



Tampa Letter Carrier

VOLUME 19, ISSUE 1

JANUARY 2020

Congratulations! to Our Newly Elected Officers

They will be installed the night of January 18.

President: Tony Diaz	Vice President: Brian Obst
Recording Secretary: Michael Brink	Financial Secretary: Alan Peacock
Treasurer: John Gebo	Sergeant-at-Arms: Mike Williams
MBA/NSBA: Mike Anderson	Health Benefit Rep: Detlev Aeppel
Director of Retirees: Alan Robinson	
Trustees: Lori McMillion, José Oliva, Jim Good	
Labor Management: Nick Cullaro, Michael Smith	

Around The Horn from The President's Desk

Happy New Year to all Branch 599 Brothers and Sisters! May the 2020 year bring prosperity, good health, peace, many retirements and many, many CCA conversions.



Tony Diaz
President

As we begin another year, we are faced with many challenges in 2020. Legislatively, we must pay attention to house resolutions aimed to take away our earned benefits and wages, to reduce delivery days, and eliminate door-to-door delivery, just to name a few.

Congratulations to our newly elected Branch stewards for the 2020 year! We will work to support and train all our

new stewards and continue to develop our returning stewards. Several stations begin 2020 with no union steward which will need to be filled by stewards from other offices and/or will be covered by the Branch office.

Steward Training/Meetings are held the Tuesday before the first Thursday of each month. Our monthly newsletter has the scheduled dates of all

meetings and any changes due to conflicting holidays. Anyone interested in becoming a future steward or alternate steward please attend the steward trainings/meetings monthly. If for nothing else, educate yourself. Learn more about your job and how to handle issues that present themselves.

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Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599
Meeting
Thursday
January 9
7:30 PM

Branch 599 Office

3003 W Cypress Street
Tampa FL 33609-1617
813.875.0599
Fax 813.870.0599
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Tony Diaz
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National Association of Letter Carriers, Branch 599,

3003 W Cypress Street,
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publishes the *Tampa Letter Carrier* monthly. The opinions expressed in this publication are those of the writers and do not necessarily reflect the opinions of Branch 599, NALC. It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor@nalc599.com 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	Tony Diaz	813.875.0599 cell/813.598.9635	tony_diaz599@verizon.net
Vice President	Brian Obst	727.458.0679	
Recording Secretary	Michael Brink	813.875.0599	
Financial Secretary	Alan Peacock	813.892.9378	apeacock.nalc@verizon.net
Treasurer	John Gebo	813.503.1256	jjg7d7@aol.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aeppel	813.505.7914	
Director of Retirees	Alan Robinson	813.843.9762	retirees@nalc599.com
Trustees	Lori McMillion, Ch.	813.263.7101	
	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood1206@gmail.com
Labor Management	Nick Cullaro	813.541.8159	
	Warren Sumlin	813.486.7612	
Presidents Emeritus	Garland Tickle • Orbe Andux • Donald Thomas Michael Anderson • James Good • Alan Peacock		

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	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	Varick Reeder	813.879.4309	315.491.6234
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	813.340.0300
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)

Topic, Investigative Interviews, Questions and answers...

Questions:

1. What is the true definition of an Investigative Interview or an II?
2. What is the purpose of an II?
3. How will my answers affect the issuing of the discipline?
4. Are II's properly used?
5. Should an II be timely?

Answers: several answers may be repetitive.

1. An **Investigative**, (definition for Investigate is: to carry out a systematic or formal inquiry to discover and examine the facts of (an incident, allegation, etc. so as to establish the truth), **it is intended for fact finding. Interview**, (definition: a meeting at which information is obtained, a discussion, conference, examination, **and what it should not be, an interrogation**), **again it is intended for fact finding.**

2. What is the purpose of an II? **It is a fact finding meeting** to discover and examine the facts to establish the truth, get to the root cause of the issue.

3. How will my answers affect the issuing of the discipline?
Your answers are very important to the defense of your case and **should be** vital to the thorough and objective investigation management is obligated contractually to conduct. You answer truthfully, answer to the point and do not vary from the question. This is extremely important as the language in essentially all issued discipline will state in some variation; during your II you failed to provide a satisfactory explanation to avoid the issuing of this discipline. Your defense (steward) will attack this statement with your proper answers. The language in the issued discipline is then

untrue, the carrier answered they scanned and delivered all their parcels, they scanned all their MSP points, etc. In addition, do not simply answer yes to questions during your II in regard to segments cited from USPS Handbooks and Manuals. For example, Question #1, Are you aware ELM 665.15, Employees must obey the instructions of their supervisors? 1st answer recommended: Could you please provide me a copy of that section of the ELM for review and I will then be clearer as to my answer.

Management should then provide you the documentation to review:
665.15 Obedience to Orders
Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.
Final answer recommended: yes.

Example #2, Question: Are you aware ELM 665. 41, Employees are required to be regular in attendance? 1st answer recommended: Could you please provide me a copy of that section of the ELM for review and I will then be more clear as to my answer.

