



Tampa Letter Carrier

VOLUME 16, ISSUE 11

NOVEMBER 2017

Official Notice

of Nominations & Elections of Delegates to the 71st Biennial NALC National Convention in 2018

Nominations for delegates to the 2018 NALC National Convention that will be held in Detroit MI, July 16-20, will be taken at regular branch meetings on October 5 and November 2, 2017, at our Branch hall located at 3003 W. Cypress Street, Tampa FL 33609. The meeting is scheduled to begin at 7:30 PM.

Members must be present to accept nominations or have a written notice on file prior to the time and the presiding officer declares nominations closed.

Members must have attended 8 Branch meetings per year for the 2 years prior to the convention to be eligible as paid delegates; others nominated/elected will need to cover all of their own expenses.

Any member having applied for, or served as a supervisor within the last two years, including detail to an acting supervisory position, is ineligible for nomination.

In the event the number of nominations exceed the number of delegates allowed to our Branch, an election will be conducted with the results announced at the regular branch meeting on December 7, 2017.

Branch 599

serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
November 2
7:30 PM

Around The Horn from The President's Desk

Contract Information

• Back pay update

Applicable back pay and other adjustments relative to the effective dates of the various increases/benefits will be processed and paid as soon as practicable. *Preliminary information from the Postal Service indicates that career back pay/adjustments will likely*

be included in a regular paycheck sometime in December, while CCA back pay/adjustments will likely be included in a regular paycheck sometime in late January/early February. The delay is anticipated due to the necessary programming involved in the new CCA wage structure.

CCA health benefits

• Between September 4 and October 19, 2017, there was a special enrollment period for CCAs to take advantage of new



Tony Diaz
President

(Continued on page 3)

Branch 599 Office

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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 5th of each month in order for us to meet our time limits to the publisher.

Officers

Position	Officer	Phone	Email
President	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
Vice President	Brian Obst	727.458.0679	
Recording Secretary	Michael Brink	813.875.0599	
Financial Secretary	Alan Peacock	813.892.9378	apecock.nalc@verizon.net
Treasurer	John Gebo	813.503.1256	jig7d7@aol.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.465.9754	
Health Benefit Rep.	Detlev Aepfel	813.242.4507	
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	jgood.nalc@tampabay.rr.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

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)

health benefits detailed in the new agreement. The Postal Service will make a bi-weekly contribution equal to 65% of the total premium for any CCA employee who participated in the USPS Non-career Health Care Plan (USPS Plan) for either *self plus one* or family coverage during a CCA's initial year of employment.

- After a CCA's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75% of the total premium for either *self plus one* or family coverage. CCAs who enrolled during this special enrollment period will have their new benefits take effect October 28, 2017.

CCA Holidays

- Effective with the new agreement, CCAs are entitled to receive holiday pay for six holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Uniforms

- Letter Carriers with anniversary dates after May 21, 2017, will receive a 5% increase in eligible employees' uniform allowances. This will likely be implemented in October with applicable retroactive adjustments. —NALC Bulletin

Help Slip, PS Form 3996

Brothers and Sisters, this month, due to several issues around the city, we need to review/educate our active members on a form that is as important as anything carriers are required to do on a daily basis. This form is PS Form 3996, a help slip...the big white pad the supervisor possesses, but is reluctant to tear off the pad to hand out. **It is important a 3996/help slip is requested when you are of the opinion you cannot complete your route in eight hours.**

Let's hit on some of the important steps of the morning exercise in acquiring a 3996.

Requesting PS Form 3996:

Section 122.33 of the M-39 Handbook requires the supervisor/manager to provide you with a 3996 when you request one.

122.33, The employee, upon request, will be provided a Form 3996, Carrier – Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of completed form will be provided the employee.

So in the morning you evaluate your workload for the day, you realize you cannot complete your duties/route/assignment in 8 hours. You request a 3996, no matter what your supervisor/manager says to you, say the words: *I am requesting a 3996* and explain the reason(s) for your request.

Your supervisor/manager will push back, so when you hear *this is your demonstrated performance* and *you are not making standards* or *just pick up the pace a little...* these are not legitimate and do not change the situation you are in. Those comments, while frustrating, personally insulting and intimidating to many can never get under your skin, keep your cool. This is your estimate, you need to stay on course, if you are denied the 3996, immediately request to see your Shop Steward. In addition, you then need to politely ask your supervisor/manager, *In the event that I cannot deliver all the mail by the time you want me back, what should I do with the mail?* It would also be beneficial if a coworker hears the exchange you are having during the exercise. This information will assist your steward when s/he is building your defense/case in the event management issues discipline for an unprofessional estimate when you return late.

