Tampa Letter Carrier

IUNE 2022

Around The Horn from The President's Desk

VOLUME 21. ISSUE 6

Brothers and Sisters. To date, and it is hard to believe, there have been 123,000 CCAs converted to full-time regular, nationally. That's a bunch converted in close to 9 years since the CCA position was created! That is an average of about 14.000 conversions a year. Tampa just added to that total with 5 more conversions to full-time regular in May. CCA hiring is an ongoing process. Just when you think you are at or above the CCA cap or ratio, you need to hire. For that reason, and for all the new CCAs already in our workforce, this month I want to focus on CCA Ouestion and Answer. CCAs have many questions, and they should, there is a lot to learn, a lot to absorb. Hopefully, this article will answer and address some of the CCA's questions and concerns.

1. How long is a CCA appointment?

Answer: CCAs are hired for 360 calendar days followed by a 5-day break.

2. Does the 5-day break between CCA 360-day appointments refer to five calendar or workdays?

Answer: Five calendar days.

3. May CCAs carryover leave from one appointment to another?

Answer: No. Any accrued annual leave is paid out at the end of a 360-day term.

- Do CCAs that are converted to career status carry their annual leave balance over when hired?
 Answer: No. CCAs receive a terminal leave payment for any leave balance at the end of the CCA appointment.
- Do CCAs receive Night Differential or Sunday Premium?
 Answer: CCAs receive
 Night Differential as defined in Article 8.7 of the National Agreement. CCAs do not

receive Sunday Premium.

6. Do CCAs have a

Tony Diaz President Branch 599

work hour guarantee? Answer: Yes, CCAs employed in post offices and facilities with 200 or more work years of employment have a 4-hour work guarantee (Tampa) and CCAs employed in our outside offices (Brandon, Plant City, Sun City Center) have a 2-hour work guarantee.

- 7. Can CCAs be required to remain on *stand-by* or remain at home for a call-in on days they are not scheduled to work? Answer: No.
- 8. Are CCAs covered by the Memorandum of Understanding, *Re: Bereavement Leave?*Answer: Yes, however, CCAs do not earn sick leave and therefore may only request annual leave or leave without pay for

Branch 599 serving Brandon Plant City Sun City Tampa

Branch 599 Meeting Thursday June 2 7:30 PM

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Officers

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Position	Officer	Phone	Email	ĥ
President	Tony Diaz	813.875.0599	tony_diaz599@verizon.net	ŝ
	Cei	//813.598.9635		1
Vice President	Brian Obst	727.458.0679	erif_lor@hotmail.com	
Recording Secretary	Michael Brink	813.875.0599	nalc599@verizon.net	
Financial Secretary	Alan Peacock	813.892.9378	apeacock.nalc@verizon.net	I
Treasurer	John Gebo	813.503.1256	jjg7d7@aol.com	I
Sergeant-at-Arms	Michael Williams	813.541.8327	mwilliams4215@gmail.com	1
MBA/NSBA	Michael Anderson	813.967.1615	mikey020@msn.com	i
Health Benefit Rep.	Detlev Aeppel	813.505.7914	dcaeppel@aol.com	ŝ
Director of Retirees	Alan Robinson	813.843.9762	arob715@gmail.com	å
Trustees	Lori McMillion, Ch.	813.263.7101 k	orraine.mcmillion@gmail.com	Ľ
	José Oliva	813.299.8442	joliva1938@gmail.com	ł
	Jim Good	813.417.8877	jgood1206@gmail.com	
Labor Management	Michael Williams	813.541.8327	mwilliams4215@gmail.com	
	Clement Cheung	813.758.5910	ccheung@tampabay.rr.com	I
Presidents Emeritus	Garland Tickle • Or	be Andux • Don	ald Thomas	

