



# Tampa Letter Carrier

VOLUME 16, ISSUE 4

APRIL 2017

## Around The Horn from The President's Desk

### Amazon Sunday delivery: Reminder

CCAs working on Sunday, it is extremely important that all of you are following the Suncoast Safe Driving Rules, driving safely, and making good decisions. Remember, there are more supervisors, managers, postmasters, MPOOs, and district managers at home or driving throughout the city than any other day. Do not be observed driving without seatbelts, or driving with your door open through intersections, or driving without a driver's license. Shut off your vehicle, remove the keys, secure your vehicle, you have many valuable parcels our customers await. More customers are at home with their smart phones, to observe you. Be courteous, you are representing the Postal brand; deliver with pride. Do not get a false sense that no one is watching you on Sunday.

Brothers and Sisters, to date, the Postal Service has converted over 46,000 CCAs to regular career carriers. This number has moved the average age of the letter carrier from the mid 50's to the high

40's. With this conversion number growing monthly, it is important our newer carriers have an idea of the history of the National Association of Letter Carriers. How old is our union? When and why was it formed and how? What were the early struggles? When did legislation become such a huge part of our operations? Who were the national presidents? I have condensed much of the information from the book *Carriers In A Common Cause*, and researched additional important dates in NALC history.

### The NALC is Born

Letter carriers tried unsuccessfully to organize a national union at least three times: in 1870 in Washington, DC, 1877 in New York City, and 1880 again in New York City. With those attempts failed, in 1889, the Milwaukee Letter Carriers Association decided to call for another national meeting of carriers; this is recognized as the year the NALC was organized. This meeting would overlap with the annual reunion of an organization of Union Army veterans

so letter carriers who were veterans could use reduced train

fares. This set the stage for August of 1890, the first NALC National Convention, in Boston, Massachusetts; 70 carriers attended from 48 different branches; officers were elected and the NALC was officially organized. The NALC grew quickly from 58 branches in 1890 to 231 branches by August 1891, and by August 1892, 333 branches. The Second Annual National Convention was held in Detroit Michigan, the destination for the 2018 National Convention. The first NALC President was William H. Wood, followed by John J. Goodwin. The NALC logo was adopted in 1891. There were three early objectives of the NALC: a uniform wage structure, a minimum wage for substitutes, and a guaranteed pension for carriers. Visions over 100 years ago paved the way for all of us that have carried mail.



**Tony Diaz**  
President  
Branch 599

Branch 599  
serving  
Brandon  
Plant City  
Sun City  
Tampa

### Branch 599 Meeting

Thursday  
April 6  
7:30 PM

(Continued on page 3)

**Branch 599 Office**

3003 W Cypress Street  
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National Association of Letter Carriers, Branch 599, 3003 W Cypress Street, Tampa FL 33609-1698, 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 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

# Officers

Position	Officer	Phone	Email
<b>President</b>	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
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<b>Sergeant-at-Arms</b>	J.C. Howard	813.310.0689	
<b>MBA/NSBA</b>	Al Guice	813.465.9754	
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<b>Trustees</b>	Lori McMillion, Ch.	813.263.7101	
	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood.nalc@tampabay.rr.com
<b>Labor Management</b>	Nick Cullaro	813.541.8159	
	Warren Sumlin	813.486.7612	
<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good • Alan Peacock		

# Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11	Terry Franklin Luis Cruz	813.661.1636	813.758.3061 813.431.3223
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Reuben Perez	813.242.4507	813.508.7094
Forest Hills	33612	Ed Humphries	813.935.2954	813.787.3914
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
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	Todd Soular	813.719.6793	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Patrick Wimberly	813.634.1403	813.245.0847
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Mike Williams	813.873.7189	813.541.3092
TCA/Peninsula	33609	Andre Stafford	813.873.7189	813.600.0638
TCA/West Tampa	33607	Michael Smith	813.873.7189	813.326.0717
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	Andre Hinton	813.242.4507	931.980.5169

## Around The Horn from The President's Desk

*(Continued from page 1)*

**The Postal Record:** the NALC's official monthly magazine is slightly older than the NALC. It was first published in 1887 as a private enterprise. After the Postal Record was purchased by elected letter carrier John Victory (national secretary), the NALC bought the Postal Record from Victory in December of 1893.

