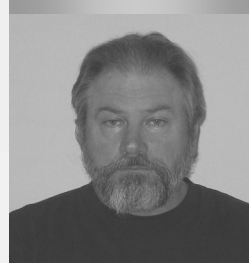


Tampa Letter Carrier

From the Desk of the President

The Installation/Retiree/Member Appreciation Dinner is over and once again the Branch had a successful installation of all the new officers and stewards for the new year or term as the case may be.

A good time was had by all with good music, great food (provided by Catering by the Family) and fellowship from all the attendees. I would like to send out *special thanks* to President Emeritus Fred Rolando, our recently retired National President, for coming down to install our officers and stewards. *Thanks* as well go out to recently elected National Business Agent for Region 9, Eddie Davidson, who flew in for the festivities to join us along with State President, Al Freidman, and St. Petersburg President, Joe Henchen. As I said, a good time was had by all!



Brian Obst
President
Branch 599

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

New Hall

Now on to the business of Branch operations. As you know, we recently sold our Tampa Letter Carriers Hall and were in search of a new home for Branch 599. On January 21, our offer was accepted on our new Branch home at 315 West Busch Boulevard, just west of I-275. The building meets all the needs of our Branch and we expect to be moved in by the end of February 2023. While there will be some minor construction ongoing, we expect to be completely operational by that time. While we will be in the building, we will have our monthly Branch meeting at another location while the construction is being completed.

The address for the March 2023 Branch meeting going forward until further notice will be as follows:

**American Legion Hall
3204 West Cypress Street
Tampa FL 33607**

Those of you familiar with the location of our current hall will note that it is just down the street from it. As soon as construction is completed we will begin meeting in the new hall and plenty of notice will be provided before the change.

Observations & Training Protocols

Moving on to issues confronting carriers daily: I have been getting a lot of calls about management wanting to do observations or training by riding in the vehicle with the carrier. Let me clarify this issue once for everyone: we have received correspondence from the Labor Relations Policies and Programs Director that was dated January 27, 2023 stating, *Therefore, Chief Retail and Delivery Operations (CRDO) will sunset the Standard Work Instructions (SWI) which were instituted to facilitate social distancing during the height of the COVID-19 pandemic.* This change was addressed to National President Brian Renfro and was received on January 31, 2023, and the change will affect guidelines for Conducting a PS Form 3999 in LLV with Modified Bulkhead Door as

(Continued on page 3)

Branch 599 Meeting

Thursday
March 2
7:30 PM

*Until further notice, all
meetings will be held
at
American Legion Hall
3204 W Cypress Street
Tampa 33607*

Branch 599 Office

315 W Busch Boulevard
Tampa FL 33612

813.875.0599

Fax 813.870.0599

www.nalc599.com

Brian Obst
President
erif_lor@hotmail.com

Office Hours
Monday – Friday
7:30 am – 4 pm

Rodna Kimelman Kirk
Office Secretary
nalc599@verizon.net

Tampa Letter Carrier

Brian Obst
Publisher

Phyllis R. Thomas
Editor
editor.nalc599@gmail.com

Branch 599 Office
813.875.0599

National Association of Letter Carriers, Branch 599, 315 W Busch Boulevard, Tampa FL 33612, 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@gmail.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.

Officers

<i>Position</i>	<i>Officer</i>	<i>Phone</i>	<i>Email</i>
President	Brian Obst	813.875.0599 <i>cell</i> 727.458.0679	erif_lor@hotmail.com
Vice President	Michael Smith	813.326.0717	
Recording Secretary	Matt Fernandez	786.247.4185	
Financial Secretary	Alan Robinson	813.843.9762	
Treasurer	Tony Diaz	813.598.9635	
Sergeant-at-Arms	Luis Cruz	813.431.3223	
MBA/NSBA	Michael Anderson	813.681.5688	
Health Benefit Rep	Detlev Aepfel	813.505.7914	
Director of Retirees	John Gebo	813.503.1256	
Trustees	Lori McMillion, Ch.	813.263.7101	
	Alan Peacock	813.892.9378	
	Milly Minsal	813.446.2572	
Labor Management	J.D. Lewers	813.528.5519	
	Clement Cheung	813.758.5910	
Presidents Emeritus	Garland Tickle · Orbe Andux · Donald Thomas Michael Anderson · James Good · Alan Peacock · Tony Diaz		

Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Brandon	33510/11	David Rivadeneira	813.661.1636	813.403.9525
Brandon	33510/11	Osceola Williams Sr.	813.661.1636	210.445.1369
Carrollwood	33618	Tina Bausch	813.961.2963	813.892.2282
Commerce	33602	Cynthia Williams	813.247.2416	813.778.4373
Forest Hills	33612	J.R. Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613		813.935.2954	
Hilldale	33614		813.879.4309	
Hilldale Annex	33634		813.879.4309	
Interbay/Port Tampa	33611/16	Mike Dennis	813.831.2034	813.361.9103
Interbay/Peninsula	33629	Marie Brown	813.831.2034	727.331.9907
Palm River Annex	33619	Dianna Todd	813.663.0048	813.505.5647
Plant City	33564	Todd Solor	813.754.3590	508.615.6517
Produce	33610	Matt Rodkey	813.237.4084	813.562.8744
Ruskin/Sun City Ctr	33570	Bert Fristad	813.634.1642	813.541.8514
Seminole Heights	33603	Matt Fernandez	813.237.4569	786.247.4185
Sulphur Springs	33604	J.D. Lewers	813.237.4569	813.528.5519
TCA/Hyde Park	33606	Josh Villa	813.873.7189	203.278.6485
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607		813.873.7189	
Temple Terrace	33617		813.988.0152	
Town & Country	33615/35	Vic Figueroa	813.884.0973	845.380.6386
Ybor City	33605	Maurice Rice	813.247.2416	813.334.3189

TCA carrier, **Mike Williams**, participate in the Great American Teach-In at Trinity School in Tampa. Mike and outgoing



Branch 599 President, **Tony Diaz**, have been visiting the school for several years now. The kids ask questions and are able to get an up-close look at the postal truck that Mike drives to the school; four kindergarten classes participate.

Thank you, Mike and Tony, great job!

From the Desk of the President

(Continued from page 1)

well as Maintaining Social Distancing while conducting a PS Form 1838-C. Please see your Shop Steward who will be provided copies of the letter and the affected policy positions.

Encourage Membership

I am in the process of preparing a mailing for all non-member carriers that I will be sending out in an attempt to find out why they have not joined the union and to see if we can get them to join up. It is important to be as organized as possible and we should all be trying to show these carriers the benefits of membership. Please, if you know of a carrier who is not a member, talk to them and see what you can find out because we might be able to help them see their way to joining, thereby strengthening our union as a whole. Remember all the benefits we have were not just handed over by the Postal Service, they were earned by hard-fought negotiating on a national level and because of the carriers the Postal Service is strong, making our bargaining position even stronger as we prepare to enter new contract negotiations.

Our Branch Needs You!

I have noticed that we still have some vacant steward positions around the city and I am asking once again that you, the reader of this article, look

inward and see if you can help out by becoming a steward to assist your Branch in the process of representation of the membership. I do not ask you to do this unarmed – I ask you to come to our steward meeting, which occurs on the Tuesday prior to the first Thursday of each month. At this meeting we educate the stewards on contractual issues and teach them the proper methods for filing grievances so they can be successful when representing the membership. As I said in my speech at the installation dinner, *Twenty-five years ago I didn't even know what a steward was and now I am President of the Branch*. All you need is the desire to help others and a willingness to learn, and there is no limit to how far you can go. One of you reading this article could be a future president of this Branch or possibly a national officer, so don't count yourself short.

