



Tampa Letter Carrier

VOLUME 18, ISSUE 3

MARCH 2019

Around The Horn from The President's Desk

11 more CCAs converted to fulltime regular

The top 11 Tampa CCAs were converted to career regular carrier status on Saturday, February 16. These latest conversions bring the yearly total to 17 for the 2019 year. The latest group served between 33 to 34 months as a CCA. *Congrats to all, and welcome to the REGULAR workforce!* The new #1 CCA on the Relative Standing (seniority) List is Vallicia Mouling from Hilldale.

Morning Estimates

Brothers and Sisters, this article is intended to assist and educate carriers having a difficult time dealing with morning estimates. Unlike previous articles I have written on this topic, I want to delve into the different dynamic that today's morning estimates bring to the equation. I think we can agree, morning estimates are taking on a different element, different factors. This element is uncertainty, from one day to another, uncertainty, what lies ahead today? This uncertainty makes morning estimates more and more

difficult to figure out, maybe more now than ever before. How so, you ask? Let's start with the well documented and daily plant issues and the effects these issues have on a carrier's day. Late DPS, overflow DPS, DPS not processed and coming in as raw mail to case. Then we have late priority, late parcels, late Express Mail. Management must then orchestrate a game plan, every office a different plan every day. Do carriers case up DPS that looks like it was dropped from a high rise and stuffed back together, or gamble it will be in order and take it to the street? Do carriers wait in the office for the clerks to sort the late mail or go to the street and return back to the office to pick up your mail? If you have already left for delivery, do you deliver a few parcels first or begin delivering mail and then backtrack to deliver mail that was received late. Then, let's not forget we do not have a gas company to fuel our vehicles for us. After your vehicle check, you find you will need to fuel your truck, and must

first obtain a gas card.

This is an additional 15 minutes at the low end, 20 minutes average time, to as high as an additional 30 minutes. And finally we have the aging fleet of LLVs breaking down at an alarming rate. Is your vehicle hard to start, stalling, running rough, or overheating? With all that said, how can a letter carrier figure out and offer a professional estimate, with all the obstacles included? Is it possible? Is it a guess or guesstimate? Even with all the above obstructions, delays and interruptions it seems carriers are still expected to give a professional estimate.

My advice, give the best estimate you can, with the assumption everything works smoothly, which we know is doubtful. This would mean, mail is on time, mail is properly processed, priority and Express Mail are on time, parcels are sorted and in the gurneys, and there are no



Tony Diaz
President

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
March 7
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 and also to the Branch Office at nalc599@verizon.net no later than the 5th of each month in order for us to meet our time limits to the publisher.

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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	David Rivadeneira	813.661.1636	813.403.9525
Carrollwood	33618	Eddie Berroth	813.961.2962	813.493.5224
Commerce	33602	Cynthia Williams	813.242.4507	813.778.4373
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Sam Wantje	813.879.4309	941.979.6485
Hilldale Annex	33634	Robert Doval	813.879.4309	813.727.9241
Interbay/Port Tampa	33611/16	Jonathan Jones	813.831.2034	813.293.2208
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Produce	33610	Frank Webb	813.239.4084	813.210.7940
Ruskin/Sun City Ctr	33570	Bert Fristad	813.634.1403	813.352.0864
Seminole Heights	33603	Walt Rhoads	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Michael Smith	813.873.7189	813.326.0717
TCA/Peninsula	33609	Michael Williams	813.873.7189	813.541.3092
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.3092
Temple Terrace	33617	Michael Cipriano	813.988.0152	
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Maurice Rice	813.242.4507	813.334.3189

Around The Horn from The President's Desk

(Continued from page 1)

delays when fueling your vehicle. If not the perfect scenario, the estimate given must be revised. Communication is key; notify management in the AM or throughout the day that you will be delayed because of the examples above.