Michael Anderson • James Good • Alan Peacock

Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branc	hes Chief Ste	eward, Brian Obst		727.458.0679
Brandon	33510/11	Osceola Williams Sr.	813.661.1636	210.445.1369
Brandon	33510/11		813.661.1636	
Carrollwood	33618	Tina Bausch	813.961.2962	813.892.2282
Commerce	33602	Cynthia Williams	813.242.4507	813.778.4373
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Juan Andujar	813.935.2954	813.377.7266
Hilldale	33614		813.879.4309	
Hilldale Annex	33634		813.879.4309	
Interbay/Port Tampa	33611/16	Victoria Reeder	813.831.2034	813.525.1685
Interbay/Peninsula	33629		813.831.2034	
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Todd Soular	813.719.6793	813.719.6793
Produce	33610	Matt Rodkey	813.239.4084	813.562.8744
Ruskin/Sun City Ctr	33570	Cherry Berry	813.634.1403	585.230.0266
Seminole Heights	33603	Michael Smith	813.237.4569	813.326.0717
Sulphur Springs	33604	J.D. Lewers	813.237.4569	813.528.5519
TCA/Hyde Park	33606		813.873.7189	
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.8327
Temple Terrace	33617	Mike Cipriano	813.988.0152	401.787.1510
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Maurice Rice	813.242.4507	813.334.3189

3003 W Cypress Street Tampa FL 33609-1617 813.875.0599 Fax 813.870.0599 www.nalc599.com

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Tampa Letter Carrier

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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@gmail.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.

Around The Horn from The President's Desk

(Continued from page 1) bereavement purposes.

9. Can a CCA serve as a union steward?

Answer: Yes.

10. When does a CCA become eligible for a uniform allowance?

Answer: Upon completion of 90 workdays or 120 calendar days of employment as a CCA, whichever comes first.

11. What defines the anniversary date for the purpose of annual uniform allowance eligibility for a CCA?

Answer: The calendar date the CCA initially becomes eligible for a uniform allowance.

12. How is the uniform anniversary date determined for a CCA who is converted to career status?Answer: The employee retains the

same anniversary date held as a CCA.

13. What is the difference between seniority and relative standing?

Answer: Seniority is for career carriers; relative standing is for non-career.

14. What defines a seniority date? Answer: The date a CCA makes career (PTF), that date will be his/ her seniority date.

15. Does relative standing earned as a CCA in one installation move with a CCA who is separated and is later employed in another installation?

Answer: No.

16. Is there a waiting period for a new CCA (no former experience as a career city letter carrier or city carrier transitional employee) before the employee can opt on a hold-down? Answer: Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement there is no additional waiting period including for being awarded a hold-down when the employee is converted to career.

17. Will the 5-day break in service between 360-day terms end an opt (hold-down)?Answer: No.

18. How do CCAs earn annual leave?

Answer: CCAs earn annual leave based on the number of hours they are in a pay status in each pay period, 1 hour annual earned for each 20 hours in a pay status, for a 40-hour week, CCAs earn 2 hours annual, not to exceed 4 hours earned which would be an 80-hour work week.

19. Do CCAs receive Cost of Living Raises (COLA)?

Answer: No COLA until converted to career.

Quick Hits:

Information you should know

Information from the Committee of President's Meeting I attended on April 27 and 28 in Atlantic City.

*The 6th COLA already over \$1,000, the accumulation of the 5 COLAs already paid are worth over \$4,000, a 6% increase in pay.

*CCA news, as of the COP Meeting, 123,000 CCAs have been converted to regular.

*USPS rolling out pilot program where all carrier clock rings will go through your MDD (Scanner); there will eventually be no more timecards.

*Arrow keys...the Postal Service is working on the project to possibly incorporate the use of arrow keys with the MDD. Not a lot of information on this yet, this project could stop the use of arrow keys when lost or stolen and end up in the wrong hands.

*Next generation vehicles are to begin rollout in October 2023. Two wheelbases, 85 and 111 inches long. The shorter wheelbase vehicles will be for city delivery. There will be between 165,000-185,000 vehicles distributed, within a 10-year plan. Factory or Plant is located in South Carolina. Carriers will be able to stand up in back cabin. If involved in an accident, cameras will continue to run and be able to take snapshots 5 seconds before and after accidents. The next generation vehicle is higher than an LLV, no 4-wheel drive vehicles.

DSI will be trained on the Next Generation vehicles to train carriers.

50,000 will be released and any adjustments will be made for the 130,000 more.

Only 20% of the next generation are electric, that's up from 10% (70-mile battery distance). There are lawsuits being filed for the low 20% number of electric vehicles. Charging stations will need to be built.

The next generation vehicles will have side doors. There will be no loading/unloading from street side; this serves as a big safety feature. The last of the LLVs will be removed from service by 2032.

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

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Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to **Reginald Reggie Bowman** [retiree] and family at the passing of his sister, Wanda Watson [USPS retiree], April 14.

