



Tampa Letter Carrier

Election Issue

November 2001

President's Report Duties of Branch Officers

By Lenin Perez

Once again the time has come when we remind our members what Branch Officers as well as the Shop Stewards jobs are and the oath they take.

It is the job of Branch Officers to keep the NALC strong at the grassroots level in the stations as well as on the workroom floor. That means the entire process depends largely upon the Officers and Shop Stewards efforts. There are three major steps to this job. The first is signing up new members. Second is unionizing those members—building their loyalty and commitment to the Union. Third is closely related to that; it involves actually recruiting volunteers from the membership to work for the Union.

Have your Officers kept you informed about all functions that the Branch had? Such as MDA Golf & Bowling Tournaments, the Labor Day Picnic, and Union Meetings. *All too often local branches are torn apart by internal enemies.* The two most common enemies are: **Animosity** – a feeling of

strong dislike or hatred; ill will; hostility.

Dissension – a difference of opinion; disagreement; violent quarreling.

Listed below are a few elements which could contribute to the presence of those enemies:

- Selfishness
- Jealousy
- Political Aspirations
- Lack of Leadership
- Expenditure Arguments
- Lack of Member Involvement
- Misguided Priorities
- Absence of Team Work
- Poor Example Setting

Every person of influence, which certainly includes the Shop Stewards and Officers, should consider the extabllishment of personal safeguards against the above mentioned elements. Leading by example, and the ability to do so, is expected by the NALC Membership.

When addressing your personal attitude towards your role in this Union, remember this rule—*The only person's behavior you can change is your own.* Prior to entering into the arena

of restructuring your entire branch, you should look at how you perform as a representative of this Union.

In closing, the reason for this article is because some of our members were not informed of our Installation and Retirees Dinner in past years. These dinners were held at our Union Hall and were free to all our members and their spouses.

When approached by a member, this Shop Steward replied his job was not that of a ticket salesman. The oath that all Officers and Shop Stewards take make all functions of the Branch a Steward or Officer's job. If you are not being told or given the opportunity to participate in the functions of the Branch, then you are not being properly represented by your Officers and Stewards.

Thanks to the Officers and Stewards who have done a terrific job in getting the membership involved in all aspects and functions that we participate in.

If your issue has any missing pages...please call the Union Office for a replacement.

Inside this issue:

Branch Officers	2
List of Candidates	
Shop Stewards	4
Labor & MAPs	
Meetings	
<i>This I Know</i>	5
<i>8-Hour Routes?</i>	
Celebrate 2002	6-7
<i>The Cutting Edge</i>	
<i>Beat Goes On</i>	
<i>Stand Together</i>	
Hall Rental	8-9
<i>Toys for Tots</i>	
Paid Political Ads	10-26
Bingo	27
Notice of Election	28

Tampa Letter Carrier

Lenin V. Perez, Editor

Branch 599 Office
813.875.0599

The 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 Branch Office no later than the fifth of each month, in order for us to meet our time limits to the publisher.

**Election of
Branch 599
Officers**
December 6
1-7:30 PM

**Union
Meeting**
December 6
7:30 PM

Branch Officers

President

Lenin V. Perez
813.598.7448
3003 W. Cypress Street
Tampa FL 33609

Executive

Vice President
Michael Brousseau
727.726.7355
One Actavia Way
Safety Harbor FL 34695

Vice President

John Watts
813.971.5525
806 Lexington Boulevard
Tampa FL 33612

Recording Secretary

Clark Alday
813.238.9685
6205 N. Rome Avenue #101
Tampa FL 33604

Financial Secretary

John Gebo
813.985.5474
6122 E. 111th Avenue
Tampa FL 33617

Treasurer

Michael Anderson
813.681.5688
430 Hickory Tree Circle
Seffner FL 33584

Trustees

Arnold Butch Smith
813.933.4676
12911 Oakleaf Avenue
Tampa FL 33612

Henry Dupree
813.621.6471
4211 E. Paris Street
Tampa FL 33610

James Good
813.960.3759
5021 Carrollwood Meadows
Tampa FL 33625

Sergeant-at-Arms

Michael Lezcano
813.264.7402
PO Box 153036
Tampa FL 33684

MBA/NSBA

Albert Guice
813.621.7931
3001 N. 46th Street
Tampa FL 33605

Health Benefits

Legislative Officer

Sam Docimascolo
727.596.8081
PO Box 8
Indian Rocks Beach FL 33785

Director of Retirees

The Candidates are...

President

Gilbert Cabanas
Jim Good
Freddie Nimphius
Alan Peacock

Executive

Vice President
Michael C. Brousseau
John Watts

Vice President

Leslie Ray Garcia
Dean Minter
Dook Ramotar

Recording Secretary

Clark Alday
Dave Brobaker

Financial Secretary

John Gebo
Michael A. Lezcano

Treasurer

Michael Anderson
Duane A. Dosal

Sergeant-at-Arms

Lance Jones
George R. McEndree
Mike Giovinco

Labor Management

Representative
Tony Diaz
Matthew Kokich
Detlev Aeppl



THANK YOU LENNY

MEETING!!



