



Tampa Letter Carrier

From the President's Desk

Happy New Year to all and let's begin by asking for our own personal reflection as to how we have done all we can to make life better and what steps we will take to assure a future for years to come. That may be a profound statement to start the New Year off, but it takes an effort by all to improve conditions in all facets of our lives. As employees, there is a lot that is expected of us by our employer and in these current times they have never been greater. While those demands increase the other areas of our lives seem to take a hit... less time with our families, less time

Any member who desires to gain better knowledge of the contract or who may be interested in becoming an activist or future leader in this union, then come to the Steward training the Tuesday prior to the first Thursday of the month.

to volunteer for a worthy cause and less time to assume a leadership role. The proof of all things is in the pudding and the sign of the times is that people are too stressed to do the things they once enjoyed doing and the results evidence that by the lack of success there is today compared with the past. An example is that before the increased

demand by the employer due to economic conditions, there was much greater support for community functions such as the *NALC Food Drive* down almost 50% what it produced 2 years ago. More recently, due to reduced support from advertising by the employer through the G10 permit and lack of the same corporate advertising the *Toys for Tots* drive has been

reduced to about 30% of where it was 2 years ago. The effort by members who want to volunteer for our own organi-

zation has been greatly reduced as well. I can remember when almost every office had a Steward election because there were several members interested in being representatives for their members in their respective offices. Now for the last several years there have only been a few that have any elections. It may be nice to know as a



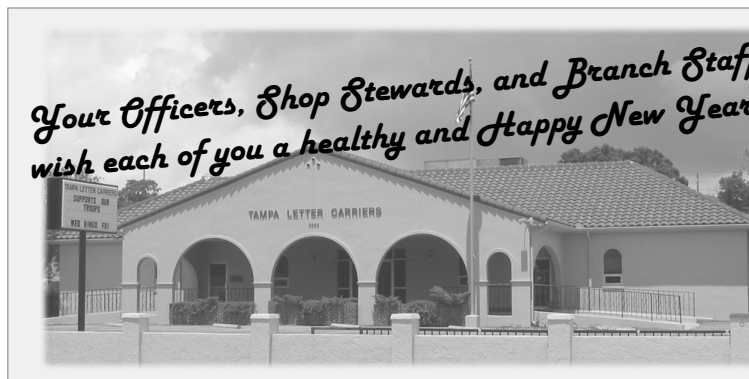
Alan W. Peacock
President, Branch 599

Steward that you have unanimous support of your office, but we hope it does not diminish the desire of others to step up and get involved. Any member who desires to gain better knowledge of the contract or who may be interested in becoming an activist or future leader in this union, then come to the Steward training the Tuesday prior to the first Thursday of the month. Without support we are weakened and without those who will be future leaders the task becomes more difficult to maintain the working conditions we all desire.

Contract Negotiations

During the recent presentation by NALC President Fred Rolando at Branch 1477 West Coast Florida Letter Carriers' 100 year anniversary, he stated that it looked good for having a new contract no later than the 8th or 9th of January. He didn't go into all the details,

(Continued on page 3)



Branch Meeting
Thursday
January 3
7:30 PM

Branch 599 Office

3003 W Cypress Street
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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.

Officers

<i>Position</i>	<i>Officer</i>	<i>Phone</i>	<i>Email</i>
President	Alan W. Peacock	813.765.0599 office 813.875.0599	apecock.nalc@verizon.net
Vice President	Tony Diaz	813.598.9635	dcoach9@tampabay.rr.com
Recording Secretary	Michael Brink	813.661.1639	recording.sec@nalc599.com
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Treasurer	Ray Garcia	813.787.3640	treas.ray@nalc599.com
Sergeant-at-Arms	J.C. Howard	813.310.0689	
MBA/NSBA	Al Guice	813.422.4967	
Health Benefit Rep.	Terry Franklin	813.758.3061	
Director of Retirees	Lance Jones	813.220.1292	
Trustee Chair	Lori McMillion	813.263.7101	
Trustees	John DeRosa	813.850.8418	
	Warren Sumlin	813.486.7612	
Labor Management	Sam Santilli	813.215.7595	
	John Rowland	813.770.7769	
Presidents Emeritus	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good		

