



Tampa Letter Carrier

VOLUME 16, ISSUE 10

OCTOBER 2017

Around The Horn from The President's Desk



Tony Diaz
President

Brothers and Sisters, earlier this year I wrote my article to help educate the active membership regarding on-the-job injuries. Due to recent issues that could have been avoided, again there is a need to address on-the-job injuries. Had our members been more aware of some procedures vital to the process, the delays, apprehension, and doubt may have been avoided. First and foremost, reporting an accident to your supervisor/manager immediately is a key component to the process. Second, do not rely on your supervisor/manager to properly process your claim, this has been an issue.

Fact: In 102 of 471, 22% of the case files reviewed by the OIG found management personnel made improper revisions to the employee and the supervisor sections of the claim form. In fact to make you aware, **the following are a top ten of management violations in regard to on-the-job injury claims:**

1. Failure to provide a CA-16 in the case of a traumatic injury.
2. Providing a CA-2 instead of a CA-1.
3. Failing to provide a receipt for a submitted CA-1 or CA-2.
4. Delaying the forwarding of a CA-1 or CA-2 to OWCP.
5. Failure to provide completed copy of CA-1 or CA-2.
6. Contacting the carrier's physician in person or by phone.
7. Failure to provide copy of written contact with physician to the carrier and OWCP.
8. Failure to provide carrier a copy of any written notice of controversion and challenge/appeal information.
9. Failure to advise carriers of the right to select a physician of his or her choice.
10. Delaying the forwarding of Form CA-7 to OWCP (needed after 45 days of COP).

medical attention is required. A CA-1 and a CA-17 can be downloaded online if necessary, a CA-16 (Authorizing Examination and/or Treatment) is provided by management and cannot be downloaded online. The number one violation (see above) is failure to provide a **signed CA-16** in the case of a traumatic injury. The Employee and Labor Relations Manual (ELM) outlines the proper procedures management is required to follow. **CA-1, definition,** Federal Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation: This **form** is used by a federal employee to provide notice of traumatic injury and to claim continuation of pay (compensation). The **form** must be filed with **one's** employing agency. *Note:* Occupational disease, use form CA-2 instead of form CA-1.

Traumatic Injury, definition, is an injury you can

What should Federal Employee/Postal Worker Do When Injured At Work (Traumatic Injury)? Three forms are vital to the process: CA-1, CA-16.CA-17. These three forms must accompany an injured carrier if

Branch 599
serving
Brandon
Plant City
Sun City
Tampa

Branch 599 Meeting

Thursday
October 5
7:30 PM

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Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor@nalc599.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.

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Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11	Terry Franklin Luis Cruz	813.661.1636	813.758.3061 813.431.3223
Carrollwood	33618	Freddie Nimphius	813.961.2962	813.263.7895
Commerce	33602	Reuben Perez	813.242.4507	813.508.7094
Forest Hills	33612	Ed Humphries	813.935.2954	813.787.3914
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Darrick Smith	813.879.4309	813.446.5555
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jackie Allen	813.831.2034	813.508.1440
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	508.615.6517
Produce	33610	Elvin Rodriguez	813.239.4084	646.346.3288
Ruskin/Sun City Ctr	33570	Patrick Wimberly	813.634.1403	813.245.0847
Seminole Heights	33603	Walt Rhoades	813.237.4569	813.389.1708
Sulphur Springs	33604	Steve Hall	813.237.4569	813.494.4669
TCA/Hyde Park	33606	Mike Williams	813.873.7189	813.541.3092
TCA/Peninsula	33609	Andre Stafford	813.873.7189	813.600.0638
TCA/West Tampa	33607	Michael Smith	813.873.7189	813.326.0717
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	Andre Hinton	813.242.4507	931.980.5169

