



Tampa Letter Carrier

From the President's Desk

First and foremost, *thank you* the membership, for the opportunity to attend the 100th Anniversary celebration of the Florida State Association of Letter Carriers and the State Convention and Training Seminar. The entire event was well attended by our delegates and some additional stewards who were there for training. The new state officers were all elected by acclamation and there were some longtime officers who decided that it was time to pass the torch. I want to highlight the ceremony for brothers and sisters that have departed since the last state convention. The state always does a very dignified ceremony, but the surprise participation that having every branch president lay a rose for their departed members was a very moving touch and I want to personally thank Lynn Pendleton and all of her committee for the arrangement they put together in the memory of these brothers and sisters.

The training program was well planned in all areas and one of the best I remember at the state level. Our National President Fred Rolando made an outstanding presentation and spoke on many of the complex issues we face. He educated all of us on everything from complement issues to options being negotiated to provide health benefits for City Carrier Assistants [CCA] and how it is affected by the Affordable Health Care Act. There is also negotiation to provide a 401K plan with payroll deduction and an avenue to be rolled to the Thrift Savings Plan [TSP] when converted to career positions. President Rolando also highlighted the Over Time task force working on Article 8 discussing everything from window of operation, dispatch of value, staffing to prevent violations, and protect non-overtime desired list. They are looking at changing the list to just work assignment and 12-hour, as well as an hour is an hour



Alan W. Peacock
President, Branch 599

instead on and off route time tracking. The President covered overtime rate violations for CCAs that are supposed to be fixed in pay period 14 and all retroactive corrections by pay period 17 of 2013. Then the discussion moved to CCAs being temporary loaned to different installations that would be first by volunteers and then by inverse relative standing. The next topic has the interest of a lot of CCAs wanting to know when they finally are converted to career, what is their pay scale, and he told us that when converted to career they begin career scale at step A if that is where their step is below that when they convert. Also, on the 90-day probation period, 6 days a week counts toward the work days counted.

The final subject was that after the Memorandum of Understanding [MOU]

(Continued on page 3)



Branch Meeting
Thursday
August 1
7:30 PM

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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.

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	John Rowland	813.770.7769	
Presidents Emeritus	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good		

Executive Board

Meets

Thursday 6:30 PM
August 1
September 5

Shop Stewards

will Meet
Tuesday 7 PM
July 30
September 3

Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches Chief Steward, Brian Obst				727.458.0679
Brandon	33510/11	Detlev Aepfel	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	Don Wiseman	813.873.7189	813.713.6273
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

From the President's Desk

(Continued from page 1)

for Part Time Flexible [PTF] opportunity is finally exhausted and the hiring process to convert is activated that 1 out of every 4 who want to transfer as career already have to be allowed.

On the legislative side President Rolando informed us of the heavy lobbying that we are doing as well as the private sector lobbying against us to promote privatizing the Postal Service. He expressed the need for all of us to contact our representatives regarding the current bills in both the House and the Senate, that these are the best legislation we have had to correct the current issues of the Postal Service and maintain service levels that are best for our business customers and American citizens. WE also all need to build alliances with our churches and agencies that need a viable Postal Service and understand why it was important enough for our forefathers to write it into the Constitution. We need small business to support us as well and understand the cost of privatization to their economic interest. They all need to contact their representatives and ask them to support the legislation that continues 6 day delivery and a viable U.S. Postal Service.

The final thing that President Rolando mentioned of interest to those who may be close to or are planning retirement was the value of the new hired CCAs and the opportunity for them to have an avenue to the career level. He spoke about how they are the future and that this was the new roster toward a career path. He went on to state that as we have our first delegates to this convention that are CCAs and how they will one day be the officers and stewards that lead our union and how important it is for us to embrace them and show them what

we are really about and that we want them to have the opportunities to succeed that we have. When CCAs are finally converted to career status is when President Rolando will entertain some type of incentives or early retirement offer for full time letter carriers.

We were recognized several times at the convention for our efforts in the support of our community for both successes in the NALC National Food Drive to *Stamp Out Hunger* and for our efforts in fighting for the cure and *Make a Muscle* for Muscular Dystrophy Association. For the Food Drive we were number one for our branch category and number two in the entire nation. We contributed over \$3,700 to *Make a Muscle* for MDA. This branch should be proud of its accomplishments to assist our community in spite of tough economic times! No matter what we accomplish there is always room for improvement and greater participation along with some fresh ideas from many of our members who need to learn to speak up. When you are part of an organization like ours and you allow 5% of the members to dictate everything that happens it appears that you don't care or you feel like your opinion doesn't matter. What do you have to lose by making an effort to be involved or volunteer and help make a difference?