Management has become more aggressive with their *tools*, whether citing from DOIS or PET. By dictating *your* times to you in the mornings, management is violating Article 19, Handbooks and Manuals, M-41. With all the obstacles mentioned above, it is crucial that carriers know their routes and know their rights in order to have the confidence to stand up to management. It is very important to provide management with an estimate that *you* believe *you* actually need.

There is an excess of documentation that supports *your* reporting requirements. Let's start with Handbook M-41, Section 131.4 Reporting Requirements, **131.41. *It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.***

If you feel you cannot complete your route duties on that given day in 8 hours, you must inform management. Regardless if management pushes back and says: you do not need overtime, you should have ½ hour under-time today. If you are of the opinion you need the time, request a Form 3996 (help slip). Be prepared should management say: well I am going to ride with you today, I do not think you need the time. They might say: curtail what you need to in order to be back on time. Regardless of what is said, it is your responsibility, and management is attempting to take that responsibility away from you.

131.42 *Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.*

While we do not hear much these days about the final receipt of mail, allow management to instruct you, as previously mentioned, it could be to curtail mail, or leave a 30-minute piece and be back on time, or just deliver it, or expect street supervision today.

Important

131.43 Complete applicable items on Form 3996 (Help Slip), Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street. Regardless of what you are instructed, if you need auxiliary assistance, request a 3996 and give the reasons why you need overtime. The 3996 will help protect you, regardless if the time requested is disapproved by your morning supervisor. Again, let management instruct you should they disapprove your request for assistance. **Remember**, you can revise your 3996 should your day include the uncertainty mentioned.

Section 122.33 of the M-39 Handbook requires the supervisor/manager to provide you with a 3996 when you request one.

122.33, The employee, upon request, will be provided a Form 3996, Carrier – Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of completed form will be provided the employee. So in the morning, you evaluate your workload for the day, you realize you cannot complete your duties/route/assignment in 8 hours. You request a 3996, no matter what your supervisor/manager says to you, say the words *I am requesting a 3996* and explain the reason(s) for your request.

Should management deny you a help slip, 3996, they are in violation. Write a statement as to what transpired and ask to see your steward.

Additional supporting documentation, Memorandum of Understanding, MOU-01664 states: The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. **The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41**, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. **DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.**

MOU-01769 states: The subject office efficiency tool is a management tool for estimating a carrier's daily workload. The office efficiency tool used in the Greater Indiana District or any similar time projection system/tool(s) will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action. This agreement does not change the principle that, pursuant to Section 242.332 of Handbook M-39, *No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.* Furthermore, as stated in the agreement for case Hi N-1 N-D 31781, ***there is no set pace at which a carrier must walk and no street standard for walking.***

Projections are not the sole determinant of a carrier's leaving or

(Continued on page 4)

Haas and Ontengco Retired!



Lorriane Haas and Tony Diaz



Danny Ontengco and Tony Diaz

Congratulations to **Lorriane Haas** [Brandon] and to **Danny Ontengco** [Brandon], who received their retirement pin and gratuity from President Tony Diaz during our February Branch meeting!

Mark your Calendar! Branch meetings will be...

March 7 • April 4 • May 2 • June 6 • July 11
August 1 • September 5 • October 3 • November 7 • December 5

Around The Horn from The President's Desk

return time, or daily workload. **The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41,** the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.

Management's use of the PET (Performance Engagement Tool) doesn't change the fact that it cannot be used as the determinant of a letter carrier's daily

workload projections. Letter carriers are still responsible for estimating the amount of time it will take to complete their assigned duties, and management still has the responsibility to manage that workload within the confines of the handbook language as well as those national-level settlements regarding the use of any such time-projection tool. Depending on how management uses PET on the workroom floor, it is possible that some relevant contractual provisions and/or settlements could be violated.