Upon finally receiving your requested 3996...fill out the form completely. The top portion of the 3996 is very important. From the Delivery Unit to

the Carrier's Name and Route No., the form needs to be filled out entirely and legibly. You then need to write down where and an approximate time you plan to take your lunch. Are keys required? Do you have accountable mail?

Now we move to the Letter J, Reason for Use of Auxiliary. This section is where you explain why you believe you cannot complete your assignment in eight hours. It is what makes your argument; list as many as reasons that apply. Is it mail volume or the type of mail you have? Political mail, EDDM, Red Plum, coupons, house-to-house in the DPS, the number of parcels over the daily route average? Is it other carrier duties? Edit (red) books, built-up review mail, safety stand-up talk, safety meeting or a Postmaster General video? Remember, comments like heavy volume, route overburdened, and heavy parcels will not cut it; be more specific. You may also include street related reasons that may require additional time: known road construction, detours, closed roads, and weather related issues. These are all valid reasons...do not hesitate to list them on your 3996.

Caution: If you had a back-and-forth in the morning with your supervisor/manager and you stayed the course and continued to request the auxiliary assistance...be smart. Finish your office work and hit the street. Take your lunch when and where you listed it on the 3996 you filled out completely. Take your break(s) where you are supposed to. This is good advice in the event your supervisor decides to prove you wrong/doesn't agree with your estimate and comes out to observe/follow you.

As the day progresses, you may find you need additional time: vehicle breakdown, flat tire, excessive accountable mail you find in your DPS, out of order DPS, customer connect,

(Continued on page 4)

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Kerry Bolio** [Interbay], **Brendan Bolio** [former Hilldale carrier] and family at the passing of Deborah Bolio, Kerry's mother-in-law/Brendan's grandmother; and to the family and friends of Jacksonville Branch 53's Executive Vice President, **Paul McGowan**, who was killed when his motorcycle was involved in an accident with two cars, October 6.

Mike Ehrlich Retired!



Congratulations to **Mike Ehrlich** [Palm River], who received his retirement pin and gratuity from President Tony Diaz during our October Branch meeting!

Sick Leave Award



Brandon Carrier
Daniel Ontengco
was presented an award from District Manager Eric Chavez for accumulated sick leave.

Daniel has earned over 4,000 hours of sick leave during his 44 year career, in fact right at 4,300 hours.

Congratulations, Danny!

Around the Horn from the President's Desk

(Continued from page 3)

weather related issues, illness, additional restroom breaks, bee sting, etc. Should you experience any of these circumstances, call your office to inform management immediately, or whenever you are aware you are running late depending on the circumstances. Under normal circumstances you should know if you are running late by 3 to 3:15 PM if you are familiar with the route, call the office. This will allow management the opportunity to send you help before your coworkers are sent home.

In July, my article focused on PET (Performance Enhancing Tool), and

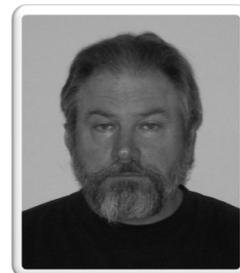
how management is improperly using the tool to discourage the use of the 3996. You have heard it; you do not need a 3996 because PET says you have an hour under time. Management's use of PET does not change the fact that it cannot be used as the determinant of a letter carrier's daily workload projections. **Letter carriers are still responsible for estimating the amount of time it will take to complete their assigned duties.**

Quick Hits:
Information you should know
***e-Activist**

I urge everyone who is not already an e-Activist to sign up; it is free and simple. With all the changes and legislative issues we are dealing with, being an e-Activist helps you stay in tune. The following is the ad from NALC.org: **NALC members! Join tens of thousands of your brothers and sisters to make your voices heard! NALC sends e-mail alerts when it's time to act on issues affecting active and retired carriers and the future of the Postal Service. To join go to nalc.org and click on to e Activist.**

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

Unionism...Local Memorandum of Understanding



Brian Obst
Vice President
Branch 599

Our National Agreement has been successfully negotiated and the new contract has been ratified by the membership. Everything is done and everything is great, right? Not exactly.

Article 30 of the National Agreement, known as Local Implementation now comes into play. At the conclusion of each contract negotiating cycle, whether it is decided by agreement and ratification by the membership or arbitration decision, a period of local negotiating is established to negotiate 22 specific items listed in the National Agreement. You see the national parties negotiate the main agreement, but there are terms that allow deferment to the local parties for issues of particular circumstances and preferences unique to the local. The parties are granted a period of time to negotiate these items with regard to the circumstances of the local area, but these negotiations must keep in mind that no items may be negotiated that are in conflict with the National Agreement. Example being that certain items contained within the agreement are allowed to be negotiated, but the final results locally may not violate the provisions already covered by the National

Agreement. Examination of the 22 items open to local negotiation will show that the National Agreement establishes a baseline that rules in the event that the local parties do not negotiate any defining terms for any of the 22 items.