Healing prayers and get well wishes are extended to Phyllis Thomas [Branch 599 Newsletter Editor/wife of President Emeritus Don Thomas]; she will be having surgery a few days after this edition is completed.

McMillion Retired!



President Diaz presented Lori McMillion [Temple Terrace] with her retirement pin and gratuity at our May meeting.

New York Giants pick safety Dane Belton in 4th round of NFL Draft

Congratulations to Dane, son of **Danny Belton** [Palm River]! With the ninth pick (114 overall) in the fourth round of the 2022 NFL draft, held in April in Las Vegas, the New York Football Giants selected Iowa defensive back Dane Belton. Dane earned first-team All-Big Ten Conference honors last year in Iowa's hybrid *cash* linebacker/safety role with 46 tackles (three for loss), seven passes defended, and five interceptions. Dane's strong points are: he is a physical and versatile player who loves to study the game, and works extremely hard. *Congratulations to the Belton family*

on this dream come true opportunity!

Shop Stewards	Wednesday	June 1	7:00 pm
	Wednesday	July 6	7:00 pm
Executive Board	Thursday	June 2	6:30 pm
		July 7	6:30 pm
Branch 599	Thursday	June 2	7:30 pm
		July 7	7:30 pm
Retirees Breakfast	Tuesday	June 14	10 AM

Unionism – Article 35 - Employee Assistance Program

...and the man in the mirror has sad eyes. –Derek Dick 1985

The year 2022 and we still have issues with COVID-19. Will it ever go away? Politics are still the unsavory mess we have been dealing with our entire lives and watching the news or reading the newspaper will take years off one's life. The daily issues of life have driven many of us to question our ability to handle all that is coming at us during this time in our lives.

Many people attempt to escape life issues by self medicating by means of drugs or alcohol in an attempt to escape, even for a brief period of time, the issues affecting their daily lives. This is a path to devastation in one's life and once started one might find oneself unable to put a stop to it. Addictive personalities can find themselves in the grip of addiction, unable to break free, and unaware of where they might be able to find help to get back control of their lives.

The NALC and the Postal Service have negotiated a program in our National Agreement, Article 35 – The Employee Assistance Program, designed to be a place where one can go to receive assistance in dealing with issues of this type and many others. If you have a substance abuse problem, the Employee Assistance

Program (EAP for short) is available to provide help in getting on the right track in dealing with your problem. The EAP is strictly a voluntary program and the professional counselors cannot speak to others about your issues and they cannot provide any information to the Postal Service about your condition or issues discussed. Confidentially is the cornerstone of the program as no one wants to be worried about postal management getting information about any sessions an individual has had with a counselor. The purpose of the program is to make help available should an individual feel the need for help for any number of issues; this program is not limited to drug/ alcohol problems. If you have experienced the death of a coworker, you have probably seen the EAP counselor at your station to speak about the help available to deal with the issues of loss felt by those who are left behind. The services of EAP counselors are also available when having issues dealing with the loss of loved ones in your personal life, as these issues will most certainly affect you and your ability to work.

As I stated, there are many issues that the counselors are available to help you address and not only are they available for the employee but for the employee's family as well. As you look around today you can see the many issues placing stress on us daily and sometimes it



Brian Obst Vice President Branch 599

can be just too much. The ability to talk to someone who can get you back to a level playing field, so to speak, is just what is needed by many of us. There is no shame in seeking help when you are feeling overwhelmed by life and that is the reason the program was developed. Remember, acknowledging that you may need help is the first step towards recovery.

Your Union officials as well as Postal Management have handouts about the program and are available to answer any questions you might have, so seek them out if you need more information on this important benefit. Also, please take the time to read Article 35 of the JCAM, it is only two pages long but I'm sure the time it takes to read it will be time well spent.

Until next month I leave youKnowledge is the Key.

Brian Obst Vice President

Employee Assistance Program

You can also find EAP info at nalc.org Choose Workplace Issues, hover over Safety & Health and choose Employee Assistance Program.

Proposed Bylaw Change

ARTICLE VI Duties of Officers Duties of the President

Currently reads as follows:

(B) He/She shall, together with the treasurer, sign and file with the Secretary of Labor on behalf of the Branch, an annual Finance Report if required by public law. The filing of such reports will be required unless the Branch has received express notification from the National Association that it is exempt from such requirement. He/ she shall by virtue of his/her office is the Chief Steward of the Branch and he/she may delegate such authority to other members. The President shall have the authority to call the Vice-President into the Branch office no more than twenty-four (24) hours a week to assist in office duties. Vice-President when he/she is called in will be compensated at the hourly rate of top letter carrier pay of CC Grade 2 – Step 0 and all wage increases and cost of living increases with the same percentage given Letter Carriers. These hours can be scheduled at the convenience of the Vice-President with concurrence by the President.

