



Tampa Letter Carrier

VOLUME 14, ISSUE 6

JUNE 2015

Around The Horn from The President's Desk

Food Drive update

Brothers and Sisters, at press time for this newsletter the figure for the amount of the food collected had not been finalized. Food is still being collected and must be picked up by the food bank to weigh. We seem to have fallen a little short of our goals this year, but we will wait for the totals. The effort was there, however, next year I have some ideas thinking outside the box in an effort to better alert all our customers about the Letter Carriers Food Drive. We must start with social media, we must find another contact for media coverage (our previous contact retired), and conduct interviews and stories leading up to Food Drive Day. We finished third in the entire country last year, dropping one notch from number two we held the previous few years. We were also at the top spot, number one in the country, but it has been several years.

If I could, I would like to set aside the amount of food we collected for a minute and focus on several things I observed and became part of on Food Drive Day. It was a

tremendous feeling watching and assisting carriers unloading LLVs and vans, filling up big cardboard boxes that sat on pallets and loading the transport trucks. It was awesome to observe carriers helping carriers, many carriers staying after work, off the clock to help out. Many came in on their scheduled day off to assist their brothers and sisters who worked and collected food throughout the day. I witnessed the camaraderie between carriers at the stations I visited, working for a common goal, to feed the needy in our community. There was one station that brought in sandwiches and many of the carriers came back to the office to unload food and eat lunch together. For those of you who did not help out, there is always next year to lend a hand. We are looking for carriers to be part of the Food Drive Committee, to share ideas, to get everyone involved. This year we ran the operation out of the union office, working closely with our office secretary, Rodna Kirk; we updated collection points, distributed posters,

and kept in touch with Tampa Bay Harvest. On Food Drive Day, Vice President Alan Peacock covered one side of the city and I covered the other side, helping carriers unload, taking pictures and bringing cold bottled water and snacks.

Thanks to all who stayed after work, who came in on their SDO; thanks to all carriers for giving a little extra on Food Drive Day. Whether the final totals are more or less than last year, the food banks are better off today than they were yesterday thanks to the 23rd Annual 2015 Letter Carriers Food Drive!

Under Time

This month I want to discuss a topic that for the most part is taboo in a letter carrier's vocabulary. The unpleasant topic is **under time**. The purpose of this article is to get an understanding of



Tony Diaz
President
Branch 599

Branch 599 Meetings

Thursday
June 4
7:30 PM

(Continued on page 3)

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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	Grant Daniels	813.661.1636	850.210.4906
Carrollwood	33618	Freddie Nemphius	813.961.2962	813.263.7895
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	Joe Bitz	813.873.7189	813.465.0004
Interbay/Port Tampa	33611/16	Clement Cheung	813.831.2034	813.758.5910
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	Christopher Woodside	813.719.6793	813.924.6869
Produce	33610	Elvin Rodriguez	813.239.4084	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	Steve Hall	813.237.4569	813.494.4669
TCA/Peninsula	33609	Troy Figueroa	813.873.7189	347.403.1644
TCA/West Tampa	33607	John Lacko	813.873.7189	347.453.4562
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)

under time and how to protect yourself with the new age of tracking technology.

What is under time? Under time is the amount of time it takes you to deliver your route and complete your carrier duties **under your eight hour guarantee (regular carriers)**. Under time is time that management desires to utilize to save on work hours. This will usually result in a trip or piece off another route to fulfill the eight hour guarantee. Management will also attempt to advise and direct carriers they have under time, without allowing the carrier to give their estimate. So in the morning when you evaluate your workload for the day and find your mail volume is low for this given day, or you have multiple businesses closed (Saturday), you may have under time. Just like you do on a day you realize you cannot complete your route assignment in eight hours and request a PS Form 3996 (help slip), on this occasion you notify your supervisor you have under time when they make their rounds for estimates. The amount of time should be determined by *you*, not the supervisor. Let's face it, Letter Carriers have a difficult time admitting there is under time; I know because I hated it. Before I did admit to having any under time, I did however make sure my Edit Book was updated, dog warning and alert cards were updated and legible, and all change of address labels properly logged on the PS Form 3982 (pink cards). After all my carrier duties were completed, I was able to determine if I had any under time or not. With the new technology management has to track a carrier's every move, every delivery; it is advantageous for all carriers to notify their supervisor of any under time in order to stay gainfully employed throughout the day. Management has begun challenging carriers on