Around The Horn from The President's Desk

(Continued from page 1)

pinpoint where and when and what time the injury occurred, and provide a narrative about the accident. The personal statement is extremely important; write it as soon as possible, to remember all the details. **Example:** The basics, Carrier Fred was injured (Where) at 1702 W. Denver Street, Tampa FL 33699, (When) on April 23, 2017, (Time) it occurred at 2:35 PM. (Narrative) *As I was delivering my route, on Saturday, April 23, 2017, at 2:35 PM, I stepped up onto the porch at 1702 W. Denver Ave. The porch gave way, my right foot and right leg crashed through the floor and my right knee twisted and I heard a popping sound. I pulled myself out of the rubble and my right knee had already begun to swell. I experienced lower back pain and my right ankle was a little stiff. I struggled to limp off and away from the porch and immediately called my office and spoke to my supervisor. I was asked if I could continue delivering and without hesitation said no, I cannot even walk. I was instructed to drive back to the office but I told my supervisor I could not drive my LLV, that I would need either an ambulance or someone to pick me up and transport me to the hospital. The supervisor and manager drove out to my route, one to pick me up and the other to drive my postal vehicle back to the office. This statement is thorough and explains what happened, how it happened, when it happened, that you notified management, and notates the initial body parts that were affected by the accident.*

Hopefully this small offering of information will assist you should you incur an on-the-job injury. **Follow-up with your paperwork, also notify your steward of the injury and where the paperwork stands in the process. Call your union office if your claim is not being processed or you have questions or are unsure of what to do next.**

Will you be ready for route inspections?

With route inspections scheduled for many of our Tampa stations and our outside offices, now is the time to begin educating yourself.

Here are a few tips you should know about your route inspections, *references from the NALC Route Protection Program.*

- Five working days before the start of the count, management must post a notice giving the schedule of the count week and the date of inspection.
- Pay attention during the Dry Run; management must give you a chance to practice filling out PS Form 1838-C, this is the form you will be filling out all week, except inspection day(s).
- The Dry Run is a practice session, and must be conducted within 21 days prior to the start of the count and route inspection. **All carriers in the unit must participate in the Dry Run.** The supervisor must review your form for accuracy, error, or omission and discuss any problems with you. They may require you to complete a second form, if necessary. My advice is to focus during the Dry Run, this 1838-C is vital to an accurate inspection. **Ask questions, do not rush, and do not let management rush you during this process.**
- Hopefully, all of you are casing and carrying your routes correctly, efficiently, and safely. From experience, it is difficult to incorporate and change to new/correct delivery techniques the week of inspection that you do not normally perform day-to-day, the inspectors will know. Examples: **In the office,** check yourself to see if you are aimlessly walking around the office, making multiple trips to the hot case with one piece of mail, tapping letter when casing, leaving your case or turning around to carry on a conversation, or if you are casing your DPS. **On the**

street, are you not always wearing your seat/lap belt and shoulder belt at the appropriate times, not closing your door at every intersection, not securing your vehicle when necessary, not taking the key out of the ignition each time you turn your LLV off when stepping out of your vehicle, or heaven forbid, not shutting your vehicle off each time you step out of your vehicle? Additionally, are you talking on the phone while delivering and/or driving, delivering with the mail on your lap or holding the mail in your hand, delivering the route out of sequence/order? You will not be able to remember to correct all of these deficiencies for the entire day with an inspector in the LLV with you. Work on AM casing and carrying your route the proper way, not necessarily the easy way; ask questions if you are not sure, know your craft.

Quick Hits:

Information you should know

- * Using the stride length (a person of average height has a stride length of about 2.1 to 2.5 feet) we can say that approximately, there are 2,000 to 2,500 steps in the average person's mile. Each mile that a person walks burns roughly 100 calories.
- * **The NALC Member App is available for download at iPhone App Store and the Google Play Store for Android.** As technology increases our ability to communicate, NALC must stay ahead of the curve. From websites to email to social media, this union has continually developed the tools to put the most up-to-date information and resources into the hands of our stewards and members. The app contains links to workplace resources, including the National Agreement, the JCAM, the MRS, CCA resources and more. It also includes legislative tools, such as a bill tracker, an individualized list of your congres-

(Continued on page 4)

Tribute to a Hero



Sulphur Springs carrier, **Jason Moss**, and three Tampa Police officers were congratulated by Tampa's new Chief of Police for their efforts in pulling an elderly handicapped man out of a burning house. For this Jason received a *Citizen Appreciation Award*. The ceremony was held downtown on July 20, at Police Headquarters and was attended by the Postmaster of Tampa, the management staff of Sulphur Springs Station, his steward Steve Hall, his parents, girlfriend, and Branch 599 President Tony Diaz. ***Congratulations, Jason, for going above and beyond the call of duty!***

District Manager Eric Chavez presented an *Acknowledgement of Heroism Certificate* to Jason, signed by Postmaster General Megan Brennan.

