



Tampa Letter Carrier

From the President's Desk

Voice of Employee Survey

How is your work climate today, and what kind of acknowledgement do you give to the management staff when you fill out your (VOE) Voice of Employee survey? When management has to resort to taking small groups aside and telling them what they should be doing on their surveys...it defeats the whole purpose of filling them out. It borders on a Joint Statement issue of bullying and intimidation and lacks dignity and respect for the individual to make their own expression of their workplace environment. How can the workplace be the best it can be when everything leans in one direction? We advise all employees to voice their own opinion and not be swayed or intimidated to give someone anything except what is honestly deserved and earned.

City Carrier Assistants

While on the topic of workplace climate, which in my opinion is the worst

ever regarding treatment of all employees, especially the newly hired City Carrier Assistants. The new CCAs have been improperly trained and given unfair reviews and expectations, and by having them start late, management has controlled and isolated them from their fellow carriers. What benefit has management gained by the manner in which they have utilized and staffed these new employees? To coin a phrase from a carrier at one office, *they are trying to save pennies and wasting dollars*, so the gains have been a pittance of what they could be. Many have chosen to leave already and some have been given lousy effort in their reviews and improperly terminated. Shame on the USPS in this era of some of the worst management decision making to ever come from this *top down* mentality. *Federal Times* published one article about the poor utilization of staffing in the clerk craft that wasted over \$30 million in advan-



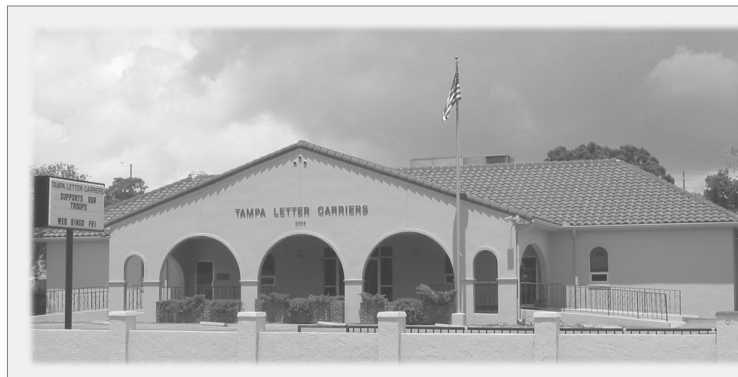
Alan W. Peacock
President, Branch 599

tages lost to poor staffing available. They still remain firm on their direction of self destruction of the American citizens' Postal Service.

FMLA Forms

Another national level interpretive issue has been resolved for utilization of NALC forms for Family Medical Leave Act (FMLA) issues; these forms are available at NALC.org. The advantage of our forms: they are less paperwork and less complicated, and you can print one and take it to your doctor beforehand instead of waiting on them to send you one. Everyone who has FMLA conditions should always make sure that you document the FMLA case number on every piece of documentation you use to include 3971 leave request. Always fill out your own forms to avoid misinformation that is on com-

(Continued on page 3)



Branch Meeting
Thursday
July 11
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
July 11
August 1

Shop Stewards

will Meet

Tuesday 7 PM
July 2
July 30

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
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)

puter generated 3971s; don't take for granted that someone else is looking out for your interest.

Sell Our Hall?

Regarding Tampa Letters Carrier Hall and the interest shown by 5% of the members who showed up to hear two commercial realtors provide us with their viewpoints about the possible listing to sell our building: The Executive Board decided that we should send a letter to every member to ask them if they want us to sell the building or not and at what amount if we were to decide to sell. This is your opportunity to participate in the decision which will still require a vote at a regular or special branch meeting to finalize the planning and confirm which realtor we would list with if the members decide that to be their choice.

Stamp Out Hunger

The final numbers on the 2013 NALC Food Drive for Branch 599 was 1,569,062 pounds... over 500,000 more than last year! *Thank-you* everyone for the outstanding day we had to help *Stamp Out Hunger* in our community! I personally want to thank those involved in the planning and

volunteers who made this drive so successful: Maggie Lancaster, Branch 599 Coordinator; and Marianne Baab and husband Ken, Branch 599 member who coordinated the Rural Carriers. *Thanks* also to Will Carey of Tampa Bay Harvest and Stacey Efaw from ECHO for assisting in service talks to enlighten employees about their agencies. Tampa and all of Florida lead the nation with over 10 million pounds of food collected...number one of all states in the USA!