Congress affects Us

One more thing I wish to point out is that all carriers should keep their eyes and ears focused on what is happening in Washington, D.C. with the debt ceiling fight going on in Congress right now. You might think this doesn't affect you directly, but you would be wrong. Treasury Secretary Janet Yellen has publicly stated that some of the emergency measures that are being taken to avoid the crisis until June are

right from the Postal Service. Two things mentioned are:

- Using the overfunded medical benefit fund (from the prefunding of benefits 75 years into the future); that money is supposed to be used to buy new vehicles and update postal equipment, but it may end up being used to offset debt ceiling issues.
- The second issue she raised was to stop paying interest on government G-Fund investments, thereby affecting your thrift savings accounts.

As you can see we are in the direct line of fire on this issue and calls, e-mails and letters to your congressman/woman and senators are needed right now to let them know that we want this issue taken care of now, before any more damage occurs. Please consider getting involved by signing up to donate to the legislative cause: go to the government affairs tab at nalc.org and look into signing up for the Letter Carrier Political Fund; it is a great cause and you won't even miss the regular donation.

As always I will leave you with

Knowledge is the Key.

Until next month,
Brian Obst
President

Calendar

Meetings are subject to change due to any upsurges of COVID.

**Until further notice, all meetings will be held at American Legion Hall
3204 W Cypress Street
Tampa 33607**

Note

Meeting Changes:

Shop Stewards

Tuesday

February 28 7:00 PM

315 W Busch Boulevard

Executive Board

Thursday

March 2 6:30 PM

315 W Busch Boulevard

Branch 599

Wednesday

March 8 7:30 PM

American Legion Hall

3204 W Cypress Street

Tampa 33607

Retirees' Breakfasts

Tampa

Monday

March 7 9:00 AM

April 3 9:00 AM

May 1 9:00 AM

Denny's Restaurant

at Dale Mabry & Spruce

2004 N Dale Mabry Highway

Temple Terrace

Tuesday

March 14 10:00 AM

April 11 10:00 AM

May 9 10:00 AM

Bob Evans Restaurant

off Fletcher near I-75

12272 Morris Bridge Road

Alvarado Retired!

President Obst presented **Willie Alvarado** [Carrollwood], with his retirement pin and gratuity at our February meeting.



Brian Obst and Willie Alvarado

Mail Call

Brothers and Sisters, I am Luis M. Cruz, your Sergeant-at-Arms. But what does that mean? Merriam-Webster defines the title as *an officer of a court of law or a lawmaking body appointed to keep order*. Our Bylaws under Article VI Section 7 states:

The Sergeant-At-Arms shall preserve order in the meetings under the instructions of the President. It shall be his/her duty to see that none, but members are present at the meeting unless directed by the President or a vote of the branch. He/she shall verify the eligibility of all delegates from the regular meeting attendance records according to Article V, Section 15.

As a former shop steward, I provide infor-

mation to members in my installation and provide advice on grievance cases. As a current member in good standing, I attempt to promote and help to recruit new members.

I feel it is the duty of all members of our local to participate and attend all union functions in order to buttress our Branch for the foreseeable future.

Please feel free to contact me and I hope to see you at the next meeting.

Sarge



Luis Cruz
Sergeant-at-Arms
Branch 599

Health Benefit Report

Health benefits are important to have and we all hope we never have to use them. Reality tells us this is usually not the case. Sooner or later we all need the services of health care providers. Many people wait until they need a doctor's care before choosing one. Choosing a doctor is best done before that need arises.

When choosing a doctor, it is important to make sure they are *in network* or PPO members. This means that the care providers have agreed to how much they will charge for their services. Prices are pre-

negotiated as to how much is charged, how much the plan will pay, and how much you will have to pay for their services.

This is not difficult. You can use the Cigna HealthCare OAP Online Provider Directory available on our NALC Health Benefit web site (www.nalchbp.org) or for the most up-to-date information, contact the CareAllies Provider Locator at 877.220.6252.