Jason also received a letter from NALC President Fred Rolando along with a *NALC Hero Pin* and will be featured in an upcoming article in *The Postal Record*.

Sharing Our Members' Joys and Sorrows

Our deepest sympathy and prayerful support is extended to President Emeritus **Orbe Andux** and family at the passing of his wife, Alicia, August 20; to **Jim Pasco** [retiree] and family at the passing of his wife, Linda, September 4; and to **John W. Syron III** [Town N' Country] and family at the passing of his father, John W. Jr., September 12.

Around the Horn from the President's Desk

(Continued from page 3)

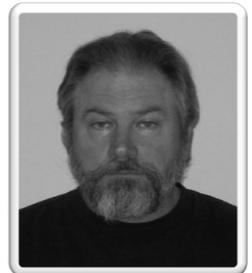
sional representatives and PAC information. And one of the coolest features: an Interactive Non-Scheduled Days calendar. When you install the

app, it'll ask you for your home ZIP Code, so it can give you the correct legislative information. You then sign up for notifications based on your interests.

—nalc.org

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

Unionism... Things are not always what they seem...



Brian Obst
Vice President
Branch 599

As stewards we are exposed to all kinds of cases. Contract or discipline there are no two that are exactly alike. Each case has its own set of circumstances and it is up to the steward to sort it all out to allow for a proper outcome for the grievant in all these cases.

I know that we have all heard it before, but no truer statement has been made than what I will be stating next...

Things are not always what they seem!

Now you are probably wondering just what do I mean by this statement. I'm glad you asked. How many times have you looked at an everyday situation and assumed you knew what was happening? The police officer who has someone pulled over during rush hour, he must have been speeding. Do you ever think it could be something else?

Well grievance handling is the same thing, when you see a discipline case for poor attendance do you automatically assume the worst about the individual or do you keep an open mind and take the time to look at all the information in the case file? Has the investigation been full, thorough and objective and

have all the facts been brought out into the harsh light of reality?

Many times a grievance will be filed and it will initially look as if there is no excuse for the situation and no ability for a positive resolution for the grievant, almost as if the outcome is determined before the steward begins their work on the case. I am here to tell you that it is rarely the case.

Good stewards are good investigators and they will leave no stone unturned in their defense of the grievant or their drive for a resolution to enforce the contract. Stewards must develop their interview skills to ensure that no information crucial to the case is missed. Remember the answers are always there, it is our job as stewards to mine the case and pan through the information and evidence to find those nuggets that will turn the case in your favor.

It sometimes is a difficult task, but the reward is worth the effort expended. Don't allow yourself to get trapped in the mire of first impressions, peel back the layers of the case and look further and you will be surprised at the things you will find. Don't allow management

to intimidate you when working on a grievance. Do interview all those who might have important information

about the case that you need to know. Remember that management is not on your side and if they have the information it is your job to get it and prove your case to provide the best representation to the branch members.

