



Tampa Letter Carrier

From the President's Desk

Get Involved... it's *your* job that's at stake!

If you are not an e-activist then you missed an opportunity to be on the first NALC Presidents Tele-Town-Hall. This hour long teleconference gave members an opportunity to ask our National President Fred Rolando any question that they had a concern about. There were many good questions as well as some that were of a personal viewpoint rather than one that would concern the majority of our members. The main focus of the town hall was the conflicting pieces of legislation that are surrounding the Postal Service and its financial issues. The biggest issue we see is that the bill with the majority Bi-partisan support HR.1351 may

never make it to the congressional floor for a vote that would correct the financial problems that the Postal Service has been hogtied with. It seems that personal agendas in this congress carry more weight than majority agendas, but isn't that exactly what is wrong with the whole world right now? This kind of miscarriage of representation is exactly what has led this nation and the Postal Service into the disastrous deficit crisis that we all are faced with. There is no basis for decision making with the concept of common sense mixed with the concept of common decency as the guiding principle of our government. We worked hard presenting the petitions for the *Save America's Postal Service* rallies and that effort may be for nothing. Now we are preparing to send millions of petitions to Washington to voice our



Alan W. Peacock
President, Branch 599

concerns about cutting out *Six Day Delivery* and the possibility of closing thousands of post offices and hundreds of processing plants. Congressman Issa and his lone cosponsor Congressman Dennis Ross on HR.2309 have their sights directly on destroying the Postal Service and especially the Federal Unions, and all because of what they think is oppressive labor costs. In addition, they intend to end door-to-door delivery, which is to 90% of our customers. **Now is the time for all of the members of this great union to mobilize and let everyone know what it is that's at stake with this kind of design on streamlining towards total dismantling of universal mail service.**

(Continued on page 3)



Branch Meeting
Thursday
December 1
7:30 PM

Branch 599 Office

3003 W Cypress Street
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Tampa Letter Carrier

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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	
President	Alan W. Peacock	813.765.0599	apeacock.nalc@verizon.net
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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	John Gebo	813.503.1256	
Trustees	Joe Oliva	813.299.8442	
	Lori McMillion	813.263.7101	
Labor Management	Sam Santilli	813.215.7595	
	John Rowland	813.770.7769	
Presidents Emeritus	Garland Tickle • Orbe Andux		
	Donald Thomas • Michael Anderson		
	James Good		

Executive Board Meets

Thursday 6:30 PM
December 1
January 5

Shop Stewards will Meet

Tuesday 7 PM
November 29
January 3

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Brandon	33510	Terry Franklin	813.661.1639	813.758.3061
	33511	John Lykins	813.661.1639	727.542.4092
Carrollwood	33618	Brian Obst	813.960.8894	727.458.0679
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Alan Robinson	813.935.2954	813.843.9762
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Sam Santilli		813.215.7595
Hilldale Annex	33634	Julio Acosta	813.889.3913	
Hyde Park	33606	Tom Cobert	813.873.7189	813.694.0711
Interbay	33611		813.831.2034	
Interbay/Peninsula	33629	Sammy Graham	813.831.2034	813.454.3319
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Port Tampa	33616			
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570	Jack Hencoski	813.634.1403	813.928.9034
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	J.R. Harazin	813.873.7189	727.418.8090
TCA/West Tampa	33607	George McClelland	813.873.7189	
Temple Terrace	33617	Warren Sumlin	813.899.2405	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

From the President's Desk

(Continued from page 1)

There will no longer be any cost containment on the private sector which already is about four times the cost of the Postal Service. The national office has hired Ron Bloom, who is the person that designed the agreements that saved the auto industry and Lazard Bank, an expert in assisting industries with innovative ideas for growing their businesses. This is new territory for our union but it brings great credibility to our side of the bargaining table instead of just waving the white flag like the Postmaster General surrendering to the destructive congressional mandates that have crippled a very viable part of our economy both nationally and in all our communities. If now is not the time for your assisting in this movement, then when will it be? If not now, then it may be too late and you might be the last one to find out.