### Significant dates of

#### NALC History:

1794 - first letter carriers appointed by congress,  
 1858 - first letter boxes installed in New York and Boston,  
 1893 - 8-hour law interpretation upheld by two Supreme Court decisions,  
 1905 - national conventions began meeting biennially instead of annually,  
 1917 - women hired as temporary letter carriers while men went to war,  
 1920 - Civil Service Retirement Act passed...carriers received sick leave,  
 1930 - 58,000 NALC members,  
 1935 - 40-hour work week enacted,  
 1939 - 50-year members' Gold Card established,  
 1945 - national convention postponed because of WW II,  
 1950 - twice-a-day delivery ended and membership topped 103,000,  
 1952 - NALC Headquarters dedicated, across from the United States Capitol Building,  
 1953 - the NALC became MDA's first national sponsor,  
 1955 - USPS began deploying Jeeps; the Jeep DJ was originally manufactured by Willy's Motors,  
 1960 - Health Benefit Plan began,  
 1964 - NALCREST retirement community for letter carriers dedicated,  
**1970 - national wildcat strike,** Postal Reorganization Act passed and membership was 212,000,  
 1972 - membership gained power to elect National Officers directly,  
 1974 - Hero of the Year Awards were established,  
 1975 - COLCPE was created (now Political Fund),  
 1979 - the NALC sixteenth president,

Vincent Sombrotto took office and saved our union...he turned out to be the most influential and powerful NALC president to date,  
 1984 - arbitrator advocates resolved the largest interest arbitration case ever conducted in the U.S., granting significant wage increases and retained uncapped cost-of-living adjustments,  
 1986 - LLVs began service; the body was manufactured by Grumman,  
 1988 - document signed committing management and the postal service to reduce grievances and improve the quality of the workplace,  
 1989 - the NALC celebrated its 100 Year Anniversary,  
 beginning 1990's - Delivery Point Sequence (DPS) was unveiled,  
 1992 - Food Drive began, 2nd Saturday in May,  
 1992 - NALC/USPS signed Joint Statement on Violence and Behavior in the Workplace,  
 1993 - joint route inspections were implemented throughout the country,  
 1996 - USPS unilaterally withdrew from the 14-year joint Employee Involvement process,  
 1998 - the parties produced the Joint Contract Administration Manual (JCAM), containing agreed upon interpretations of the National Agreement that clarified contract language that were misunderstood, helping resolve many disputes before becoming grievances,  
 1998 - saw the first decrease in first-class mail due to electronic commerce and electronic mail (e-mail),  
 1999 - historic arbitration decision awarded Grade 6 pay to letter carriers,  
 October 2001 - anthrax attacks on the nation's mail,  
 December 2002 - Vincent Sombrotto concluded his 24-year career as NALC's National President; William Young became the NALC's 17th President,  
 2003 - e-Activist legislative network was created,  
 2003 - COLCPE was created

(Committee on Letter Carrier Political Education) for members to contribute to the NALC's legislative fight, now called the Letter Carrier Political Fund,  
 2005 - the Leadership Academy was initiated, (30 members in the first class),  
 2010 - current President, Fredric Rolando became the NALC's 18th National President...no President has endured more political turmoil and uproar in their term(s), he is the right man at the right time for the NALC,  
 2013 - Das Award, Transitional employees are phased out, City Carrier Assistants are created,  
**2017 - hopefully a settlement in our national contract negotiations,**  
 end 2018 - new postal vehicles are scheduled to be deployed.

To date there have been 70 National Conventions, the last, 2016 in Los Angeles, California, and the next in 2018 will be hosted in Detroit, Michigan, home of NALC Branch 1.

