement (August 7, 2017).

#4 Grievance on delayed CCA back pay resolved:

The parties have settled a national-level grievance on the delay in retroactive payment to certain CCAs following ratification of the 2016-2019 National Agreement. In accordance with this settlement (**M-01895**), former CCA employees who converted to career status during the back pay period resulting from ratification of the 2016-2019 National Agreement who did not receive their retroactive pay on February 23, 2018, for their time spent as a CCA, will receive a one-time lump-sum payment. The amount of the payment is determined by the length of time the employee was a CCA during

the back pay period. The affected employees will receive the payments as follows: CCAs converted between November 26, 2016, and February 18, 2017, will receive \$50; CCAs converted between February 18, 2017, and May 27, 2017, will receive \$100; and CCAs converted between May 27, 2017, and August 7, 2017, will receive \$150.

#5 Step credit for former TEs to be recalculated:

When applying the provisions of the Memorandum of Understanding Re: Step Credit for Former Transitional Employees, USPS divided the employees' total days on the rolls as a transitional employee (TE) by 365. This calculation was flawed. For example, this calculation would require a TE to work more than two weeks into their fourth year as a TE to get credit for three years. While this issue was not formally filed at the interpretive step, USPS has agreed to recalculate eligible employees' TE service by dividing their total TE days by 360. This agreement (**M-01896**) will result in more than 600 former TEs receiving additional step advancement retroactive to May 26, 2018.

—NALC Bulletin

Quick Hits:

Information you should know

* **Political Fund:** Recently, several Branch 599 members signed-up for the NALC Political Fund. All Branch 599 delegates that attended this year's National Convention, contribute to the Political Fund. It is an investment to save your future.....

* **August 10, 2018, Fifth COLA set at \$645.** The fifth contract COLA is finalized at \$645 annually with the release of the July 2018 CPI-W.

* **Appeals court upholds** dismissal of lawsuit. On July 17, the U.S. Court of Appeals in Washington DC upheld the dismissal of a 23-year-old lawsuit against certain former national officers and the NALC. A lower court had

dismissed this case in January 2017. The suit was brought by David Noble, a retired member of Branch 142. The suit claimed that 12 former officers, including President Emeritus William H. Young and the late President Emeritus Vincent R. Sombrotto, had improperly accepted a \$500 monthly allowance for in-town expenses. The suit also alleged that the NALC had improperly withheld documents requested by the plaintiff. In its decision, the Court of Appeals found that *over the 23 years of this litigation, Noble has failed to adduce any evidence of wrongdoing by the defendants.*

* House Resolution 993

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. H.R. 993 to stop the Privatization of the Post Office. We need 218 out of the 435 members of Congress to cosponsor this bill to make it pass. At the National Convention, we learned that there are several fronts that the Trump commissions are expected to recommend. Reduce to 5-day delivery, and lose control of the mandate of the mailbox which would allow anyone to use the mailbox, for example: UPS, Amazon, utility companies, and the list goes on. We want to keep 6-day delivery of the mail.

They also want to change our High-3 to a High-5, and of course they want to change our Health Benefit Program, which could affect active and RETIRED members. They want to raise the percentage to 50% of what we pay for our benefits, which could include, as I mentioned above, RETIRED members. Think about how that could possibly affect your retirement years, or the date you decided you wanted to retire.

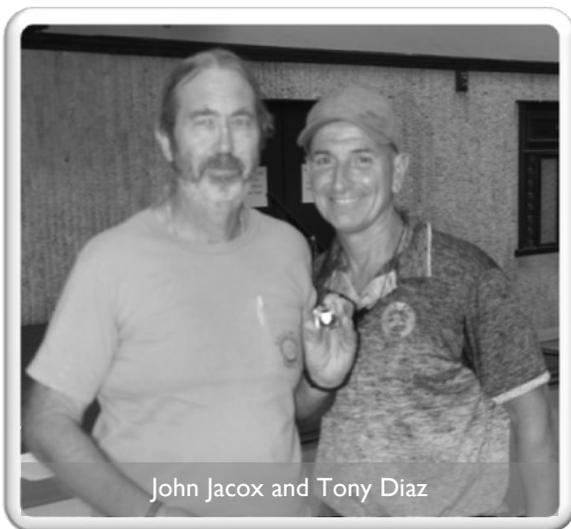
Look forward to talking to you again on the next *Around The Horn*

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **John Connelly** [Temple Terrace] and family at the passing of his mother, Claire, July 30; to **Larry Tharington** [retiree] and family at the passing of his sister, Naomi, July 29; and to **Herman Pete Green** at the passing of his girlfriend, Jeri, July 17.