Executive Board

Meets

Thursday 6:30 PM
January 3
February 7

Shop Stewards

will Meet
Tuesday 7 PM
January 8
February 5

Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches Chief Steward, Brian Obst				727.458.0679
Brandon	33510	Terry Franklin	813.661.1639	813.758.3061
	33511	Terry Franklin	813.661.1639	813.758.3061
Carrollwood	33618	Freddie Nimphius	813.960.8894	813.263.7895
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Alan Robinson	813.935.2954	813.843.9762
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Sam Santilli	813.874.6809	813.215.7595
Hilldale Annex	33634	Varick Reeder	813.889.3913	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.935.0244
Interbay/Port Tampa	33611/16	Marie Brown	813.831.2034	727.331.9907
Interbay/Peninsula	33629	Sammy Graham	813.831.2034	813.454.3319
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570		813.634.1403	
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	Brian Obst	813.873.7189	727.458.0679
TCA/West Tampa	33607	George McClelland	813.873.7189	813.270.5035
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)

but a lot of the negotiations are revolving around the *Memorandum of Understanding* that allowed the Postal Service an additional 3,400 Transitional Employees. President Rolando indicated that he was still fighting to guarantee a career path for current and future TEs. Another item of interest to many of you who are contemplating retirement, if we are successful in getting that career path for TEs, then President Rolando will entertain an incentive for the senior carriers for retirement. Reminder: this is all tentative to the stipulations laid out in any binding agreement.

Postmaster General Donahoe is claiming that the Postal Service has its own fiscal cliff and is requesting that Congress recalculate the future retirees' health benefit requirement and end six-day delivery for mail only but not for parcel delivery which would remain six days a week. President Rolando feels that we should deliver parcels seven days a week due to the demand from eCommerce, where a recent study has shown online sellers prefer the USPS by 91% as the most used service and that study also showed the USPS as used by 97% in the past year. This is an amazing statistic and overshadows the

recent demands to privatize Postal Services. This is a network that the private sector would love to garner and drive up their profit at the expense of the American consumer.

Locally, we are still dealing with workplace climate in some offices and those that have gone through Intervention are doing much better through their action plans. We still have some *Joint Statement* issues that are being addressed and usually they get reminders to have mutual respect along with working to resolve issues at the lowest level. No matter what the financial pressures are being placed upon the Postal Service there is no excuse for disrespect and lack of human dignity. Flavor of the season roll back starting times when it is dark earlier and their opinion is that it is safer to deliver parcels in the dark than mail. The truth of the matter is that there is testing going on to get actual accountability of parcel delivery because it is our largest increase in business. How they go about this test is going to be NALC's business to make sure that changing labor distribution codes and accountability as time for a carrier's route is done properly. The one thing we learn from past efforts that being reasonable is not in management's vocabulary; it is always

easier for them to say *file your grievance I'm not settling this issue* and of course inquire with us why are we filing a grievance when we have an issue. There will always be disagreements, we just have to be vigilant to insure that when we do agree to something that there is a signed document to back it up; even that is not always a guarantee it will satisfy a particular issue.

We know the future will continue to be challenging and there will be numerous changes to adapt to. We hope that there will be some reasonable legislation to assist us in moving forward to provide the American public with the service it has always respected and has faith in. The Postal Service and the National Association of Letter Carriers has always bridged the gap whenever there was need to adapt to different market conditions and while maintaining to be the most trusted Federal Agency. Given a fair playing field we will rise to the occasion again and continue to provide the best postal services in the world.

Faternally Yours in Unionism and Solidarity,

Alan Peacock
President, NALC Branch 599

Carrollwood's Bike Challenge

Alex Cook, owner of Alex's BBQ in Northdale, has had a charity called *Alex's Bikes for Kidz* for many years. He supplies bikes to children



throughout the Tampa area; he gets the bikes at cost for \$40. A few weeks ago his restaurant was broken into and \$1,000 was stolen from the donation jar on his counter. Carrollwood Carrier Freddie Nimphius read about the incident and challenged Carrollwood employees to donate enough for 5 bikes. Needless to say the Carrollwood employees donated enough for 20 bikes!

We would like to challenge the other stations to meet or beat our donation. It is a worthy cause that stays here at home. Alex donates the time and the delivery, and on occasion the repair and restoration of older bikes for this great cause. So what do you say Tampa Customer Service...are you up to the challenge?