### Quick Hits:

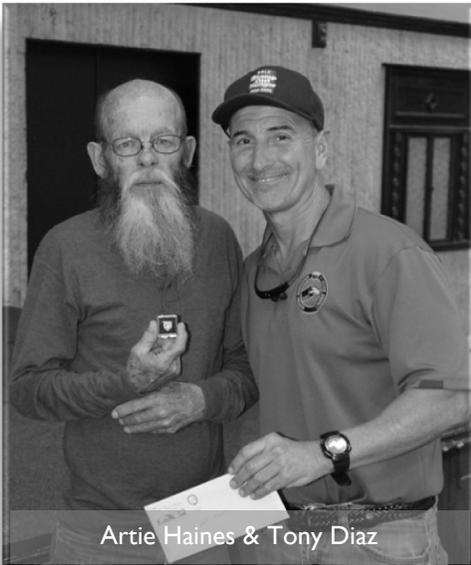
#### Information you should know

\* **Route inspections.** The district route inspections scheduled for the end of March and April is losing steam; several weeks have been cancelled or postponed to-date. The issue facing the USPS is the need for additional vehicles. If the district completed route inspections and created 80 plus new routes, where would the additional LLVs be acquired from? Nowhere, there are none extra. Stay tuned, your stewards will receive the latest updates as I hear them.

\* **Contract update.** There are many questions directed my way regarding the ongoing contract negotiations. The NALC and the USPS are still engaged in positive contract talks aimed at reaching an agreement, soon I hope. Our national officers are negotiating for the benefit of our members, not

*(Continued on page 4)*

# Congratulations!



Artie Haines & Tony Diaz

Congratulations to **Arthur Artie Haines** [Town 'N Country], who received his retirement pin and gratuity from President Tony Diaz during our March Branch meeting! Artie retired as #2 on the seniority list in Tampa with over 41 years of service.



CSM Carlos Torres

**Serving His Customers and Our Country**  
 Congratulations to **Carlos Torres** [Ybor City]! On April 15, 2017, Carlos received a Certificate of Appointment to Command Sergeant Major, to the 841st Engineer Battalion in Miami, United States Army. He has served in the Army for 24 years. Carlos officially celebrated his new appointment at a military ball in March. Great accomplishment, Carlos, on this honorable achievement and thank you for your service to the United States of America.

# Judge Carl Hinson appreciated our support



Tony Diaz and Judge Carl Hinson

Newly elected Hillsborough County Circuit Court Judge Carl Hinson with President Tony Diaz at the Investiture Ceremony on February 23. Carl thanks the members of Branch 599 for our endorsement and support. He was elected to the 13th Circuit Court, Group 8.



Get involved!  
 Your future depends on it!

## Got the app yet?

Download the NALC Member App to get the latest union news, customized notifications, a rotational calendar, plus a whole lot more—right on your iPhone or Android smartphone. Learn more at [nalc.org/app](http://nalc.org/app).

## Around The Horn from The President's Desk

*(Continued from page 3)*  
 necessarily relying on the other postal unions who have already settled.

\* **NALC President Fredric Rolando's statement** on the February 9 release of the U.S. Postal Service's financial statement for the first quarter of Fiscal Year 2017, covering the months of October, November and December of 2016.

Today's Postal Service financial report shows a \$522 million operating profit for the first quarter of Fiscal Year 2017, demonstrating the strength of the postal turnaround. USPS now has a total operating profit of \$3.7 billion since the start of FY 2014.

That's impressive for a government entity that gets no taxpayer money—earning its revenue instead by selling stamps—while enjoying strong public

support and providing Americans and their businesses with the industrial world's most-affordable delivery network. The continuing financial upswing shows the importance of maintaining and strengthening the unparalleled—and profitable—postal network.

—nalc.org

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

# Unionism...Shop Steward Basics

All of you reading this newsletter are aware of the Shop Steward; you know who he/she is and what you expect of them in the way of representation. The truth is that for most of you, the Shop Steward is the Union. The Shop Steward is the only contact that most of you have with the Union as a whole, unless you are one of the minority of Union members who attend the monthly branch meeting (the first Thursday of every month at 7:30 PM at the Hall, 3003 W. Cypress Street – for those of you who haven't yet found your way).

I find it interesting in my travels as the Vice President and Chief Steward how varied the members' ideas are of what the Shop Steward's job responsibilities are. This article will seek to open the membership's eyes to the job of the Shop Steward and some of the inherent difficulties that Shop Stewards face daily in the performance of their duties.

