



Tampa Letter Carrier

VOLUME 20, ISSUE 9

SEPTEMBER 2021

— Notice —

Until further notice, as has been our practice, everyone attending Branch Meetings is required to wear a facial mask...your cooperation is appreciated.

Official Notice

of Nominations & Elections of Delegates to the 72nd Biennial NALC National Convention in 2022

Nominations for delegates to the 2022 NALC National Convention that will be held in Chicago IL, August 8-12, will be accepted at regular branch meetings on October 6 and November 4, 2021, at our Branch hall located at 3003 W. Cypress Street, Tampa FL 33609. The meeting is scheduled to begin at 7:30 PM.

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

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

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

In the event the number of nominations exceed the number of delegates allowed to our Branch, an election will be conducted with the results announced at the **regular branch meeting on December 2, 2021.**

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599
Meeting
Thursday
September 2
7:30 PM

Around The Horn from The President's Desk

Brothers and Sisters,
The **2021 Florida State Association of Letter Carriers (FSALC) State Convention** assembled as scheduled August 12-14.

There were 279 registered delegates from around the state. Thirteen delegates (stewards and officers) represented Branch 599. CDC rules were followed, as hand sanitizer was everywhere and

face coverings were mandatory in the hotel. The convention



Tony Diaz
President
Branch 599

(Continued on page 3)

Branch 599 Office

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National Association of Letter Carriers, Branch 599,

3003 W Cypress Street,
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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.

Officers

| <i>Position</i> | <i>Officer</i> | <i>Phone</i> | <i>Email</i> |
|-----------------------------|---|-----------------------------------|------------------------------|
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| Vice President | Brian Obst | 727.458.0679 | erif_lor@hotmail.com |
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| Treasurer | John Gebo | 813.503.1256 | jjg7d7@aol.com |
| Sergeant-at-Arms | Michael Williams | 813.541.3092 | mwilliams4215@gmail.com |
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| | Michael Smith | 813.326.0717 | mosmith46@gmail.com |
| Presidents Emeritus | Garland Tickle • Orbe Andux • Donald Thomas Michael Anderson • James Good • Alan Peacock | | |

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 | 33510/11 | David Rivadeneira | 813.661.1636 | 813.403.9525 |
| Brandon | 33510/11 | Luis Cruz | 813.661.1636 | 813.431.3223 |
| 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 | Brian Obst | 813.879.4309 | 727.458.0679 |
| Hilldale Annex | 33634 | Latoya Dupuy | 813.879.4309 | 305.414.3527 |
| Interbay/Port Tampa | 33611/16 | Clement Cheung | 813.831.2034 | 813.758.5910 |
| Interbay/Peninsula | 33629 | Clement Cheung | 813.831.2034 | 813.758.5910 |
| Palm River Annex | 33619 | Pam Benton | 813.663.0048 | 813.475.0753 |
| Plant City | 33564 | Todd Soular | 813.719.6793 | 813.719.6793 |
| Produce | 33610 | Jerry J.D. Lewers | 813.239.4084 | 813.528.5519 |
| 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 | Stephen Hall | 813.237.4569 | 813.494.4669 |
| TCA/Hyde Park | 33606 | | 813.873.7189 | |
| TCA/Peninsula | 33609 | | 813.873.7189 | |
| TCA/West Tampa | 33607 | Michael Williams | 813.873.7189 | 813.541.3092 |
| Temple Terrace | 33617 | Lori McMillion | 813.988.0152 | 813.263.7101 |
| Town 'N Country | 33615/35 | Brian Obst | 813.884.0973 | 727.458.0679 |
| Ybor City | 33605 | Maurice Rice | 813.242.4507 | 813.334.3189 |