days they believe there should be under time, even on Saturday by conducting PS Form 3999, (Inspection of Letter Carrier Route). If you have under time, surrender the under time, do not get caught hanging out to fill your day. Stay busy, stay gainfully employed!

USPS Employee Assistance Program (EAP)

With the pressures and stress that accompany working for the United States Postal Service, 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.)

(Continued on page 8)

Sharing Our Members' Joys and Sorrows

Our deepest sympathy

and prayerful support is extended to the family of **Don Holt** [retiree] whose passing was May 3; and to **Chuck Munkle** [Town 'N Country] and family at the passing of his father.

Speedy recovery and get well wishes

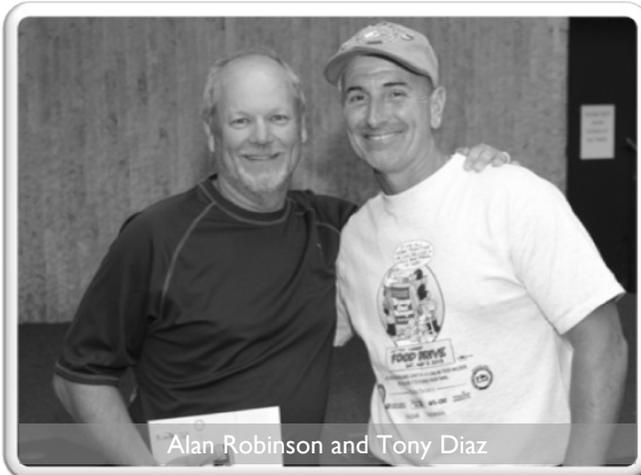
to Tom Borderieux [Town 'N Country] who was hospitalized, and to Pat DeSarno [retiree] who is recovering from hip surgery in a rehab center.

Congratulations!

to Office Secretary Rodna Kimelman Kirk. During our May Branch Meeting, Rodna was voted in as an Honorary Member of Branch 599. Rodna joins an elite few; she has been employed by Branch 599 for almost 9 years.



Robinson, Flannery, Henderson, and Marsala Retired!



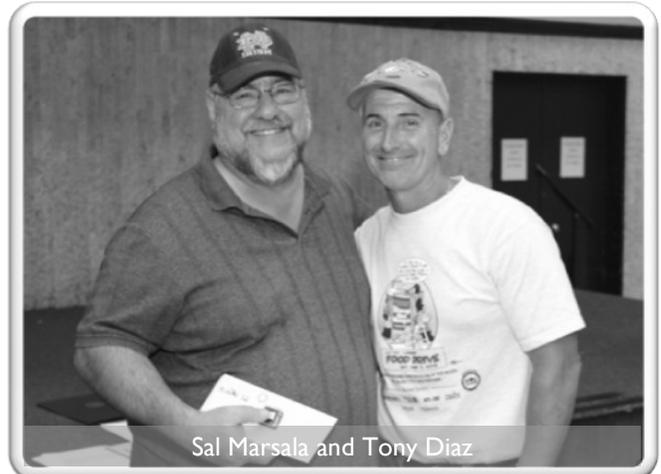
Alan Robinson and Tony Diaz



Johnny Flannery and Tony Diaz



Richard Henderson and Tony Diaz



Sal Marsala and Tony Diaz

President Diaz recognized **Alan Robinson** [Forest Hills], **Johnny Flannery** [Plant City], **Richard Henderson** [Forest Hills], and **Sal Marsala** [Palm River] during our May Branch meeting and presented them with a check from the Branch for their retirement.

Personal Privilege

I am writing this in response to an article written last month by our Director of Retirees.