The standard negotiating period is 30 days and the dates for the negotiating period are established by the national parties after the conclusion and signing of the new National Agreement. This agreement's local negotiating period begins on Oct 16 for 30 days. The president of the local branch has established a negotiating committee to review the previous LMOU and polled the membership for information on items of local concern in preparation for the upcoming negotiations.

The list of the 22 items available for negotiation are listed in the JCAM under Article 30 and I suggest that you take the time to review this article for a better understanding of what terms the local parties are addressing in the negotiations.

If the parties are unable to reach a negotiated conclusion for the LMOU then the parties will submit any items they are unable to resolve to the impasse procedure which could

ultimately lead to arbitration to decide the issues. It is the intent of the parties to reach a negotiated agreement. While the negotiations will be ongoing, there will be no discussions of what is being negotiated and only upon completion of the negotiations will the information be released. This is to ensure confidentiality during the negotiation process, allowing the parties to freely negotiate their positions without undue influence from outside the negotiation process. Once completed all union members will be provided a copy of the new agreement so you will have it to review and maintain to help protect your rights under the agreement.

This is just a brief overview of the LMOU negotiation process and if you have any questions please feel free to contact your steward or any of your Branch officers as we are there to help.

Until next month I leave you...
Knowledge is the Key.

Brian Obst
Vice President
Stations/Branches Chief Steward

DoD opens online exchange shopping to veterans

The U.S. Department of Defense announced that veterans will soon be able to shop online at military exchanges. The policy change will extend limited online military exchange shopping privileges to all honorably discharged veterans of the military, DoD officials said in a news release.

The shopping benefit will become effective this Veterans Day, November 11, 2017.

—nalc.org

Veterans Day, November 11 – Thank You for Your Service!

Happy Thanksgiving! November 23

Proposed Bylaw Changes

ARTICLE V Elections Section 9

Currently reads as follows:

When all votes have been counted and tabulated and the election result reported to the branch, it shall be the duty of the Chairman of the Elections committee to pack and seal the poll book, the tally books and all voted ballots, and deliver said package to the Recording Secretary who shall preserve for one year the ballots and all other records pertaining to the election. Ballots will be burned after one year.

Proposed to read as follows:

When all votes have been counted and tabulated and the election result reported to the branch, it shall be the duty of the Chairman of the Elections committee to pack and seal the poll book, the tally books and all voted ballots, and deliver said package to the Recording Secretary who shall preserve for one year the ballots and all other records pertaining to the election. Ballots will be destroyed after one year.

Signed by: Mike Brink, Alan Peacock, Brian Obst, Jim Good

ARTICLE VI Duties of Officers Duties of the President Section I

Currently reads as follows:

(F) The President of Branch 599, NALC, shall accrue annual leave and sick leave at his/her normal rate as agreed to within the current National Agreement and the current USPS Regulations. The carry over of accumulated annual leave hours and sick leave hours shall comply with the current National Agreement and USPS Regulations. This will be effective as of January 5, 1995.

Proposed to read as follows:

(F) The President of Branch 599, NALC, shall accrue annual leave and sick leave at his/her normal rate as agreed to within the current National Agreement and the current USPS Regulations. The carryover of accumulated annual leave hours and sick leave hours shall comply with the current National Agreement and USPS Regulations.