Voice Your Opinion

By now most of you have received your letter from the President regarding an issue that has been kicked around for several years. For clarification, this letter regarding our building was sent for the sole purpose of gaining some facts and getting the pulse of the members; it was never intended to be a ballot vote that would be the determining factor for a decision that would only come from members attending a special or general meeting and voting

for any decision of that importance. Just a reminder though, if you have a concern and continue to allow only the 5% attending meetings to make that decision for you then don't complain if you don't like the outcome. How many times have I heard that the reason many of you don't attend is because you don't like the disagreement that takes place. If everything was that simple why would we have all the checks and balances to maintain a stable organization? Become engaged in the discussion and voice your opinion; it is a great exercise in democracy and no one should let your voice be silenced.

One last topic that I want to discuss that was brought up by Congresswoman Corrine Brown whom spoke to the delegates about voter suppression and asked if any of us stood in the long lines during the last election. When she noticed that no one raised their hand it dawned on her that she was talking to letter carriers and how we push for *vote by mail* and how that is a great deterrent to voter suppression as well as it supports what we do as the most trusted agency in the federal government. **When we take our voice to the street is when we will be successful in getting the support we need to Save America's Postal Service.**

Hopefully all our members and their families had a blessed and joyful Fourth of July celebration, one that was safe, and filled with good barbeque and fireworks, and all the enjoyment that our freedom allows us. *God Bless America* and all it stands for, freedom and equality for all; we are the beacon of hope for a better world where we can all peacefully coexist.

Fraternally and in Unionism,

Alan Peacock

President, NALC Branch 599

Treasurer's Report

During our recent State Training Seminar, we learned from an attorney that publishing financial reports on websites is a liability to the Branch. We presented this information to members present at our Branch's July meeting and they voted to stop printing financial reports in our newsletter and website.

From now on, monthly financial reports will be available at Branch meetings.



Ray Garcia
Treasurer
Branch 599

Sharing Our Members' Joys and Sorrows

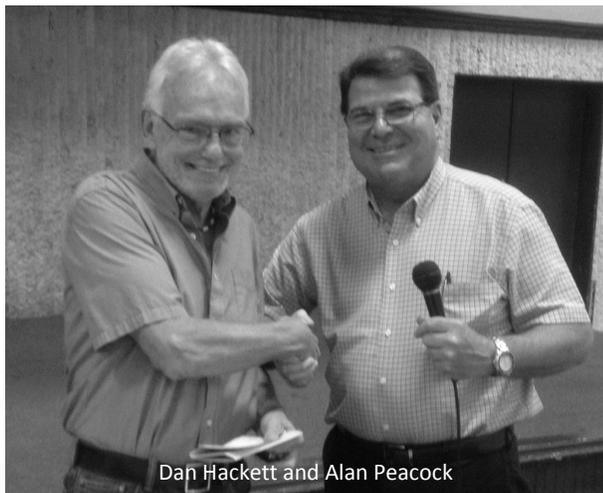
Our deepest sympathy

and prayerful support is extended to **Michael Hunter** [Produce] and family at the passing of his father, to **Jim Tobin** [Interbay] at the passing of his mother, and to **Quincy Barr** [Interbay] and family at the passing of his mother.

Congratulations

to Stephanie Mills, daughter of **Joe Mills** [Temple Terrace], as one of the recipients of the FSALC Education Scholarship!

Dan Hackett Retired!



Dan Hackett and Alan Peacock

President Peacock recognized **Dan Hackett** [Town 'N Country] during our July Branch meeting and presented him with a check from the Branch for his retirement.

Gold Card Member!



Harry Warrell and Tony Diaz

Retiree **Harry Warrell** was honored by President Alan Peacock with the presentation of Gold Card membership, representing Harry's 50 years as a member of the National Association of Letter Carriers. Vice President Tony Diaz enjoyed telling his experiences with Harry from when he (Tony) first started working at the USPS, Sulphur Springs Station.

Be Careful Out There!

Two Letter Carriers have died this summer due to heat exhaustion, in Massachusetts and Missouri.