Speedy recovery to **Jerry Hall** [Interbay] as he battles health ailments; to **Sam Santilli** [Hilldale] as he recovers from open heart surgery; and to President Emeritus **Don Thomas** who recently had a knee replacement revision.

Jacox Retired!



John Jacox and Tony Diaz

Congratulations to **John Jacox** [Sulphur Springs], who received his retirement pin and gratuity from President Tony Diaz during our August Branch meeting!

Metropolitan Ministries



Jim McCann and Tony Diaz

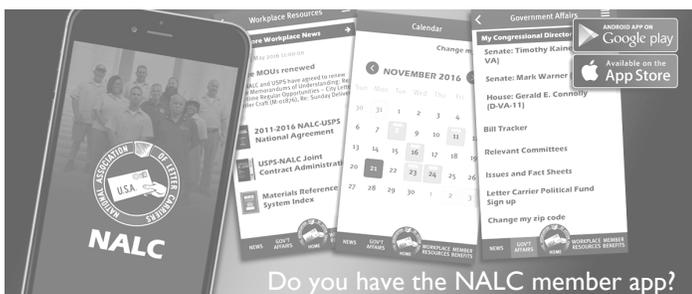
Metropolitan Ministries' Community Donations Manager Jim McCann, presented Branch 599 President Tony Diaz the *2018 Golden Barrel Award* on behalf of all Branch 599 carriers, *Honoring Your Dedication and Outstanding Service to Others*.

The collected food during the May 12, 2018 Food Drive Day benefitted Metropolitan Ministries and partnering agencies. This was the first year that Met Ministries was the beneficiary of our collected food.

Special thanks to all the rural carriers who helped make the 2018 Food Drive a success!

Mark your Calendar! Branch meetings in 2018 will be...

September 6 • October 4
November 1 • December 6



Do you have the NALC member app?

Water. Rest. Shade.

OSHA's Campaign to Keep Workers Safe in the Heat

They have an app for that!

www.osha.gov/heat/index.html

Unionism...Annual Leave

Well it is almost that time of year again so let us prepare for the coming of the yearly Annual Leave selection process.

Before we talk about that let us first look to the remainder of this leave year. If you are like most carriers you have annual leave scheduled for time throughout the remainder of this calendar year. With it now being September you should be looking to your leave balance to ensure you have enough leave to cover any scheduled leave you might have left this year. Remember, if you run out of leave, any remaining scheduled leave will be cancelled by management; **THEY DO NOT HAVE TO GRANT YOU LWOP SIMPLY BECAUSE YOU HAVE SCHEDULED LEAVE.** This is very important, as every year someone gets caught short on their leave and it can cause much heartache when you find out the leave has been cancelled.

Every year on the first of November, the postmaster sends the union president the annual leave policy letter to be posted in all offices and this letter details the procedures agreed upon in the LMOU (Local Memorandum of Understanding) to implement the leave policies of the National Agreement. Our start of *choice leave* for the coming year begins on the second Monday in December, starting with the senior carrier in each office and progressing through the carriers based on seniority until all the regular carriers have made their selections. Regular carriers are provided the ability to select 15 days of choice leave and this selection may be split one time. This means that you can select 15 straight days or 10 days and 5 days or 5 days and 5 days, noticing that if you select the latter you only get to select 10 days instead of 15.

CCAs are able to select leave in the

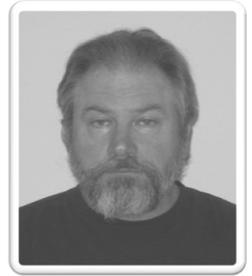
choice period as detailed in the LMOU, but I suggest that you attend the upcoming CCA meeting at our union hall on August 28 for a complete explanation so any of your questions can be directly clarified at that time.

All carriers must be prepared to make their selections when they are called when their seniority position arrives. Carriers who are not prepared forfeit their position and the selection process moves on past them. When they are ready to make their selections they will be slotted in at whatever seniority position the process is at that time. That said, it is best to be prepared so as not to lose your place in the process because the next guy might take the dates you wanted and you could get locked out.

Please refer to your copy of the LMOU if you have questions and don't be afraid to ask your steward or your executive board members for clarification, as they are happy to help.

The process of incidental leave application begins the same day as the choice selection period begins; the only difference is you are submitting blind choices for annual leave outside of the choice leave selection process. This is done by filling out, in triplicate, a 3971 requesting dates you desire and turning them in to the supervisor. The supervisor will sign them as received and return a copy to you for your records. At the conclusion of the choice selection process the incidental requests are all considered submitted the same day, any submitted after this day are considered submitted the date of submission with seniority being the deciding factor for requests submitted the same date.

