



Tampa Letter Carrier

Official Notice of Nominations & Elections of Officers of NALC Branch 599, Tampa FL

Nominations for the election of officers of Branch 599 will be held at regular Branch meetings on October 3 and November 7, 2013, at our Branch hall located at 3003 W. Cypress Street, Tampa FL 33609. The meeting is scheduled to begin at 7:30 PM.

Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nomination for only one office. Self nominations are acceptable. Nominations will be held for the following Branch offices: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, three (3) Trustees, MBA/NSBA Representative, Health Benefit Representative, Director of Retirees, and two (2) Labor Management Representatives. The term of office will be three (3) years beginning January 18, 2014.

Any member having applied for, or served as a supervisor within the last two years, including detail to an acting supervisory position, is ineligible for nomination.

Election will be conducted by secret ballot on December 5, 2013, at our Branch hall, 3003 W. Cypress Street, Tampa FL 33609. **The polls will be open 2:00–7:30 PM. Any member who is in line at 7:30 PM will be allowed to vote.**

Any member who for any reason will be unable to vote on December 5, may vote by absentee ballot. Requests for absentee ballots should be made by telephoning the Branch office at 813.875.0599 [8 AM—4:30 PM] beginning November 8 through

Official Notice of Nominations & Elections of Delegates to the 69th Biennial NALC National Convention in 2014

Nominations for delegates to the 2014 NALC National Convention that will be held in Philadelphia PA, July 21-25, will be taken at regular branch meetings on October 3 and November 7, 2013, at our Branch hall located at 3003 W. Cypress Street, Tampa FL 33609. The meeting is scheduled to begin at 7:30 PM.

Members must be present to accept nominations or have a written notice on file prior to the time and the presiding officer declares nominations closed.

Members must have attended 8 Branch meetings per year for the 2 years prior to the convention to be eligible as paid delegates; others nominated/elected will need to cover all of their own expenses.

Any member having applied for, or served as a supervisor within the last two years, including detail to an acting supervisory position, is ineligible for nomination.

In the event the number of nominations exceed the number of delegates allowed to our Branch, an election will be conducted with the results announced at the regular branch meeting on December 5, 2013.

Branch 599 Office

3003 W Cypress Street
Tampa FL 33609-1617

813.875.0599

Fax 813.870.0599

www.nalc599.com

Alan W. Peacock
President

apeacock.nalc@verizon.net

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Monday-Friday
8 AM – 4:30 PM

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Tampa Letter Carrier

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Branch 599 Office 813.875.0599

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 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	Alan W. Peacock	813.765.0599 office 813.875.0599	apeacock.nalc@verizon.net
Vice President	Tony Diaz	813.598.9635	tony_diaz599@yahoo.com
Recording Secretary	Michael Brink	813.661.1639	recording.sec@nalc599.com
Financial Secretary	Gilbert Cabanas	813.855.0516	financial.sec@nalc599.com
Treasurer	Ray Garcia	813.787.3640	treas.ray@nalc599.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.422.4967	
Health Benefit Rep.	Terry Franklin	813.758.3061	
Director of Retirees	Lance Jones	813.220.1292	
Trustee Chair	Lori McMillion	813.263.7101	
Trustees	John DeRosa	813.850.8418	
	Warren Sumlin	813.486.7612	
Labor Management	John Rowland	813.770.7769	
	Warren Sumlin	813.486.7612	
Presidents Emeritus	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good		

Executive Board Meets

Thursday 6:30 PM
October 3
November 7

Shop Stewards will Meet

Tuesday 7 PM
October 1
November 5

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches Chief Steward, Brian Obst 727.458.0679				
Brandon	33510/11	Detlev Aeppel	813.661.1639	813.505.7914
Carrollwood	33618	Eddie Berroth	813.960.8894	813.493.5224
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Rocky Randels	813.935.2954	813.766.2604
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale/Annex	33614/34	Varick Reeder	813.874.6809	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.935.0244
		Tim Hurlstone, Alt.	813.873.7189	813.367.7718
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	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Brian Obst	813.719.6793	727.458.0679
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570	Aric Person	813.634.1403	813.545.7779
Seminole Heights	33603	Tony Diaz	813.237.4569	813.598.9635
Sulphur Springs	33604	John Rowland	813.237.4569	813.770.7769
TCA/Peninsula	33609	Troy Figueroa	813.873.7189	813.403.1644
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 Aeppel	813.242.4507	813.505.7914

