



# Tampa Letter Carrier

## From the President's Desk



**Alan W. Peacock**  
President, Branch 599

We survived the Mayan calendar cliff as well as the Fiscal Cliff and soon we will know the fate of the Postal deficit cliff. According to all reports, the Postal Service delivered record volumes during first quarter holiday season, and after reporting that news, the Office of Management and Budget (OMB) announced its proposal for gradually moving to 5-day delivery beginning in 2013. It also proposed to keep Post Offices open on Saturdays, deliver Express Mail 7 days a week, deliver post office box mail on Saturday, and the Postal Service would continue to make Saturday deliveries during weeks leading up to the winter holidays. This proposal may have a great deal of bearing on the contract that is soon to be awarded as well as

...we have zero part time flexible carriers in Tampa, which means we have a 100% fulltime career workforce in Tampa.

the legislation that is necessary to keep the USPS on sound financial footing. We will have to pay attention to the changes that will occur with the 113<sup>th</sup> Congress; they certainly should be an improvement over the last Congress with their 18% approval rating at the end of their term. Even though they passed legislation to avoid the fiscal cliff, the House majority leader postponed legislation to give relief to the Northeast regarding damages from Superstorm Sandy; nothing like having your priorities in order while people are suffering. The 112<sup>th</sup> Congress will end its term with a history of doing just that. The Postal Service will now rely on the 113<sup>th</sup> Congress to forge the legislation that will determine what kind of future this

historical institution will have remaining. Adapting to the technology has never been an issue with the USPS until congress strapped it with debt that was conjured up by the Government Accounting Office (GAO) when it formulized a plan to determine future retiree health care benefits to be paid in 10 years at \$5.5 Billion per year. There has never been a determination of how to figure for 75 years' future benefits would actually cost on an actuarial basis. This plan from the GAO presented at the request of Darrel Issa, the Congressman whom it was addressed to and happens to be the Chairman of the Government Oversight Committee also the Sponsor of the bill last year to dismantle the US Postal Service.

*(Continued on page 3)*



**Branch Meeting**  
**Thursday**  
**February 7**  
**7:30 PM**

## Branch 599 Office

3003 W Cypress Street  
Tampa FL 33609-1617

813.875.0599

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www.nalc599.com

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President

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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.com no later than the 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

## Officers

Position	Officer	Phone	Email
<b>President</b>	Alan W. Peacock	813.765.0599 office 813.875.0599	apeacock.nalc@verizon.net
<b>Vice President</b>	Tony Diaz	813.598.9635	tony_diaz599@yahoo.com
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<b>Financial Secretary</b>	Gilbert Cabanas	813.855.0516	financial.sec@nalc599.com
<b>Treasurer</b>	Ray Garcia	813.787.3640	treas.ray@nalc599.com
<b>Sergeant-at-Arms</b>	J.C. Howard	813.310.0689	
<b>MBA/NSBA</b>	Al Guice	813.422.4967	
<b>Health Benefit Rep.</b>	Terry Franklin	813.758.3061	
<b>Director of Retirees</b>	Lance Jones	813.220.1292	
<b>Trustee Chair</b>	Lori McMillion	813.263.7101	
<b>Trustees</b>	John DeRosa	813.850.8418	
	Warren Sumlin	813.486.7612	
<b>Labor Management</b>	Sam Santilli	813.215.7595	
	John Rowland	813.770.7769	
<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good		

### Executive Board

#### Meets

Thursday 6:30 PM

February 7

March 7

### Shop Stewards

#### will Meet

Tuesday 7 PM

February 5

March 5

## Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches Chief Steward, Brian Obst				727.458.0679
Brandon	33510/11	Detlev Aepfel	813.661.1639	813.505.7914
Carrollwood	33618	Tony Diaz	813.960.8894	813.598.9635
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Rocky Randels	813.935.2954	813.766.2604
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale/Annex	33614/34	Varick Reeder	813.874.6809	315.491.6234
Hyde Park	33606	George McEndree	813.873.7189	813.935.0244
		Tim Hurlstone, Alt.	813.873.7189	813.367.7718
Interbay/Port Tampa	33611/16	Marie Brown	813.831.2034	727.331.9907
Interbay/Peninsula	33629	Sammy Graham	813.831.2034	813.454.3319
		Clement Cheung, Alt.	813.831.2034	813.758.5910
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Don Wiseman	813.719.6793	813.713.6273
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570	George McClelland	813.634.1403	813.270.5035
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	Troy Figueroa	813.873.7189	813.403.1644
TCA/West Tampa	33607	Don Wiseman	813.873.7189	813.713.6273
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)

The 113<sup>th</sup> Congress has already vowed that they will act on the Postal reform with Senator Carper and Congressman Issa stating that "our commitment to restoring this American institution to long term solvency is unwavering". Time will tell if they can keep their vow and do it without continuing to slowly dismantle the USPS network. There is no doubt that we have a very serious and hard battle to fight for the stability and future of the Postal Service as well as our working conditions and our benefits; nothing can be taken for granted.