It seems that our Director of Retirees has submitted a bylaw change proposal and he wanted to have a forum in which to argue for its passage where he would have no opposition. The procedure for submission and debate on bylaw proposals is as follows: Step one – Read and submit your bylaw change proposal at a meeting of the Branch membership. Bylaw proposals need to be formatted properly showing the previous language as well as the new proposed language and must be signed by at least three members in good standing. Step 2 – The submitted bylaw proposal must be published in the newsletter and received by the membership at least ten days prior to the next Branch meeting, where it will be debated by the membership prior to a vote on whether to ratify or defeat the proposal.

Based on the guidelines I have listed it is improper for the maker of the bylaw proposal to submit any articles arguing for the passage of the proposed bylaw in advance of the meeting where the bylaw proposal is to be debated. There is no problem with noting that a proposal is to be debated at the upcoming meeting so the membership is reminded to attend the meeting but that is all.

Our Director of Retirees feels that he can do as he pleases since it is his bylaw proposal, but he is mistaken. Now I will address the merits of the bylaw proposal as submitted.

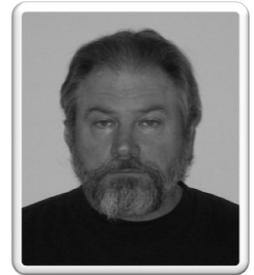
The Director submits that it is a vote on the benefits we provide to our non-member Branch employees. It is funny that the Director refuses to identify the non-member employees, as we only have one and that is the office secretary. The Director implies that it is a vote to provide this non-member benefits that she is not receiving. That

could not be further from the truth as the Branch voted previously to provide medical insurance benefit to the office secretary. The Branch felt this was long past due and even though the vote to provide the medical insurance benefit was in lieu of a pay raise that the individual should have received at the time, it was still voted on by the membership and provided to the secretary. Now the Director of Retirees would have us take back the benefit that we voted to provide based on the argument that the card carrying union member Letter Carriers do not have the same benefit provided to them. Forget the fact that there is no path the secretary can follow to gain membership in our union; our Director of Retirees wants us to engage in discrimination against our employee.

We are union members and we fight for the rights of our members. We fight to gain benefits for our members but I don't recall any time that we fight to take away from others what they have already achieved. We work in solidarity with members of other unions and we strive to help others in the working community (non-unionized fast food workers, Wal-Mart employees, etc.) to achieve better working conditions, pay and benefits, but I don't recall ever seeing the AFL-CIO on strike to reduce the benefits that any individual or group has been able to gain.

In reading the Director's article all I was able to see is an attack on the benefits that the Branch has voted to provide the secretary. The Director attempts to justify his bylaw proposal by arguing that it is only being done so that we do not provide our secretary better benefits than the Letter Carrier receives from the USPS. Need I remind you, the reader as well as the Director, that the secretary is not paid the same as a Letter Carrier is paid by the USPS? You cannot compare apples

to oranges so your argument that it is only being done to make her receive the same as the Letter Carrier does not hold water.



Brian Obst
Tampa Stations/
Branches
Chief Steward
Branch 599

I have been a member of the Branch for some seventeen years and I can't recall of any time that the Branch has spent money where the membership did not have to vote to approve the expenditure. The Director brings up the yearly holiday bonus that the president and the office secretary were voted by the membership and complains that the membership pays dues for representation not bonuses. Need I remind the Director that a motion must be made and seconded by the membership, then debated and voted on for approval or denial by the membership at a Branch meeting? It follows that if the membership votes to pay the holiday bonus then there is no basis for his argument, as the membership is asked to pay the bonus and after debate the membership votes to either pay or not pay; that is how the system works.

It is my humble opinion that this bylaw proposal is simply an attempt to discriminate against our office secretary and an overt attempt to take away from her benefits that the Branch has already voted to provide her for the job that she does. Had the Director done his research he could have seen that attempts were made to get the secretary union membership, but there is no path for her to obtain it that could be found. It is a fact that the membership has voted to approve the benefits that the secretary receives and to attempt to strip the employee of these benefits is the most **ANTI-UNION** action I have ever seen.