MDA

We have finished our last MDA function for this calendar year with the NALC MDA Bowl-A- Thon held on November 6. It was a real success and we made another great muscle

for our friends at MDA. Sam Santilli, our MDA Coordinator, has done an outstanding job and we gave him a Letter Carrier salute after the tournament. Sun City Center had the high team score and the team with the low team score had just as much fun. Overall station participation throughout our MDA fundraisers went o the Hilldaleans, they must have some cosmic muscle over at that station. In entirety, the branch has raised over \$4,000 in critically needed funds for the Muscular Dystrophy Association and I salute all of you who participated in this worthy cause.

Toys for Tots

Next up, *Toys for Tots* kicked off at the Marine Corps Amphibious Battalion with a lot of Hoorah and a few speeches and recognition for Letter Carriers extraordinaire and our branch coordinator, Lorie McMillion. We are looking to have another successful drive that this year will be over the whole Suncoast District. Dave Patterson, District Manager, has given his support as well as Tampa OIC Gary Vaccarella. That area encompasses almost 3 million

deliveries, but there are also a lot of kids who need our help to enjoy a great Christmas. Let's get the job done as always!

Family

The holiday season is upon us and it can be a little more stressful when you take into consideration the economic times we are in. The concerns of our future and the future of our Nation can consume our thoughts. Please make time to bring peace to each other and especially your families and loved ones. Reflecting of the many members we have lost this year, we can't always take for granted we can make up for the time we missed with those we cherish. No matter how important our task in life, we should never reprioritize our families because whatever stress we are enduring affects them as well. God Bless you all, God Bless the Veterans, and may you all have a Blessed Thanksgiving.

Fraternally in Unity and Solidarity,
Alan Peacock
President



Learn more here: www.nalc.org

Click the *Gimme 5 for COLCPE* logo to learn more and then sign up as an e-activist!



Get involved or lose your job!

Delegates Meeting

Thursday
December 1

Following the Branch Meeting

Treasurer's Report for October 2011

	Payments	Deposits
President [2 PP]	4,061.54	
Branch Office Secretary [2 PP]	1,956.54	
Shop Stewards' [15]	1,853.50	
Financial Secretary	584.44	
Treasurer	538.45	
Labor Management Reps/Shop Steward [2]	292.49	
Wages lost by Shop Stewards [3]	291.71	
Vice President/Steward	280.34	
Trustee/Shop Steward	160.40	
Sergeant-at-Arms	149.83	
Health Benefit Rep/Steward	126.24	
Recording Secretary	94.35	
MBA/NSBA Rep	47.18	
Trustee Chair	37.74	
Director of Retirees	23.59	
USPS Disburs. President Benefits	5,892.80	
US Dept of Treasury Sept Tax	3,799.45	
Account/Tax Attorney [2]	1,975.00	
MDA <i>Fill the Satchel</i>	1,619.61	
Per diem West Palm Beach [8]	1,420.00	
Staples Credit Plan	1,153.47	
Building Manager [Sept & Oct]	1,014.20	
Air Fare for Las Vegas [2]	1,1146.50	
Per diem Las Vegas [3]	745.50	
Hotel - Las Vegas [1]	295.68	
Expenses - Las Vegas [1]	222.80	
Retirement Gratuity [2]	400.00	
Verizon (hones/internet)	360.61	
Personnel Concepts	175.85	
Editor/Webmaster [Oct]	160.00	
FL Dept of Revenue [Jul, Aug, Sept]	104.53	
Carl's Van Rental	100.00	
Ray Anthony Printers	95.50	
AT&T Mobility [cell phone]	93.42	
Retiree Pins NALC	50.00	
Branch Meeting Expense	49.31	
Service Charge BB&T [2]	18.05	
NALC Sec/Treasurer [2]		19,397.18
Money Market withdrawal [Training]		3,830.48
Fundraiser [2]		1,703.61
Building Fund withdrawal [Bldg Mgr]		1,200.00
Income Dues		100.00
BB&T Refund		10.00
BB&T Operating Acct Interest		.24
Totals	\$31,390.62	\$27,188.95