From the President's Desk



Alan W. Peacock
President, Branch 599

The beginning of another fiscal year and what will be our next major hurdle for Saving America's Postal Service or lack of service. Looking over the newly released five-year plan by the USPS, it calls for another 100,000 jobs to be eliminated. The bulk of the jobs eliminated will come from the plan to eliminate Saturday delivery except for packages. They also plan to eliminate employees' access to Federal Employee Health Benefits by creating their own postal employee health plan and eliminating retirees from the Federal Health Benefits, and require them to take the postal health plan by 2015. The other big part of their plan is to eliminate defined pensions and change to a defined contribution plan for new hires starting 2015. The last part is to force injured employees to take retirement rather than remain on tax free workers' compensation. They also have a plan to include shipping beer and wine for a financial benefit and provide services on behalf of federal and local government agencies. All this while they still ignore a major flaw in their plan...the US Constitution and its requirements and the fact that we are still a federal agency. The USPS cannot just make unilateral decisions on its own and expect to implement its corporate desires. As Americans, we are the stock holders, and we have the authority to ask our representatives to do what is in the best interest of its citizens and not give into the whims of corporate mentality.

Estimates

Locally, we are experiencing some confrontational situations on the

workroom floor and the same old dialogue of how management is seeking to adjust the carrier instead of properly adjusting the routes. The latest tactic is to tell the carrier his expected leaving time based upon the Office Efficiency Tool similar to DOIS, just another tool. Whoever is running the floor will ask you what time you are leaving and then engage in a math quiz to try and make you commit to something other than what you estimate you need to complete your route. When you are presented with that approach you should respond with, *I am leaving when I prepare all my mail and I am ready to leave*. Then you should tell the other party that *I will give you my estimate on a 3996 when I have received all of my mail and if I end up leaving later or earlier I can amend my estimate*. In addition, if you are running later or earlier on the street than you estimated, you can call the other party and amend your estimate on the street because there are no street standards. The important thing to remember is that you don't have to tell them how long your route is on the street...you just need to give your estimate as required by the M-41; let them do the math...that is their job not yours. Avoid confrontation and put the burden of decisions on them and not on yourself.

Residual Vacancies

The new *Memorandum of Understanding M-01824 Re: Residual Vacancies—City Letter Carrier Craft*, signed August 30, 2013, provides for the manner in how residual vacancies will be filled once they are no longer subject to a proper withholding order. First, the vacancies will be

filled by assigning unassigned full-time regulars and conversions of part-time flexible in the installation where the vacancies exist. Then after that step fails to fill all the vacancies, the next step is required to have a 21-day eReassign posting to allow career city letter carriers to apply for the posted vacancies. Residual vacancies that remain after that will be filled by acceptance and placement of voluntary reassignment requests from other crafts within the installation; for the Tampa installation that is one in four due to it being a hundred man hours or larger and conversion of city carrier assistants to full-time career status in the same installation as the residual vacancies. We will continue to monitor every step of the process to insure that the memorandum is followed correctly. At least we finally have a memorandum that actually includes the city carrier assistants in the process for conversion to full-time career status. It's a slow process but finally moving towards the career promise that was made when this arbitration award came out in January.

Grievances

After two straight years of declining grievances in our branch and the lowest amount in eight years we are on pace to have the most in eight years. This speaks volumes for the current management staff and its leaders and their lack of respect for agreements and contracts. This is evident of the fact that many more grievances could be filed, but that is

(Continued on page 4)

Proposed Bylaw Change

ARTICLE XV – Station Stewards – Section 4

Currently reads as follows:

They shall seek new members, reinstatements, and shall keep in contact with the Branch Secretary concerning transfers and standing of all members at his/her station.

Proposed to read as follows:

They shall seek new members, reinstatements and shall keep in contact with the Branch Financial Secretary concerning transfers and standing of all members at his/her station.

Signed by: Michael Brink, Detlev Aeppel, Brian Obst, Michael Anderson, Lori McMillion

From the President's Desk

(Continued from page 3)

due to the lack of support from many carriers who fear retaliation and will not provide a statement of improper treatment or accept discipline for something that wasn't warranted. The one thing that can dilute *due process* is the failure to provide the grievant statements and many arbitrators have ruled specifically on that basis. Your steward wants to do everything in his/her position to represent your rights, but without you giving him/her the statement of the facts that portray the event that warrants the grievance there is little that can be done other than hoping for documentary or witness evidence. If you are right, there should be no reason to fear telling the truth and the fact that you won't only entices more of the same treatment. The union motto has and always will be *a wrong to one is a wrong to all*. It's up to you and everyone working

together to decide what kind of workplace you want and allow happening.