## Serving Our Community

There was some negative news coverage regarding the *Toys for Tots* drive this year and out of that something has already been approved for the G10 permit for the *NALC Food Drive* scheduled for May 11 this year. This allows the information to let the community know when we will collect food for the local food banks as well as taking care of the delivery of the bags donated for collection. There is no doubt that the *Toys for Tots* would have been more successful if we could have had an avenue to notify the public when we were collecting the toys. When this kind of action takes place people will rise to the occasion to see that there will be greater preparation in the future.

I would also like to thank everyone who has been involved in our activities for the Muscular Dystrophy Association. Whether you were active in the *Satchel* drive or participated in the *Brandon Bowl-A-Thon*... *thanks* for your support! Terry Franklin did a great job and almost

everyone that was there won a door prize as well enjoying a good time for a great cause. Sam Santilli, our MDA coordinator, has also been successful in raising \$1,000 for contribution to MDA through carrier calendar sales. *Great job, Sam!* He is also planning our next *Bowl-A-Thon* for February 17 at Pin Chasers on Armenia Avenue. If you don't see a signup sheet or hear the announcement, call the Branch office for information and come help *Make a Muscle for MDA!*

## Get Involved with Branch 599!

We have dealt with many issues during the holiday season and continue to deal with issues that are isolated to some offices are not as bad at other offices. We are experiencing some shortages in Stewards as well and we are looking into resolving that as soon as possible. Something that has been done in the past and has been discussed by the executive board could lead to appointment of outside stewards to assist in the backlog that is taking place in some offices. When we don't have stewards at each office that are entitled to do their union duties on the clock, the burden of paying outside stewards falls on the Branch. Outside Stewards also have to be certified through the National Business Agent, who notifies the Area office of these appointments. If that is what is necessary to get management to comply with the Contract, then that is what we will do. Just a reminder to all members, the word *Union* begins with the letter *YOU*; if you want more done, then everyone needs to do their share. It is easy to sit back and let someone do all the work for you; tough times call for tough decisions,

let's start by deciding to work together for the benefit of all.

## Locally

As of December 29, 2012, we have zero part time flexible carriers in Tampa, which means we have a 100% fulltime career workforce in

Tampa. Currently there are about 60 transitional employees that are filling our vacant positions, however, they don't count against the complement. We have filed grievances regarding the complement issues, es-

pecially as to how management is unilaterally interpreting language that favors them, while purposely creating staffing shortages. Very little is being accomplished from the Labor/Management meetings and even when we have had agreements they still required grievances to have a final decision. Everything that is happening today is a complete contradiction of the purpose of our dispute resolution process. We rarely ever settle disputes at the lowest level and this purposely frustrates the grievance procedure and can lead to unfair labor violations. The problem with today's climate is the Postal Service plays the delay game due to its financial condition and that only escalates that problem to a more costly degree.

Fraternally in Unionism and Solidarity,

*Alan Peacock*

President, NALC Branch 599



# Treasurer's Report – December 2012



Ray Garcia  
Treasurer  
Branch 599

November 30 BB&T **Operating Account** \$16,151.91

## Deposits

NALC Secretary Treasurer [4]	\$28,056.76
Retiree Dues [3]	60.00
Rec Room	5.00
Tampa Postal FCU ad	225.00
US Treasury	3,905.88