(Continued on page 8)





Around The Horn from The President's Desk

(Continued from page 3)

CCA News

A new Memorandum of Understanding, MOU-01857, signed into effect April 1, 2015, replaces expired MOU-01826. The language represents a significant gain for the CCA that is promoted that did not serve as a Transitional Employee.

MOU-01826 – Expired, read:

City carrier assistants converted to full-time regular career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the em-

ployee successfully served as a city carrier transitional employee directly before his/her initial CCA appointment.

MOU-01857 – New, reads:

City carrier assistants converted to full-time career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the employee successfully served a cumulative 360 days as a city carrier assistant directly before conversion to full-time career status.

Quick Hits:

Information you should know

*) My article next month will discuss: DMS – Delivery Management System

The Postal Service has developed the Delivery Management System (DMS) intended to improve carrier efficiency for street delivery. However, let's call it GPS aimed at tracking a carrier for every minute of his/her delivery day.

*) Next work party – June 7, 2015

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

Personal Privilege

(Continued from page 5)

I also find it disgraceful that the Director of Retirees attempts to incite the retirees by his statement that it is affecting them because the Budget Committee mentions the possibility that the retiree dues could be raised. One issue has nothing to do with the other and the verbalization of concerns that any increase in dues might cause retirees to drop their membership is simply a scare tactic. If I was the Director of Retirees I would concern myself with what he said before that "Most of our branch retirees do not cost the branch any

money as they do not attend retirees' dinners or anything else that costs money".

Isn't it the job of the Director of Retirees to engage our retired members and see to their issues and ways to assist them and engage them in activities for their union, not just to have a monthly breakfast and annual dinner? What is being done on that front for the retirees? The column *Retiree Station* should be written for retiree issues not personal attacks and discrimination.

The only thing I can agree with our

Director of Retirees on is that the voice of the membership rules and I hope that when you consider voting on issues such as this that you look beyond the fluff that the Director of Retirees tries to sugarcoat his issue with and look deeper to see the real discrimination he is trying to sell you on this issue.

I leave you as always –Remember **KNOWLEDGE IS THE KEY**

Brian Obst

Carrier, Town and Country Station
Tampa Stations/Branches Chief Steward

Keep Us Updated!

Please remember to notify our Branch Office when you change your name, address, email address, or phone number(s).



Join together with tens of thousands of other letter carriers to make your voice heard!

NALC will send you email alerts when it's time to act on issues affecting active and retired letter carriers and the future of the Postal Service. www.nalc.org

Post Office Fun Trivia #3—Post Office Abbreviations

1. How do you abbreviate Texas?

- A. TX
- B. TA
- C. TE
- D. TS

2. How about Missouri?

- A. MO
- B. MS
- C. MI
- D. MR

3. How about Connecticut?

- A. CO
- B. CT
- C. CN
- D. CC

4. How about Vermont?

- A. VM
- B. VE
- C. VT
- D. VR

5. How about Hawaii?

- A. HA
- B. HI
- C. HW
- D. H

6. How about Pennsylvania?

- A. PE
- B. PA
- C. PN
- D. PY

7. How about Louisiana?

- A. LS
- B. LO
- C. LA
- D. LU

8. How about Iowa?

- A. I
- B. IO
- C. IA
- D. IW

9. How about Alaska?

- A. AA
- B. AS
- C. AL
- D. AK

10. How about Virginia?

- A. VA
- B. VA
- C. VR
- D. VG

11. How about Georgia?

- A. GE
- B. GA
- C. GO
- D. GI

12. How about Montana?

- A. MO
- B. MA
- C. MN
- D. MT

13. How about Kansas?

- A. K
- B. KA
- C. KS
- D. KN

14. How about Maine?

- A. MA
- B. MN
- C. MI
- D. ME

15. How about Maryland?

- A. MA
- B. MY
- C. MR
- D. MD

16. How about Arizona?

- A. AN
- B. AR
- C. AZ
- D. AI

17. How about Kentucky?

- A. KY
- B. KN
- C. KE
- D. KT

18. How about Nevada?

- A. NA
- B. NE
- C. NV
- D. ND

19. How about Mississippi?

- A. MS
- B. MP
- C. MI
- D. MM

20. How about Minnesota?

- A. MN
- B. ME
- C. MI
- D. MT

21. How about Oklahoma?

Answer: _____ (two letters)