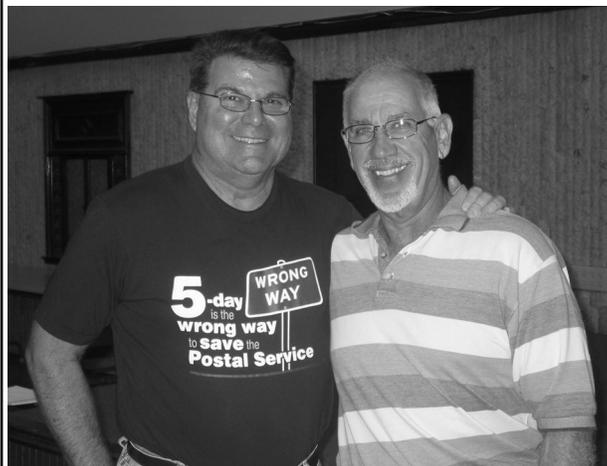
BB&T Operating Account

Sept Ending Balance	\$20,554.08
Oct Ending Balance	\$16,352.41



Ray Garcia
Treasurer
Branch 599

Robert Murray retired!



President Alan Peacock recognized **Robert Murray** [Hilldale] during our Branch meeting in November and presented him with a check from the Branch for his retirement .

Retirees Breakfast

Monday December 5 9 AM

Coffee Cup
4407 N. Hubert Avenue, Tampa

Proposed Bylaw Changes

Now reads as follows:

Article IV, Officers, Section 6

Regularly monthly dues shall be reimbursed during their term of office for the President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, MBA-NSBA Representatives, Health Benefits Representative, Labor Management Representatives, Director of Retirees, MAPS Coordinators and Board of Trustees composed of three members.

Change to Read as follows:

Article IV, Officers, Section 6

[This section is to be deleted as of January 1, 2012.]

Signed by: Leslie Ray Garcia, Gilbert Cabanas, Albert Guice, Julius C. Howard, and John DeRosa.

Now reads as follows:

Article IV, Officers, Section 7

Station Stewards must attend at least two-thirds of the Branch meetings or Steward Training meetings each year from the time they are elected or appointed for dues reimbursement.

Change to Read as follows:

Article IV, Officers, Section 7

[This section is to be deleted as of January 1, 2012.]

Signed by: Leslie Ray Garcia, Gilbert Cabanas, Albert Guice, Julius C. Howard, and John DeRosa.

Now reads as follows:

Article IV, Officers, Section 7

(A) All dues to be reimbursed at the close of each year. If a member holds more than one (1) position as outlined Article IV, Section 6 and 7, only one (1) reimbursement shall be allowed.

Change to Read as follows:

Article IV, Officers, Section 7

(A) [This section is to be deleted as of January 1, 2012.]

Signed by: Leslie Ray Garcia, Gilbert Cabanas, Albert Guice, Julius C. Howard, and John DeRosa.

Sharing Our Members' Joys & Sorrows

Get well wishes & prayers

are sent to **Russell Person** [retiree]; **Ray Wallace** [retiree]; **Don Thomas** [retiree]; and to **Michael Crowder** [Interbay] for recovery at Sable Palm Health Care Center, Largo [visitors are welcome].

Our deepest sympathy

and prayerful support is extended to Mary Ann and family and the passing of her husband, **Michael Brousseau** [retired, former Executive Board member], October 23; to the family of **Carlos Gonzalez** [retired] whose passing was October 27; to the family of **Doug Gillmaster** [retired]; and to **Charles Smith** [TCA] at the passing of his mother-in-law.

We had a great time bowling for MDA!



Our Bowlathon was held November 6 at Pinchasers on Armenia



Things You Should Know

Bowlathon success!

For those of you that didn't bowl on November 6, you missed a good time! About 60 people came out for MDA and all seemed to enjoy themselves. I saw some carriers that I haven't seen in a good while and that is always a good thing. I bowled on a team with decent bowlers and even though we didn't finish first, we also didn't finish last. So, it was a very nice day with people who were bowling to help a great cause. We cleared about \$1,500 in about 2 hours of bowling so that was well worth it. With the Labor Day Picnic, *Fill the Satchel* day and now bowling...the grand total of over \$4,000 was given to the Muscular Dystrophy Association. This is much better than the \$500 we collected last year. I'm sure MDA can use our increased donation in this terrible recession.