Important Branch Meetings & Committee

Our upcoming Branch meetings are very important to be involved in, with nominations for officers in October and November and elections in December for all offices and convention delegates. We have a lot of good leadership in this branch and there is always room for more participation. I am also looking for people who may be interested in being appointed to the Elections Committee. This is a very important committee with a great deal of responsibility and trust placed upon them. If anyone is interested in knowing what it entails, feel free to inquire with me or anyone who has been on this committee before, and please let me know if it interests you.

Community Service

Another topic on participation and volunteers... we have many functions that volunteers are requested to be involved in, yet a majority of the ones participating are the same ones at almost every event. Every year I carried mail we always had a group from every office that would join in to help with MDA collections or functions to raise funds for this great charity. Yes I am aware that you start later and work later than in the past and times have changed and we deal with ordinances that limit us to doing something on a Sunday instead of a Friday afternoon. Then I ask you to bring us your ideas of what we can do to challenge each other to help. Maybe I have just asked too much of the members to help others less fortunate. I guess I don't know any greater riches than helping others.

Fraternally with Blessings to All,

Alan Peacock

President, NALC Branch 599

Around the Horn

Brothers and Sisters, thank you for giving me the opportunity to represent Branch 599 at the Region 9 RAP Session in Atlanta, August 23-25. We were presented with instructional classes and valuable information, both legislative and contractual. Four states were represented from Region 9: Florida, North Carolina, South Carolina, a host Georgia; total delegation was 400. Our local Branches were represented well. Branch 599 sent two, Brian Obst and I; Clearwater Branch 2008 sent three representatives; St. Petersburg Branch 1477 sent three; and Lakeland Branch 1779 sent two. These Rap sessions provide an opportunity to speak to Branch leaders both local and statewide. Many issues are similar, but some may be an issue heading our way. **However, the most common issue was the day to day mistreatment of CCAs.**

The impatience with a no learning curve, the lack of due process, and the failure to prove just cause in removals, are battles we face. Our stewards are asked to patrol and get involved with our CCAs so they have an outlet with concerns and to ask questions. Locally we have addressed many issues in regards to CCAs to protect their rights. We have been very active to educate our CCAs, so they know their rights.

We did receive new information on the CCA – Health Insurance (3) Options for 2014:

1. Pay what TEs paid into FEVA
2. Beginning 2014 Postal Service Affordable Care Plan:
 - a. Self-coverage only
 - b. Postal contribution \$3,200 per year
 - c. 30 hours a week to qualify
3. New NALC Consumer Driven Plan, should the Postal Service

Affordable Care Plan not be available or should the CCA need additional coverage (family), the new NALC Plan will be available. The Postal contribution of \$3,200 per year applies.

Legislation was covered thoroughly; the following is a breakdown on bills we need to keep a vigilant eye on and be prepared to act on.

RAP Session data reported by: Leigh Ann Martin, NALC Regional Field Coordinator

NALC Supports – House Resolution Bill 630 and Senate Bill 316

- Ends pre-funding
- Returns CSRS and FERS overpaying
- Protects 6-day delivery
- Protects mail processing facilities
- Establishes new revenue for the USPS

NALC Opposes – HR 2748 - Senator Issa

- Cuts Saturday delivery
- Forces 30 million to convert from door delivery to cluster boxes
- 1 billion pledged toward purchase of cluster boxes
- Eliminates 100,000 jobs
- Mandates terms of future collective bargaining
- Does not give the Postal Service the flexibility
- Creates a new \$10 million Government Authority (oversight committee)
- Does not give the Postal Service the flexibility it needs to adjust rates
- Fails to provide a long term solution to the unfair funding burden
- Privatization

NALC Opposes – Senate Bill 1486 - Senators Carper/Coburn

- After 1 year eliminates a day of service with the flexibility to eliminate more day(s)



Tony Diaz
Vice President
Branch 599

- Eliminates door delivery
- Eliminates FERS pensions for new employees
- Ensures pre-funding will continue for decades
- Imposes cruel reforms to Workers' Comp Program
- Forced Postal Healthcare Plan outside of the Federal Employees Health Benefit Program (FEHBP)

Senators Issa, Carper, and Coburn are not friends of the letter carriers. Their bills will destroy the Postal Service as we know it today. Log on to NALC.org and become an e-Activist, it's free, stay informed!!!!