22. How about Arkansas?

Answer: _____ (two letters)

23. How about Massachusetts?

Answer: _____ (two letters)

24. How about Florida?

Answer: _____ (two letters)

24. How about Illinois?

Answer: _____ (two letters)

Answers are on Page 10

No Peeking!

funtrivia.com

A Blunderful Blizzard of Boz

The Kingston Trio made the song MTA very popular. It was originally written by Bess Hawes and Jacqueline Steiner for a political campaign in 1949. With a few adaptations, it could become an anthem for retiring letter carriers today...

Spoken:

These are the times that try men's souls. In the course of our city's history, the people of Tampa have rallied bravely whenever a letter carrier has needed a dose of sanity. Today a new crisis has arisen. A postman named Charlie, on his last day before retirement, has refused to abandon his post, and cannot bring himself to forever end tour.

Sung:

Well let me tell you the story of Postman Charlie
In a tragic and fateful way
He delivered his flats, letters, plugs and parcels
But could not bear to call it a day
Well, did he ever return?
No, he never returned, and his fate is still unlearned
He may walk forever on the streets of Tampa
He's the postman who never returned
Charlie parked his truck inside his station's lot
Secured it and swept it out twice
Then placed the mail inside his station's blue box
With his keys, receipts, turnbacks, and scanner device
But did he ever end tour?
No, he wouldn't end tour, and his fate is still unlearned
He may walk forever on the streets of Tampa
He's the postman who wouldn't end tour

Now all night long Charlie retraces his route

Crying *What will become of me?*

How can I retire to a life of leisure

When I love what I do so devotedly?

But did he ever clock out?

No he never clocked out, and his fate is still in doubt

His pension's on hold and his TSP's locked up

He's the postman who never clocked out

Charlie's wife goes down to Sulphur Springs station

Every day at quarter past two

Asking *Have you seen Charlie?*

There are chores at home I need him to do

But did he ever return?

No, he never returned, and his fate is still unlearned

He may walk forever on the streets of Tampa

He's the postman who never returned

Now ye citizens of Tampa

Can you stop Charlie, who was one of the best?

Make him accept his well-deserved break

And retire with all of the rest

Or else he'll never return

No, he'll never return, and his fate will be unlearned

He may walk forever on the streets of Tampa

He'll be the postman who never returned

Everybody else: CARRY ON!



Jim Boczarski
Sulphur Springs
Member
Branch 599

COLCPE

Protecting Your Future in Washington



National Association
of Letter Carriers
Political Education Fund

Answers

Post Office Fun Trivia #3—Post Office Abbreviations

- | | |
|-------|--------|
| 1. TX | 9. AK |
| 2. MO | 10. VA |
| 3. CT | 11. GA |
| 4. VT | 12. MT |
| 5. HI | 13. KS |
| 6. PA | 14. ME |
| 7. LA | 15. MD |
| 8. IA | 16. AZ |

Shop Stewards will Meet

Tuesday 7 PM

June 2
June 30

Sunday Work Party at our Hall

9-11 AM

June 7
July 5

Executive Board Meets

Thursday 6:30 PM

June 4
July 2

Retirees Breakfasts

Monday June 1 9 AM
Coffee Cup Restaurant
4407 N Hubert Avenue, Tampa

Tuesday June 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

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* This program does not apply to existing loans financed with Tampa Postal FCU. First payment due 90 days from loan closing and no interest for 60 days. Valid for vehicles financed between April 1, 2015 and June 30, 2015. Some restrictions apply. [^]For complete details on Enterprise Car Sales offer, visit www.tpcu.org or speak to a Loan Officer.