We all want to be able to take our leave throughout the year so it is important to understand the process and to be prepared in advance to execute our selections. Be prepared.



Brian Obst
Vice President
Branch 599

One last thing for those carriers who have managed to amass 440 hours or more of annual leave: If you have in excess of 440 hours at the end of the calendar year you will lose those excess hours. It is your responsibility to ensure you schedule and use enough annual leave so as to not lose any leave. Management is required to review your annual leave status and if you will have an excess over 440 hours they are required to assign you an annual leave period to ensure you don't lose leave. Please be aware of your leave balance so this doesn't happen, as it is simply throwing away money and no one wants to do that!

Talk to you next month and remember – Knowledge is the Key.

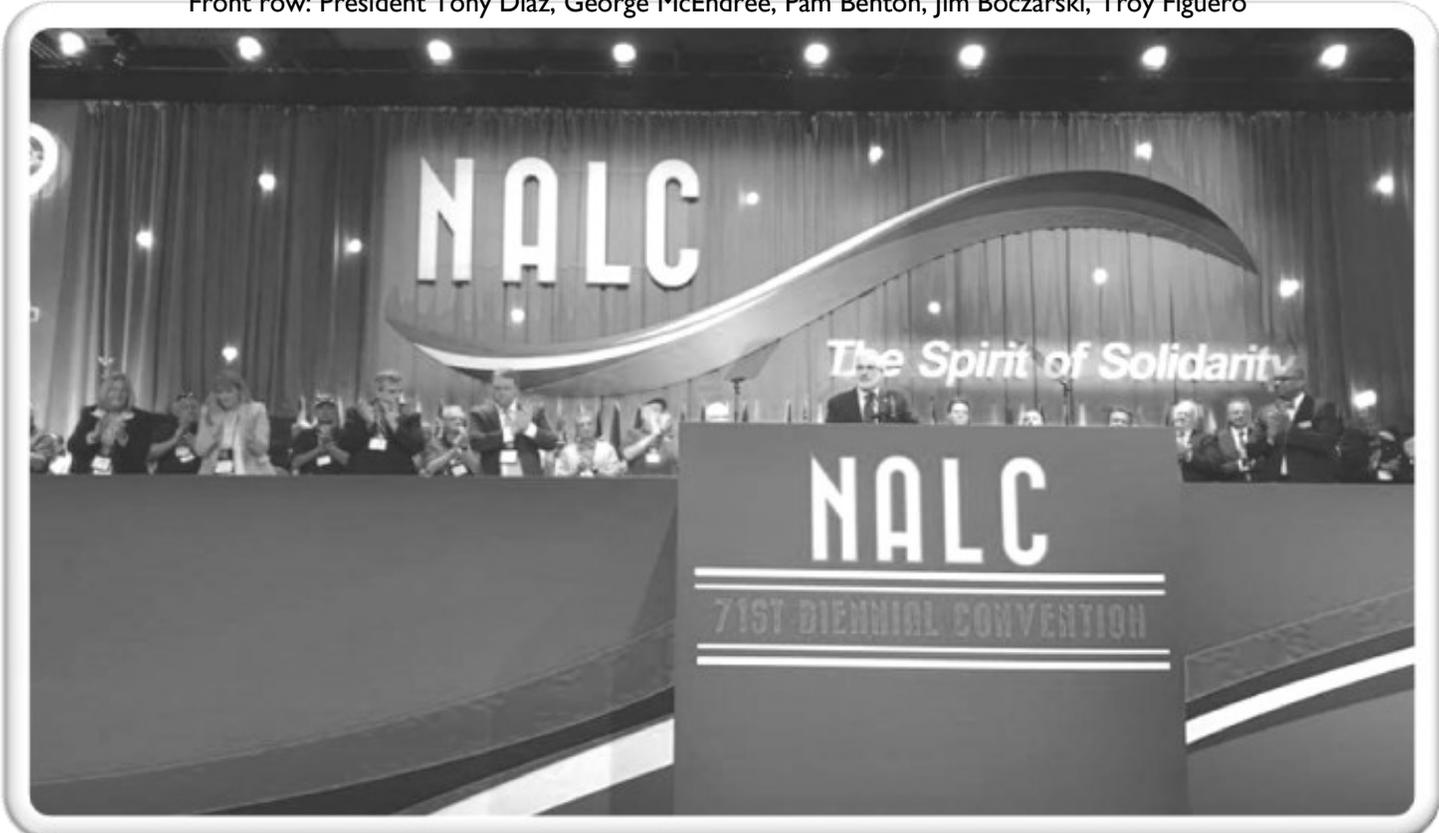
Brian Obst
Vice President
Stations/Branches Chief Steward



