



Tampa Letter Carrier

VOLUME 13, ISSUE 6

JUNE 2014

Around The Horn from The President's Desk

Special Alert—Special Alert—Special Alert
May 3, 2014

16 CCAs Converted to Career Carriers



Tony Diaz
President
Branch 599

Finally some good news to announce, just in case you haven't heard—the top 16 CCAs were converted to the career workforce. Great news for 16 deserving carriers and great news for those who have worked tirelessly for this day to finally arrive. Their time has come, May 3 is their special day, their patience has been rewarded. *Congratulations* to our new official career United States Postal Service employees! Throughout this ordeal with the memorandums, and the extensions, it has been personally as frustrating for me as it has to the 16. I have heard the excitement in their voices, I have heard the sighs of relief, I have heard the thank you. The conversion comes just in time to celebrate their first paid holiday, Memorial Day. Throughout the district a

total of 78 CCAs will be converted; our 16 in Tampa, 15 in St. Pete, and 6 in Clearwater. *Thanks* to OIC, Chenise Devault, for gathering all 16 CCAs at Tampa Carrier Annex on May 2, one day before their conversions. It was a wonderful way to congratulate, celebrate and welcome all 16 to the career postal family. We will continue to monitor the conversion process to insure the 16 new regulars receive all their career benefits.

While we can celebrate the 16 conversions, we now must focus on #17 and down the list. We still have CCAs who served as TEs, who have also served their time, who deserve to be rewarded. We have language to support further conversions; it should be a more rapid time frame.

– *Breaking News* –

Literally at press time for this newsletter there has been an accord to convert CCA #17 to career carrier, effective May 17. Great news! We will now focus on #18 and down the list.

Route Inspections

have concluded in Tampa. We have two route inspections left outside of Tampa, at Sun City Center May 12-17, and Brandon May 19-24. We held route inspection classes in Sun City Center and in Brandon.

In Tampa, we are now dealing with the adjustment process and the aftermath of COR. As I wrote last month, the Postal Service wanted an all COR adjustment to utilize their huge

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Branch 599 Meeting

Thursday
June 5
7:30 PM

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

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Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11	Warren Sumlin	813.661.1636	813.486.7612
Carrollwood	33618	Eddie Berroth	813.960.8894	813.493.5224
Commerce	33602	Detlev Aepfel	813.242.4507	813.505.7914
Forest Hills	33612	Alan Robinson	813.935.2954	813.843.9762
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale/Annex	33614/34	Varick Reeder	813.879.4309	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.935.0244
Interbay/Port Tampa	33611/16	Marie Brown	813.831.2034	727.331.9907
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	Mike Thomsen	813.719.6793	303.916.3196
Produce	33610	Elvin Rodriguez	813.237.4280	646.346.3288
Ruskin/Sun City Ctr	33570	Aric Person	813.634.1403	813.545.7779
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	J.D. Lewers	813.237.4569	813.528.5519
TCA/Peninsula	33609	Troy Figueroa	813.873.7189	347.403.1644
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	Detlev Aepfel	813.242.4507	813.505.7914

Around The Horn from The President's Desk

(Continued from page 1)

investment in COR. However, while the USPS has the right to adjust the routes with their expensive system, it does not by any means suggest it is the most optimal, most safe, most effective and most sound method. We all know that the process worked much better in JRAP, MIRAP and IRAP, since we were able to really listen to the carriers and take their consultation notes to adjust the routes, for the most part, with much better results.

The actual route inspections overall went well; the inspection teams overall were helpful and polite. As I traveled to all the stations during inspection week, issues were dealt with and addressed for the most part, immediately. I worked with the team leaders to insure that the data being provided was as accurate as possible. We are now in the process of contesting some figures that do not reflect what the actual input should have been; isn't that shocking? We have filed grievances on certain aspects of the inspection process, and continue to monitor adjustments that just don't make sense. As I walked the workroom floors and assisted carriers with their 1838c forms, I can tell you, the four route inspection classes we offered seemed to be really effective. Whether it was a refresher for a seasoned carrier or a learning course for a carrier experiencing a route inspection for the first time, there were fewer struggles for the ones who attended. *Thanks* to those who participated.

CPR Class #1

Our first CPR class was held on Tuesday, May 6, at 7 PM at our union hall. The class cost was \$20 per person and a total of 40 carriers, wives, moms and children attended. Those

who completed the class will be mailed a certification from the American Heart Association, good for two years. The certifications should arrive by May 17. This was a very important service I wanted to offer to all who were interested. My life was saved because of a class just like the one we offered. *Thanks* to all who came out, the class was well received by all. This was the spring class, stay tuned my plans are to organize a second CPR class in the fall.