Hall Rental

Our rentals have been doing well so far under our building manager, Don

Thomas, who was just elected over a month ago. He worked most of the hall's rentals since February of this year without charging the hall a dime. But a bit of back luck has occurred with Mr. Thomas, who was hospitalized at the end of October. I can report that he has been doing better at home and will be missed around the hall for a while. Your health and family life are your priorities, so we wish him a speedy recovery towards getting better. We all realize how much work and sacrifice it takes to be a Union leader and this cannot be achieved without good health. Your health is the most important thing to consider as one gets older and probably the hardest thing to maintain but certainly not possible without your family support. We must continue to work together for the benefit of our hall rentals which not only pays for some of our bills but helps to maintain the hall. Remember that all Union members can rent the hall at a \$300 special discount for any family function. The

only catch is that the Union member must sign the lease in order to receive this special discount. So please inquire about the hall's availability for your future family functions.

National Convention

Next year our National Convention will be held in Minnesota. I am looking forward to this trip, as Minnesota in 1984 was the first national Convention I attended. I'm sure that everything in Minnesota has changed since then, especially the building of the great Mall of America. I hope that I can enjoy all of the attractions in the short week that I'm there. The only bad news is that our convention funds are low on cash because there are no more bingo funds to supplement our conventions. I realize that everyone in our country is now doing with less income, but we will survive this as long as we work together towards a secure future.



Gilbert Cabanas
Financial Secretary
Branch 599



Unionism – Grievance Interviewing Skills



Brian Obst
Shop Steward
Town n' Country
Branch 599

As a Steward you will be presented with various different grievance issues, ranging from disputes on contract interpretation to management's application of discipline. One of the most important skills that you can develop is the ability to interview people in order to develop evidence to be successful in processing your case.

I relate a good interviewer to a miner. You have an idea that there are large deposits of information out there available to you and you have to mine these deposits to get the useable pieces for your file. A good interviewer will be able to separate what is important from what is just filler.

As a steward you will represent carriers when they are on the receiving end of many Investigative Interviews. One of the first things I noticed was that Management always asked questions that they already knew the answers to. They are not as interested in finding out new information as they are in hearing how you will answer when they know the answer already. This is an investigative technique that is helpful in determining if one is telling the truth or making it up as one goes along. Additionally they will ask the same question in different ways to see if they can trip up the interview subject; another tool for finding out if one is being less than truthful.

The key to a successful interview is the ability to obtain the most useful information possible from said interview. Besides the techniques described previously that management uses, a good interviewer will count on the five W's to ensure the ability to get the facts. The five W's

are simple and you probably already know them; they are Who, What, When, Where and Why.

WHO: *Who is the worker?* The basics on the individual such as: name, job title, position, length of time on the job, seniority, etc. Who witnessed the incident, who was involved, who was the management individual involved, etc.

WHAT: *What happened or failed to happen?* What did the worker do or fail to do, what did the management official do or fail to do, what was done in the past and what should be done to remedy the situation.

WHEN: *When did the incident happen?* Date and time.

WHERE: *Where did the incident happen?* Location of the incident.

WHY: *Why is this incident a grievance?* Why did the incident happen? (This generally creates opinion rather than evidence, however, it is important to the resolution of the grievance).

When you are preparing for the interview it is important that you prepare your interview questions in advance. This allows you to determine the direction of your interview and the basic scope of the information you are trying to obtain. You should take good notes and write down all responses verbatim and verify the answers you write down. Even though you have written down your questions there is nothing that prevents you from adding questions as you obtain the answers from your initial questions. A good interviewer will adjust on the fly based on the new information that has been presented to them.

Remember that management tends to forget what the interviewer is looking for, so the techniques that they use themselves are forgotten when they are being interviewed. The ability to glean nuggets of important information from your interviews is normally the difference between being successful or unsuccessful in processing your grievances.

Some information for this article comes from *The Union Steward's Complete Guide 2nd Edition* edited by David Prosten. This is an excellent reference for all Stewards and is recommended to be included in your reference library.