Around The Horn from The President's Desk

(Continued from page 1)

began on Thursday, August 12 at 1 PM and ended on Friday, August 13 at 12 noon. The convention featured National President Fred Rolando (in his first flight since COVID-19 began) and he spoke at length to the delegates. In addition, Congresswoman (Orlando) Val Demmings addressed the delegates with an inspiring speech and thanked all letter carriers for their hard work and persevering through the pandemic. Training classes, organized by the National Business Agent's Office then followed beginning at 1 PM and ended at 5 PM. Saturday was all-day training, from 9 AM until 5 PM. Training classes included Basic Steward Training, Article 15/17 and 31, NALC Retirement, Legislative, Elements of a Successful OWCP Claim, Frequently Asked Questions regarding OWCP, Branch Audits and Communications, CCA and Newly Converted City Carriers, Route Count and Inspections, and another Basic Training, Article 16. **Thank you to the membership for approving the expenditure to send our stewards and officers to represent Branch 599.**

Addressing OWCP issues *again*

OWCP issues are time consuming, frustrating, and can delay medical treatment that can cause more severe prolonged injuries. It is critical to make copies of everything. Copy and document all calls, uploads, letters, medical documents, appointments, therapy, and mail outs. Know your forms, ask questions, and do not rely on management to submit your forms without verification. OWCP makes it difficult enough, so be organized, be precise, and educate yourself. Call the Branch office; I will review your case and help you address your issues. CA-1 + CA-16 = CA-17, an easy formula to remember. These are the main forms that you will need for an on-the-job

injury. If need be, I will write articles on the proper procedures needed for on-the-job injuries as many times as I need to until we get it right.

Is this the right path to the future success of the USPS? by sacrificing service?

It's hard to understand how you survive by cutting service and raising rates. Maybe I am missing something!

I found an article from *WASHINGTON (Reuters), August 6, 2021 (Reporting by David Shepardson; editing by Diane Craft, Marguerita Choy and Richard Chang)*; highlights follow:

On August 6, the U.S. Postal Service (USPS) finalized a plan, effective October 1, to slow down some first-class mail deliveries as part of efforts to cut red ink.

We have heard rumblings in regard to slowing the mails; now it is finalized. Postmaster General Louis DeJoy proposed in March to revise existing one- to three-day service standards to one to five days for first-class mail.

- Delivery standards will be slower for about 7% of periodicals.
- Airplanes, USPS added, are less reliable than surface transportation and costs much more because of *weather delays*.
- While acknowledging *some uncomfortable changes*, DeJoy defended the plan earlier on Friday at a board of governors meeting, saying it makes a commitment to deliver to *every address in the nation, six days a week, and strives for financial sustainability*.
- For the minority of first-class mail affected by the slower delivery window *the standard would only change by one or two days*.

One or two days will be detrimental

to the service standards we are all used to providing.

USPS claims it has been unable to achieve existing *service performance targets for many years, and that these service failures illustrate the weakness of the current transportation model*.

So instead of fixing the existing system, the service standards will be extended so delivery standard percentages can be upheld with a poorer quality of service.

- In June 2021, the attorneys general of 20 states asked the U.S. Postal Regulatory Commission to reject plans to slow down some first-class deliveries, saying allowing that to happen could harm local governments' ability to fulfill essential functions.
- DeJoy unveiled a plan in March to cut \$160 billion in predicted losses over the next decade with the changes in service standards a key part.

Again, you cannot grow the future and cut services and raise prices.

The coronavirus pandemic has caused much of the poor delivery performance for more than a year. Staffing issues are problematic and with the increasing parcels delivery performance is going to suffer. A solution would be to hire additional CCAs, RCAs, PSEs, and mail handler assistants. Not just throw in the towel and implement poorer service.

- Starting August 29, USPS will raise prices of first-class postage stamps to 58¢ from 55¢. Price hikes are needed because over the past decade, mail volume has declined by 46 billion pieces, or 28%, while single piece first-class mail declined 47%, USPS said.

The Postal Service has always funded itself, with no financial relief. However,

(Continued on page 5)

Proposed Bylaw Changes

ARTICLE VII

Fees, Dues, Fines and Assessments

Proposed to read as follows: (Add)

Section 1: "F"

Any and all monies received from the sale of the property at 3003 West Cypress Street, Tampa, FL 33609 will be under the control of the Trustees. This money will be used exclusively for the purchase, rental, lease, and/or renovation of an existing structure/building or property and/or these monies shall be used for the purchase of a new or newly constructed structure/building or property which will allow for our daily union business to continue. This new or newly constructed structure/building must provide adequate space for the membership to meet on a monthly basis. This existing or new location is to be chosen by a committee appointed by the President with the approval of the Trustees.