Building update

We are investigating an attempted break-in to our union hall. It appears someone tried to pry the kitchen door open. The security pin did not budge, but there was damage to the door. We are in the process of collecting several bids for repair or replacement of that door. We have tightened up on closing our gates whenever no one is at the hall to prevent any cars from driving in the parking lot that do not belong.

Thank you to the membership for approval of funds to refurbish the roof and to purchase and install 2 rooftop AC units just in time for the summer months. I am working with both selected companies to insure they coordinate and assist one another for a smooth process.

Food Drive

We will hopefully have good news on our collection figures at next month's union meeting. We have tried to notify and get the word out to the public. I hope May 10 is a busy day. Next year we will think outside the norm and create some excitement with a few *carrier only* NALC Food Drive kick-off parties, hosted by a local establishment. I want to partner up with a large corporation and have a kick-off

function to involve the mayor and the media. Any ideas...please contact the union office now.

Quick Hits:

Information you should know

*) **Next work party** will be held Sunday, June 8. We will be working on the grounds and continue to pile up outdated union documents in preparation for *Shred X* to dispose them all. *Shred X* disposes on-site; this will alleviate concerns that were expressed on the security of the process.

*) **Special Congratulations** to the foursome of Donna Dayton (retired), Bob West (retired), Dennis Lorenzo Jr. (active), and my son Tony Diaz Jr. These four finished **FIRST** at the 26th Annual NALC Branch 2008 (Clearwater) Golf Tournament with a very impressive 14 under par! This annual event benefits the Muscular Dystrophy Association, and this is the team's **second FIRST PLACE** finish in three years. *Great job, you represented Branch 599 splendidly!*

*) **Wanted**—we are in need of new volunteers to *step-up* with union activities. If you are interested, please contact your steward, myself, or the Branch 599 union office. There are many opportunities...you can *step-up* and make a difference. From stewards to coordinators to work parties, there is always something going on where you can get involved. We must transition for the future of this Branch and for our union. Getting new members trained will insure the Branch and our union stay strong into the future.

Look forward to talking to you again on the next
Around The Horn
from The President's Desk

NATIONAL ASSOCIATION
OF LETTER CARRIERS
**Stamp
Out
Hunger**
FOOD DRIVE

**Was huge
success
on May 10**



The Birdseye View

Just when we stop believing in miracles who would ever believe that after over a year of mislead promises, a great deal of grievances and finally the end of a bad memorandum, the light at the end of the tunnel has arrived. *Congratulations* to the sixteen new career letter carriers in the Tampa Installation and 78 throughout the Sun Coast District! Hopefully, this is just the beginning now that the door finally opened in the right direction and with the new process that converts three City Carrier Assistants for every one career reassigned. The great outpouring from offices all over the country that were besieged with reassign requests that had prevented the process of converting CCAs by relative standing was finally heard loud and clear. Sadly we lost some damn good employees along the way that had enough of the vale promises and decided it was time to move on. To those who hung-in there, we welcome you to the future as a career employee of the U.S. Postal Service. There will continue to be many struggles as we continue to be a target for those who want to strip us of our jobs, wages and benefits. There will continue to be disputes over the current working climate that continues to mistreat employees, especially newly hired employees. With the attitude of most the managers and supervisors today, dignity and respect is neither displayed nor demonstrated at any level of the micromanaged agency that calls itself the U.S. Postal Service. They have an arrogant mentality that also has a very unprofessional demeanor with its customers. In today's Postal Service there is no concern for customers who have mailed something that never arrives unless it has a tracking number. They don't do tracers

anymore and they will make no effort to seek to find out what has happened to a customer's lost mail. They treat the customer the same way they treat employees, like they are all liars and cheats and as though they don't want to be bothered with their problem. This is not a recent dilemma, it is become something that will plague the Postal Service if there is no effort to change management's current mentality. There are very few professional managers, but we are overwhelmed with a great deal of bosses.