Detlev Aeppel
Health Benefit Rep.
Branch 599

From the Vice President's Desk – Unscheduled or Scheduled Sick Leave

What's the purpose of earning sick leave if I can't use it when I'm sick?

That's a question being asked by carriers when they are issued discipline for attendance. As management begins to rev up their efforts on attendance, it is important that everyone is on the right page. It is the carrier's responsibility to know the correct procedures when requesting sick leave either scheduled or unscheduled. I would like to take a moment to enlighten carriers on the language management is using when issuing discipline for sick leave. The Employee and Labor Relations Manual (ELM) Sections 511 and 513 provide direct information on the use of sick leave as follows:

Section 511.4 (Unscheduled Absence)

511.41 Definition

Unscheduled absences are any absences from work that are not requested and approved in advance.

511.43 (Employee Responsibilities)

Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.

Section 513 (Sick Leave)

Section 513.11 (Sick Leave for Employee Incapacitation)

Sick leave insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy, and confinement, and medical (including dental or optical) examination or treatment.

Section 513.12 (Sick Leave for Dependent Care)

A limited amount of sick leave may also be used to provide for the medical needs of a family member. Nonbargaining unit employees, and bargaining unit employees if provided in their national agreements, are allowed to

take up to 80 hours of their accrued sick leave per leave year to give care or otherwise attend to a family member, son or daughter, parent, and spouse with an illness, injury, or other condition that, if an employee had such a condition, would justify the use of sick leave. If leave for dependent care is approved, but the employee has already used the maximum 80 hours of sick leave allowable, the difference is charged to annual leave or to LWOP at the employee's option.

Section 513.33 (Request for Sick Leave)

Section 513.331 (General)

Except for unexpected illness or injury situations, sick leave must be requested on PS Form 3971 and approved in advance by the appropriate supervisor.

Section 513.332 (Unexpected Illness or Injury)

An exception to the advance approval requirement is made for unexpected illness or injuries; however, in this situation the employee must notify appropriate postal authorities of his or her illness or injury and expected duration of the absence as soon as possible.

Section 513.36 (Sick Leave Documentation Requirements)

513.361 (Three Days or Less)

For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested.

513.362 (Over Three Days)

For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work or of need to care for a family member and, if requested, substantiation of the family relationship.

Section 513.364 (Medical Documentation or Other Acceptable Evidence)

When employees are required to submit medical documentation, such documentation should be furnished by the employee's attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties.

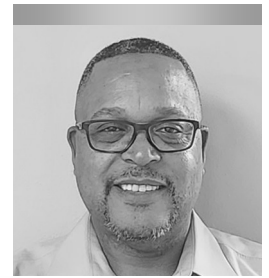
Supervisors may accept substantiation other than medical documentation if they believe it supports approval of the sick leave request.

513.365 (Failure to Furnish Required Documentation)

If acceptable substantiation of incapacitation is not furnished, the absence may be charged to annual leave, LWOP, or AWOL.

The use of sick leave is not an automatic action. This statement is the downfall for many. Calling the Electric

(Continued on page 6)



Mike Smith
Vice President
Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to Luke and family at the passing of his father, **Myron Thomas** [retiree]; and to **Dawn Waller** [TCA] and family at the passing of her mother, Helen Webb, February 6.

Congratulations! Bonnie and **Brian Obst** [Br 599 President] on the birth of great-grandson, Maxwell Mayhone, January 20.

Retired...but not Tired

It was great seeing many of you at the Installation/Retirees/Members Dinner on January 21. This was the final event at our Branch 599, Letter Carriers Hall. It was a wonderful evening to come out and enjoy an excellent dinner and say farewell to our hall.

The newly elected officers and stewards were sworn in by former NALC National President (President Emeritus now) Fred Rolando. We also had in attendance the new NBA, Eddie Davidson; State President Al Friedman; and St. Pete Branch 1477 President, Joe Henchen. Former Branch 599 President Tony Diaz gave a little history of the building, mentioned the many different events hosted over the years,

and acknowledged our brothers who helped build the original shell of our hall.