As outlined in Article VI, Duties of Officers, Section 11, this temporary and/or permanent location will be considered Branch Property and thereby shall be under the control of the Trustees.

Any and all monies received from the sale of the property not used for the purchase, rental, lease, and/or renovation of the selected office building will be under the control of the Trustees and put aside in a Financial Institution(s) paying a guaranteed rate of interest. These monies will be held in separate accounts for future building rental or lease fees, operations, taxes and/or maintenance and remain earmarked as same in this/these Financial Institutions unless the Executive Board declares that an unexpected and important situation has arisen and that there are insufficient funds in the General Fund to handle said situation. In that case, a two-thirds majority of the members voting at a General Assembly Meeting to release the funds would be required.

Bylaw proposal signed by: Jim Good, Mike Brink, Lori McMillion, and José Oliva

ARTICLE VIII

Committees

Section 4 (e)

Currently reads as follows:

Auditing Committee. Shall audit the books of the Financial Secretary and the Treasurer each four months, as of the end of April, August and December, and report findings to the Branch.

Proposed to read as follows:

Auditing Committee. Shall audit the books of the Financial Secretary and the Treasurer at least once every three (3) months, and report the findings to the Branch at the meeting following the audit.

Bylaw proposal signed by: Jim Good, Mike Brink, Lori McMillion, and José Oliva

Unionism — Overtime Information

Overtime is when carriers work beyond the established guidelines of eight hours in a day and/or forty hours in a work week. This time is paid out at the rate of one and one-half times the regular rate of pay received for non-overtime hours. (PTF carriers are paid slightly less than the 1½ rate, but they receive the same rate as a regular carrier received at the step they are at in the pay grade chart.)

There are two kinds of overtime that we deal with daily in the Postal Service. First, there is regular overtime which is governed by the Overtime Desired List (ODL) and the second type is Forced Overtime which comes into play when the ODL has been exhausted.

The ODL is divided into 3 sections: 12-hour, 10-hour, and Work Assignment. The 12-hour list is comprised of carriers who desire to work overtime on any route assignment up to 12 hours daily. The 10-hour list is for carriers who wish to work overtime but only desire to work up to 10 hours daily on any assignment and finally the Work Assignment List is for carriers who wish to work overtime but only desire

to do so on their own assignment when it is available. There are rules and guidelines for the use of ODL carriers on each list and Article 8 contains the language governing them. We will address a few in this article, however it is important that all carriers read and understand the guidelines by familiarizing themselves with Article 8 of the JCAM.

The ODL is posted 15 days prior to the beginning of the quarter for the carriers to sign up for the list of their choice for the upcoming quarter. This is also the time when you can switch from one list to another, once the quarter starts you are then locked in on the list you have signed up for until either you get off the list or change at the start of the next quarter. Carriers may always get off the list by submitting a written, dated request to be removed from the ODL and 24 hours after submission they will be removed from the list and become an 8-hour non-ODL carrier for the remainder of the quarter.

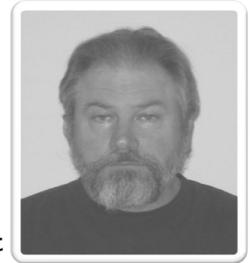
One issue that comes up regularly is when an ODL carrier states that they do not want to do a trip or work on

their SDO. The ODL carriers do not have the right to turn down overtime and National

Arbitrator Mittenthal's decision is contained in the JCAM language on overtime so ODL carriers need to understand that if you are on the list, you may not turn down overtime. That said, management has the ability to excuse a carrier from overtime for certain situations such as birthdays, anniversaries, illnesses, and deaths, but remember it says they may, but are not required to so...forewarned is forearmed.