FOR YOUR DEDICATED SERVICE

FOR THE PAST 11 YEARS

FROM ALL YOUR PAST AND
PRESENT BRANCH OFFICER
AND UNION MEMBERS



Labor Management

Members

Ron Riopel
813.961.8573
16324 Bonneville Dr.
Tampa FL 33624

Matthew Kokich
813.969.2481
3202 Colwell Ave.
#2507
Tampa FL 33614

MAPs

Coordinator

Christian Albrecht
727.7162
112 K Avenue
Clearwater FL 33759

Presidents

Emeritus

Milton McConnell
James Butler
Sam Docimascolo
Garland Tickle
Howard Carter
Orbe Andux
Don Thomas
Michael Anderson

Meetings

TLC

November 27
7 PM

Executive Board

November 29
7 PM

Shop Stewards Training

December 4
7 PM

Shop Stewards

Brandon	33510/11	Jim Brophy	813.875.1680
Carrollwood	33618	Susan Sinigaglia	813.968.3733
Commerce	33601	Dook Ramotar	813.780.6254
Forest Hills	33612	John Derosa	813.996.2539
Forest Hills	33612	John Watts	813.971.5525
Forest Hills Annex	33613	Alan Robinson	813.909.8169
Hilldale	33614	Gilbert Cabanas	813.855.0516
Hilldale Annex	33634	Jim Good	813.960.3759
Hyde Park	33606	Jim Good	813.960.3759
Interbay	33611	Dean Minter	813.645.6538
Interbay/Peninsula	33629	Karol Valentine	727.525.3939
MacDill AFB	33608		
Northdale Annex	33624	Freddie Nimphius	813.968.7491
Plant City	33565	Misty Bauer	813.681.6890
Port Tampa	33616		
Produce	33610	Henry Dupree	813.621.6471
Produce	33610	Detlev Aeppel	813.907.9685
Ruskin/Sun City	33570	Michael Brousseau	727.726.7355
Seminole Heights	33603	Tony Diaz	813.872.1542
Sulphur Springs	33604	Albert Guice	813.621.7931
TCA/Peninsula	33609	Alan Peacock	813.962.0646
TCA/West Tampa	33607	Mark Winkelpleck	813.837.2227
Temple Terrace	33617	Michael Anderson	813.681.5688
Town & Country	33615	Brian Obst	727.507.0135
Ybor City	33605		
Ybor City	33619	Julius Howard	813.621.1976



**Enjoy your holiday and be safe.
Happy Thanksgiving!**

This I Know

by M.C. Brousseau, Executive Vice President, Branch 599

As we report to work each day we wonder what new program management will think of to try to speed us up. From my experience, these programs have the reverse effect. I have suggested to many higher-level managers that, for example, they should call for a DPS holiday. Let the individual carrier decide how to handle their work for thirty days. Morale would be higher along with productivity. With the new health concerns brought about by anthrax, I suggested that casing DPS would be safer than handling it alone on the street. The postmaster turned down this idea without any real consideration in an arbitrary and capricious manner. I must now re-

state my position on DPS. The test used in Memphis was flawed; it has been poorly implemented and managed. DPS, while it does reduce our office time, increases the total time that our daily assignments take. Not to mention trying to do a trip on another route without knowing the forwards, expired orders, etc. We have all been asked, after being off for a couple of days, why our patrons keep getting the wrong mail. To me as a carrier, DPS, instead of Delivery Point Sequence, really means *DOESN'T PRODUCE SERVICE OR SAVINGS!*

Their newest program, MSP scanning, or as I like to think of it as scamming, some days adds as much

as 20 minutes to my day. More money for me, less work I have to do and more work I get to give away to some other carrier so that they can make more money. As I have practiced most of my 22 years as a letter carrier, give me a rule [some good, some stupid] and I will figure out how to use it to my advantage. My goal each day is to deliver the mail I am entrusted with to my patrons as early in the day as possible and to make sure that they get only their mail. I do this while following all the LAWS, RULES, and REGULATIONS as I know them. I wonder how many more time saving ideas management has to slow us up?

**Doesn't
Produce
Service**

8-Hour Routes?

by Duane A. Dosal

Through most of the past eight or so years, Branch 599 has benefited by having letter carriers involved in the route adjustment process. This has not been the case with the Rome administration in Tampa. The minor route adjustments made within the past couple of years have been done without the consent or the cooperation of any union representatives. They asked Sergio Garcia and me to help in the beginning and we refused because they wanted to adjust routes without inspection, using paper analysis that we do not agree with. I have been filing grievances against them since. Unfortunately, our Dispute Resolution Team has stated that the word *minor* in route adjustments is silent and has allowed these proposals to be im-

**You...the
regular carrier
on the route
determines
how long the
route is on any
given day**

plemented. Given the state of our economy, it is even harder to find an arbitrator to rule against any adjustments that propose to save money. Finding problems or errors in their packages is easy, convincing those who decide on these issues is not. Arbitrators have allowed *volume adjustments* even when I can prove that their data is not only faulty, but unreliable. Their latest twist is to analyze volume figures using *median* figures and comparing them to *average* adjusted mail volumes. Median figures are substantially lower, thus underestimating our actual mail volumes. This is comparing apples to oranges when trying to evaluate routes.