I would have loved to have seen more retirees in attendance. Retirees have always been very active throughout the history of Branch 599 and today hold down many of our Branch's officer positions. I will do what I can as your Director of Retirees to increase the retirees' involvement and as always, keep retirees as an important part of Branch 599.

So, as Roy Rogers and Dale Evans said, *Happy Trails to you until we meet again.*



John Gebo
Director of Retirees
Branch 599



The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service. Learn more at nalc.org.

Vice President's Desk – Unscheduled or Scheduled Sick Leave

(Continued from page 5)

Records Management System (ERMS)

gives management notification of the absence, but calling does not authorize sick leave. Any sick leave not requested and approved by management in advance on PS Form 3971 is unscheduled.

A common misunderstanding when providing medical documentation is that it justifies the absence. This isn't always true. The absence is still unscheduled and will be annotated as such in the personnel file. An exception to an unscheduled absence is for an unexpected illness or injury, but documentation can or may be requested. The duration of the absence may also require additional documentation upon returning to duty. A good rule of thumb is to be prepared to provide management with a copy of any documentation when returning to duty if available.

Sick leave is given to all carriers for known and unknown absences. We can prevent unnecessary trips to the management office and eventual discipline by knowing and understanding how to properly use sick leave. Prescheduled appointments should never come into play with discipline. Preparing a PS Form 3971 in advance will avert any questions by management. When returning to duty after a period of sick leave that was not approved in advance, management should provide a PS Form 3971 to the carrier. If management fails to provide a PS Form 3971 to the carrier, it is still the responsibility of the carrier to fill out and sign a PS Form 3971 documenting the absence. Signing a PS Form 3971 does not approve the absence, but instead acknowledges the absence by the carrier.

To get there, we must work Together!

Mike Smith

Employee Assistance Program

info is at nalc.org

Choose Workplace Issues, hover over Safety & Health, and choose Employee Assistance Program.

It's confidential for you and your loved ones.

From the Treasurer's Desk – 2nd Edition

Brothers and Sisters, as I transition into your new Branch Treasurer, I am also staying involved in the technology-based route inspections, called Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). This is the next negotiated (NALC/USPS) joint route inspection process, created in March 2021. The last RAP process was in 2015. This technology-based joint route inspection will rely on carriers' real times. The first three offices have completed their *live week* in January and several issues needed to be addressed throughout that week. These same issues have been addressed at other offices in advance that have been scheduled to make our members aware.

The objective of TIAREAP is to provide a fair route evaluation based on the regular carrier's actual time. Should a route not have a regular, the T-6 time or a representative time will be used. Thus far through the second of three consultations, the Joint Teams have been very accurate with route time evaluations. However, several of the issues were a bit concerning, just things you assume would not need to be addressed. For example, carrying the route in the correct order (line of travel), taking your lunch and your breaks, yes that's right, never thought these would need to be addressed. Carrying the route in order is extremely important, and if there were any delivery issues prior with the delivery order, why weren't these addressed and a new line of travel implemented, if warranted. Lunch and break times are automatically added in if taken or not. This can affect and shorten the street time average if lunch and breaks are not taken and carriers just continue to deliver. During the consultations, during the *live week*, if the USPS/NALC teams see/saw any irregularities, they were brought to the carrier's attention during those consultations. Once brought to the attention of the carriers, the carriers were expected to

correct any of those noted deficiencies the following day. The teams can see everything through the use of technology through the scanners.

Another issue of importance, carriers should carry their scanner everywhere they go. Why? Because the new scanners ping every second, so carriers get credit for every part of their deliveries. Many carriers are/were leaving their scanners in their vehicles during a walk up (dismount) or parcel delivery. Many carriers will leave their scanner in a tub while delivering a mailroom. Having the scanner on you would follow any movements in the mailroom. Any type delivery needing a scan should be scanned where the delivery occurs, *scan where you stand*.