ODL carriers are limited in the working of overtime to the 12/60 limits – 12 hours in a workday and 60 hours in a workweek. Management may not force/allow carriers to work beyond these limits. The contract has a grievance settlement that is utilized if it should happen that a carrier exceeds these limits, but management is responsible to ensure that it doesn't

(Continued on page 6)



Brian Obst
Vice President
Branch 599

Around The Horn from The President's Desk

(Continued from page 3)

Congress is considering a plan to provide USPS with \$46 billion in financial relief over 10 years, including eliminating a requirement that USPS pre-fund retiree health benefits for 75 years.

Stay tuned, it is of my opinion that Postmaster DeJoy will destroy the USPS in its current form by running the service with a business model. The USPS stands for more than that because of all the carriers nationwide that care about their customers. Never let

customer service be taken away from the way you carry your route.

Quick Hits:

Information you should know

***** Back pay:** Payments were projected to be made on August 20, Pay Period 17. The back pay is from periods 11/2019 – 4/2021 when negotiations were ongoing. This back pay applied to all active carriers and for retirees or those separated from November 2019 until your last day of service. Payments were scheduled to be in active carrier's

payroll checks. Checks were to be sent to the last station of employment for those retired or separated during the 11/2019 – 4/2021 period. Management can either mail it to you or you can make arrangements to pick it up. I would suggest that affected retirees contact their offices for the arrangements. **The deadline for this newsletter was before the projected back pay date.**

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

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to the family and friends of **Michelle Lee** [Hilldale], whose passing was August 2; to **Elizabeth Garcia** [Town 'N Country] and family at the passing of her brother, Johnny, July 23; and to **Walter Rhoads** [retiree] and family at the passing of his mother, Helen, July 28.

Patricia Cobb Retired!



Patricia Cobb and Tony Diaz

President Diaz presented **Patricia Cobb** [Palm River Annex] with her retirement pin and gratuity at our August meeting.

FSALC Convention



Florida State Association of Letter Carriers' President Al Friedman is pictured with Congresswoman (Orlando) Val Demmings who addressed the delegates.

Unionism — Overtime Information

(Continued from page 5)

occur. Again, refer to Article 8 for additional information on the 12/60 guidelines.

Now that we have discussed the ODL, let us address the issue of Forced Overtime, as it seems to be happening around the city. We should all be aware of the guidelines for when it is proper and when it is a violation of the National Agreement that should be grieved.

The previously referred to Arbitrator Mittenthal decision in the JCAM language also refers to a condition of forcing overtime. It states the following:
...An employee on the ODL must be

required to work up to 12 hours in a day or 60 hours in a week before management may require employees not on the ODL to work overtime.

Clearly, management has limitations on their ability to force overtime on non-overtime employees and they are fully explained in the language of Article 8. While management has limitations, I must caution you that if management directs you to do overtime improperly, you are to follow the instruction first and ask to see your steward after, to file a grievance as our contract in an Obey now Grieve later situation...so don't get into trouble by refusing to

follow instructions.

This is a brief talk on overtime and I recommend that all carriers read the language of Article 8 dealing with overtime to help with understanding its parameters. If you have any questions after reading it, please don't be afraid to contact your steward or any member of the Branch Executive Board for any clarifications that you may need; all the phone numbers are listed on page 2 of your newsletter and we are standing by to assist you.

I will leave you as always.....

Knowledge is the Key.

Brian Obst, Vice President



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NOTICE

Meetings are subject to change
due to any upsurges of COVID-19.

Shop Stewards will Meet

Tuesday 7 PM

August 31

October 5

Executive Board Meets

Thursday 6:30 PM

September 2

October 7

Branch 599 Meetings

Thursday 7:30 PM

September 2

October 7

November 4

December 2

January 6

February 3

March 3

Retirees Breakfasts

Monday *Date to be Announced* 9 AM

Denny's Restaurant

at Dale Mabry & Spruce

2004 N Dale Mabry Highway, Tampa

Tuesday *Date to be Announced* 8 AM

Bob Evans Restaurant off Fletcher

12272 Morris Bridge Road, Temple Terrace 33637



A.R. Tony Huerta Branch 599

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