Retirement Advice

For those who are contemplating retirement in the near future, planning ahead and checking all your records is highly advised. Many that have come through our office the past few years for counseling have not prepared themselves for some life-changing events. If you have beneficiaries for any benefits, you need to make sure that you have those decisions on record. Once you retire, the Office of Personnel Management (OPM) becomes your personnel office that has all your records; there are no more shared services or lite blue to contact if you haven't supplied your agency with important documents. Some of the biggest decisions surround around health insurance, life insurance, and survivor benefits. If you served in the military and you want credit for your service time to count towards your retirement, then you need to make sure you have paid the deposit required to get that credit. Of course you need to also have your DD-214 on file or provide one when you retire. The main reason they say *plan six months ahead* is not because the application is that difficult, but to give you time to make the important

decisions and get your file in order. Remember that you can schedule a session on-the-clock with retirement counseling from Shared Services, but prior to that date if you have any questions call the union office and schedule time to get some answers ahead of time to assist a smooth retirement. If you have any loans or debts to the Postal Service, these matters should be taken care of before you retire to avoid any complications in the process. Some of you may have decisions to make regarding court orders from a previous marriage or child dependency concerns that may be considered in your retirement process. Retiring is a life-changing event and with proper planning it can be a very smooth transition to enjoying life after work.

Unity

We have finally turned a chapter in the history of our Branch and I feel the efforts of President Tony Diaz should be recognized. Tony is making great strides to bring unity and it has not been without a lot of patience and understanding that we are not going to succeed if we remain divided. He makes every attempt and values all opinions, but he also is passionate about how he feels about our Union. We have many challenges ahead of us and if we all make a concerted effort, we will continue to preserve the future for a long time to come. Get involved and bring something that you are concerned about or a skill that we can benefit from and help make a difference.



Alan Peacock
Vice President
Branch 599

(Continued on page 6)

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Steve Haley** [Produce] and family at the passing of his mother, April 2; to **Ed Dunn** [Forest Hills] and family at the passing of his mother, April 19; to **Mary Jo Martin** [Carrollwood] and family at the passing of her mother, April 20; to **Ruth Welsh** [retiree] and family at the passing of her father; and to **Russell Person** [retiree] and family at the passing of his brother, Edwin.

Sunday Work Party at our Hall

June 8 9-11 AM

Shop Stewards will Meet

Tuesday 7 PM

June 3
July 1

Executive Board Meets

Thursday 6:30 PM

June 5
July 3

Retirees Breakfasts

Monday June 2 9 AM

Coffee Cup Restaurant
4407 N Hubert Avenue, Tampa

Tuesday June 10 8 AM

Bob Evans Restaurant
SR-60 & Falkenburg Road, Brandon

The Birdseye View

(Continued from page 5)

Legislative Update

The legislative session of the State of Florida has ended for this year and without a lot of fanfare. Many of the matters that organized labor and working families support received little recognition. There were some good bills that came out of this session, but most of same big business agendas seemed to be the target of this legislative session. We all agree that doing more for veterans is

worthy and allowing out of state veterans who either live or move here to pay in-state tuition was a step in the right direction. The interesting outcome will really be told by how it affects elections in November, when we elect a governor, half the Senate and all the Representatives are up for election.

On the national scene, *congratulations* to Congresswoman Kathy Castor, who will be returning for another term as the Representative of the

Fourteenth Congressional District. Congresswoman Kathy Castor has been a loyal friend to the NALC and we greatly appreciate her service to all the constituents of our district. We need more allies like her in congress with the many attempts to continue the unfair burdens and attempts to dismantle our historic agency, the U.S. Postal Service.

Fraternally in Unity and Solidarity,
Alan Peacock
Vice President

Robert's Rules — How to Handle Debate

Last month's article dealt with how to properly introduce new business into a meeting of the assembly and what precedes debate. Since I have covered what *precedes* debate, I should first define *debate*.

Merriam Webster (m-w.com) defines debate as:

1. a discussion between people in which they express different opinions about something
2. the formal discussion of a motion before a deliberative body according to the rules of parliamentary procedure

After a question has been stated by the chair, it is before the assembly for consideration and action. Often times this is done by and through debate. As a result, debate is *sometimes* necessary or thought to be necessary by at least one of the members present at the assembly.

All resolutions, reports of committees, communications to the assembly, and all amendments proposed to them, and all other motions (except the *Undebatable Motions* of which there are twelve), may be debated before final action is taken on them, unless by a two-thirds vote the assembly decides to dispose of them without debate. By a two-thirds vote is meant two-thirds of the votes cast, a quorum being present.

As a general rule, the chair should recognize the person who rises first after the previous speaker has finished and sat down. One cannot, while someone is still speaking, interrupt or try to signal that you want to speak next. You must wait until the person who is speaking finishes and sits down before standing and seeking the chance to speak by calling out the chair's title.