(D) The President of AR "Tony" Huerta, Branch 599, N.A.L.C., shall serve on a full-time basis and shall receive a yearly salary equivalent to top letter carrier pay of CC 2 Step O plus an additional 10%. He/She shall receive all other benefits equal to letter carriers. The Branch shall pay his/her Civil Service Retirement if he/she is a CSRS employee or his/her Federal Employees Retirement if he/she is a FERS employee. If he/she is a FERS employee and he/she makes contributions to the Thrift Saving Plan, the Branch shall match up to 5% of his/her contributions, not to exceed the percentage he/she has consistently and continuously contributed in the past three years as a TSP participant prior to his/her initial election to office. If re-elected to subsequent terms, the President may then elect to increase his/her percentage at that time, to the maximum of 5% if he/she had not previously been contributing the maximum of 5% to the TSP. Due to the nature of the position, President of NALC Branch 599, "it shall be a requirement of the job that he/she, if maintaining health insurance, must be a member of the NALC Health Benefit Plan if the Branch is to pay his/her Health Benefits premiums, self or family option, whichever option was in force at the time of his/her election into office of President. The Branch as the employer and the President as the employee shall each pay their respective portions of all other requirements of applicable state and federal laws.

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Bylaw proposal signed by: Brian Obst, Michael Brink, Detlev Aeppel, Jim Good, and Clement Cheung



What Do I Do If I Get Hurt On The Job?

Getting hurt on the job is a regular occurrence if you are a Federal Employee. The challenging nature of the duties and responsibilities places employees in difficult working conditions daily. Getting hurt on the job and receiving treatment should not require the same difficulty. When a Federal Employee gets injured on the job there are few options and even less qualified Physicians to help navigate those options. 4FED-HURT and D.O.L. Injury Centers along with our team of federal injury specialists are here to help navigate the claims process while the claimant receives treatment. So, what does a Federal Employee do If they get hurt on the job?

A Traumatic Injury (CA-1) is an injury that occurs on one day that presents as a singular event. An Occupational Disease (CA-2) is an injury that takes place over several days or months.

If you are injured, here are some very simple steps to follow.

- Notify Your Supervisor Immediately.
- File a CA-1 and CA-16 for a Traumatic Injury.
- File a CA-2 for an Occupational Disease.
- Write your Personal Statement describing the injury. Be specific.
- 5. Call 833-433-3487 to speak with a 4FED-HURT injury Specialist.

Our team of Physicians and injury care specialists work for you, not OWCP. We will see you without an approved claim and provide OWCP with all the necessary documentation to get your claim approved the first time. We have 12 locations throughout the state of Florida ready to start your case immediately.

4FED-HURT Physical Therapy N♥w

North Florida

- Tallahassee
- 2743 Capital Circle #106 Tallahassee, Florida 32308 Jacksonville
- 6216 Sauterne Dr. Jacksonville, FL 32210 Daytona / Ormond Beach
- 305 Clyde Morris Blvd. Suite 220 9 500 N Semoran Blvd Suite 101 Ormond Beach, Florida 32174

Central Florida

- Orlando / Altamonte Springs 482 E Altamonte Dr. Suite 1006 Altamonte Springs, FL 32701
- Orlando / Sanford Q 241 Bellagio Circle
- Sanford, Florida 32771 Orlando / Airport
- Orlando, FL 32807 Tampa / Palm Harbor
- 33143 US Hwy 19 N Palm Harbor, FL 34684 Tampa / Temple Terrace
- O Bush Gardens 9780 N 56th St Suite A. Temple Terrace, FL 33617

South Florida

- Fort Myers / Cape Coral 9 11621 S. Cleveland Ave #50
- Cape Coral, Florida 33907 Fort Myers / Cape Coral
- 9 706 SW Pine Island Rd. Suite 105 Cape Coral, Florida 33991 Lake Worth / Palm Springs
- 3003 S Congress Ave # 2F Lake Worth, FI 33461 Fort Lauderdale / Davie
- Q 2240 SW 70 Avenue Suite D. Davie, FL 33317



Are you a federal employee injured while on the job? Call our office 🕲 833-433-3487



Addressing OWCP issues...let's get it right

There have been many articles in our newsletter over the years regarding on-the-job injuries. These are regularly asked questions you need to know:

- 1. What do I do first?
- 2. Who do I notify?
- 3. What paperwork do I need?
- 4. Who will help me through this?