The purpose of this article is to

stress one important fact. Regardless of any paper adjustment that management makes to your route, it is *you, the regular carrier on the route* who determines how long the route is on any given day. If they add an hour to your route, and you still do your route in 8 hours, then you only prove them right. **Is your route 8 hours? It's up to you.**

I can't close without responding to some criticism regarding a unit's complement, or number of personnel. Sergio and I have never, and will never negotiate a settlement reducing the number of letter carriers in any station. The complement of a unit is determined by a simple formula [the number of routes * 1.44]. If management is using a new formula, then Branch 599 has not been notified and it should be grieved.

Celebrate 2002

New Years Eve Dinner & Dance

December 31 7:30 PM – 2 AM

Sponsored by Branch 599 at Letter Carriers Hall

Tickets purchased by November 30 are \$25 each.

Tickets purchased after November 30 [call in advance] or at the door will be \$30 each.

Dinner Served from 8-10 PM

Roast Beef, Lemon Pepper Chicken,
Normandy Mixed Vegetables, Red Parsley Potatoes,
Wild Rice Pilaf, Salad, Dinner Rolls with Butter

BYOB *Bring Your Own Bottle*—No Coolers permitted
Setups may be purchased

Music provided by DJ Frank Rodriguez

Champagne & Party Favors provided at Midnight

The Cutting Edge

by Marilyn Cutting

It has been a long time since our words have been printed. It's good to be able to *vent* again. This special issue of the *Tampa Letter Carrier* is brought to you by some very dedicated carriers, their wives, and families. So, you need to pay attention, read and seek what is in your heart.

I will quote [with I hope permission] of a letter carrier from our office—*The Post Office is the only place that hires you, then tries to fire you for the next 30 years!* Read it again! It's the truth, more so now than ever in the 15 years that I have been here. Every day we hear or see another carrier getting pulled into the office for an *official* discussion. They come out with a letter of warning in their hands, added to their file. What have these carriers done to deserve this? Call in sick for two days and you will be told that is was *not a scheduled absence*. A child gets sick—you call in, the next day you get a *letter*. You schedule an appointment on your day off, you're on the ten-hour list, they tell you to work. You must prove that you have this appointment and at what

time. You are allowed to leave, but must come back to work immediately or you will have to take sick leave or vacation time. You punch in three minutes late—you get a *letter*. No matter that you have a doctor's note to substantiate you or your child's illness, or get stuck in a traffic accident, the Postal Service doesn't want to hear or see it. It is a constant *your fault* attitude from the bottom supervisors to the top. How many times a day do you hear: *you're not scanning, you're not picking up the hot case, you're not picking up the collection boxes, you're not delivering Express on time, you're talking too much, you're too slow on the street, your office time is too long, you don't need street help. You and I thought we were part of the Postal Service [often talked about in the many satellite broadcasts]. WE, should I say YOU, are now the lame duck. We are beginning to see the era of the demise of the fulltime letter carrier. First step, abolishing utility bids. Have you noticed that they no longer post these positions once someone has left them? Sec-*

ond step, hiring a casual work force of letter carriers. No training for these people and don't even complain about them, it falls on deaf ears. The biggest slap in our face recently is the contracting out of International Mall. Future contracting is now being looked at in new developments.

*We must now fight to secure our future—the future of our families. This election is important to us all. We need a leader to pull us through these next arduous years, for trying they will be. Management will not stop its onslaught upon us. I want to stop saying to myself, *I hate coming here.* I want to be proud of who I am and what I do.*

We are beginning to see the era of the demise of the fulltime letter carrier.

We need good, well-spoken and most importantly, experienced union leaders. Experience with the grievance procedures, with management, with union by-laws, with our SOP.

I see a mighty battle on our hands in the coming years. Think about your vote. The person you vote for will be fighting for their livelihood and most importantly...YOURS.

And the Beat Goes On

Hey! Did you think that Tampa would get out a paper and me not have something in it? *Thanks* to Don Thomas and his wife for the idea of having one and putting it all together.

Lenny Perez, after eleven years of being the president of Branch 599 [Can you believe 10 years? Where did it go?], has decided to take a well deserved rest.

So, as of this writing, we have four running for president of Branch 599. The election is at the next meeting, Thursday, December 6.

The branch does not want any recounts. Read what the candidates say in their bid, listen to others,

and above all...VOTE.

Herbie Puig was in the hospital with heart problems at the time of our October meeting. After this article was written, we learned that he passed away...condolences to his family.

Al Guice never stops helping carriers down on their luck, and we can all be thankful he is a part of Branch 599. I know I speak for many...*Thanks*, Mr. Guice.

Jim Brophy has once again gone back to shop steward in Brandon. He told me that he got tired of no one wanting the job and Brandon management abusing the local and national contracts on an almost

by Ray Wallace, Retiree

daily basis. Good luck, Jim.

Well, we all know the Postal Service is in the news, what with the anthrax scare and our brother and sister employee sick and dying. Who would even have thought our country and the USPS would ever be going through such trying times as they are now?

Did you know the NALC contract is again up for agreement? Seems like only yesterday the last one got settled. Who got you the level six pay? It was for sure...not your friendly manager.