Treasurer's Report – November 2012



Ray Garcia
Treasurer
Branch 599

October 31 BB&T **Operating Account** \$14,304.29

Deposits

NALC Secretary Treasurer [2]	\$18,355.36
NALC Health Benefits	1,428.00
MDA Bowl-A-Thon	776.00
MDA Donations [3]	160.00
Lakeland Newsletter [monthly printing]	300.00
Back Dues	58.85
William "Bill" Moran [Nov Dec ad]	50.00
BB&T Operating Account Interest	.13

Expenses

Branch Officer Salaries [13, monthly]	\$1,753.92
Branch President Salary [2 PP]	4,921.60
Branch Office Secretary Salary [2 PP]	2,400.00
Branch Office Secretary Annual Leave [40 hrs]	600.00
Branch Office Secretary Health Benefit	654.00
Branch Steward Salaries [19, monthly]	2,845.00
Branch Steward Reimbursement [5]	415.86
Editor/Webmaster Salary [monthly]	160.00
Security Guard during Branch Meeting	45.00
IRS Taxes [form 941] for October	3,777.75
IRS Payment Unemployment	465.05
NALC Postal Record [annual]	20.00
Federal Times [annual]	52.00
FSALC Training [expense reimbursement]	131.29
Update for Office Laptop	40.00
Franklin Davis	119.20
Ray Anthony Printers Warrant Books [10]	191.00
Pitney Bowes [monthly, postage meter]	72.16
Postmaster [postage]	450.00
Reimbursement for Light Bulbs	4.16
Great American Leasing Corp	569.90
QuickBooks Pro Online Service	24.95
Verizon [phones & internet]	367.41
AT&T Wireless	94.45
Staples Contract Account	198.13
Staples [office supplies]	745.97
BB&T Online Service	14.95
BB&T Service Charge	2.00

October 31 BB&T **Building Fund Account** \$30,559.95

Deposits

Hall Rentals [12]	\$12,670.16
Recreation Room	18.00

Expenses

Building Manager [monthly]	\$600.00
Rental Agent Salaries [4]	457.00
Custodial Services [4]	600.00
Doug Belden, Tax Collector [2]	1,455.97
Florida Department of Revenue	238.00
Firemaster Fire Extinguishers	123.63
Reimbursement for Building Supplies [4]	184.65
Rental Refunds [2]	890.00
City of Tampa Utilities	617.21
TECO	1,120.93
TECO Gas	108.88
Crenshaw Termite & Pest Control	39.59

Accounts as of November 30

BB&T Operating Account	\$16,151.91
BB&T Building Fund	36,928.96
MidFlorida Credit Union Savings	254.93
MidFlorida Credit Union CD	100,000.00
Regions Bank CD	50,000.00
USAmeriBank CD	200,000.00
USAmeriBank MM [Training Fund]	15,790.96
Total Balance Available	\$409,126.76

Retirees Breakfast

Monday January 7 9 AM

Coffee Cup

4407 N. Hubert Avenue, Tampa

Around the Horn

Brothers and Sisters, again *Happy New Year!* Wow! can you believe it is 2013, and where did 2012 go? This will be a defining year for the United States Postal Service. There has never been more uncertainty surrounding the future of the USPS than right now. In the coming weeks the arbitrators should render a decision concerning our NALC/USPS contract negotiations. There were many important agenda items on the table during these negotiations. You can be assured that your NALC negotiating team was very prepared and presented outstanding testimony. Our National President, Fred Rolando, was hands-on throughout the arbitration process; there is no one better to represent us during a most difficult negotiating time.

Congress also has important agenda items on their table concerning the future of the United States Postal Service. The issue up for debate is reducing the delivery from six days to five. This poor decision would eliminate 25,000 jobs. President Rolando has outlined a plan of action that makes sense and is extremely reasonable. From *NALC.org* website, here is a sampling of his plan; this is information we all need to pay attention to:

Sen. Joseph Lieberman (I-CT), the retiring chairman of the Homeland Security and Government Affairs Committee, called a bipartisan meeting of House and Senate leaders to discuss his alarming idea to allow the U.S. Postal Service to end Saturday mail delivery service but retain package delivery service on that day.

"While I'm sure Senator Lieberman's intentions are good, his notion not only is misguided, it falls into the trap of failing to address the root cause of problems the Postal Service continues to face," NALC President Fredric Rolando said. "In fact, his proposal completely ignores the 2006 congress-

sional mandate to pre-fund 75 years' worth of future retiree health benefits and to do so within just 10 years."