Quick Hits: Information you should know

- *)Next work party will be on October 6, 9-11 AM; **this is a bye week for the Tampa Bay Buccaneers (they are off that Sunday)**. Volunteers will be home in plenty of time to see their second favorite team's opening kickoff.
- *)The new NALC contract is in print and will be distributed soon. The JCAM printing will follow.
- *)Next general Wage Increase at 1%, on November 16, 1%.
- *)Quote of the Day:
I can't give you a sure-fire formula for success, but I can give you a formula for failure: Try to please everybody all the time.
– Herbert Bayard Swope

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

Food Drive Award!



Fred Rolando, Tony Diaz, and Judy Willoughby

Vice President Tony Diaz accepted a Food Drive award from NALC President Fred Rolando and Region 9 Business Agent Judy Willoughby on behalf of Branch 599 at the recent RAP Session in Atlanta.

Branch 599 finished #1 in our category and #2 overall nationwide!



Branch Meeting

Thursday
October 3
7:30 PM

Be Careful Out There!

Letter Carriers have died this summer due to heat exhaustion.

Change, Not so Fast

I want to address the claims made by management that are none too new; this attitude in the Tampa Installation has been occurring since I became a carrier in 1988. That claim is an old and tired claim. It is that carriers don't want to embrace change. They (management) tell us every time they develop a new toy, such as DOIS or what Tampa management terms as *new change*, being the Office Efficiency Tool, is just an old idea that has already been addressed by our union where it was used in the past and went down the same old path that DOIS has. That path is *it is a management tool developed for the use of management*, just the same as DOIS. Management uses the guise of carriers not wanting to embrace *CHANGE* to implement these *NEW* ideas claiming we should *JUST DO IT!* The only thing I have to say about that is, well if you know me I don't only say one thing (if you ask those that know me). So, here goes. I am the Shop Steward for the Sulphur Springs 33604 zone; I am also one of two Labor Management Representatives for Branch 599. I get to hear this claim by management more than your *average bear* due to those positions I am responsible for and obligated to. In July, during the Labor Management Meeting, President Peacock was given a notice by OIC Ernie Onody that regardless of the fact we have a current agreement (officially titled *Letter of Intent*) which addresses the terms of the *Window of Operation* for the Tampa Installation, he was notifying us he was unilaterally changing the *Window of Operation* from the contractually agreed time of 1700 to 1800 hours. This of course is how management attempts to argue or claim we don't want to embrace

their ideas... you know that thing they call *CHANGE*. This is a direct violation of the *Joint Statement on Behavior and Violence in the Workplace*. Those of you who know me know why I say this. There is a small, but extremely important sentence that states we (all employees) are to be treated with fairness, dignity and respect. But those words fall on deaf ears when it comes to this point/argument/claim management attempts to make. I have to ask, where is the fairness, dignity and respect for those you are mistreating (the most polite word I could find) when you implement changes which are in direct violation of the negotiated contract between the employees and management? If management has new ideas they want to implement, there is a contractual manner in which those ideas are to be made. But when management attempts to use their *NEW IDEA* such as DOIS, the Office Efficiency Tool, or a policy that ignores a contractually written agreement, they are *NOT* treating the employees with fairness, dignity or respect! Then because we feel (rightly so) mistreated, they argue/claim we don't embrace *CHANGE*. The scary part is...they're serious! They don't understand (or remember) that there is a negotiated contract in which we *ALL* must adhere to. This is another reason I am growing tired of hearing anyone say we are a *COMPANY!* We are federal employees who work for the Federal Government, an agency under the Executive Branch. We are public employees, not a private company. We have checks and balances that control us from being abusive as a public entity. Those include a higher standard when dealing with favorite/disparate treatment and cronyism towards its employees than the

private sector. These are the main reasons unions came about, because employers were using tactics of unfairness and failing to treat its employees with dignity and respect. The public sector has always held those standards higher than the private sector. The public sector is supposed to *Place the Bar* higher than the private sector to demonstrate to the American people it can be entrusted with their needs.