Think and Be Union.

Stand Together

Let me start by thanking my wife, Phyllis, for giving her time and sharing her talents to make this publication possible. Also, to my brother, Dave, for his time and all his good work.

This should be the first issue of many more to come, as all four candidates for president are dedicated to using a paper to inform and educate the members.

A special *thank you* goes to District Manager Mike Jordan for all his efforts resulting in USA and POW/MIA flags flying for the first time at Northdale Annex. This effort was started in August before the tragic events of September 11. We had to wait for some remodeling on our building to be completed and the flagpole to be delivered and in-

stalled. The wait was well worth it! As you pull onto the parking lot, the waving flags catch your eye at once. A site that makes all Americans proud, especially those of us working at the Northdale Annex.

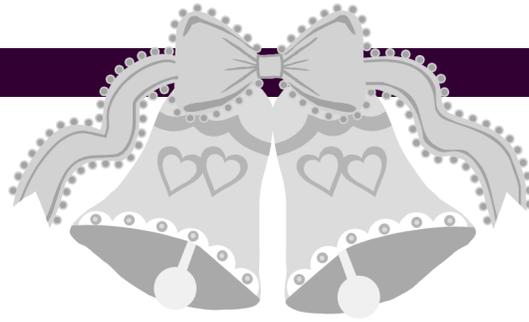
Each and every member of Branch 599 has a responsibility to select and vote for the candidate of his/her choice in our upcoming election, December 6. Read the candidates' ads in this publication, ask the candidates questions, research, and cast your vote for the individuals, who in your opinion are best qualified to fill each elected position. We need the best we can get in each office, as they will lead our branch for the next 3 years. Don't waste your vote by not casting it!

Don't waste
your vote
by not
casting it!

By Don Thomas, President Emeritus

Having said that, we all need to come together and support the officers who are elected, putting aside any personal differences. Be it your chosen candidate or another elected, these officers will be faced with many challenges almost immediately, as our *National Agreement* expires this month, just weeks before our branch elections, then possibly our local negotiations. Not an easy start, but one our newly elected officers can accomplish with our support.

All the newly elected officers will need our best wishes and our pledge of support to work with them as needed for the good of Branch 599 and all members.

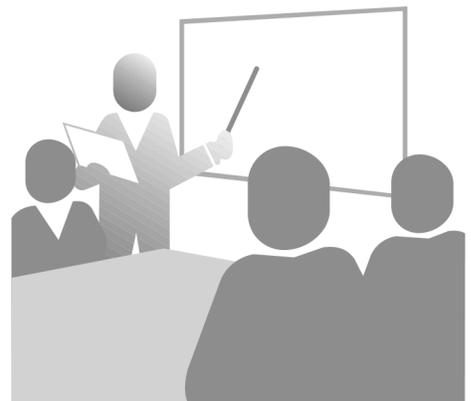


Tampa Letter Carrier Hall Rental

**Special Rates
for Letter Carriers**

Seats 500

Contact *Building Manager*
813.877.4785
3003 W. Cypress Street



Toys for Tots

by Susan Sinigaglia, Chair, Branch 599 Toys for Tots

On Saturday, December 1, the United States Marine Corp is having their Toys for Tots annual toy drive to help all the underprivileged children in our community. While Marines organize, coordinate, and manage the program, the ultimate success depends on the support of the local community and the generosity of the people who donate toys. All letter carriers in Tampa play a key role in the success of this drive by informing and encouraging all of our Postal Patrons to leave an unwrapped toy at their mailbox on Saturday, December 1. Letter Carriers can deliver a Merry Christmas to all the needy children throughout the community. Every child should have a gift to open at Christmas.

The Letter Carriers & The United States Marine Corps present:

The Annual Toy Drive

Let's all help underprivileged children have a brighter Christmas!

Please place New, Unwrapped Toys by your mailbox on

SATURDAY, DECEMBER 1st

Larger items can be picked up by calling 813-805-7042

TOYS FOR TOTS

BOY SCOUTS OF AMERICA

FLORIDA BRANCH OF CHILDREN & FAMILIES

2001 Printing and Graphics Provided by **the Flyer**

MAILHANDLERS, UNITED STATES MARINE CORPS, APWA, NEWS CHANNEL 8, and other logos at the bottom.

ELECT
Gilbert Cabanas
for
President of Local Branch 599
Vote on December 6, 2001

*My experience and qualifications
will preserve your contract rights.*

Experience: Shop Steward, since 1984 for a consecutive 18 years
Vice-President, 1991-1994
Union Member, since 1968

Qualifications: Letter Carrier, since 1968
City Route Coordinator, part of original team
City D.P.S. Coordinator, part of original team
City UMP's Coordinator, part of original team
City Safety Coordinator, part of original team
City Food Drive Coordinator
Handled E.E.O. claims
Delegate to National Conventions, since 1984
Delegate to State Conventions, since 1984
Delegate to Training Seminars, since 1984

Goals/Changes

1. Return newspaper to members, in order to inform and educate members.
2. Specific detail of budget and monthly financial status to members.
3. Provide information and training to all stewards at monthly meeting.
4. Mail a copy of all resolved grievances to the grievant.
5. Return picnics and social dances for the members.
6. I will be involved in all major issues, not hand my duties to others.
7. Bring back a sense of pride and dignity to the office of the President.