## Expenses

Branch Officer Salaries [13]	\$1,851.84
Branch Officer Rebates [7]	913.90
Branch President Salary [2 PP]	4,921.60
Branch President Health Benefit	327.60
Branch Office Secretary Salary [2 PP]	2,400.00
Branch Office Secretary Annual Leave [40 hrs]	600.00
Branch Office Secretary Christmas Bonus	275.00
Branch Steward Salaries [19]	2,845.00
Branch Steward Reimbursement Wages [6]	939.30
Branch Steward Rebates [18]	7,548.40
Editor/Webmaster Salary [monthly]	160.00
Security Guard during Branch Meeting	45.00
IRS Taxes [form 941] for November	2,198.45
FL AFL-CIO Dues [Nov & Dec]	240.00
Elizabeth Bourlon, CPA/PA [correct filings]	819.00
Retirement Gratuity [1]	150.00
Retiree Gifts & Gratuities	600.00
Chart House [deposit for Retirees Dinner]	250.00
Brown's Trophies [27 expand portfolios]	437.40
Omega Engraving [4 badges]	29.00
Muscular Dystrophy Assn Contribution	936.00
US Postal Service	190.00
Reimbursement for Branch Meeting Food	52.04
Great American Leasing Minolta Konica	329.89
QuickBooks Pro Online Service	24.95
Verizon [phones & internet]	367.41
AT&T Wireless	94.45
Staples [office supplies]	715.35
BB&T Online Service	14.95
BB&T Service Charge	2.00

November 30 BB&T **Building Fund Account** \$36,928.96

## Deposits

Hall Rentals [2]	\$2,334.04
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## Expenses

Building Manager Salary [monthly]	\$600.00
Rental Agent Salaries [6]	684.62
Custodial Services [4]	1,100.00
City of Tampa Police Security	1,558.00
Florida Department of Revenue	173.74
Reimbursement to Building Manager [2]	215.14
Rental Refunds [3]	1,740.00
City of Tampa Utilities	626.41
TECO	905.47
TECO Gas	100.77
Crenshaw Termite & Pest Control [rodents]	214.00
Crenshaw Termite & Pest Control	39.59

## Accounts as of December 31, 2012

BB&T Operating Account	\$20,007.79
BB&T Building Fund	30,910.73
MidFlorida Credit Union Savings	254.95
MidFlorida Credit Union CD	100,000.00
Regions Bank CD	50,000.00
USAmeriBank CD	200,000.00
USAmeriBank MM [Training Fund]	6,265.17
<b>Total Balance Available</b>	<b>\$407,438.64</b>

## Retirees Breakfast

Monday February 4 9 AM

Coffee Cup

4407 N. Hubert Avenue, Tampa

## Sunday Work Party at the Hall

February 10 9-11 AM

# Around the Horn

Brothers and Sisters, 2013 has begun and we are busy dealing with a number of issues. Hopefully at press time of this article, we will have heard some good news on our NALC contract negotiations, which is in the hands of an arbitrator.

Good news on the local front! It is with pride that Branch 599 can announce the successful conversion of all PTF carriers to full-time regular status. This has been a long on-going battle, through grievances and persistence; we have succeeded in the conversion process. In addition, we have filed a Class Action citywide grievance on behalf of 5 PTF carriers that were converted to regular, however were shorted 3 paid holidays. We presented a very good case and are hopeful to get these 5 PTFs paid for those 3 holidays and have their seniority date reflect their original conversion date. Another Class Action citywide grievance has been filed in an attempt to increase the leave complement in all stations and branches. We are committed to reviewing all stations and their complement percentages. Several Stations have benefited from carriers retiring that were on long term sick leave and counting against their complement. We will continue to challenge the leave complement process, percentages, and the ambiguous language.

## EAP

The Employee Assistance Program is a program designed to assist postal employees in many fields, from personal and family related problems, to drug addiction, to workroom stress. EAP gives you the opportunity to reach out and get help from trained professionals. One of our local EAP coordinators, Eric Siegal, is very good

at what he does. We have had Eric speak at several different Stations to address different issues. One visit, at Sulphur Springs, addressed carriers fears related to several carrier robberies. In another visit, Eric spoke to the carriers about the sudden death of a popular veteran letter carrier at Town 'N Country Station. Both Stations were very pleased with the talks Eric presented with time allowed for questions.

This EAP program is excellent! I have heard Eric speak at many Safety and Health meetings and he is very knowledgeable. This is a service for every employee and his/her family. In the December 2012 Postal Record, the Director of Safety and Health, Manual Peralta, wrote an article on EAP and how valuable the program is. EAP is also part of our *National Agreement*; Article 35 explains how the program was established, the confidentiality, and several other important topics. The confidentiality is very important; many employees do not wish to share their issues with anyone, and you are protected.

From Article 35:

**Confidentiality.** Confidentiality is the cornerstone of EAP counseling. EAP counselors are bound by very strict codes of ethics, as well as federal and state laws, requiring that information learned from counseled employees remains private. EAP counselors have licenses and master's degrees in their fields of expertise. Management officials and union officials have no right to breach the confidentiality of EAP counseling sessions. What an EAP counselor learns in confidential counseling or other treatment of an employee may be released only with the employee's completely voluntary, written consent, except in the limited

circumstances provided for in ELM 874.4.