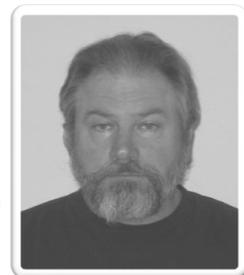
**Quick Hits:
Information you should know**

* The U.S. Postal Service said it expects

to wrap up mail truck prototype testing for its Next Generation Delivery Vehicle program in the coming months and then will seek bids for an estimated \$6.3 billion contract to produce the new mail truck. Awarding a manufacturing contract for the 180,000 new mail trucks it wants would be the next step, if the agency follows its original plan. The contract is worth up to \$6.3 billion over five years. Despite the delays, the agency is targeting the price of \$25,000 to \$35,000 per mail truck.

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

Unionism – Things are not always what they seem...



Brian Obst
Vice President
Branch 599

As stewards we are exposed to all kinds of cases. Contract or discipline there are no two that are exactly alike. Each case has its own set of circumstances and it is up to the steward to sort it all out to allow for a proper outcome for the grievant in all these cases.

I know that we have all heard it before, but no truer statement has been made than what I will be stating next... **Things are not always what they seem!**

Now you are probably wondering just what do I mean by this statement? I'm glad you asked. How many times have you looked at an everyday situation and assumed you knew what was happening? The police officer who has someone pulled over during rush hour, he must have been speeding. Do you ever think it could be something else?

Well grievance handling is the same thing, when you see a discipline case for poor attendance do you automatically assume the worst about the individual or do you keep an open mind and take the time to look at all the information in the case file? Has the investigation been full, thorough and

objective and have all the facts been brought out into the harsh light of reality?

Many times a grievance will be filed and it will initially look as if there is no excuse for the situation and no ability for a positive resolution for the grievant, almost as if the outcome is determined before the steward begins their work on the case. I am here to tell you that it is rarely the case.

Good stewards are good investigators and they will leave no stone unturned in their defense of the grievant or their drive for a resolution to enforce the contract. Stewards must develop their interview skills to ensure that no information crucial to the case is missed. Remember the answers are always there, it is our job as stewards to mine the case and pan through the information and evidence to find those nuggets that will turn the case in your favor.

It sometimes is a difficult task, but the reward is worth the effort expended. Don't allow yourself to get trapped in the mire of first impressions. Peel back the layers of the case and look further and you will be surprised at the things you will find. Don't allow management

to intimidate you when working on a grievance. Do interview all those who might have important information about the case that you need to know. Remember that management is not on your side and if they have the information it is your job to get it and prove your case to provide the best representation to the branch members.

I don't know about anyone else, but I do know that when I am successful in processing a case, whether it is contract or discipline, there is no greater feeling. I get a thrill when I am able to get a grievant back to work or to clear an unwarranted discipline from their file. Justice is a wonderful thing and it is there for the taking as long as you remember... **Things are not always what they seem!**

Until next month I leave you with ...**Knowledge is the Key!**

Brian Obst
Vice President
Stations/Branches Chief Steward

CCA Paid Holidays

New Year's Day • Memorial Day • Independence Day
Labor Day • Thanksgiving Day • Christmas Day

Do You Have the NALC Member App?



 **NALC** *e-Activist* Network *at nalc.org*

Get involved! Your future depends on it!

2019 Retirees Appreciation



Dinner a huge success!



Neither the cold temperatures nor the windy rainy conditions prevented Branch 599 retirees from attending our Retirees Appreciation Dinner on Sunday, January 27 at Maggiano's *Little Italy* Restaurant at Westshore Plaza. Thank you to Director of Retirees Alan Robinson and Branch Secretary Rodna Kirk for arranging a wonderful evening. It was great to see our members enjoying themselves and reminiscing with their former coworkers, that is what this yearly event is for. Next January, the Retirees Appreciation Dinner will be combined with the installation of officers following the Branch elections in December.





LETTER CARRIERS'
FOOD DRIVE
SAT., MAY 11, 2019

Tampa Letter Carriers Hall Rentals

When you're planning receptions, parties, dances, dinners, meetings, etc., remember that we have a beautiful large Hall, the Newman Room, and the Conference Room... and that Branch 599 members get special rates!