Vote for the most qualified candidate,
don't settle for good.



Elect
FREDDIE NIMPHIUS
President
Branch 599 NALC

Paid Political Advertisement

ALAN PEACOCK

FOR PRESIDENT OF BRANCH 599

FRATERNITY – FIDELITY – BENEVOLENCE – UNITY

Objectives: To INSURE that our rights, safety, health and families are top priority
LEAD a branch comprised of young and old, active and retired
PROMOTE unity as brothers and sisters working for the greater good for all
INCLUDE every office, both near and far
WELCOME all efforts and suggestions
AVAILABLE for guidance and consultation as needed
POLITICALLY involved at all legislative levels

Experience: UNION STEWARD/NALC
Firm knowledge of grievance/arbitration procedures at formal/informal levels
VICE PRESIDENT Branch 599
Successful handling of arbitration, Workers Comp, and EEO cases with particular strength in handling of discriminatory issues
FACILITATOR for Employees Involvement & Quality of Life Program
UNION REPRESENTATIVE for Route Inspection Team
MUTUAL BENEFITS ASSOCIATION REPRESENTATIVE for Branch 599
EXECUTIVE BOARD MEMBER Branch 599
BOARD MEMBER Tampa Letter Carriers

Qualifications: Federal Service – 31 years
Letter Carrier USPS – 28 years
NALC Member – 28 years
International Brotherhood of Electrical Workers
U.S. Marine Corp

Education: Business Administration – B.A. Degree
Pre-Law – Associate Degree
Extensive NALC Training/Seminars
Route Inspection and Job Instructor Training

Special Skills: Strong oral, written and interpersonal communication skills
Coach Youth Sports – 29 years and H.S. Coach – 5 years
I am highly motivated and knowledgeable with a desire to bring together Branch 599 as a team.

ELECT
JIM GOOD
PRESIDENT, BRANCH 599 NALC

EXPERIENCE:

- **ATTENDED EVERY TRAINING SEMINAR SINCE 1996**
- **SHOP STEWARD, HILLDALE ANNEX SINCE 1996**
- **STEP II DESIGNEE, 1997-2001**
- **NATIONAL & STATE CONVENTION DELEGATE**
- **MEMBER OF LOCAL NEGOTIATION COMMITTEE**
- **TREASURER, TAMPA LETTER CARRIERS, INC., 1999 TO PRESENT**
- **TRUSTEE, BRANCH 599, 1999 TO PRESENT**
- **CHAIRMAN, STATE CONVENTION COMMITTEE, 2001**



PLATFORM:

The next three years are going to be a very critical period for the United States Postal Service. Postal re-organization is going to happen. The USPS is looking for any and all ways possible to cut costs. Unfortunately, that means increased pressure on the Letter Carriers to carry more mail in less time. Because of this we need a team of Officers and Shop Stewards that are well trained in contractual matters and the current Dispute Resolution Process. We also need to keep the general membership informed and involved in their Union. If elected, I will accomplish these things in the following way:

- Establish a mandatory training program for all shop stewards
- Establish a review committee to oversee all grievances filed
- Schedule monthly meetings with USPS management and Union Labor Relations Reps to discuss working conditions and any ongoing problems
- Re-establish a monthly newsletter to keep members informed and to voice their opinions
- Set up a Branch 599 Internet Website
- Visit stations on a regular basis to stay in tune with the membership

Please study the qualifications of my opponents and compare them with mine. For the past six years I have been involved in all aspects of the operation of your Union. Please give me the opportunity to make the improvements needed to keep us strong and united in the trying times to come.

THANK YOU FOR YOU VOTE ON DECEMBER 6, 2001!

John Watts "Too Tall" for Executive Vice President



Elect a proven leader who has the knowledge, experience, and determination to get things done. I am an aggressive, outspoken union man that will go to bat for all my brothers and sisters regardless of the situation. I am not the apathetic type that is going to sit on my butt and let management run loose. Being a fighter, I will make sure management abides by our contract and is accountable to the carriers. I don't pull punches; I tell it like it is.

At arbitrations, I have extensive experience as a technical advisor for Lenin Perez; we have a 90% win ratio. This is compared to only a 49% national average. I am also an expert in E.E.O.'s and workers Comp claims. I am the only branch 599 officer to win an E.E.O. case in front of an Administrative Judge. I have been representing members of branch 599 since 1984.

If you want the best representation available then I am your Man. I will give my all for you and our union. Thank you and *God Bless America.*

VOTE DEC. 6

RE-ELECT MICHAEL C. BROUSSEAU
EXECUTIVE VICE-PRESIDENT
BRANCH 599 NALC

EXPERIENCE:

- Executive Vice-President: 1996 to present
- Vice-President: 1993 to 1996
- Treasurer: 1991 to 1992
- Health Benefit Representative: 1993
- Labor Management Representative: 1988 to 1992
- Member Tampa Letter Carriers, Inc: 1992 to present
- National and State Convention Delegate: 1986 to present
- Member local negotiation team: 1996 and 1998
- Steward and Chief Steward Designee many locations 1986 to present
- Attended numerous State Training Seminars and National Rap-Sessions
- Member of NALC Health Plan since 1979

GOALS:

My main goal is to serve Branch 599 for the next three years as Executive Vice-President. One of my main concerns is to make sure that every carrier is allowed enough time to complete his or her assignment in a safe and professional manner. This can be accomplished through education and training. In these times of management's more aggressive attempts to have us "do more with less", all carriers must be made aware of their contractual rights.