The final issue, do not case DPS, and this is not a new direction. Since DPS was implemented in 1993, DPS was never intended to be cased, barring unforeseen circumstances, and those should be an anomaly and discussed with your manager.

We will work to educate our members to avoid these issues. There is a different culture with our CCAs, driven by unattainable expectations. TIAREAP has brought these issues to light, mainly with our newer carriers. These are being addressed to insure TIAREAP is a success.

Quick Hits: Information you should know

This month, in staying with the importance of knowing our National officers, our new Executive Vice President is Paul Barner.

- Paul Barner was elected executive vice president in 2022 by mail balloting of NALC members.

- A member of Roswell GA Branch 4862, Barner began his postal career in 1987. His service to the branch started in 1996 upon his election as a steward.

The military taught me the importance of camaraderie and the strength that



Tony Diaz
Treasurer
Branch 599

comes from solidarity, Barner, a U.S. Army veteran, said. After witnessing how many carriers were being mistreated, I felt a strong sense of duty to do what I could to support my fellow brothers and sisters

Paul served in multiple other roles in his branch, including on-the-job instructor, trustee, and safety and health committee recording secretary. His branch elected him treasurer in 2006. He also served functions within the Georgia State Association, including as an officer on the executive board.

Paul served as a local business agent, as a primary member of the dispute resolution team for Region 9 (Florida, Georgia, North Carolina and South Carolina) and as an arbitration advocate. In 2012, President Fredric Rolando appointed him as regional administrative assistant (RAA) for Region 9.

In 2015, Fred Rolando named Paul Barner to the position of special executive assistant to the president working at NALC Headquarters in Washington, DC, a position he held until his election as assistant secretary-treasurer. He was elected to the position in 2018 by mail balloting of NALC members.

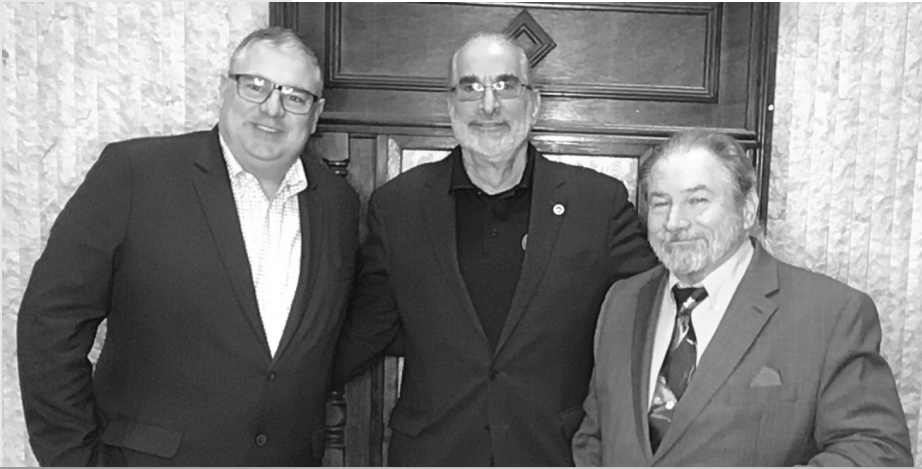
Paul graduated from the NALC Leadership Academy in 2007. He earned a bachelor's degree in business administration from Georgia State University.

We as letter carriers must not settle for anything less than to be acknowledged, respected and valued by management for the service we provide to the public day in and day out, Barner said. The strength in our unity as NALC members provides the vehicle to achieve this end.