Contact our building manager for more info:
813.877.4785 or bldg.mgr@nalc599.com

Pricing Sheets are at nalc599.com/hallrent

We're also in Facebook:
facebook.com/Tampa-Letter-Carriers-Hall-375211572973131

They started together half a century ago!

Larry Tharrington and Dennis Owen receive their 50-Year Gold Card

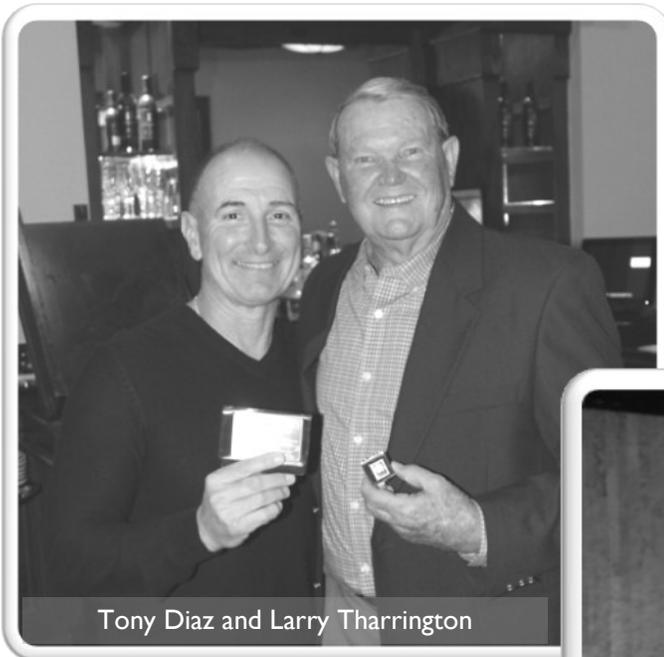
Longtime Plant City retirees and friends, Dennis Owen and Larry Tharrington, received their Gold Cards for being members of the National Association of Letter Carriers for 50 years. Larry and Dennis started their careers with the United States Postal Service a pay period apart in 1969. Dennis began January 19 and Larry began February 2. Dennis served as Plant City Branch 2109 President from 1996 through 2008. Both served as stewards and were active in the union. Under the presidency of John Bailey in the late 1970s, Plant City Branch 2109 merged with Tampa Branch 599, along with Brandon and Sun City Center. The Plant City duo also received a 50-year retiree pin and a letter from National President Fred Rolando commemorating their achievement. *Congratulations to Larry and Dennis!*



Larry Tharrington and Dennis Owen

Larry Tharrington receives 50-Year Gold Card

Longtime Plant City retiree, Larry Tharrington receives his Gold Card for being a member of the National Association of Letter Carriers for 50 years. Larry was presented the Gold Card by Branch 599 President Diaz at the Retirees Appreciation Dinner on Sunday, January 27. *Congratulations, Larry!*
(Photo on Left)



Tony Diaz and Larry Tharrington

Dennis Owen receives 50-Year Gold Card

President Tony Diaz and Vice President Brian Obst present longtime Plant City retiree Dennis Owen his 50-year Gold Card, signifying 50 years as a member of the National Association of Letter Carriers. *Congratulations Dennis!*
(Photo on Right)



Brian Obst, Dennis Owen and Tony Diaz

Branch 599 CCA Town Hall Meeting #6

Tampa – Brandon – Sun City Center – Plant City

Wednesday March 20 7 PM

at

Branch 599's Union Hall

3003 W. Cypress Street, Tampa

Who's Invited?

All CCA Branch 599 Members

Agenda

CCA Concerns & Issues

Raffle Prizes ♦ Light Snacks

Shop Stewards will Meet

Tuesday 7 PM
March 5
April 2

Branch 599 Meeting

Thursday 7:30 PM
March 7
April 4

Executive Board Meets

Thursday 6:30 PM
March 7
April 4

Sunday Work Party

at our Hall 9-11 AM
March 10
April 7

Retirees Breakfasts

Monday March 4 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday March 12 8:30 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

ARSLAN UNIFORMS

Bill & Shirley Moran

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

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