Management should then provide you the documentation to review:
665.41 Requirement of Regular Attendance
Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service. Final answer recommended: yes.

While it is a good idea to know the two answers to these two questions, many

carriers have never read either of these 2 cited segments of the ELM.

4. Are II's properly used? **Absolutely not** and that is what the basis of this article is about. Investigative Interviews (the majority) are not used in the context for what they are intended to be (answers #1&2). They are not well thought out, they become an accusation, many do not have the correct information, in many II's you may feel guilty before anything is considered. II's are generally conducted because it is procedure, a requirement, they are basically a formality. Management does not usually care and does not listen to the carrier's account of the situation, nor does management rarely review the II to read what the carrier answered or any thoughts. In actuality, the discipline is already predetermined; normally nothing a carrier could have answered would have prevented the discipline from being issued anyway.

5. Should an II be timely to when the alleged misdeed was committed? Yes, disciplinary actions should be taken as promptly as possible after a perceived offense has been committed. For instance, carrier Smith allegedly missed an MSP scan on March 4, and the II is being conducted on March 13. First of all, no one can remember every stop, delivery, and scans with all the responsibilities in a carrier's day. So why wasn't this issue addressed immediately or soon thereafter? If the II is not conducted promptly, there is nothing corrective about the process, and should the carrier receive discipline, it is punitive in nature.

Steward's responsibilities:

Stewards are asked to request to speak to the carrier in private before the II begins. The steward will share any information they may have with the carrier as

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*You are invited to attend our
Member Appreciation Dinner and
Installation of Officers & Shop Stewards
to be held at
Letter Carriers Hall
3003 West Cypress Street, Tampa, Florida 33609*

Saturday, January 18

Doors open at 6 PM

Dinner will be served from 6:30 PM

House Salad, Chicken Marsala, Hand Carved Roast Beef Station
Oven Roasted Potatoes, Green Beans Almandine, Fresh Rolls and Butter, Cake, Coffee & Iced Tea
BYOB – Beer, Wine and Set-ups available

Installation of Officers & Shop Stewards to follow.

Tickets

Retirees – please RSVP the Branch Office at 813.875.0599.

Deadline to RSVP is Wednesday, January 8.

Active Letter Carriers – contact your Shop Steward.

\$20 each member (includes your spouse or date); refundable when you attend.

Guest tickets - \$20 per guest.



Around the Horn from the President's Desk

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to what issue the II will address, if known. The steward will remind the carrier to answer truthfully, answer to the point and do not vary from the question. Do not offer anything extra, remember you are trained to scan everything and you are a safe driver, and that is what you do daily. Stewards are also trained to be on the lookout for inaccuracies in the II. Do not take any information provided in the II for granted. Are the times and dates correct? Are the alleged missed MSP scans, missed office scan, and missed parcels scans information all correct?

Was the carrier in question even on the route that day? Is the route number correct? Was the correct scanner used? Are the segments cited from the handbook and manuals used in the questioning correct? Is the supporting documentation for those cited segments from the handbooks and manuals available to review before questions are answered? Investigative Interviews are to be taken seriously!

Quick Hits:

Information you should know

* USPS Benefits:

The **Postal Service** offers generous annual (**vacation**) – 13 days of annual leave per year for the first 3 years, 13x8 = 104 hours; increasing to 20 days per year after 3 years of service, 20x8 = 160 hours; and to 26 days per year after 15 years of service, 26x8 = 208 hours. In addition, **Postal** employees get 10 official holidays per year.

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



Bill and Shirley Moran

****RETIRED****

Branch President Tony Diaz presents Arslan Uniform Representatives, Bill and Shirley Moran, a Special Appreciation on behalf of all 599 members.

The plaque reads:

Special Appreciation

For over 30 years you have provided excellent service for Branch 599 members. Ordering uniforms has never been made easier. You spoiled us over the years with your office visits and remarkable customer service. You will always be a part of the Branch 599 family.

Thank you from all of us, you both will be missed!!!

Branch 599

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to Gerardo *Gerry* Sainz [retiree] and family at the passing of his wife, Lorraine, November 23.

Branch meetings...

January 9 • February 6 • March 7 • April 4 • May 2 • June 6 • July 11 • August 1

Branch 599 Holiday Party a Huge Success!

Santa Claus made a visit to the Letter Carriers Hall on Sunday, December 15, and brought his Christmas cheer!

Santa read stories to the kids and mingled with all who attended. All the kids received goodie bags and there were a ton of raffle prizes drawn throughout the party.

There were many kid's activities, to include: craft tables, kid's bingo, a bouncy house, and an obstacle course. Pizza, mini Cuban sandwiches, chicken nuggets, sodas and juices, and holiday cookies were served throughout the day.

Christmas music rang throughout the Hall.

Thanks for all who brought new unwrapped toys. **We set a record this year for toys collected!**

All the toys were donated to **Joshua House**.

Thanks to all who volunteered their time to make this a festive event. *Thanks* to all our members and their families who attended.









Record number of toys donated to Joshua House!