This is just a basic primer on Interviewing and if you would like further information feel free to contact myself or any of your stewards and Branch Officers; we will be only too happy to assist you in developing this important steward skill. Until next time I leave you, as always – **Knowledge is the Key.**

Brian Obst
Town and Country Steward



State of the Union

Thank-you

I want to thank each of you for your calls and well wishes during my last hospital stay. It is going to take some time to get back to my old self. Your prayers are greatly appreciated.

Proposed Bylaw changes

We have some bylaw changes to be voted on at our next Branch meeting. The one that is getting a lot of attention is the one doing away with dues rebates to all officers and stewards. Dues rebates have placed a financial hardship on the Branch; when the Branch reimbursed dues, it was the full amount paid. This did not account for the third of dues that goes to National. It is costing the Branch more than the Branch receives. The stewards are compensated with monthly expenses and paid for attending meetings and are among the highest paid. Due to the USPS making routes bigger, we have fewer members paying dues. Less coming in equals less to spend.

Our current President is leading by example; he has *not* put in for mileage which he is entitled to. He has retired earlier than planned to save the Branch money on his benefits and will not accept a bonus for doing his job. President Peacock will not accept a dues rebate for this year, as he said the Branch pays the dues for the President, thereby the President is not entitled to a dues rebate as it is Branch money. Every member pays dues; there should be no exception to this...or we could always raise the dues on every member in order to afford to continue reimbursing others. As always, you the members, have the final vote...it is your Union and your money; how will you spend it?

Fight for Your Job!

What is it going to take for you, the active Letter Carrier, to wake up and start fighting to save your job? The jobs lost may very well be yours and the carrier beside you. To me, it only

makes sense to stay informed, stand up and be heard. The job that you save may be the one feeding your family and providing your family with medical benefits. Every member should be at every Union Meeting and asking our officers and stewards how we can help. The membership no longer can afford to sit back and let others fight for them; it is going to take every member getting involved. You need to ask yourself: how bad do I want to keep my job and what am I willing to do to save it? The threat has never been more real to the survival of the USPS than it is now. For years, it has been the older members fighting the fight; your Union needs you to get involved now. Will you be able to survive on unemployment, food stamps and no health insurance? The stakes are high and very real!



Don Thomas
President
Emeritus
Branch 599



Toys for Tots collection will be December 3



Lori McMillion
Trustee
Branch 599

Hello Brothers and Sisters,

We will be assisting the U.S. Marine Corps *Toys for Tots* program on December 3 this year.

There have been some changes in our volunteer system of coordinating this event. For instance, a new Branch President, who himself is a former Marine and knows the *Toys for Tots* program; the retirement of Gary Sawtelle (USPS Public Relations Specialist) will be a dramatic setback for television publicity; and the distribution effort that brings Hillsborough together with Pinellas and Pasco counties. The deadline for any donations of

toys is December 17.

I really need for all of you to make sure your station has enough pallets and boxes for December 3. I cannot emphasize how important this task is. Please check your docks



or back of building areas and ask your clerks/mail handlers if your station has them. Put a sign on them so the truck drivers do not take them. If you find you may need some, please call me ASAP!

The Rough Riders will be sent out to help unload toys from postal trucks at most stations. Some stations use their local Boy Scouts which works wonderfully. Please do not allow anyone to enter your

vehicle! You should be the only one reaching into the postal truck and hand the bags or toys to the volunteers.

Remember, it is your effort to collect a toy that will bring a smile to a child! I wish you all a safe day of collecting toys as well as a very Merry Christmas and Happy New Year! I hope to see you at the next union meeting.

Sincerely,
Lori McMillion
Toys for Tots Coordinator
2011

Your Branch Officers and Staff
wish each of you a
Joyful Holiday Season
and a Merry Christmas!

Member Contact Info

Name _____

Address _____

Phones _____

Email _____

Please fill out this form and mail it to the union hall or email your info,
so that we can make sure we have current and correct contact information for each member.

NALC Branch 599
3003 W Cypress Street, Tampa FL 33609-1617

nalc599@verizon.net

ARSLAN UNIFORMS

Bill & Shirley Moran

Retired Letter Carrier Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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