—nalc.org

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

Installation/Retiree/Member Appreciation Dinner



Eddie Davidson, Nat'l Business Agent Region 9, NALC President Emeritus Fred Rolando, President Brian Obst & Bonnie



Swearing-in of Branch 599 Officers



Swearing-in of Branch 599 Shop Stewards and Officers



Judy & John Gebo, Director of Retirees



President Emeritus Orbe Andux



Passing of the Torch from Tony Diaz to Brian Obst

Bread of the Branch

As your Chair of Trustees, I am honored to represent all of you and protect your investments in this Branch; thank you for your vote. I will take this opportunity to explain the duties of this position, starting with our local bylaws that state:

Duties of Trustees

Section 11

(A) *The Trustees shall audit the condition of the books of the Treasurer and Financial Secretary at least once every three (3) months. They shall compare the vouchers and records and see that they correspond with the collections and disbursements. They shall report to the*

branch the results and findings of such audit at the next regular Branch Meeting following the audit. They shall have custody of all branch property and shall perform such duties as the Branch Bylaws may require of them. The Board of Trustees shall be known as the Trustees of the National Association of Letter Carriers 599 Tampa Florida Inc.

(B) *For the faithful fulfilling of his/her duties, the three (3) Trustees shall each receive \$70.00 per month for allowed expenses.*

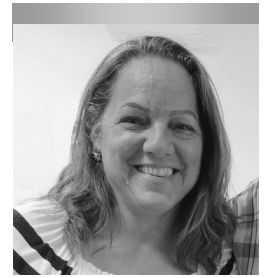
What is the purpose of Bylaws, you ask? They contain the basic rules for the conduct of the corporation's busi-

ness and affairs. Request your copy.

If you become interested in holding any position in our Branch, please attend our meetings and learn how your union works for you.

The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life. –Jane Addams

Lori McMillion
Chair of Trustees



Lori McMillion
Trustees Chair
Branch 599

Labor Management

First of all, I would like to thank you for re-electing me to be our union Labor Management Representative for the next 3 years. A lot of our members may not know what labor management job duties and responsibilities are; let me explain them to you.

Article 17, Section 5. of the National Agreement Labor Management Committee Meetings

- A. *The union through its designated agents shall be entitled at the national area, and local levels, and such other intermediate level as may be appropriate, to participate in regularly scheduled Joint Labor-Management Committee meetings for the purpose of discussing, exploring, and considering with management matters of mutual concern; provided neither party shall attempt to change, add to or vary the terms of this Collective Bargaining Agreement.*
- B. *All other national level committees established pursuant to the terms of this Agreement shall function as subcommittees of the national level*

Labor-Management Committee.

- C. *Meetings at the national and area (except as to the Christmas operation) levels will not be compensated by the Employer. The Employer will compensate one designated representative from the Union for actual time spent in the meeting at the applicable straight time rate, providing the time spent in such meetings as a part of the employee's regular scheduled work day.*

Labor-management committee meetings should meet with management on a regular basis to discuss issues or concerns. A wide variety of topics can be covered at these meetings. Some examples are leave, overtime, handling of mail, posting of positions, holiday scheduling, maintenance issues, work environment, vehicles, and safety.

A meeting should be scheduled with ample advance notice at a mutually agreeable time. It is important to circulate an agenda of the topics for discussion to inform the parties who will be in attendance. This will give them the opportunity to prepare and

bring relevant information pertaining to the agenda item(s) to the meeting.

Our branch should look at labor-management meetings as conduits for working on solutions to everyday questions that arise. Labor management meetings are mechanisms to discuss items that can relieve problems in the workplace, making a better environment for all of us. If you have any questions or concerns at your station, please let your shop steward know and they will report it to our Labor-Management representative to discuss with management during our monthly meeting or you can contact J.D. or me directly.

As our president, Brian Obst, always says...Knowledge is the Key.

The more you know and the better you are.

Clement Cheung



Clement Cheung
Labor Management Rep.
Branch 599



What Do I Do If I Get Hurt On The Job?