I have surrounded myself with those individuals within Branch 599 who I believe will do the best job for you, the membership. I fully support the platform of my running mate, Jim Good, who I feel through his past six years of experience has demonstrated the ability needed to lead this Union.

You, the members of Branch 599, hold the future of the Branch in your hands. I appreciate your consideration in voting for me in my bid for re-election, but above all, PLEASE VOTE!

ELECT
DEAN MINTER
VICE PRESIDENT, BRANCH 599 NALC

EXPERIENCE:

- U.S. Navy retired, Chief Cryptologic Technician
- Honors Graduate HCC - May 1990 (4.0 GPA)
Associate of Science - Business Administration and Management
- USPS - January 1987 to June 1988, OCR/BCS Clerk Tampa GMF
July 1988 to present - Tampa City Letter Carrier
- Shop Steward, Interbay (33611) since 2000
37 grievances filed, 1 lost (99.9% win rate)
- Volunteer, State Convention 2001



Bro
Pos

15
eliminate carrier routes (reversio

nd

to reducing the number of city carriers (expecting us to do more in less time). We are now facing the threat of Postal Reform, and possible Privatization. Branch 599 needs Officers who are well-trained and dedicated to protecting its' members. I believe I can be one of those Officers.

I'm asking for your vote on December 6, 2001. I also ask you to elect **Jim Good** as Branch 599 **President** and **Mike Brousseau** as Branch 599 **Executive Vice President**.

THANK YOU FOR YOUR VOTE ON DECEMBER 6, 2001!

Hello Fellow Carriers

My name is

Dook (Duke) Ramotar Sr.

Shop Steward at Commerce for 10+ years

I am running for

Vice President of Branch #599 on Dec 6, 2001

Handled all grievances

Attend nearly all steward's training, union meetings,

**Rap sessions and national meetings since I became
a steward**

**Have worked with and known President Lenny Perez
for 15+ years**

Have been endorsed by Commerce Carriers

As a steward:

5 removal-none gone

No LOW. for 1 year

No Suspension

For 2001: In Qtr 1 O.T. awarded nearly \$2000

In Qtr 2 O.T. nearly 92 Hours



On Thursday, December 6, 2001, A. R. "Tony" Huerta Branch 599, NALC, AFL-CIO will be holding an election of officers for our Branch at 3003 W. Cypress, Tampa, Fl. from 1PM till 8 PM. I am seeking your vote for the office of Vice President. This election will determine what specific avenue our local leadership will take to defend each member's negotiated rights and our livelihoods. Please compare my background, my specific experience, my qualifications and my training with that of my two opponents. Selecting the candidate should be made on these issues.

Background:

My name is Leslie Raymond Garcia. Most letter carriers call me, Ray. I am a lifelong resident (54 years) of Tampa. I graduated from Hillsborough High School in 1965 and attended St. Petersburg J.C., Hillsborough Community College and the University of South Florida. I joined the USNR December 7, 1964 and I am a 1967 Vietnam Veteran. I was Honorable Discharged, December 6, 1970. I worked at GTE Data Services, as a Computer Operator from 1968 until I was hired by the USPS on May 27, 1972 and have been a regular or a T-6 letter carrier at the following stations: Carrollwood, Hilldale Station, Hilldale Annex, Mac Dill, Seminole, Sulphur Springs, TCA 33607 and Town & Country.

Qualifications for the office of VICE PRESIDENT:

- (1). 29 years of membership in the NALC
- (2). 14 years of Shop Steward experience.
- (3). Familiar with the Grievance procedure at all steps, UMPs procedure, EEOC and OWCP.
- (4). Former member of TLC, Inc.
- (5). Original member of the local DPS and Vertical Flat teams.
- (6). Elected Recording Secretary of A.R. "Tony" Huerta Branch 599.
- (7). Elected Vice President of A.R. "Tony" Huerta Branch 599.
- (8). Elected District 2 Representative for Florida State Association of Letter Carriers.
- (9). Appointed by NBA Mattie Rose to the Suncoast District Joint Route Inspection Team.
- (10). Attended DPS route inspection training school at USPS Regional Headquarters in Memphis, Tn.
- (11). Attended numerous shop steward training seminars, Regional rap session, State Conventions and National Conventions.

Reason for Running for the office of VICE PRESIDENT:

My 29 years of experience in the letter carrier craft and the 14 years of working knowledge, acquired as a shop steward, of the Local Agreement, the National Agreement and the numerous Manuals of the USPS, will assist the new President and I will be a strong beneficial asset to the entire membership of Branch 599.

Thank you for your time and vote.