## Referral. EAP

Counselor services are available through voluntary self-referrals, to letter carriers and their family members. A management official may also refer an employee to EAP, however, participation is entirely voluntary. Currently, the national contact number for such self-referrals is 1-800-EAP4YOU, or 1-800-327-4968. Additional information is also available at the website [www.eap4you.com](http://www.eap4you.com).

## Quick Hits:

### Information you should know

\*) Condolences to the family of deceased brother, Al Doyle. Al was a retiree and worked for many years at Seminole Heights Station 33603, now Sulphur Springs. He was also retired from the military and was a decorated veteran. Al served with Special Forces and was very proud to have served his country. He was a tough man, however, for as tough a man as he was, he was equally the nicest man you could ever meet. I served as his T-6 for several years and considered Al as a good friend. Al was always very supportive of my union activities and I was appreciative for that. God Bless, Al Doyle, you will be missed.

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



**Tony Diaz**  
Vice President  
Branch 599



# Proposed Bylaw Changes

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

### Currently reads 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.

### Proposed to read:

- 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, *minus the yearly fees paid to any CPA/Tax Preparer*, for allowed expenses.

Signed by: Jim Good, Detlev C. Aeppel, Anthony S. Santilli, George McClelland

## **MDA** **MUSCLEwalk 2013**

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](http://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!

# Proposed Bylaw Changes

## ARTICLE VII – Fees, Dues, Fines and Assessments, Section 1. B.

### Currently reads as follows:

Annual dues shall be twenty-four hours of a Grade 1, Step O, Letter Carrier, payable in advance at the rate of two hours per month. A member placed in a LWOP status for more than thirty (30) days shall not be required to pay Union dues until the member is returned to a pay status.

### Proposed to read as follows:

Annual dues shall be the pay of a City Carrier Grade 1, Step O, payable in advance **at the rate of one hour per pay period**. A member placed in a LWOP status for more than thirty (30) days shall not be required to pay Union dues until the member is returned to a pay status. A member placed in an OWCP status will be required to pay their Union dues directly to the Union's Financial Secretary.

Signed by: John DeRosa, Tony Diaz, Leslie Raymond Garcia, Julius Howard Jr., John P. Roland



## ARTICLE VII – Fees, Dues, Fines and Assessments, Section 1. F.

### Currently reads as follows:

Each month \$1.00 per active member shall be set aside in an appropriate savings institution for the purpose of establishing a General Fund. Such General Fund shall be under the control of the Trustees of the Branch.

### Proposed to read as follows:

Each pay period \$2.00 per active member shall be set aside in the appropriate savings institution as follows: \$1.00 each pay period per active member shall be placed in the Training and Convention Fund and \$1.00 each pay period per active member shall be placed in the Building Fund.

Signed by: John DeRosa, Tony Diaz, Leslie Raymond Garcia, Julius Howard Jr., John P. Roland



**Deliver the Cure**  
**Bowl-a-Thon**

*Let's get together and*  
**Bowl for the Muscular Dystrophy Association!**

**Sunday • February 17 • 12-3 PM • Pin Chasers**  
4847 N Armenia Avenue, Tampa

*Join your family, friends, and coworkers for a good time!*

Just \$30 per bowler - that will include shoes and bowling with all proceeds going to MDA.

**Prizes for the top team and bowler and for the bottom team and bowler!**

Get a team together or come on your own and have some fun!

**Please add your name to the signup sheet on your bulletin board.**

Contact Sam Santilli if more info is needed, 813.215.7595.

# Treasurer's Report – End-of-Year 2012



Ray Garcia  
Treasurer  
Branch 599

## Profit & Loss End-of-Year Jan-Dec 2012

### Income

NALC Dues	\$254,369.52
Dues	6,680.54
Fundraiser Dinners	4,249.04
Newsletter	3,985.40
Rental	71,606.73
MBA	773.89
Minnesota Convention	60.00
Other	1,880.00
Adjustments	3,905.88
Refunds & Reimburse - Rental	[12,682.66]
<b>Total Income</b>	<b>\$334,828.34</b>