Signed by: Mike Brink, Alan Peacock, Brian Obst, Jim Good

Proposed Bylaw Changes

ARTICLE XVIII Order of Business

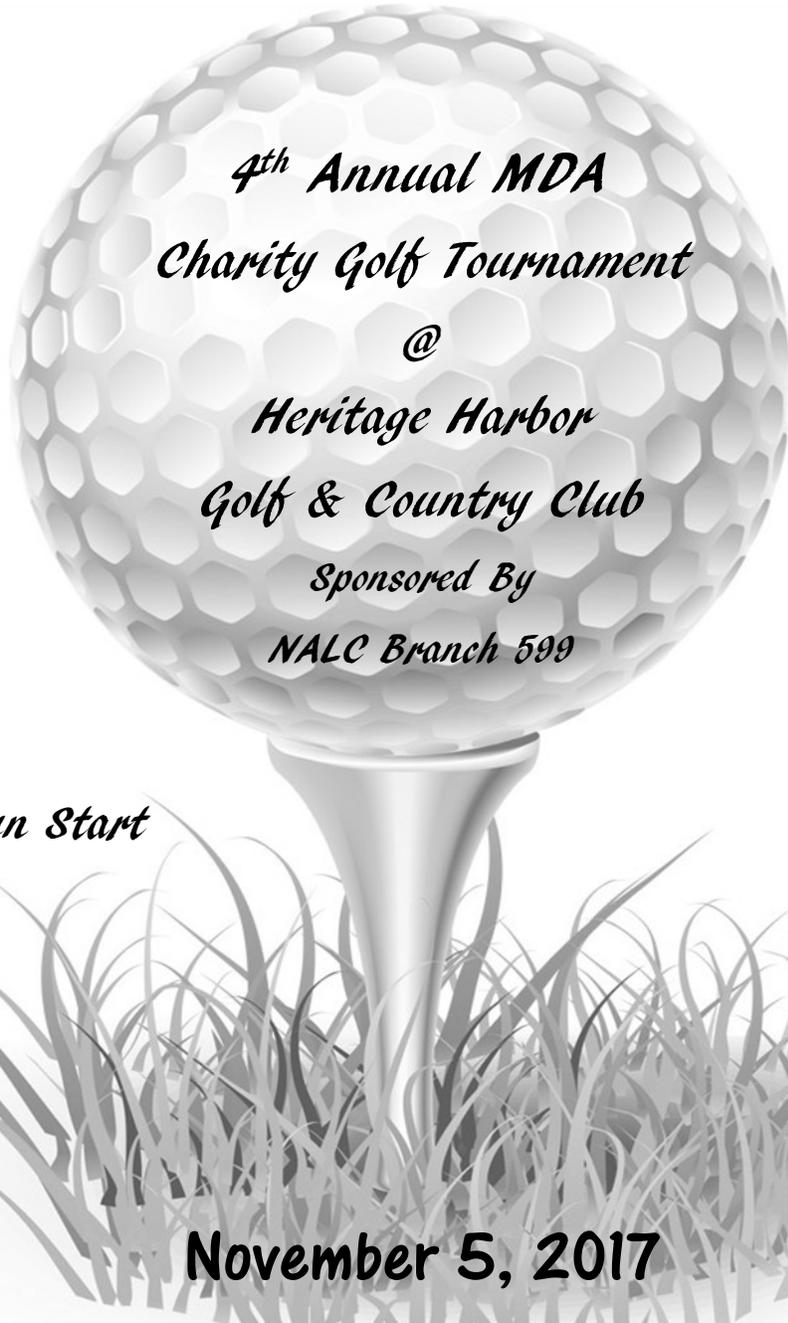
Currently reads as follows:

- 01 Invocation and Pledge.
- 02 Moment of Silence.
- 03 Any Proposed Change of Dues for Associate Members That May Be Before the Branch
- 04 MBA - NSBA Report.
- 05 Health Benefits Plan Report.
- 06 Vice-President OWCP/EEO Report
- 07 Reading of Minutes of Previous Meeting.
- 08 Reading of minutes of previous Executive Board Meeting
- 09 Reading of Communications, Notices, Bills, etc.
- 10 Application for Membership.
- 11 Balloting for Candidates.
- 12 Director of Retirees Report.
- 13 Reports of Standing and Special Committees.
- 14 Unfinished Business.
- 15 New Business.
- 16 Good of the Association./For the Improvement of the Service.
- 17 Financial Secretary's Report of Receipts.
- 18 Treasurer's Report of Expenditures.
- 19 Roll Call.
- 20 Adjournment.

Proposed to read as follows:

- 01 Invocation and Pledge.
- 02 Moment of Silence.
- 03 Any Proposed Change of Dues for Associate Members That May Be Before the Branch
- 04 MBA - NSBA Report.
- 05 Health Benefits Plan Report.
- 06 Vice-President OWCP/EEO Report
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- 20 Adjournment.

Signed by: Mike Brink, Alan Peacock, Brian Obst, Jim Good



*4th Annual MDA
Charity Golf Tournament
@
Heritage Harbor
Golf & Country Club
Sponsored By
NALC Branch 599*

*8:00 AM Shotgun Start
\$60 per person
Range Balls
Round of Golf
Lunch*

*Longest Drive
Closest to Pin
Optional:
Chipping/Putting
Contest*

November 5, 2017

Contact Info: Alan Robinson 813-843-9762 / Tony Diaz 813-598-9635 or 813-875-0599