September 3



Our delegates to the NALC 71st Biennial Convention in Detroit, Michigan:
Back row: Steve Hall, Eddie Berroth, Walter Rhoads, Michael Smith, President Emeritus/Trustee Jim Good,
Larry Tharington, Detlev Aeppel, Nick Cullaro, Mike Williams, Andre Hinton, Varick Reeder
Middle: Treasurer John Gebo, Steward Clement Cheung, Jennifer Du, Maggie Lancaster,
Debbie McEndree, Vice President Brain Obst, Trustee Lori McMillion, Joe Oliva
Front row: President Tony Diaz, George McEndree, Pam Benton, Jim Boczarski, Troy Figuero



A Blunderful Blizzard of Boz

As part of Branch 599's delegation to the 71st Biennial Convention in Detroit, your pal Boz was able to represent the interests of our branch in crucial decisions regarding NALC's direction in the near future. One resolution which would have prevented senior carriers from being forced to work off their bid assignment failed by 122 votes. This was an extremely small margin in an assembly of five and a half thousand delegates! Two other resolutions concerned seeking the installation of pot lid mirrors on ProMaster vehicles and the introduction of uniform options which would include darker blue shirts and cargo pants with larger pockets. These resolutions passed.

A large part of the delegates' duties is the acquisition of information to pass on to the members back home. What follows are just some of what I learned in the general sessions, the workshops, and in my travels around Detroit. (Not pronounced deTROI^T, but DEEtroit, as most Polish-Americans and AI Guice would do.)

1. Our vision for the Postal Service and political goals are largely shared by the UAW, AFL-CIO, Association of Flight Attendants, APWU, National Postal Mail Handlers Union, Canadian Union of Postal Workers, United Steelworkers Union, and United Food and Commercial Workers, all of whom sent speakers to encourage us. U.S. Representatives of both parties spoke to us as well.
2. Tony Diaz looks just as good on the big screen as Jim Good did in 2010.
3. House Resolution 993 must be passed, and you need to tell your Congressman.
4. Privatization of the Postal Service won't work. It didn't work in foreign countries. Learn by example.
5. Contributors to the Letter Carriers Political Fund were given blue

T-shirts and wore them on Thursday. A photo of the assembly shows nothing but blue T-shirts. But among national membership, the participation is about 9%. What is the matter with us? Don't you want to preserve an American institution? Your job?

6. The national convention committee and the Detroit sponsors provided a number of inspiring videos, including a couple of Blues Brothers clips. Many of them encouraged us with themes of justice, understanding, compassion and pride.
7. Insurance plans offered by the MBA are designed to give NALC members the best possible protection for the lowest cost. Included are health plans and retirement saving plans.
8. It is very important to have a will. Trusts can be helpful in some situations but are not needed by everyone. But it is most important to name a beneficiary on insurance policies, retirement investments and annuities, and to keep the beneficiaries updated. These nominations take precedence over the will!
9. Members of the NALC Health Benefit Plan have access to many resources beyond the payment of prescriptions and doctor bills. There are counseling and health maintenance services which could save you the cost of co-payments.
10. Social media is a useful and entertaining tool. The NALC is embracing social media and communicating through it. It is, however, extremely unwise and harmful to post or repost stories, pictures or videos that put letter carriers or the Postal Service in a bad light, funny though they may be. Curb your phone.
11. Hamtramck, a neighborhood within Detroit, has four Polish Restaurants. *The Polonia* has an excellent



Jim Boczarski
Retired Member
Branch 599

Polish platter. Needless to say, *The Platters* were not Motown, nor were they Polish.

12. When Detroit restaurants advertise local cuisine, they usually serve macaroni & cheese and Coney Island hot dogs. Coney Island isn't in Michigan, is it?
13. Despite Detroit's geographical proximity to Buffalo, they do not know how to prepare chicken wings.
14. The Henry Ford Museum has excellent exhibits. They have a display of presidential motorcars, including FDR's 1939 Lincoln Sunshine Special, Eisenhower's 1950 Lincoln Bubbletop, Kennedy's 1961 Lincoln, Reagan's 1972 Lincoln and the Wienermobile. I don't know which president used the Wienermobile.
15. While in the Henry Ford Museum, I tried to find Sophocles' manuscript about Australian egg laying mammals, *Platypus Rex*, but I was unsuccessful.
16. Among the representations of American heroes such as Thomas Jefferson, Rosa Parks, and Thomas Edison, I tried to take a peek at the bust of Zebulon Pike.
17. While we are all familiar with Detroit's designation as Motown, it is not too far away from the equally popular Curley-town and Larry-town.