**Gross Profit \$334,828.34**

### Expense

Bank Service Charges	\$873.25
Charity & Contributions	3,410.37
Consultant Expense - Thomas	160.00
Dues & Subscriptions	9,890.70
Employee Benefits President	3,930.92
Entertainment & Meals	6,370.34
Lease Office Machine	3,831.79
Insurance	3,337.58
Insurance Health	2,616.00
Meeting Expenses	19,532.08
Office & Administration	15,550.30
Penalties	427.36
Retirement Gratuities	3,300.00
Postage	2,451.42
Professional Expenses	6,111.00
Rent	1,859.20
Repairs & Maintenance	11,357.17
Salaries	170,368.95
Security Expense Rental Hall	7,995.50
Seminar Expenses	3,152.47
Taxes & Licenses	2,036.67
Taxes & Payroll Expense	22,169.51
Taxes - Sales Tax	2,417.24
Telephone Expense	5,570.79
Travel Expenses	440.46
Utilities	21,746.60
Ask Your Accountant	3,035.97

**Total Expense \$333,943.64**

### Net Income

Total Income	\$334,828.34
Total Expense	-333,943.64
Net Ordinary Income	\$884.70
Total Interest Income	+6,756.24
Total Income	\$7,640.94
Interest Expense	-22.39
<b>Net Income</b>	<b>\$7,618.55</b>

## Nancy Tracy and Joe Mitchell Retired!



President Alan Peacock recognized **Nancy Tracy** [Forest Hills] during our Branch meeting in December and **Joe Mitchell** [Palm River] in January; each of them was presented with a check from the Branch for her/his retirement.

# Unionism—Mistakes to Avoid

As we begin a new year with many new stewards I feel that a reprint of this article is not only important but also timely to assist stewards both old and new in addressing concerns for those they represent.

This month we are going to move into *Mistakes to Avoid as a Shop Steward*. As we discussed previously, no one comes in as the best Shop Steward in the world. Since we all have limited backgrounds when we start as a new Steward it is important that we attempt to avoid some of the pitfalls of representation that are out there.

Since we all make mistakes, this guide should help you from making some of the more common ones involved in being a Steward.

1. It is a mistake to **Represent Unfairly or Unequally**: This goes back to the old Union adage of “An injury to one is an injury to all”. If you fail to represent all members equally it will undermine your credibility as a Steward as well as opening up the Union and yourself to potential legal action for violation of the Duty for Fair Representation. The Labor Board will not be your friend should there be a case in this area against you.

2. It is a mistake to **Make Backroom Deals**: This is commonly called *Horse Trading* and should never happen. Management will approach you with offers to settle one grievance if you are willing to drop another. This is a trap and you should run from the offer. Remember each grievance should be represented on its own merit. Don’t settle any grievance for an offer that you would be uncomfortable telling the entire membership about.

3. It is a mistake to **Promise Remedies Too Quickly**: Several things come to light here, the first of which is that there are no sure things in the grievance process. When a grievance is filed you might think it is a *slam dunk* but you won’t know until the investigation is complete. Ensure that you do a full and complete investigation and present the best case you can. Remember if you can’t settle the grievance it will be someone else making the decision and there is no way to predict what someone else will decide.

4. It is a mistake to **Fail to Speak with New Workers**: The easiest way to make a bad impression on new workers is to ignore them. You want to go to the new worker and introduce yourself as soon as possible. Establish that personal contact, provide them the information they will need and try to involve them in the activities of the Union right away. New workers are more likely to come to you for help if they see that you are just like them and they know you are approachable.

5. It is a mistake to **Fail to Adhere to Timelines**: The timelines detailed in the *National Agreement* are there for a reason, follow them to the letter. Even the strongest case will be lost if you fail to adhere to the timelines for the process. If you need an extension don’t be afraid to ask for one, but always *get it in writing*. Remember, the timelines are there so the issue is addressed while it is fresh, don’t let issues fester under multiple extensions...keep the grievance moving.

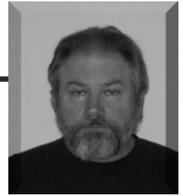
6. It is a mistake to **Let Grievances go Unfiled**: If you are aware of a contractual violation it is the duty of the Steward to file a grievance to correct the violation. Remember your job is

*Contract Enforcement* and failure to address violations of the contract means that you are willing to give up the things our membership bargained hard to get and retain. The Steward needs to be able to see how a relatively minor issue can affect the membership and the Union as a whole, and act to prevent it by addressing the issue head-on.