Golfer 1 _____

Golfer 3 _____

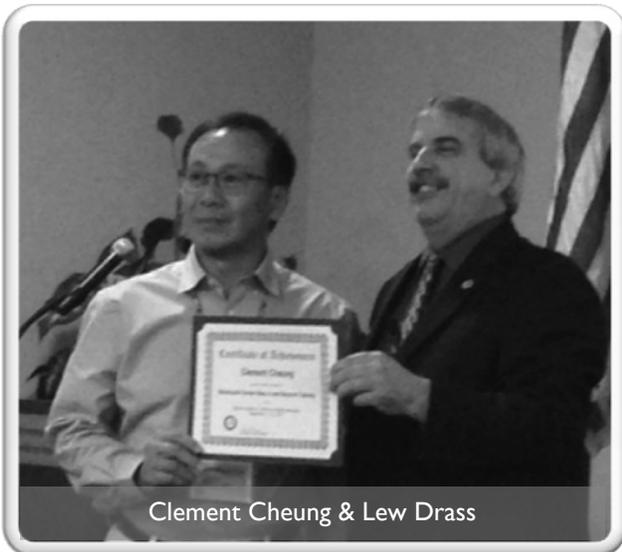
Golfer 2 _____

Golfer 4 _____

All Money Due by October 28, 2017

Make Checks payable to: NALC Branch 599; For MDA; 3003 W. Cypress Street, Tampa FL 33609

Formal A and Beyond certification was earned



Clement Cheung & Lew Drass



Michael Smith & Lew Drass

Clement Cheung, Interbay Station, and Michael Smith, TCA, received certificates from NALC Vice President Lew Drass upon completion of *Formal A and Beyond Training* at the Maritime Institute in Maryland. The two stewards were chosen to attend a weeklong training aimed to prepare for Formal A hearings and more. The two now make four from Branch 599 who have completed the training, joining Varick Reeder, Hilldale Station, and Nick Cullaro, Forest Hills Station.

The training is hands-on that includes nightly homework and classroom presentations. The NALC tries to make the weeklong training as affordable for the Branches as possible. Classes fill up quickly; we will look to continue to send our qualified stewards for the education as we prepare the future leaders of our Branch.

LLV in Hilldale's fleet caught fire!



The Long Life Vehicles are way past their life expectancy. With worn parts, corroded wires, eroding insulation, worn out engines, and the summer heat, our LLVs are regularly overheating. This LLV fire, from Hilldale Station, is a result of overheating. The LLV got so hot the electrical wires caught fire. Fortunately no one was injured in this fire; the mail damage is secondary to the safety of the carrier.

Benton and Grant participated in Career Day



Palm River Carriers, **Pam Benton** and **Otis Grant**, spent the morning of their Columbus Day holiday participating in *Career Day* at Brookwood Academy in Sabal Park.



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

Date Change: Wednesday, November 1
December 5

Branch 599 Meeting

Thursday 7:30 PM

November 2
December 7

Executive Board Meets

Thursday 6:30 PM

November 2
December 7

Sunday Work Party

at our Hall 9-11 AM

November 12
December 10

Note Date Change!

Retirees Breakfasts

Monday November 6 9 AM

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

Tuesday November 14 8:30 AM

Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

**NEED UNIFORMS IN A HURRY?
SHOP BY PHONE FROM HOME**

320 Patlin Circle East, Largo FL 33770-3063

BILL'S CELL 727.543.0705 • SHIRLEY'S CELL 727.543.0708

FAX 727.585.9367

bilmor11@gmail.com



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Tampa Letter Carrier
Volume 16 • Issue 11 • November 2017

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Skip Your Loan Payments!

To help those who may be dealing with Hurricane Irma repairs, we're offering our **Holiday Skip-a-Payment** promotion early this year.

For only **\$25** per loan, you can skip your loan payment for either the month of **October, November or December.**



SKIP YOUR LOAN PAYMENTS TODAY!

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*By signing this form, you agree to allow Tampa Postal FCU to withdraw the applicable fees associated with skipping your loan(s) from the account you designated on the form. Interest will accrue on all loans affected by the program, which may cause that maturity date on all loans to be extended. If recent data shows you have been delinquent on any account(s), the Credit Union reserves the right to deny your application to Skip-A-Payment. If your request is denied, the Credit Union will contact you. Remember, to skip your October 2017 loan payment, you must complete and return this coupon with payment information completed no later than September 30th, 2017. To skip your November 2017 loan payment, you must complete and return this coupon with payment information completed no later than October 31st, 2017. To skip your December 2017 loan payment, you must complete and return this coupon with payment information completed no later than November 30th, 2017. Restrictions may apply. Excluding 1st Mortgages, Home Equity Loans, MasterCard, RV Loans and Postal Premier Option (PPO) Loans.