The Branch 599 Letter Carriers Toy Drive is growing each year. This will be the third year we have collected our own toys and donated to a wonderful locally based charity. The Joshua House, founded in 1992, is a safe

haven for abused, abandoned, and neglected children, offering a therapeutic residential group care program that provides a protected, nurturing, family-like environment for children 6 years to 17. These children have been removed from their homes due to crisis and many have been through multiple foster homes.

Hundreds and hundreds of children have passed through Joshua House since it opened. Each story of abuse and neglect is as unique as the child. With five homes on eleven acres, Joshua House promotes growth, stability, and support specific to each child's need. Keeping sibling groups together is just one of the many ways Joshua House makes a difference.

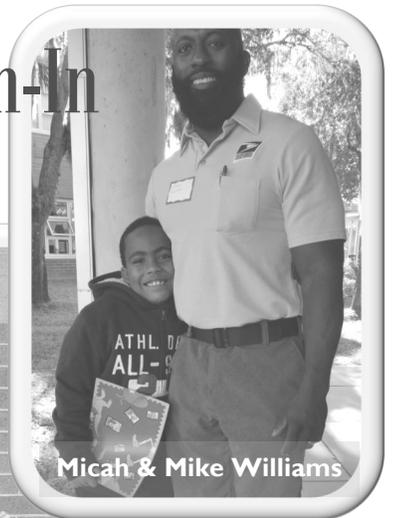
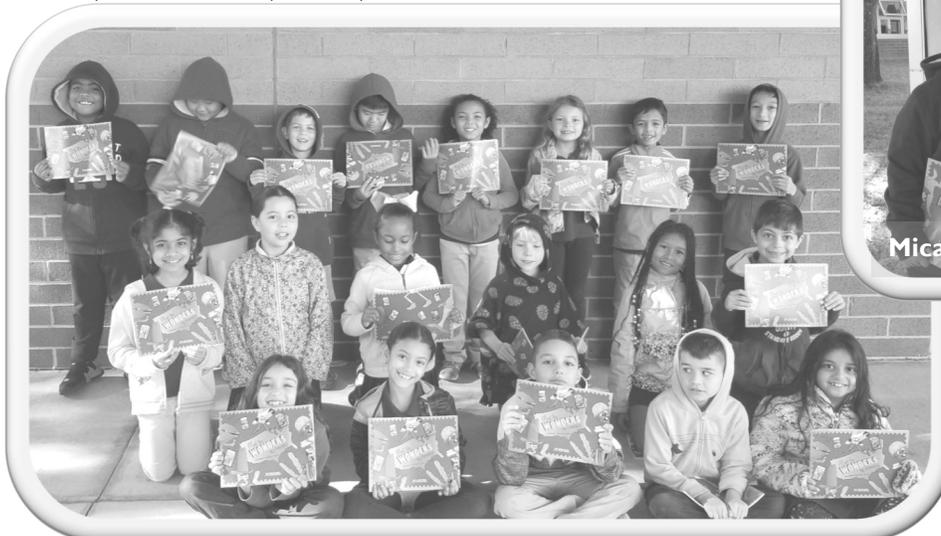
Joshua House is a program of the Children's Home Society of Florida, Gulf Coast Division. The caring and dedicated staff and volunteers at Joshua House provide homelike environments, love, nurturing and stability for every child in their care.

They want to thank everyone for the generous support.

Mike Williams...Great American Teach-In

Mike Williams, Tampa Carrier Annex, addressed a class of students at the 2019 Great American Teach-In at Pride Elementary School in Tampa. This year the annual teach-in was on November 21. He answered

all the students' questions and briefly explained the mail processing system. Mike then gave the students an up-close look at his LLV and all his mail for the day. **His son was in the class to grade dad.** *Great job, Mike!*



Shop Stewards will Meet

Tuesday 7 PM
January 7
February 4

Branch 599 Meeting

Thursday 7:30 PM
January 9
February 6

Executive Board Meets

Thursday 6:30 PM
January 9
February 6

Sunday Work Party

at our Hall 9-11 AM
January 12
February 9

Retirees Breakfasts

Monday January 6 9 AM
Denny's Restaurant at Dale Mabry & Spruce

Tuesday January 14 8 AM
Bob Evans Restaurant off Fletcher



Deliver the Cure with MDA

Branch 599 President Tony Diaz and Golf Tournament Coordinator Alan Robinson present MDA Coordinator Heather Reuscher with a check in the amount of **\$11,700** for our yearend 2019 donation to the Muscular Dystrophy Association.

Branch 599's donation was a result of a record-breaking Golf Tournament, the 50/50 raffles at our monthly union meetings and at our Labor Day Picnic and Kids Christmas party.

Thanks to all who contributed to this success! Heather and her staff were very excited and appreciative of the efforts of Branch 599. **This is our largest donation to MDA in many years!**





A.R. Tony Huerta Branch 599
National Association of Letter
Carriers
3003 W Cypress Street

813.875.0599 • Fax 813.870.0599
www.nalc599.com

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