Fraternally,

Leslie Raymond Garcia

VOTE FOR THE GOOD / BROUSSEAU / MINTER TEAM

The year 2002 will see many new challenges presented to the membership and Officers of Branch 599. The United States Postal Service finds itself in a financial dilemma because of rising costs and poor management decisions. They are trying to overcome this problem by asking you, the carriers, to do more and more work in the same amount of time. While we all take pride in doing a fair days work for a fair days pay, this premise is no longer acceptable to management. No longer are the senior carriers given consideration for their age and years of dedicated service. No longer are new carriers given the opportunity to learn and be trained in the proper manner of delivering mail. More and more pressure is being put on all carriers to “do more with less”. Because of this, it is extremely important that our local Union leaders are experienced and knowledgeable in dealing with management at all levels. We feel that we have assembled a group of candidates that are capable of meeting these challenges and keeping our Union strong through the next three years. Please review the list below and cast your vote for this strong leadership team!

President: **Jim Good**

Board Of Trustees:

Executive V.P.: **Michael Brousseau**

Henry Dupree

Arnold “Butch” Smith

Vice-President: **Dean Minter**

John DeRosa

Recording Secretary: **Clark Alday**

Sergeant At Arms: **Lance Jones**

Financial Secretary: **John Gebo**

MBA/NSBA: **Al Guice**

Treasurer: **Michael Anderson**

Director Retirees: **Herbie Puig**

Labor Relations Representatives:

Detlev Aeppel & Matthew Kokich



RE-ELECT



JOHN GEBO
FOR
FINANCIAL SECRETARY
OF
A.R. HUERTA BRANCH 599

PRESENT

BRANCH MEMBER	23 YEARS
NALC HEALTH PLAN MEMBER	23 YEARS
TLC INC. BOARD MEMBER	18 YEARS
FINANCIAL SECRETARY	10 YEARS
LEGISLATIVE LIAISON	3 YEARS
CHAIRMAN AUDIT COM TLC INC.	3 YEARS
ALTERNATE S/S TEMPLE TERRACE	4 YEARS

PAST

BRANCH RECORDING SECRETARY
SHOP STEWARD
STATE CONVENTION DELEGATE
NATIONAL CONVENTION DELEGATE
CHAIRMAN, TLC INC.
CO-CHAIRMAN TLC INC.
ASST. SEC/TREAS TLC INC.

If re-elected, I will continue to serve ALL MEMBERS and ALL BRANCH OFFICERS of Branch 599 in the coming years to the best of my ability with HONESTY and INTEGRITY.

Branch 599 deserves officers with enthusiasm, energy and leadership experience to serve the membership. I believe my knowledge, past record, experience and ability shows this.

A vote for JOHN GEBO is a vote for the future prosperity of Branch 599.

YOUR SUPPORT ON DECEMBER 6 WILL BE APPRECIATED

THANK YOU
John Gebo

Michael A. Lezcano

for Financial Secretary

Dear Union Brothers and Sisters,

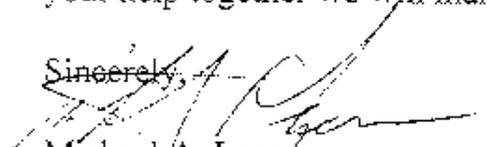
My name is Michael A. Lezcano, and I currently hold the position of Sargent-At-Arms with Branch 599. I am recently retired with the USPS and therefore would like to do more for less with Branch 599. Let me explain! I am in the running for Financial Secretary. A position that I think is a little overpaid. This position gets 2 % of the gross receipts that our union takes in. This means that every time we get a raise and our dues go up, the Financial Secretary gets a raise. And when we add new members to the branch like PTF's becoming regular or stations like Plant City or Ruskin become members of Branch 599, the Financial Secretary gets another raise. I feel this is a great financial burden to our branch, especially when in my first year of being a shop steward I was told that there was a possibility of not getting my dues rebated!

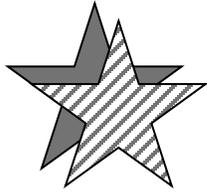
Note: All branch officers and stewards are supposed to get their dues back at the end of the year. The Financial Secretary's pay is about \$7,600 per year plus dues rebated of \$468 for a total of over \$8,000 per year!!! Now that I'm retired, Branch 599 would only have to rebate my \$20/year. Plus I would like to do the job of Financial Secretary for a more reasonable rate of pay, like a flat fee.

My experience is well suited to serve the needs of Branch 599. I am a graduate of Jesuit High School and had a 4.0 GPA in math. I am a licensed realtor and also soon to be a contractor after I test in the near future. I am trained in minor accounting practices including general ledgers, financial statements, balance sheets, depreciation, and bank statement balancing and financial ratios. I was a Shop Steward for 3 years, a Step 2 Designee for a short time, ran the CFC as Branch 599's representative, coordinated the food drive in 1999 and currently I am the Positive Greeter at the union meetings when you show up on Thursdays.

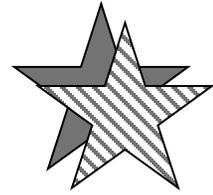
In closing I would like to say that I've been proud to serve the members of Branch 599 under President Lenin Perez. Hopefully I can secure your vote to keep our union strong against the constant menace of postal management. I feel I can do more for less and with your help together we will make it happen!