"This crisis, manufactured by Congress, is what's creating on Capitol Hill a false sense of urgency to act immediately," Rolando said. "There is no argument that something must be done to solve the Postal Service's financial problems, but Lieberman's so-called compromise would eliminate 25,000 city carrier jobs and drive more business away from the Postal Service by undermining the value of our service."

"Almost \$11.1 billion of the Postal Service's reported \$15.9 billion loss this past fiscal year stems from the pre-funding mandate—an unfair burden that no other company or government agency bears," Rolando said.

"In fact, leaving aside pre-funding and other actuarial adjustments, a fraction of the overall losses—\$2.5 billion—came from the actual delivery of mail," he said. "That's still a lot of money, but it needs to be stressed that it's about half of the \$4.9 billion in losses recorded the previous year.

"Rather than charging ahead with a faulty compromise that focuses only on service cuts," the president said, "Congress should take carefully measured steps to address pre-funding—especially since the pre-funding account already contains more than enough cash to meet the health benefit needs of future retirees for decades to come.

"Addressing pre-funding would help take away the manufactured sense of urgency and allow the entire postal community—employees as well as lawmakers and managers—to come together to develop a forward-looking business plan to help the Postal Service succeed in the 21st century," Rolando said.

Hope is that Congress listens and

considers this plan and realizes the damage their proposal would create.

Quick Hits:

Information you should know

*) **Wanted**, we are in need of new volunteers to *step-up* with union activities. If you are interested, please contact your steward, myself or the Branch 599 union office. There are many opportunities...you can *step-up* and make a difference. From stewards to coordinators to work parties, there is always something going on where you can get involved. We must transition for the future of this Branch and for our union. Getting new members trained will insure the Branch and our union stays strong into the future.

*) **Condolences**, I want to send my condolences to the family of Steve Goodwin. Steve was diagnosed with cancer in late October and passed away on December 2. "It all happened so fast" I heard one of his good friends say, "here today and gone tomorrow." Steve was in an NRP status for more than a year and was preparing to apply for retirement. Steve was a good man, a good friend, and a supportive union member. Steve was a regular at our monthly Branch meetings, at rallies and attended many, many National Conventions. Like the powerful quote Jimmy V made famous, ***Cancer can take away all my physical abilities. It cannot touch my mind, it cannot touch my heart and it cannot touch my soul. And those three things are going to carry on forever.*** -- JIM VALVANO

Steve never lost his humor and acted as if nothing was wrong; he seemed to accept his fate. We will miss you "Stevie Ray."

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



Tony Diaz
Vice President
Branch 599

Proposed Bylaw Changes

ARTICLE VI – Duties of Officers, Duties of Recording Secretary, Section 4

Currently reads as follows:

- (A) The Recording Secretary shall keep a correct record of proceedings of the Branch in a book to be kept for that purpose. He/she shall draw all warrants on the Treasurer ordered by the Branch. He/She shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member. He/She shall attend to all correspondence of the Branch, and properly mark and file all papers ready for inspection at any time, and notify the members of special meetings when ordered by the President. He/She shall make semi-annual reports to the Branch showing the number of members elected, rejected, initiated, suspended, reinstated, withdrawn, and the number of deaths, giving date of death. Also the receipts, benefits paid, amount expended and amount on hand. Within one week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers together with all other property of the Branch in his/her possession. The Recording Secretary shall receive an expense allowance of \$100.00 per month.
- (B) The Recording Secretary of Branch 599, upon receipt of documentation from the President of Branch 599, shall be responsible for tracking the total hours used by the President of Branch 599, while the President of Branch 599 is on annual leave, sick leave or LOWP status. This will take effect as of January 5, 1995.
- (C) The Recording Secretary of Branch 599, shall be responsible to turn in a current status of the used balances and accumulated amounts of annual leave, sick leave and LOWP hours to the current Treasurer of Branch 599 on a bi-monthly basis. This will take effect as of January 5, 1995.
- (D) The Recording Secretary of Branch 599, NALC, shall be responsible for reporting annually to the Executive Board in January of each year the balance of the President's annual leave, sick leave and LWOP for the preceding year.