The private sector holds only one thing dear...Profit. The public sector has been targeted by entrepreneurs which have damaged the private sector (in this one's opinion) to implement radical ideas which are unproven and untested into the public sector. It is too long and too hard to properly test any idea thoroughly in what some (management) would consider a manner to achieve *Quick* results. My question is: why do they (management) feel the need to quickly implement ideas that are untested and usually incur significant costs that for the most part don't work while the implementation process denies fair treatment, dignity and respect to its workers? They (management) don't get it. It's not change we have a problem with, it's the way they go about implementing that *CHANGE*.



John Rowland
Labor Mgt Rep;
Shop Steward
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy

and prayerful support is extended to **Chandrika Hayes** [TCA 07] and family at the passing of her father.

Jeanne Chile and Larry Rodriguez Retired!

President Peacock recognized **Jeanne Chile** [Commerce] and **Larry Rodriguez** [Tampa Carrier Annex] during our September Branch meeting and presented them each with a check from the Branch for their retirement.



Jeanne Chile and Alan Peacock



Larry Rodriguez and Alan Peacock

Sunday Work Party
at our Hall

October 6 9-11 AM

Retirees Breakfast

Monday October 7 9 AM

Coffee Cup

4407 N. Hubert Avenue, Tampa

Evidence and the Burden of Proof

When you file a grievance for a brother or sister carrier you want to do the best job you can in representing them. Every grievance has a number of things in common with all other grievances filed and we are going to address a couple of these. Our topic today is *Evidence and the Burden of Proof*; two parts of every grievance that should be familiar to the steward.

Let us start with evidence and its definition. Evidence: An outward sign; something that furnishes proof; someone who bears witness (*Merriam-Webster Dictionary online*). Evidence is something that you include in your grievance file to prove or disprove a contention, to make the contention become a fact.

Now based on the definition of evidence we can determine just what we need to put in the file as evidence to prove our contentions based on the type of case it is. In the case of an overtime violation you might want to include clock rings, overtime reports, overtime tracking charts, overtime equity review forms that are signed by both Union and Management officials, witness statements and interviews with people who have knowledge of the violation and events surrounding the violation. Notice that all of the evidence I have just listed is tangible, it is not word of mouth, not hearsay and while management sometimes may find a way to impeach this evidence it is difficult to do so. There are many other items of evidence available one only need use the information in the grievance and think about what you need to prove your case. In a discipline case you only need to review the discipline to know what evidence you need to impeach the discipline action under-

taken by management.

Let us now look at the *Burden of Proof*. The *Burden of Proof* is a fickle creature, as it starts on one side of the grievance issue and then shifts as the evidence is presented in the case. In the contract grievance cases the *Burden of Proof* is on the Union to prove that a violation has occurred and the steward must demonstrate this in the grievance file with the presentation of evidence. Once the steward has proved his *burden* the case can usually be won. The *Burden of Proof* in a discipline case lies with management and they are required to prove their *burden* the same way, by the presentation of evidence. As a steward your job is to attack the evidence presented by management and to find errors or falsehoods in their evidence. One thing most stewards have difficulty remembering is that in a discipline case they do not have to prove that the grievant didn't do what they are accused of, only that management has failed to prove that the grievant did do what they are accused of doing. This is done by impeaching management's evidence. Management seems to labor under the impression that if they say it is so that it must be so and while this would be convenient for them it is hardly the case. Management likes to use a statement from the supervisor without any evidence to back it up as evidence in a discipline case. Arbitrators have stated numerous times that this is hearsay evidence and it cannot be relied upon to prove a charge of discipline, as long as the Union has argued and proven that there is no evidence in the file to backup the statement. Part of your arguments should always include the tests for *Just Cause* listed in the beginning of Article 16 of the National

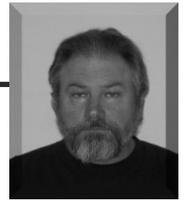
Agreement. A good steward will know these by heart and ensure to investigate them fully to provide the best representation for their members.

This is only an introduction to *Evidence and the Burden of Proof*, it is highly recommended that you refer to your copy of the JCAM for further information and don't be afraid to contact other stewards and Branch officers for assistance to help develop the skills needed to be the kind of representative you would want defending you.