Carry On,
Boz

Editor's note: We apologize for Mr. Boczarski's descent into his own dismal abyss of confusion from item number 12 onward. He warned us that this might happen, but we refused to listen.



The following are the 2018 recipients pictured with President Diaz:
Front Row: Earl Hubbard (rural carrier, Town N'Country), Ricardo Gonzalez (Palm River), President Diaz, George McEndree (TCA)
Middle Row: Fernando Fernandez (Temple Terrace), Shamane Fernandez (Temple Terrace), Phillip Harrell (Palm River), Michael Howard (Town N'Country), Waymon Hayes (Temple Terrace), Michelle Lipton (Carrollwood), Jeffery Daoust (Forest Hills), Christina Bausch (Carrollwood)
Back Row: Charles Pires (Hilldale), Kyle Gainous (Produce), Robert Blackert (Interbay), Leo Cotner (Carrollwood), Steven Cueto (Ybor)
Not pictured: Stephen Nugent (Town N'Country)

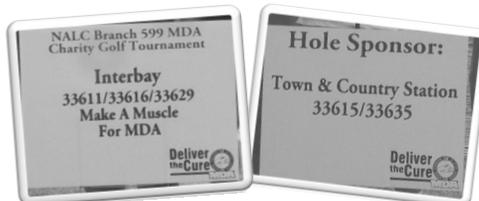
Hole Sponsors needed for Golf Tournament

You can help us get a head start on securing hole sponsors for our 5th Annual Golf Tournament to benefit the Muscular Dystrophy Association.

For more information, contact our golf chairperson, Alan Robinson, at 813.843.9762 or President Tony Diaz in our Branch Office, 813.875.0599.

Sponsoring a hole is one of the ways we raise funds for MDA at the tourna-

ment. We will also need door prizes for the raffle. Please contact businesses you know as well as your station, for support! Here are a couple of signs from last year's tournament...



Hole Sponsor
 \$100
includes a sign at tee box

Putting or Chipping
 \$150
includes sign at contest

You don't have to play golf to help us Deliver the Cure with MDA!

5th Annual NALC Branch 599 MDA Golf Tournament



Deliver
the Cure
with **MDA**

Heritage Harbor Golf & Country Club
19502 Heritage Harbor Parkway, Lutz FL 33558

November 4, 2018

8 AM Shotgun Start

\$60 per person due by October 18, 2018

\$65 per person after October 18, 2018

**Includes Round of Golf | Driving Range | Lunch
Long Drive Contest | Closest to Pin
\$5 donation putting & chipping contest with \$100 prize
Raffle tickets available**

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

Golfer 1 _____

Golfer 3 _____

Golfer 2 _____

Golfer 4 _____

Make checks payable to: NALC Branch 599. And mark them for: MDA
Mail to: NALC Branch 599, 3003 W. Cypress 33609, Tampa FL 33609
Branch Office 813.875.0599 | Tony 813.598.9635 | Alan 813.843.9762

Hole Sponsors and Raffle Gifts are Welcomed

Just a Postal Worker

A job that holds no significance,
to those who read the title,
I deliver the mail, send your parcels,
and greet you with a smile.

Not much thought is ever granted,
to the job I do,
It's much more than selling stamps,
if only you all knew.

I see people at their happiest times,
they've purchased their first home,
And other in grief and despair,
now facing life alone.

I see people enduring life's wrath,
unsure of where to turn,
And first time parents sharing,
what their baby has just learned.

I watch people change,
whether for better or for worse,
I celebrate their triumphs,
and hug them when it hurts.

I listen to them attentively,
and help the best way I can,
Some days I wish I could do more,
but a Postal Worker is all I am.

M. Spence
July 2017

Editor's note: We tried to obtain permission to print this poem and were not able to find the author.



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
Wednesday, September 5
October 2

Branch 599 Meeting

Thursday 7:30 PM
September 6
October 4

Executive Board Meets

Thursday 6:30 PM
September 6
October 4

Sunday Work Party

at our Hall 9-11 AM
September 9
October 7

Retirees Breakfasts

Monday September 10 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday September 11 8:30 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

ARSLAN UNIFORMS

Bill & Shirley Moran

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

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- Higher Investment Yields
- No Excessive Fees
- We Approve Loans Differently
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