Getting hurt on the job is a regular occurrence if you are a Federal Employee. The challenging nature of the duties and responsibilities places employees in difficult working conditions daily. Getting hurt on the job and receiving treatment should not require the same difficulty. When a Federal Employee gets injured on the job there are few options and even less qualified Physicians to help navigate those options. 4FED-HURT and D.O.L. Injury Centers along with our team of federal injury specialists are here to help navigate the claims process while the claimant receives treatment. **So, what does a Federal Employee do if they get hurt on the job?**

A **Traumatic Injury (CA-1)** is an injury that occurs on one day that presents as a singular event. An **Occupational Disease (CA-2)** is an injury that takes place over several days or months.

If you are Injured, here are some very simple steps to follow.

1. Notify Your Supervisor Immediately.
2. File a CA-1 and CA-16 for a Traumatic Injury.
3. File a CA-2 for an Occupational Disease.
4. Write your Personal Statement describing the injury. Be specific.
5. Call 833-433-3487 to speak with a 4FED-HURT Injury Specialist.

Our team of Physicians and injury care specialists work for you, not OWCP. We will see you without an approved claim and provide OWCP with all the necessary documentation to get your claim approved the first time. We have 12 locations throughout the state of Florida ready to start your case immediately.



North Florida

- Tallahassee
2743 Capital Circle #106
Tallahassee, Florida 32308
- Jacksonville
6216 Sauterne Dr.
Jacksonville, FL 32210
- Daytona / Ormond Beach
305 Clyde Morris Blvd. Suite 220
Ormond Beach, Florida 32174

Central Florida

- Orlando / Altamonte Springs
482 E Altamonte Dr. Suite 1006
Altamonte Springs, FL 32701
- Orlando / Sanford
241 Bellagio Circle
Sanford, Florida 32771
- Orlando / Airport
500 N Semoran Blvd Suite 101
Orlando, FL 32807
- Tampa / Palm Harbor
33143 US Hwy 19 N
Palm Harbor, FL 34684
- Tampa / Temple Terrace
Bush Gardens
9780 N 56th St Suite A.
Temple Terrace, FL 33617

South Florida

- Fort Myers / Cape Coral
11621 S. Cleveland Ave #50
Cape Coral, Florida 33907
- Fort Myers / Cape Coral
706 SW Pine Island Rd. Suite 105
Cape Coral, Florida 33991
- Lake Worth / Palm Springs
3003 S Congress Ave # 2F
Lake Worth, FL 33461
- Fort Lauderdale / Davie
2240 SW 70 Avenue Suite D.
Davie, FL 33317



Are you a federal employee
injured while on the job?
Call our office ☎ 833-433-3487



4fedhurt.com

Addressing OWCP issues...let's get it right

There have been many articles in our newsletter over the years regarding on-the-job injuries. These are regularly asked questions you need to know:

1. What do I do first?
2. Who do I notify?
3. What paperwork do I need?
4. Who will help me through this?

Correcting OWCP issues are time consuming, frustrating, and if not corrected can delay medical treatment that could cause more severe prolonged injuries. So how do you avoid these issues? How do you get it right?

The **answers** to the above questions should help the process.

1. Report the accident immediately, explain exactly what happened, with a time and place (address).
2. Your supervisor or manager, and if you cannot reach anyone, your steward or our Branch office. It is important to notify someone.
3. The forms needed are, CA-1, CA-16, and CA-17, know your forms, ask questions, and do not rely on management to submit your forms without verification.
4. Your supervisor and/or manager should assist you, however, this is not always the case. Do not allow management to delay downloading your forms and filling them out; this is critical to you case.

Other tips:

1. **It is critical to make copies of everything; more times than not, paperwork is lost. It is difficult to re-create your paperwork.**
2. Write a detailed, thorough, complete, and legible statement. Some important information to consider, if applicable: the time, the place, the conditions, the surface(s), any contributing factors, possible witnesses, and any hazards.

On the Job Injury - Forms needed, simple math,

$$CA-1 + CA-16 = CA-17$$

CA-16 must be signed by management,

Authorization for Examination and/or treatment.

Any questions...call the Branch office; ask for Brian Obst, 813.875.0599.



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