7. It is a mistake to **Meet with Management Alone**: This can raise suspicions as to whether you are doing backdoor dealings and the like. The grievant should always be at the Informal A hearing on their grievances so they can have an input into the proceedings. This also prevents Management from making up stories that there are no witnesses to discount. Also allowing others in the process helps them to see how the Union works and encourages them to take a more proactive role with the Union as a whole.

8. It is a mistake to **Fail to Get Settlements in Writing**: I’m sure that everyone has heard this before but “If you have a Settlement only verbally, you have no Settlement at all”. Documentation is a requirement in all grievances and settlements. At Arbitration, if all you have is the verbal settlement and Management gets on the stand and denies it, you will lose your case. Also, ensure that all settlements have the supervisor’s name and the date of settlement clearly shown on the document.

9. It is a mistake to **Fail to Publicize Victories**: This will help you in dealing with the membership as the publica-



**Brian Obst**  
Tampa Stations/  
Branches  
Chief Steward

(Continued on page 10)

# Sharing Our Members' Joys and Sorrows

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## Our deepest sympathy

and prayerful support is extended to Claudina and family at the passing of her husband, **Aloysius "Al" Doyle** [retiree], December 11.

## We helped many children have a merrier Christmas!

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President Peacock giving our support to Alex Cook for his holiday bicycle giveaway.

Alex Cook, owner of Alex's BBQ in Northdale, has had a charity called *Alex's Bikes for Kidz* for many years. Last month's newsletter had an article about Carrier Freddie Nimphius leading Carrollwood Station's effort to help replace money that was stolen from Alex and challenged the other stations and Branch meeting members to donate. For this additional support, we received a thank-you letter from Alex which informed us that the giveaway would be December 19. President Peacock asked Alex if this program started by remembering how he got his first new bike and Alex said that he was the youngest of 10 children. President Peacock then asked how they decide who gets the bikes and learned that it expands to all elementary schools in Hillsborough County; the children are underprivileged, recognized by principals and guidance counselors. Alex gave away over 500 bikes which made a brighter Christmas for all!

## Unionism—Mistakes to Avoid

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(Continued from page 9)

tion of a victory has a twofold effect. First it will help to educate the membership on their rights and secondly it will increase their confidence in you and you will gain from each victory.

10. It is a mistake to **Fail to Organize**. Remember that as was stated last month, the Steward is the Union to most of the membership. You should be using this exposure to help motivate the membership and organize them to assist the many areas of the

local Union that need assistance. The Union is an organization made up of many small parts and the Steward has access to the small parts, so try to pull them together to make the whole stronger.

This article is only a guide for Stewards and members to understand some of the mistakes that are common among union representatives. It is this writer's hope that this information will help you prevent some of these from occurring in your daily work as a Steward, thus making your job less problematic.

Once again the information used to write this article comes from *The Union Steward's Guide 2<sup>nd</sup> Edition* edited by David Prosten. This text is highly recommended for all Stewards, Officers and Union members and is thought of highly enough that it is provided to all members of the Leadership Academy run by the NALC at National Headquarters in Washington, D.C.

Until next month I leave you as always – **Knowledge is the Key.**

*Brian Obst*

Tampa Stations/Branches Chief Steward

## Bill Moran – 50-year Gold Card Recipient

We certainly have come a long way financially since I first started my postal career back on May 28, 1960. My *starting rate* was \$1.86 an hour. Today it's \$18.85. My *gross pay for the 2-week pay period* was \$148.80; that was before taxes, retirement and health benefits were taken out. Today it's \$1,508. The *top pay scale back then* was \$6,600 and it took 23 years to get to the top. Today it's \$50,793 and it takes only 12.3 years to get there. Fortunately, back then the cost of living was commensurate with our salary: it cost 4¢ to mail a

*letter; 31¢ for a gallon of gas; 25¢ for a pack of cigarettes; and a 6-pack of Budweiser cost 98¢.*

When I said we came a long way financially since 1960, we certainly have! Primarily because of the leadership we have at the local, state, and national levels in our great Union; from the Shop Stewards, and each and every officer, to include the National President, they have dedicated themselves to better your working conditions and for all of us to live a comfortable life, financially. For which

I thank you and applaud you all.

I am very proud to be a 50-year member of the National Association of Letter Carriers. And what made it even more special to me was: my 50-Year Gold Card was presented to me by our National President, Fred Rolando.

Thank you, Fred. Thank you all. God Bless.

*Bill Moran*

Honorary Member of Branch 599  
Gold Card Member of Branch 1477



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*Bill & Shirley Moran*

Gold Card Member Branch 1477 St. Petersburg  
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