Proposed to read as follows:

- (a) The Recording Secretary shall keep a correct record of proceedings of the Branch in a book or books to be kept for that purpose.
- (b) The Recording Secretary shall attend to all correspondence of the Branch, as directed by the President, and properly mark and file all papers to be available for inspection at any time.
- (c) The Recording Secretary shall notify the members of special meetings when ordered by the President.
- (d) Within one week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers together with all other property of the Branch in his/her possession.
- (e) The Recording Secretary, upon receipt of documentation from the President and the Office Secretary, shall be responsible for tracking the total hours used by the President and the Office Secretary, while the President and the Office Secretary are on annual leave, sick leave or in a LWOP status.
- (f) The Recording Secretary shall be responsible to turn in to the Treasurer a current status of the used balances and accumulated amounts of annual leave, sick leave or LWOP hours of the President and the Office Secretary on a quarterly basis.
- (g) The Recording Secretary shall be responsible for reporting annually to the Executive Board in January of each year the balance of the President's annual leave, sick leave and LWOP for the preceding year.
- (h) The Recording Secretary is also required, at the President's direction, to perform additional duties as outlined or mentioned in other Articles and Sections contained within these By-Laws.
- (i) The Recording Secretary shall receive an expense allowance of \$100.00 per month.

Signed by: Mike Brink, Gilbert Cabanas, and Raymond Leslie Garcia

Proposed Bylaw Changes

ARTICLE VI – Duties of Officers, Duties of Financial Secretary, Section 5

Currently reads as follows:

The Financial Secretary shall keep a record book showing the names of members, when admitted and place of residence, collect dues and all other monies due to Branch, keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National Per Capita Tax or other necessity may require same) pay same to Treasurer, take his/her receipts and retain them as vouchers in settlement. He/She shall personally, or through duly authorized deputies, appointed when necessary to each station, and who shall whenever practicable be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of an election and before a ballot is taken, furnish the President with a list of members not entitled to vote. He/She shall semi-annually furnish the National Secretary-Treasurer with a list of names of all members of the Branch in good standing, and shall notify the National Secretary-Treasurer's monthly of the election of new members, also those suspended, expelled, deceased or resigned. He/She shall keep an account of all properties, investments and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term make a report, and deliver to his/her successor in office, when qualified, all the books papers and proper in his/her possession belonging to the Branch. To insure the faithful performance or their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial; Secretary shall receive two percent (2%) of the total dues collected for the year for allowed expenses.

Proposed to read as follows:

- a. The Financial Secretary shall keep a record book showing the names of members, when admitted and place of residence. He/She shall collect dues and all other monies for the Branch, keep a regular account thereof, and at each meeting, or prior thereto whenever the prompt payment of the National Per Capita Tax or other necessity may require same, pay same to the Treasurer and take his/her receipts and retain them as vouchers in settlement.
- b. The Financial Secretary shall draw all warrants on the Treasurer ordered by the Branch.
- c. The Financial Secretary shall personally, or through duly authorized deputies appointed when necessary to each station, and who shall whenever practicable, be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of an election and before a ballot is taken, furnish the President with a list of members not entitled to vote.
- d. The Financial Secretary shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member.
- e. The Financial Secretary shall semi-annually furnish the National Secretary-Treasurer with a list of names of all members of the Branch in good standing, and shall notify the National Secretary-Treasurer monthly of the election of new members, as well as those suspended, expelled, deceased or resigned.
- f. The Financial Secretary shall at the end of his/her term make a report, and deliver to his/her successor in office, when qualified, any/all books, papers, receipts and vouchers in settlement in his/her possession and belonging to the Branch.
- g. The Financial Secretary is also required, at the President's direction, to perform additional duties as outlined or mentioned in other Articles and Sections contained within these By-Laws.
- h. The Financial Secretary shall receive two percent (2%) of the total monthly dues collected for allowed expenses.

Signed by: Mike Brink, Gilbert Cabanas, and Raymond Leslie Garcia

Proposed Bylaw Changes

ARTICLE VI – Duties of Officers, Duties of Treasurer, Section 6

Currently reads as follows:

The Treasurer shall receive receipt for and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants drawn on him/her by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursement and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall receive two percent (2%) of the total dues collected for the year for allowed expenses.