Sunday Work Party at the Hall

August 4 9-11 AM

Retirees Breakfast

Monday August 5 9 AM
Coffee Cup
4407 N. Hubert Avenue, Tampa

Around the Horn

Brothers and Sisters, I want to thank the membership for the opportunity to represent you at the FSALC State Convention, June 20–22, in Jacksonville, Florida. As I customarily do after being sent to represent the Branch, I bring back information to further educate the membership. As your Vice President, one of my duties is to represent the membership in EEO cases, thus I attended the EEO class offered. The class was taught by Judge Friedli, whose credentials are extraordinary.

Introduction:

Title VII of the Civil Rights Act of 1964 was the first federal law designed to protect most U.S. employees from employment discrimination. The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit, which is considered retaliation.

Eye-Opening Changes:

The most common cases are race, color, sex and age. However, one of these categories is having significant changes and has garnered much attention. The changes to sex are a result of the changing world and issues facing us in the world and now in the workplace. I have to tell you, I got an education.

The EEO class was titled *LGBT Issues and Title VII*. Welcome to the world of Lesbian, Gay, Bi-Sexual, and Transgender. The sex category has taken a different path from sexual harassment to sexual orientation. Sexual Orientation refers to individuals of the same

or different sex. The term is applicable to men and women equally. It is important to note sexual orientation and transgendered individuals are not officially protected classes under Title VII; the laws have not been amended as of yet. However, the EEOC's position is there can be no discrimination against non-conformity or against converting. Gendered non-conformity is a term that addresses behavior not in the traditional sense. The behavior may consist of a person's dress, grooming, mannerisms, speech patterns, a name change, and clothing changes.

Changing a gender is the same as one changing their religion. We must move on from the sexual stereo typing that men should not be nurses; women should not be a forklift operator, not hiring woman because she is too macho, or firing a male because he is a sissy.

Statistics are being gathered in order to track the trends of the LGBT issues: 35% of lesbians, gays, and bi-sexuals have been harassed and 16% fired; 24% of lesbian and gay individuals are closeted at work; and 49% of bi-sexuals are closeted at work. Transgender statistics are considerably higher: 50% are harassed and 26% are fired. The LGBT community faces many hurdles; however these individuals are human beings. The bottom line is there must be respect; do unto others as you would have them do unto you.

The following are inappropriate things to say not only in the workplace but anywhere: Calling anyone an *it*, a *he*, or *she* in a discriminatory way; a *bitch*; *homo*; *fag*; *faggot*; *dyke*; or *queer*. Making jokes, laughing, mocking someone, or asking questions that is intrusive and meddling. Questions like: In your relationship who is the man and who is the woman; When did you become gay; Are you married? Issues with transgender individuals are most common in



Tony Diaz
Vice President
Branch 599

our state in the Key West area. There are other isolated cases that the union is dealing with, but representation must be provided in a way to not become the liable party.

References for Guidance:

National Gay and Lesbian Task Force, Equity Federation, National Center for Transgender Equality, OPM Guidance on the Employment of Transgender Individuals

Should anyone wish to comment or add any further information on this topic, please contact me or send your responses to

tony_diaz599@yahoo.com.

Quick Hits:

Information you should know

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

*) **Next work party**, August 4, from 9 AM to 11 AM; please contact me if you are interested in participating and bring a coworker...the 2 hours fly by.

*) I leave you with the **Quote of The Day**: *Face your deficiencies and acknowledge them, but do not let them master you. Let them teach you patience, sweetness, insight.* – Helen Keller

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

Don't be shocked—it could happen!

Dateline: Tampa FL

Yesterday the CDC, FBI, and Homeland Security descended on the Ybor Post Office in response to one of the worst Bio-Terror events in American history. The event started at the parcel sorting operation when a parcel broke open and began to leak a liquid substance. Paying no attention to the leak, the workers at the plant loaded the leaking package onto a transport vehicle for delivery. Hours later the CDC representatives say this is where the contagion event began.

It took several hours before the first workers began to show signs of anything being unusual, and during this time the leaking package was making its way around the area on a delivery truck. Within an hour of departing the plant the leaking parcel was delivered to the dock at the Ybor Post Office. Workers at the station paid little heed to the leaking package and moved it into the building for sorting with the day's mail for delivery. Meanwhile the delivery truck departed for other Post Offices in the Tampa area, carrying, along with the remaining mail, the deadly bio-agent that had leaked out of the original package and was now infecting the rest of the mail in the truck. The CDC timeline shows that this was how the event got out of control so fast since the bio-agent had been spread throughout the city before the evidence showed the danger.