The Shop Steward is a position that individuals are either elected or appointed depending on the situation. Every person who has ever served as a Shop Steward has done so for their own set of reasons, however, they are all hit with the same realities of the job soon after accepting the position. As most of you know, the job is not for just anyone. What I mean by that is anyone can be a Shop Steward, but many find that they can't do the job. While it is difficult, it is a position that anyone can learn and blossom in if they are willing to put in the time and effort to learn the job. As it is said *good Shop Stewards are not born they are made* and as with cooking, seasoning only tends to make for a better Shop Steward.

As a Shop Steward it is generally the belief that you will be able to help your brother and sister carriers by defending them from overbearing management personnel and that they will be grateful for your assistance. Unfortunately, the truth is generally far from this belief. As a Steward you are going to find that

many people will complain about you because you are not able to do things that they want, others will resent you because you are defending people they say are *slugs*. Most of the time when you successfully represent a grievant you will not hear any words of thanks; more likely you will hear how you should have been able to do more. These things can be less than motivating, as one might expect, however, the Shop Steward has to keep this from changing his/her perspective on the job at hand.

The job of the Shop Steward is one of ensuring *contract compliance*. Many carriers misunderstand this function and they feel that the only job of the Shop Steward is to represent them if they feel aggrieved. While the Shop Steward does indeed represent those who feel aggrieved, many times the person who feels aggrieved doesn't always have a case/valid grievance. Now, nobody likes to hear that they are wrong, but it does happen at times and the Shop Steward is normally the bearer of this bad news. Remember, it always goes back to the National Agreement and what it says is the guideline we follow in our representation of the members.

I would like to turn to some Shop Steward basics that will help the Shop Stewards, both new and experienced, in keeping a level head in the performance of their duties.

**Keep Your Enthusiasm:** You have every right to be enthusiastic about your position as a Steward and what you want to do to help your fellow carriers. We all know that Gloomy Gus will tell you that it doesn't make any difference, nothing will change. Simply dodge that wet blanket and stay upbeat regardless what happens, when something goes south one day, the next day is always a fresh start and things will be better.

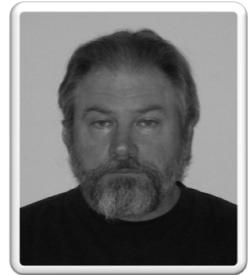
**Take the Long View:** No one starts

out as the best Steward in the world. It is a learning process and you will get better with time. Don't be afraid to tell someone that you don't know or aren't sure. Tell them you will check and get the information and get back to them, and then make sure you get back to them. Your respect level and their confidence level will rise when they see you can be counted on to be a person of your word. You will develop your skills as you grow in the position

**Adopt a Learning Attitude:** No matter how confident you are, you will never know it all. There are unlimited resources available to you and a wealth of talent both inside as well as outside of your local Branch, don't be afraid to tap into that information. Always be willing to learn for as I say every month... **Knowledge is the Key.** Remember, no one expects you to have all the answers, but they do expect that you have the ability to get the answers for them. We have a phone listing for the entire Branch Officers and Shop Stewards in the front of this newsletter; don't be afraid to use it.

**Remember You Are Not Alone:** This goes along with the one just above. The others you work with are always available to assist and teach. Our State Association holds training sessions once or twice a year where you can gather with officers and stewards from Branches around the state to share information and attend training classes. This helps you realize that you are not the only one having issues and most of us have all been through the same ones so we can help you get through yours. You are not alone; you are just a small part of a

*(Continued on page 6)*



**Brian Obst**  
Vice President  
Branch 599

# Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to Gloria and family at the passing of **Frank Stewart** [retiree], February 5; and to **Jim Burgos** [Forest Hills] and family at the passing of his son, Jay, February 10.

**Speedy Recovery** to **J.D. Lewers** [Sulphur Springs] who was injured on his way to work when he was rear-ended at a high rate of speed, February 14; and get well wishes to **Albert Spires** [retiree].



## MDA Muscle Walk of Tampa Bay

Saturday ♦ April 29

Al Lopez Park

[North of Raymond James Stadium]

4810 N Himes Avenue, Tampa 33614

**Anyone interested in forming a team,  
please contact the Branch office, 813.875.0599.**

All monies raised by Branch 599 for this event will be credited toward our Branch's 2017 contribution to the Muscular Dystrophy Association.

### Unionism...Shop Steward Basics

larger organization, so use the resource to your benefit. Don't try to bluff your way through; ask the questions and get the answers, it will always benefit you in the long run and it will help others feel comfortable coming to you because they know you will get them the answers they seek.