FSALC Convention & Training

We will be attending the Florida State Association of Letter Carriers Convention in Jacksonville and celebrating the 100th Anniversary of the FSALC. Most of the delegates and two stewards that aren't convention delegates will be attending the State Steward Training classes.

Memorandum of Understanding

The National MOU [*Memorandum of Understanding*] for eReassign availability finally expired May 24, 2013. With the expiration, all possibilities for full time and part-time carriers were to be made aware of vacant duty assignments they could eReassign to prior to converting any

City Carrier Assistants to full time carriers. Once this process is complete and there exists vacancies that require hiring full time employees, then if there are no part-time flexible carriers available, then the USPS can convert a City Carrier Assistant to full time carrier. Many of our Carrier Technician vacancies are already being filled through this process. We will remain diligent in our efforts to insure that our CCAs are converted as soon as they possibly can be. It is a shame that they were misled by management in the early stages of the Arbitration award and told that they would make full time right away. We still have over 30 positions in withholding and if those aren't filled by excessing from other crafts, then the possibility may become greater to finally see some conversions for CCAs.

Our Problems are man-made therefore they may be solved by man. No problem of human destiny is beyond human beings. —John F. Kennedy

Faternally in Unionism and Solidarity,
Alan Peacock
President, NALC Branch 599



Treasurer's Report – May 2013



Ray Garcia
Treasurer
Branch 599

April 30 Regions Operating Account \$8,197.27

Deposits

Close B&B Account	\$1,265.37
Donations [Matt Gibson Family]	1,617.00
Bill Moran Ad	50.00
Food Drive	61.00
NALC Secretary Treasurer [2]	19,885.01
Back Dues [3]	277.92
Rec Room	12.00
Print Lakeland Branch's Newsletter	324.70

Expenses

Branch Officer Salaries [13]	\$1,795.16
Branch President Salary [2 PP]	4,921.60
Reimbursement [President HBP]	326.04
Branch Office Secretary Salary [2 PP]	2,400.00
Branch Steward Salaries [20]	3,295.00
Branch Steward Lost Wages [4]	873.52
Editor/Webmaster Salary [monthly]	160.00
Security Guard during Branch Meeting	45.00
Reimbursement [3]	1,731.37
Retirement Gratuity [2]	400.00
Florida AFL-CIO [2]	240.00
Transfer \$1 per member to Convention/Training	551.00
Transfer \$1 per member to Building Fund	551.00
Pitney Bowes	80.15
Verizon [phones & internet]	368.60
AT&T Wireless	109.09
Staples	987.24
Akita Copy Products	668.75

April 30 Regions Building Fund Account \$28,663.90

Deposits

Hall Rentals [8]	6,215.00
BB&T Building Fun Balance	4,197.63
\$1 per Active Member	\$551.00

Expenses

Branch Building Manager [monthly]	\$600.00
Branch Rental Agents [3]	508.00
City of Tampa Police Security for Rentals	1,435.00
Custodial Services [clean & setup hall—4]	900.00
Rental Deposit Refund [3]	1,800.00
FL Dept of Revenue [Sales Tax]	175.00
City of Tampa Utilities	487.92
TECO [2]	2,406.71
TECO Peoples Gas	79.11
Crenshaw Termite & Pest Control	39.59

Apr 30 Regions Convention & Training Acct \$8,197.27

Deposits

\$1 per Active Member	551.00
Interest from CDs	\$941.80

Accounts as of May 30, 2013

MidFlorida Credit Union Savings	\$255.00
MidFlorida Credit Union CD	100,000.00
Regions Bank Operating Account	11,274.91
Regions Bank Building Fund	32,642.68
Regions Bank Convention & Training Fund	9,463.61
Regions Bank CD	50,000.00
USAmeriBank CD	200,000.00

Total Balance Available \$403,636.20

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Ray Wallace** [retiree] and family at the passing of his wife, Gladys, May 19; and to **Frank Webb** [Produce] and family at the passing of his mother.