Proposed to read as follows:

- a) The Treasurer shall receive, receipt for and disburse all monies of the Branch and he/she is required to keep a regular account thereof.
- b) The Treasurer shall keep a proper accounting of all properties, investments and funds of the Branch which at all times shall be available for inspection.
- c) The Treasurer shall pay all warrants drawn on him/her by the Branch which are signed by the President and have all accounts receipted upon payment of same.
- d) The Treasurer shall whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand. He/She shall deliver his/her books, papers and money to his/her successor in office, when qualified.
- e) The Treasurer is also required, at the President's direction, to perform additional duties as outlined or mentioned in other Articles and Sections contained within these By-Laws.
- f) The Treasurer shall receive two percent (2%) of the total monthly dues collected for allowed expenses.

Signed by: Mike Brink, Gilbert Cabanas, and Raymond Leslie Garcia

ARTICLE VI – Duties of Officers, Duties of Treasurer, Section 6

Currently reads as follows:

The Treasurer shall receive receipt for and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants drawn on him/her by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursement and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall receive two percent (2%) of the total dues collected for the year for allowed expenses.

Proposed to read as follows:

The Treasurer shall receive receipt for and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants drawn on him/her by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursement and amount of money on hand, deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall receive two percent (2%) of the total dues collected for the year, minus the yearly monies paid to the CPA, for allowed expenses.

Signed by: Jim Good, Detlev Aepfel, Brian Obst, and George McClelland

Proposed Bylaw Changes

ARTICLE VI – Duties of Officers, Duties of Building Trustees, Section 12

Proposed to read as follows:

- a) The President, the Vice-President, the Treasurer, the Financial Secretary, and the Chairperson of the Branch Trustees shall constitute the Building Trustees.
- b) The Building Trustees shall have supervision over the operation and maintenance of the A.R. “Tony” Huerta Branch 599 of the National Association of Letter Carriers, Branch Building and its associated property.
- c) A simple majority of the Building Trustees shall have the authority to delegate power as they deem advisable or to unanimously appoint a Building Manager to whom they may employ and provide for his/her compensation, not to exceed \$600 per month. The Building Manager must faithfully fulfill his/her duties as outlined in the Building Manager Standard Operating Procedures (SOP) or be subject to dismissal.
- d) The Building Trustees or their designee/s is authorized to spend an amount to be approved by a simple majority of the Building Trustees, with the exception of any amount which exceeds \$1000, whereupon approval must be unanimous.
Note: This Section 12d, as framed and worded above, in no way effects or negates Article VIII, Committees, Section 2 nor Article XIII, Executive Board, Section 1 of the Branch 599 By-Laws; specifically with regards to Branch expenditures as determined by the Board of Trustees and the Executive Board respectively, and the approval of amounts as defined and determined therein. It is understood that Branch expenditures are separate and exclusive of this Section 12, Duties of the Building Trustees, which pertains exclusively to necessary expenditures used for the building and its associated properties upkeep, maintenance and repair/ replacement.
- e) The Building Trustees shall have control over all the Building’s physical and financial assets.
- f) The Building’s financial assets are to be held in a Designated Building Fund.
- g) The Building Trustees shall properly invest the Building funds, when such funds are available, maintaining any/all necessary records, and submit for approval a monthly report to the President with an annual report being presented to the Branch Membership in January of each year.
- h) As Building Trustees, they shall serve without compensation.

Signed by: Mike Brink, Gilbert Cabanas, and Raymond Leslie Garcia



Come Out and Join Us for MDA Tampa Bay’s 2013 Muscle Walk.

Saturday • February 9

9 AM – Noon • Raymond James Stadium

Form your team today!

Just visit our event website at www.musclewalkmda.org/tampabay2013 to get started.

Plaques will be awarded to the Top 3 Fundraising MDA Family Teams, Top Fundraising Corporate Team, Top Fundraising School Team, Top Fundraising Individual, Most Spirited Team, and Largest Team!!!

Can’t sign-up online? Just call our office at 727.577.1700 and we’ll take care of it for you!

Unionism—Hard Work Isn't Magic

It is that time of year again, Steward Elections. By the time you read this article the elections should be complete and there will be stewards in most of the stations in Tampa; those that do not have an elected steward will have one provided by appointment of President Alan Peacock.

The new Stewards begin as of the 1st of January and there are some things that you need to know prior to this date.

First – *The steward's job is to police the contract* (National Agreement) and ensure compliance with its terms. What this means is that the steward is not there to help ensure that any good deals you want are kept in place. The steward represents the contract and by proxy, you as a carrier. Some carriers want the steward to turn a blind eye to violations of the contract because it works for them individually, but this goes against the grain, as the contract applies to all carriers and must be policed accordingly. The terms and provisions of the contract are negotiated to protect the rights of all carriers, so think about this when you want something to be different just so you can do what you want. Remember, our elected representatives in Washington are doing this for us all and those guidelines that we want management to follow must be followed by all as well.