#### **Endure Management's Test:**

You're the new kid on the block and Management will test you. They will try to prevent you from having time to investigate cases, they will throw roadblocks up to distract you and they will try to reason with you saying that you need to be flexible because it is for the benefit of the individual. Remember, it is your job to represent all the carriers equally under the contract so don't let self interest interfere with that respon-

sibility. Many times you may have to interfere with someone's *good deal* because it is in violation of the contract and violates the rights of others. Stick to your guns and do what is right, show management that you are going to do your job properly and they will develop respect for you as a Steward.

#### **Use an Organizing Approach:**

Don't overemphasize the need to learn everything at once. Remember the Union goal – Power in Numbers – Working with others to achieve a common goal. With that in mind, as you develop you should develop the ability to teach others, organize and mobilize to help the larger organization of members that you represent.

While this is a simple overview and is directed towards the current crop of

Stewards in our Branch, it also should show those who might be considering becoming a Steward how things are and what you can expect.

I have used material from the following publication in the writing of this article: *The Union Stewards Complete Guide (2<sup>nd</sup> Edition)* edited by David Prosten. This text was provided from the NALC during my training at the Leadership Academy in Washington, D.C. and is a valuable tool for the Steward whether new or experienced and I highly recommend it to all.

Until then I remain yours in Brotherhood and ask you to remember that – **Knowledge is the Key.**

*Brian Obst*  
Vice President



**LETTER CARRIERS' FOOD DRIVE**  
**SAT., MAY 13, 2017**

**PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.  
 WE'LL DELIVER IT TO A LOCAL FOOD BANK.**

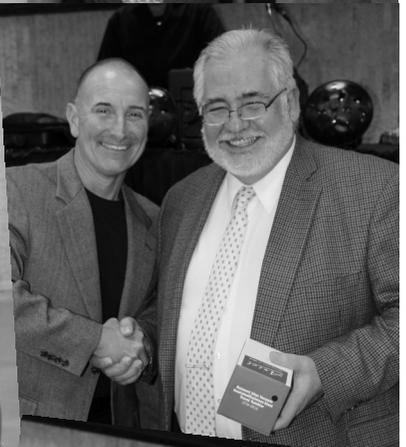
*NATIONAL PARTNERS*



# Member Appreciation Dinner and Installation of



# Officers & Shop Stewards was enjoyed January 21





# Slogan Contest!

*In an effort to increase our Branch's toys collection,  
we are going to organize our own toy drive in 2017.  
We will need a slogan and you can help with that!*

Please submit your slogan ideas to President Diaz: [tony\\_diaz599@verizon.net](mailto:tony_diaz599@verizon.net)

*The winning catch phrase will be voted on by the membership at our  
Branch Meeting on May 4.*

*Ideas submitted so far:*

Give us a new unwrapped Toy,  
and we will give it to a deserving girl or boy,  
a member from Branch 599 will deliver the Joy!

*Submitted by: Sam Santilli, Hilldale Station*

**GIVE A TOY...GET A SMILE TOY DRIVE!**  
**You** donate the toys  
Our letter carriers will donate the time  
Together we will deliver to the kids  
a little of Florida's Sunshine.

*Submitted by: Stephanie Tullis, Temple Terrace*



Job Related Injuries  
Government Workers' Comp Provider

4150 N Armenia Avenue, Suite 102, Tampa FL 33607  
Phone: 813.877.6900

**Shop Stewards will Meet**

Tuesday 7 PM

April 4  
May 2

**Branch 599 Meeting**

Thursday 7:30 PM

April 6  
May 4

**Executive Board Meets**

Thursday 6:30 PM

April 6  
May 4

**Sunday Work Party**

at our Hall 9-11 AM

April 9  
May 7

**Retirees Breakfasts**

Monday April 3 9 AM

Denny's Restaurant at Dale Mabry & Spruce  
2004 N Dale Mabry Highway, Tampa

Tuesday April 11 8 AM

Bob Evans Restaurant  
SR-60 & Falkenburg Road, Brandon

# ARSLAN UNIFORMS

*Bill & Shirley Moran*

Gold Card Member Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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