Sincerely,

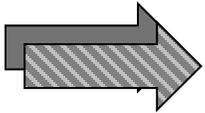

Michael A. Lezcano



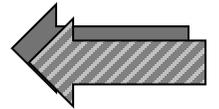
VOTE



DUANE A. DOSAL



TREASURER



BRANCH 599

Thurs. December 6, 2001



Duane A. Dosal

**BA: Business Administration
and Mathematics
Former Shop Steward**

Brothers and Sisters,

My name is Detlev Aeppel and I am running for the position of Labor Management Representative. I have been a letter carrier and member of Branch 599 for over thirteen years. My involvement in this union during that time has prepared me to serve you in this office.

Steward Ybor Station 2001

Steward Ybor Station 1992 & 1993

Attended numerous steward training sessions

Walked on the last three picket lines called by Branch

Delegate to last three National Conventions

Delegate to four State Conventions

Volunteer C.O.P. Meeting hosted by Branch 599

Volunteer State Convention hosted by Branch 599

Volunteer Food Drive

Volunteer Branch 599 building painting party

As your Labor Management Representative I will speak up for you. I will police the contract and promote the interest of all letter carriers in terms that management can understand. Please vote for me on December 6 for the office of Labor Management Representative. Thank-you.

In Solidarity,

Detlev Aeppel

VOTE
MATTHEW KOKICH
FOR
LABOR RELATION
AS A UNION REPRESENTATIVE FOR
BRANCH 599
HANDLED GRIEVANCES AT:

NORTHDALÉ ANNEX (STEP 1&2 LEVEL)
SULPHUR SPRINGS (STEP 1&2 LEVEL)
SEMINOLE STATION (STEP 2 LEVEL)
YBOR STATION (STEP 2 LEVEL)

ATTENDED FLORIDA STATE TRAINING
SEMINARS :
GRIEVANCE INVESTIGATION
OVERTIME TRACKING
FAMILY LEAVE
OWCP

MEMBER OF BRANCH 599 EXECUTIVE
COMMITTEE

RE-ELECT
MATTHEW KOKICH
FOR
LABOR RELATIONS REPRESENTATIVE

VOTE

LANCCE JONNES

for

Sergeant at Arms

Member of Local 599 since 1987. From 1967 to 1987 I was a member of United Association of Plumbers and Pipefitters AFL-CIO Local 13. Where I served on the board of Trustee's from 1985 to 1987 and also as a Steward on several job sites. I have been a member of AFL-CIO Unions for over 30 years and will be proud to serve our membership as Sergeant at Arms.

Thank You and please VOTE on December 6,2001



*Before We
Conduct Business
We Must Have
Order!*



2002

Vote For

2002



George R. McEndree

Sergeant at Arms



**Member NALC Branch 599
since 1986**

previous member:

NALC Br. 40 Cleveland, OH

NALC Br. 482 Ashtabula, OH

NALC

Protecting Our Jobs





Early Bird 6:30 PM
Regular Bingo 7:30-10:00 PM

813.877.4795

Letter Carriers, come on down!

A.R. TONYHUERTA
BRANCH 599 NALC

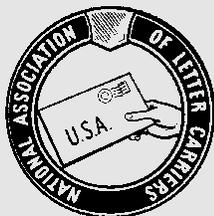
3003 Cypress Street
Tampa FL 33609-1698

Phone 813.875.0599
Toll Free 877.895.0599
Fax 813.870.0599
nalc599@gte.net

Negotiation Updates
www.nalc.org

A very special thanks goes to Ted Funsch and RISO Corp. for the use of a demo RISO [including ink & masters] on which to print this issue. When my computer & RISO decided not to communicate, Edson Andrade, Galego Computers, and Mr. Funsch made a late Saturday night service call to correct the problem...we are very grateful for their help!

Phyllis Thomas



Notice of Nomination and Election for Branch Officers

The official notice to all members of Branch 599 that nominations would be accepted for the following positions was published in the *Postal Record*: President, Executive Vice President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, MBA-NSBA Representative, Health Benefits Representative, Director of Retirees, a Board of Trustees consisting of three (3) members, and a Labor Management Committee consisting of three (3) members, one (1) of which will be the President. Any regular member in

good standing has the right to nominate a candidate for any office or position to be filled. All regular members, in good standing, except those who are acting in a supervisory position, shall be eligible to hold office. All candidates for election as officers must be present at the meeting when nominated, or signify in writing their willingness to serve if elected.

The term of office for the aforementioned positions will be three (3) years. **The election will be held on December 6, 2001**, at the Union Hall, 3003 W. Cypress, **between the hours**

of 1 PM and 7:30 PM.

Any member who is unable to vote in person at the Union Hall on December 6 may call the hall at 813.875.0599 or 813.877.5491 and request an absentee ballot. This request must be made between November 2 and November 21, 2001. The absentee ballot will include a pre-addressed envelope for returning the ballot and all other relevant information concerning the absentee vote. **All ballots must be received at the designated PO Box by 5 PM, December 5, 2001.**