Second – *Your steward is not a mind reader.* As your steward develops his/her skill set, s/he can anticipate situations and try to work with management to ensure that the contract isn't violated, but if you are aware of violations or situations which have the potential to become violations, make sure you communicate this to your steward. Remember, if the steward is not aware of a situation there is nothing s/he can do to correct the problem. If you have an issue, make sure you write things down so you can let the

steward know exactly what happened [who was involved, when it happened, where it happened and why]. Ask your steward for assistance and then don't ignore the advice provided.

Third – *No man is an island.* Your steward, whether s/he is experienced or new always needs your assistance and support. As the representative for your zone/station it is imperative that s/he know s/he can count on you, the carriers in the zone/station, to be there to support him/her as s/he represents you in contractual as well as other issues. Remember, the Union has a long history of public service with the Muscular Dystrophy Association and the street corner blitzes that we do; the *Stamp Out Hunger* national food drive each May; the *Toys for Tots* drive each December; as well as other issues that do not occur on as regular a schedule and your steward needs your help so we can continue this great tradition of community service. I know that it is difficult when you work as many hours as we do, but in the grand scheme of things you must remember "If it was easy, everyone would be doing it".

Fourth – *The Steward is not a Magician.* The steward through the years has become adept at pulling a rabbit out of his/her hat, but this is no accident and it is not magic. Your steward must study hard to learn all the ins and outs of the *National Agreement* and the various USPS publications that s/he will utilize during his/her meetings with management throughout his/her tenure as a steward. Remember while you are taking your annual leave to relax; your steward is taking his/hers to attend numerous training seminars every year and to represent you and your interests at both state and national conventions.

Your steward is just a carrier like you with one notable exception; s/he has volunteered to step up to represent

you in dealings with management. This takes courage, commitment and dedication, as I can tell you that the job is generally a thankless one. In most cases the steward doesn't hear *thanks* for the good job or *I appreciate you helping me out*. Normally it is more like *why didn't you get me more free money* or *how come you lost that grievance*. Your steward must have thick skin, but you can help him/her and that is like providing insurance for you and your job.

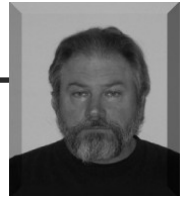
Now I would like to take a moment to thank all of the carriers that I have had the privilege to represent over the past 14 years. As you can see above, I said most of the time the steward doesn't hear thanks, but I can honestly say that I have been impressed with the genuine thanks, appreciation, and support you have given me over these years.

As the holiday season comes to a close I would like to take this time to wish that you and yours had the Happiest of Holiday Seasons and here's looking forward to what we all hope will be a better 2013.

As I sign off for 2012 I remind you that – **Knowledge is the Key.**

Merry Christmas and a Happy New Year!

Brian Obst
Tampa Stations/Branches Chief Steward



Brian Obst
Tampa Stations/
Branches
Chief Steward
Branch 599

**Sunday
Work Party
at the Hall**

January 6 9-11 AM

Sharing Our Members' Joys and Sorrows

Get well wishes & prayers are sent to George Czanko [Palm River]. We wish Michael Crowder well...he retired and moved to New York.

Our deepest sympathy and prayerful support is extended to the family of Stephen Goodwin [retiree, Seminole Heights], whose passing was December 2.

Retirees Annual Dinner

Saturday ♦ January 19 ♦ Chart House Restaurant

7616 W. Courtney Campbell Causeway

Seating begins at 5:30 PM.

RSVP Branch Office BY FRIDAY, JANUARY 4, at 813.875.0599 with the number in your party.

Special dietary needs will be taken into consideration when ordering your dinner.

Retiree's dinner and spouse/significant other will be paid for by Branch 599;

extra guests will be charged \$38.99 each. A cash bar will be available.

Dinner choices: 10 oz. Prime Rib with Yukon Gold Mashed Potatoes & Beef Au Jus;
or Grilled Atlantic Salmon with Fried Rice; or Chicken Romano with Yukon Gold Mashed Potatoes.

Dessert will be a choice of Key Lime Pie or Cheesecake.

A few surprises are planned!



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