Eight hours later the first workers at the plant were leaving work sick, giving the first indication of a potential problem. While being mildly concerned, management remains blissfully unaware of the catastrophe that had already been set into motion. Back at the Ybor Post Office the carriers are leaving to make their daily rounds, but a minor problem has cropped up. The carrier whose route the leaking parcel was to be delivered on has refused to

take the parcel out for delivery claiming it is unsafe and he should not have to take it. After a heated debate management relents and has the clerk move the package out of the way until it can be addressed properly. The mail delivery in the area continues on without delay and the bio-agent is rapidly spread throughout the area including the Federal Courthouse, the downtown Tampa area, and the cruise terminals just to name a few delivery areas. Speaking of the cruise terminals, the cruise liner going on a trip to Mexico will have departed prior to anyone finding out about the bio-agent. The CDC has given instructions to the U. S. Navy to stop the liner and keep it out at sea in a quarantine zone to hopefully prevent the further spread of the bio-agent.

By early evening, Tampa General Hospital is being overrun with workers from the plant who all seem to have contracted the same mystery illness and doctors are stumped as to what is causing it. The first deaths happen before 10 PM. A call goes out to the CDC, as it has now become obvious that there is an event unfolding throughout the area. People all over the city are beginning to show up at the local hospitals with the same symptoms and the medical professionals have no answers. As the night progresses the deaths increase.

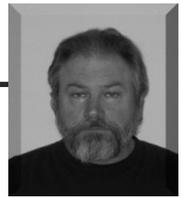
The CDC utilizing the resources of the FBI and Homeland Security attempt to quarantine the Tampa area. Roadblocks spring up everywhere and martial law is instituted along with a 5 PM curfew in a futile attempt to halt the spread of the bio-agent. What the CDC hasn't yet figured out is that the bio-agent has already left the area in the cars of visitors returning home to other states, business people flying to other areas of the country for their jobs, and tourists simply exploring the state. By the time the CDC can identify what has happened, the event has spread throughout the

country. People are dying in large numbers now and modern medicine is scrambling to find out what makes this bio-agent tick so they can attempt to synthesize an antidote/vaccine...

This may seem like a script for a horror movie, but I can assure you that this could happen. One need only look at the incident that occurred at the Ybor Station recently. The facts are similar, the package was broken open at the plant, but was loaded on a truck and sent for delivery to the station. The broken, leaking package was delivered inside the Ybor Station and yes, management attempted to have the carrier deliver this leaking damaged package. When carriers and other employees began to complain that it was affecting them adversely they were poo-pooed as being overly sensitive. Management refused to properly isolate the package and evacuate the area or to call a hazmat team immediately. Finally, the news media got wind of the situation and the fire department was brought in to set up decontamination areas so ill individuals could be evacuated to the hospital for treatment. Even after all this, management still failed to follow protocol and was instructing individuals that they could go to the Burger King next door to get something to drink when they might be contaminated with the danger of spreading the contamination to others unknowingly!

Now the hard questions are being asked about the incident and it remains to be seen how the cards will fall. The spill was reported to be concentrated eucalyptus oil and its strength was the reason so many were affected. Remember that safety rules can only help protect you if all parties follow them.

(Continued on page 7)



Brian Obst
Tampa Stations/
Branches
Chief Steward
Branch 599

Don't be shocked—

(Continued from page 6)

In the Event of a Leak/Spill:

- Contain the leak/spill,
- Isolate the area,
- Evacuate personnel, and
- Call a Hazmat team.

The delays to movement of the mail are acceptable because as seen in the example above...moving the mail could have deadly consequences for all.

The above story is fictional, but the Ybor incident was real and could have just as easily been the same or worse than the story itself. Safety is everyone's responsibility, so pay attention and follow safety guidelines for the life you save will probably be your own.

As always I leave you...

Knowledge is the Key.

Until next time,

Brian Obst

Tampa Stations/Branches Chief Steward



Florida State Association of Letter Carriers' President Al Friedman presented Maggie Lancaster with an award for serving as our Branch's Food Drive Coordinator. Thank you, Maggie!



Our delegates at Florida State Association of Letter Carriers' Convention & Training Seminar, starting with back row, left to right:

Varick Reeder, Detlev Aepfel, George McEndree, Tony Diaz, Jim Good, Alan Peacock, John Rowland; and front row: Al Guice, Debbie McEndree, Maggie Lancaster, Brian Obst, and Warren Sumlin.

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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