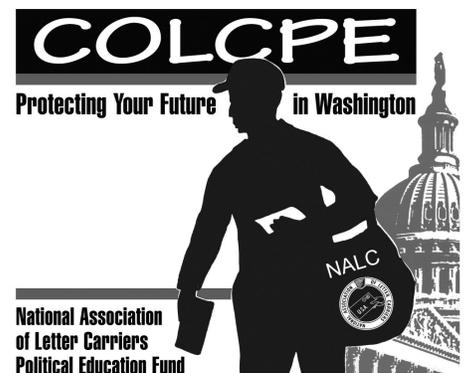
I leave you with this thought, as always...**Knowledge is the Key.**

Brian Obst

Tampa Stations/Branches Chief Steward



Brian Obst
Tampa Stations/
Branches
Chief Steward
Branch 599



Tampa Letter Carriers Hall—Rental

3003 W Cypress Street, Tampa FL 33609 • 813.877.4785 or 813.875.0599 • nalc599@verizon.net

Hall Rental

Hall rental is for a 4-hour function plus setup, and removal time; totaling 8 hours.

- 3 hours immediately preceding the function is for setup.
- 1 hour after the function is for vacating [taking any decorations you wish to keep, removing any debris from tables, and for your caterer and sound equipment removal].
- **All functions must end by 2 AM.**

Furniture

- Includes setup of tables according to request
- 8-foot banquet tables or 5 foot round tables and chairs are included.
- Covering tables and decorating is your responsibility.
- **Seating Capacity: 400**

Mandatory Security

Two Tampa Police Department officers on extra duty roster will provide security at your function from start of event through the 1-hour removal time for \$369.

Deposits

Hold Date Deposit is \$400 [\$372 + tax \$28]. Required to hold the date and is deducted from the total amount of rental. It is nonrefundable.

If you cancel, the deposit may be refunded only if we are able to schedule another function on that date.

Damage Deposit is \$500 and will be refunded within 5 business days after the function if no damage was incurred.

Kitchen Deposit is \$100 and will be refunded within 5 business days if the kitchen is cleaned.

Extra Fees

Extra setup time [more than 3 hours] is \$50 per hour [\$46.50 + 3.50 tax].

Extra event time is \$365 per hour [\$339.45 + tax \$25.55].

Extra event time: Extra hours must be added and paid for (money order or cashiers check) at least one week prior to the date of the function.

Total for a 4-hour Event

Hall Rental	\$1,500.00
Tax	105.00
Security	369.00
Kitchen Deposit	100.00
<u>Damage Deposit</u>	<u>500.00</u>
Total	\$2,574.00

Please make checks payable to:
NALC Branch 599

Discount for

Branch 599 Members

\$500 off Hall Rental for Branch 599 members who sign the contract and attend the event [\$1,000 instead of \$1,500].

Referrals

Branch 599 members who refer someone to our Hall rental will receive \$50 after the contract is signed and event is completed.

Price Sheets

are available on our website:
www.nalc599.com/hallrent.htm



Tampa Letter Carriers Hall—Conference Room Rental

Our Conference Room is available for Meeting Rentals • Same Contact Info as Hall Rental

Conference Room Rental

Rental is based on an hourly fee of \$50 per hour between the hours of 8:30 AM – 4 PM.

Rentals between the hours of 4 – 9 PM are \$75 per hour.

- All prices include tax.
- **No rentals past 9 PM.**
- Can accommodate up to 20 people.
- Wi-Fi
- ADA accessible restrooms

Hold Date Deposit

is 50% of total rental fee, 30 days in advance of rental date.

Remainder paid no later than 1 week prior to rental date.

Damage Deposit

\$50 (refundable if no damage)

Please make checks payable to:
NALC Branch 599

No Food in Conference Room.

Water only, but please use coasters provided so that water marks are not left on the table.



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
bilmor@tampabay.rr.com



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Tampa Letter Carrier
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KEEP ON SMILING :)

Special Dental Benefits

As a member of Tampa Postal FCU, are eligible for high quality, affordable dental coverage offered by CompBenefits, which includes:

- \$5.00 copayment for office visits
- **NO CHARGE** for Routine Cleanings, Exams, Routine X-Rays, Silver Fillings, Non-Surgical Extractions, and Topical Fluoride
- OTHER PROCEDURES -- INCLUDING COSMETICS AND ORTHODONTICS AVAILABLE AT A SAVINGS OF UP TO 25%**
- Pre-existing conditions are covered
- No deductibles • No claim forms • No Maximum benefits limitations



HUMANA.
CompBenefits

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