Correcting OWCP issues are time consuming, frustrating, and if not corrected can delay medical treatment that could cause more severe prolonged injuries. So how do you avoid these issues? How do you get it right?

The answers to the above questions should help the process.

- 1. Report the accident immediately, explain exactly what happened, with a time and place (address).
- 2. Your supervisor or manager, and if you cannot reach anyone, your steward or our Branch office. It is important to notify someone.
- 3. The forms needed are, CA-1, CA-16, and CA-17, know your forms, ask questions, and do not rely on management to submit your forms without verification.
- 4. Your supervisor and/or manager should assist you, however, this is not always the case. Do not allow management to delay downloading your forms and filling them out; this is critical to you case.

Other tips:

- 1. It is critical to make copies of everything; more times than not, paperwork is lost. It is difficult to re-create your paperwork.
- 2. Write a detailed, thorough, complete, and legible statement. Some important information to consider, if applicable: the time, the place, the conditions, the surface(s), any contributing factors, possible witnesses, and any hazards.

On the Job Injury - Forms needed, simple math,

CA-1 + CA-16 = CA-17

CA-16 must be signed by management,

Authorization for Examination and/or treatment.

Any questions...call the Branch office; ask for Tony Diaz, 813.875.0599.

"Mary Lou Jackman - William Corbeau" 2022 Florida State Association of Letter Carriers Scholarship Application Al Friedman, President
PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY
Name of Student:
Male Female (You must select only ONE box. If more than one child is eligible, please use a separate/additional forms.)
City State Zip
NALC Branch Name and/or Number: Branch Contact Phone Number: NALC Branch Member's Name: Applicant/Member Phone number: By signing below, I certify the above named member of the FSALC is in good standing.
Signature of Local Branch President or Secretary Date
(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)
********** TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: *********
 The student must have graduated from an accredited High School or have a GED.
 The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
 Applicant must enroll as a full-time student in an accredited college or university and submit proof of en- rollment to receive the funds if awarded. Winners will be notified by mail. <u>DO NOT</u> SUBMIT PROOF OF ENROLLMENT AT THIS TIME.
4) Applications must be postmarked on or by July 1, 2022. Entries received with a postmark after July 1, 2022 will not be open or returned. Only one application per applicant will be accepted
This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2000.00. This drawing will be held during the NALC 72nd Biennial Convention, August 8 - 12, 2022 in Chicago, IL. Winners will be notified via mail.
RETURN ALL APPLICATIONS TO: John W. Mitchell FSALC Director of Education, C/O Branch 1779 NALC 2434 Golfview Street Lakeland, FL 33801

For All Branch 599 Members

We have an abundance of folding chairs in our building. In order to clear these chairs out, the chairs are being offered to Branch 599 members for \$2 each. No limit! First come, first serve, while they last.

> The folding chairs have a red cushion seat. Great for extra seating for all gatherings. Convenient to store and light weight.

Please contact our Branch office to schedule a time to come and meet with Building Manager, Alan Robinson. 813.875.0599

Please remember to keep our office updated with your contact info.

You can do so via US Mail, email, or by calling. We'd appreciate your phone numbers, address, and email address.

nalc599@verizon.net • 813.875.0599



WORK	Naci Bash Naci Tantar		NALS Workloors Basier			NALC Workhours Tracking
	-		2	Breat Street	8.25	
HOUR	Begin Teur	Rotes	2	Office End Tour	12.10	
TRACKER	Street	Bread (Aux)				
MOBILE	Office	(Hor (Aut)				
APP		Review				100071000
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A free app for your Android smartphone (iPhone in development). The app allows real time basic clock ring entries such as "begin tour," "office and street moves" and "end tour." It will automatically calculate the number of hours of straight time, overtime and penalty time you should be paid each pay period based on the entries made. Once entries are made in the app, the data will be available in the Members Only portal, where it can be edited, and reports can be printed. Find it under Member Benefits...NALC Mobile App.



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813.875.0599 • Fax 813.870.0599 www.nalc599.com

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