Get well wishes & prayers are sent to Ray Garcia [retiree] as he recovers from a knee replacement and to Will Tolliver who is recuperating from knee surgery.

President Alan Peacock recognized Tom Tonkyro Retired!

President Alan Peacock recognized **Tom Tonkyro** [Sulphur Springs, Carrollwood] during our June Branch meeting and presented him with a check from the Branch for his retirement.



Around the Horn

Brothers and Sisters, last month I mentioned the importance of our City Carrier Assistants [CCA] workforce. CCAs are the future of the United States Postal Service and the carrier craft. I am very passionate about protecting our converted TEs to CCAs as well as our new CCAs. CCAs are here to stay and hopefully these carriers will enjoy a long and prosperous postal career. A large number of the new CCAs have joined NALC and are union members with rights. All CCAs should be treated equally and fairly, and they all should be given the same opportunity to succeed. This, however, is not the case and it is a situation we are looking closely at. Stemming from a recent resignation, our union stewards are being asked to better monitor the CCAs stationed in their offices. Union stewards will be informed at the June Shop Stewards meeting for what and how to better patrol CCAs. Checking if the new CCAs that management does not feel *are cutting it*, are being left at home. How are they going to learn while they are at home? What is being done so they can *cut it*? Checking if all CCAs are getting their hours (not only the favorites); we are still short handed at many stations, there is work available, supervisors and managers are looking for carriers to fill vacancies. Alerting the Branch Office will allow us to address these issues with the Postmaster and upper management; they are saying they want to know of these occurrences.

We need everyone's help—these CCAs are our fellow union brothers and sisters. We are looking at equal treatment and a fair opportunity to survive their 90-day probation. It is virtually impossible to fairly evaluate one CCA on the same route their entire probationary period and a CCA who is bounced around from one route to another. In addition, not only bounced from one route to another in their own

office, but also sent out to another office while the other CCA never leaves his/her home office. All CCAs must be put in a position to succeed, not in one to fail. In the scenario just presented, one CCA is not afforded the familiarity with the same surroundings, with the same coworkers, knowing where s/he is going, knowing if s/he is running late or on time, as the other. The Postal Service has invested in these new CCAs from orientation to classroom training to driver training to on the job training. This process is expensive; these CCAs cannot be hired to be fired. Yes some will not make the cut and some will decide carrying mail is not for them. However, at the end of the day it is our responsibility, as a union, to ensure that all CCAs are given a fair and equal opportunity to fulfill their careers. We all must do everything we can to help out and assist these new carriers with any helpful advice. Do not be too quick to complain or criticize a new CCA, as there is much to learn and much to figure out. Remember back to your 90-day probation...the struggles, the stress, where am I, what do I do in this situation, what do I tell this customer, am I making good time, is my supervisor going to yell at me when I get back to the office? Remember all that? I remember, so I talk with the new CCAs about delivering and many, if not all, should be starting to case routes. CCAs cannot be denied a preferred bid; or opt if they are not properly case-trained, they will be trained. Do not be upset with the CCAs because your overtime is dwindling; it is where we are as a company; it is the alternative to save our jobs and the Postal Service so we can all retire from this company.

Quick Hits:

Information you should know

*) **Postal employees recovering from Oklahoma tornado:** The devastating tornado that struck outside Oklahoma City on May 20, killed at least 24

people, including one member of the APWU. NALC Region 4 Regional Administrative Assistant Dan Versluis reports



Tony Diaz
Vice President
Branch 599

that, according to Branch 458 in Oklahoma City, the Moore station took an indirect hit. It appears that all carriers' personal vehicles in the Moore Post Office parking lot were destroyed. Several carriers suffered damage to, or total loss of, their homes but there are no reports of injury or loss of life involving carriers. *When a storm like this hits, we must match its ferocity with our own generosity*, NALC President Fredric Rolando said. *Please contribute to the Postal Employees' Relief Fund, to help our brothers, sisters and coworkers rebuild after this tragedy.*


—from *NALC.org*

***) Next Work Party is scheduled for July 14, from 9-11 AM...just 2 hours towards keeping our Letter Carriers Hall beautified.**

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

Sunday
Work Party
at the Hall
July 14 9-11 AM

Enjoy the 4th as you celebrate our nation's independence...and keep it safe!