There are three common exceptions to this rule:

1. If you are the maker of the motion, you have a one-time right to preference in speaking about it.
2. Although in debate each member has the right to speak twice on the same question on the same day (except on an appeal), but cannot make a second speech on the same question *as long as any member who has not spoken on that question desires the floor*.
3. When the chair knows or suspects that persons seeking the floor have opposing opinions on the motion, he/she should try to alternate between the speakers who favor and those who oppose a proposal or motion that is being debated.

Debate must be limited to the merits of the *immediately pending question*—that is, the last question stated by the chair that is still pending; except that in a few cases the main question is also open to debate. In other words, stick to the subject in debate. **Your speech must relate to the motion under discussion. Your remarks must be *germane to the motion currently being debated*.** Your remarks must have a bearing on whether the pending motion should be adopted. **Going off on irrelevant topics is not in order.**

One of the most important rules of debate is that the proposal, not the member, is the subject of debate. Speakers must address their remarks to the presiding officer, be courteous in their language and deportment, and avoid all personalities, never alluding

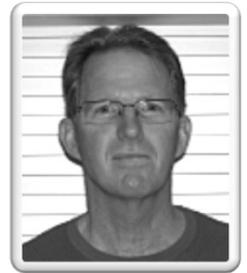
to the officers or other members by name, where possible to avoid it, nor to the motives of members.

Criticizing an opponent's reasoning is different from criticizing the opponent personally. If debate were allowed to include personal attacks, it might intimidate many from taking part in the debate. **The most important of these is that in debate you speak as though you talking to the chair, not directly to other members.** As much as possible avoid using the names of other members in debate. It is preferable to say, *the previous speaker* instead of referring to the previous speaker by name.

In next month's Newsletter I will cover and discuss a call by a member to end debate altogether by stating:

I move the previous question.

The above excerpts may have been taken from www.robertsrules.org and *Roberts Rules of Order Newly Revised In Brief* written by Henry M. Robert, III, William J. Evans, Daniel H. Honemann and Thomas J. Balch with the assistance of Daniel E. Seabold and Shmuel Gerber.



Mike Brink
Recording Secretary
Branch 599



NALC Health Benefit Report

The NALC Health Benefit Plan offers FREE influenza pneumococcal, and seasonal flu (including H1N1 strain) vaccines to NALC Health Benefit Plan members and their eligible dependents at local participating network pharmacies when the NALC Health Benefit Plan is the primary payer for medical expenses. The NALC Health Benefit Plan has partnered with more than 52,000 local NALC Preferred and NALC CareSelect pharmacies (including more than 7,000 CVS Pharmacies and Longs Drugs stores) to provide the following vaccines at no cost:

- Seasonal Flu Vaccine (H1N1 strain is incorporated)
- Intranasal Seasonal Flu Vaccine (FluMist®)*
- Injectable Seasonal Flu High Dose (Fluzone® High Dose) Vaccine
- Adult Pneumococcal Vaccine
- Pediatric (13-Valent) Pneumococcal Vaccine

Since state regulations and the policies of NALC Preferred and

NALC CareSelect pharmacies vary, members should contact the pharmacy directly to see if their state requires a prescription to administer either adult or pediatric vaccines, and for the days and times the vaccine can be administered. If a prescription is required, ask the pharmacy if the physician's office may call a prescription in on your behalf, or if the pharmacy will contact your physician for you.

Present your NALC Health Benefit Plan identification card at the pharmacy before your vaccine is administered. The pharmacist will submit an on-line claim, verifying your status as an active Plan member, eligible for 100% coverage for both the vaccine, and the administration of the vaccine. Your pharmacist should call the CVS Caremark Pharmacist Help Desk if assistance is needed.

When Medicare Part B is Primary:

Medicare Part B preventive benefits include 100% coverage for flu and

pneumococcal vaccines. When Medicare Part B is the primary payer, you should continue to have your health care professional administer these vaccines.

Tip of Month

For carriers, save on the cost of waterproofing your shoes...simply spray WD-40 on a cloth and wipe over leather shoes or leather boots, then buff with a soft clean cloth to shine and make them waterproof.

For the ladies to make nail polish stay on nails longer...first coat fingernails with white vinegar using a cotton ball, let dry, then apply nail polish. To quickly dry nail polish...dip fingers into a bowl of cold water. Then shake excess water from hands and allow hands to air dry.

In Unity,
Lance Jones



Lance Jones
Health Benefit Rep.
Branch 599







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