Show Me the Love

Hello fellow Union brothers and sisters! It's been a while since I roared, but maybe it's time to open up 'cause I think we lose sight of life in our chaotic world. This past April thrust me into the sadness and a too common world known as *death*.

First a coworker lost his son; a very tough time, no matter expected or unexpected.

Second, I lost my sister (63 years old), worked for 40 years teaching kindergarten and had to retire because she got sick. She passed and never enjoyed her retirement, but left her imprint on many a young child.

Third, a coworker who I say was a very good-hearted person, who did and gave all to his family. In this situation, the post office worked with him in all aspects to fit his job into his life. But with happenings changing in his life he needed to retire and take care of his family. He actually left work around mid-March but was not officially retired till April 1, 2013, and then something very bad must have happened in

his life because now he is not with us anymore.

And then another coworker went to meet her maker; a battle hard fought that came on suddenly and immediately overtook her life.

Sure, this is a sad story so far, but when I sat down and starting writing, I had happy thoughts that I wanted to convey. As I watched and listened to all the different, diverse people who talked about good and regretful times, I want you to sit back and re-think your past days/weeks; try to see *how you've lived your life*. Before leaving your house in the morning, do you kiss and tell your kids you love them? Do you kiss and tell your spouse/significant other that you love him/her? How many times do you complain about taking your parents, friend, or family member to the doctor for an appointment or playing *taxi* for your kids? Sure, these are a few of the things that we complain about, but in the end, are these worth it? *I say NOT!!!* Because in an instant you or I can be gone, and

with that all the regret of why didn't I tell them this or I should've kissed them, what if – how's come...yada-yada-yada. So before it's too late, go ahead and do it...*Give Love – Show Love – Accept Love* and at all times, *Be the Love* ♥♥

A.S.S. Disclaimer:

** The names were not given of those who were spoken about out of respect and as for me, the writer of this article, I fall short on my advice and I am not an example of said advice, but it's not about me, it's about the person looking back at you in the mirror. So *Live the Love* and *Love to Live*.

A.S.S. B.S.

** I will leave you's with a quote from Einstein: *I must be willing to give up what I am in order to become what I will be...*

A.S.S. End

So that's a rap, no need to clap, my nickname is Sam and I say....**BAM!!!**



Sam Santilli
Labor Mgt Rep
Branch 599

Time to Take a Stand

My fellow Carriers, the wealthy are in the process of stealing the People's Post Office and Congress is helping them. That includes both Republicans and Democrats. If the House Republicans do what they are so good at (nothing), the Postal Service will go bankrupt in October. The problem with that is, as a government agency we cannot declare bankruptcy. The Congress will scream that we must be privatized because we cannot support ourselves. It will not matter that Congress is the reason for the mess that we are in. It is all part of the plan for the wealthy to steal the People's Post Office.

I have been in the fight since December. I started a blog on Saturday, the 25th of May. Follow it at

tcobert59.blogspot.com.

I know, you're thinking...what, is he nuts? Management has wanted my head for 2 months because of what I have been doing. They have not been successful because I do my job, I do it well, and I do it correctly. This will just make them a little more crazy, which works for me. I am basically exercising a little thing called my Constitutional right to free speech. Another thing mandated by the Constitution is the People's Post Office. I'm a Veteran and I took an oath to defend the Constitu-

tion against all enemies, foreign and domestic. I am also a Six Mile Creeker, and I am not giving up my job without a fight. Join my adventure.



Tom Cobert
Member
Branch 599

Retirees Breakfast

Monday July 1 9 AM
Coffee Cup
4407 N. Hubert Avenue, Tampa



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NONPROFIT ORG
US POSTAGE
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Make **NO** Car PAYMENTS— All Summer!

2 Ways to Take the Summer Off!

- 1 Have a vehicle financed at another institution or dealership? Switch your loan to Tampa Postal and make **NO PAYMENTS for 90 DAYS!**
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^ Annual Percentage Rate. The rate you qualify to receive may vary depending on individual credit history and must meet certain qualifications. Visit the credit union or www.tpcu.org for complete details.
*This program does not apply to existing loans financed with Tampa Postal FCU. First payment due 90 days from loan closing and no interest for 60 days. Some restrictions apply.