I don't know about anyone else, but I do know that when I am successful in processing a case, whether it is contract or discipline, there is no greater feeling. I get a thrill when I am able to get a grievant back to work or to clear an unwarranted discipline from their file. Justice is a wonderful thing and it is there for the taking as long as you remember... **Things are not always what they seem!**

Until next month I leave you with... **Knowledge is the Key!**

Brian Obst
Vice President
Stations/Branches Chief Steward



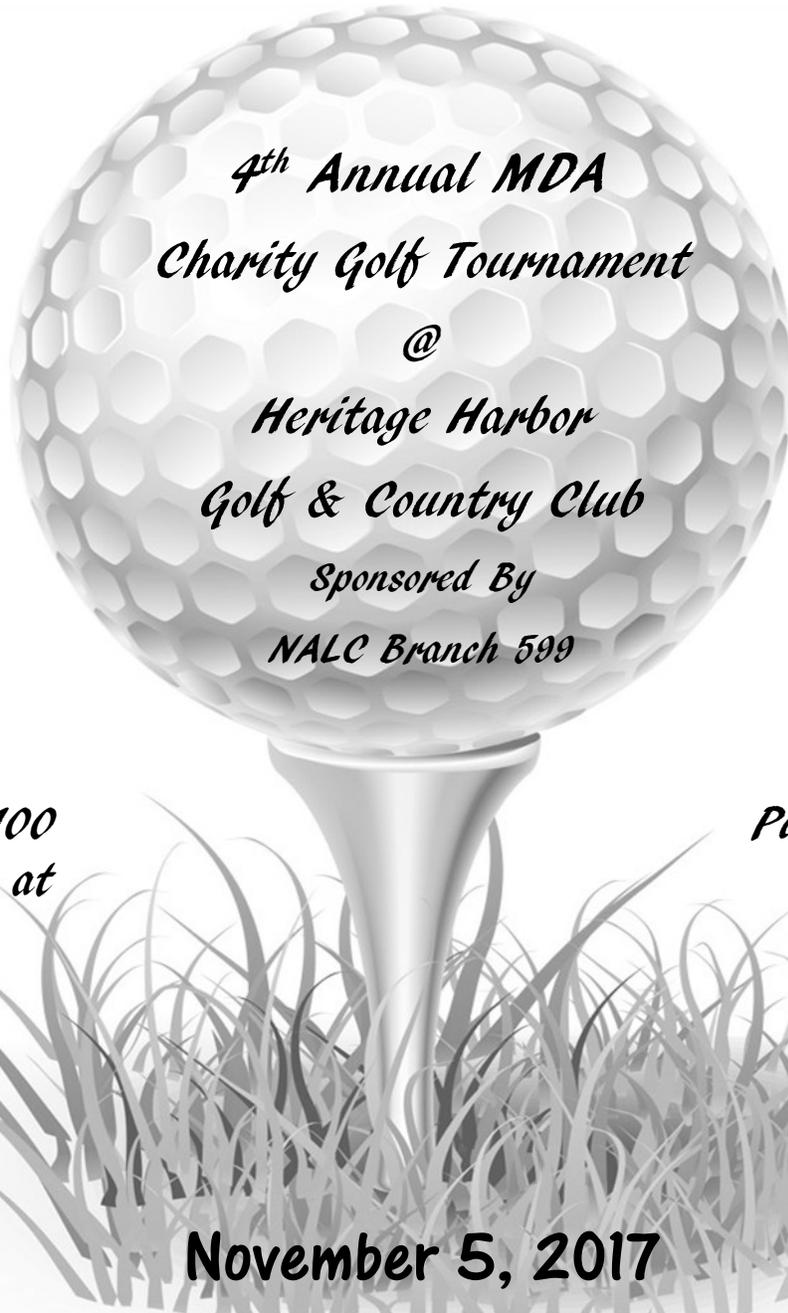
Southern Area Driver of the Year Award

Brandon Carrier Daniel Ontengco received an award that only 7 others in our Suncoast District qualified for... *Southern Area Driver of the Year Award.*

Daniel has earned over 4,000 hours of sick leave during his 44 year career, in fact right at 4,300 hours.

District Manager Eric Chavez has personally presented the awards throughout the district.

Congratulations, Danny!



*Hole Sponsor \$100
Includes a Sign at
tee box!*

*Putting or Chipping
\$150 includes
Sign at Contest*

November 5, 2017

Contact Info: Alan Robinson 813-843-9762 / Tony Diaz 813-598-9635 or 813-875-0599

Business Name or

Individual Name:

Address:

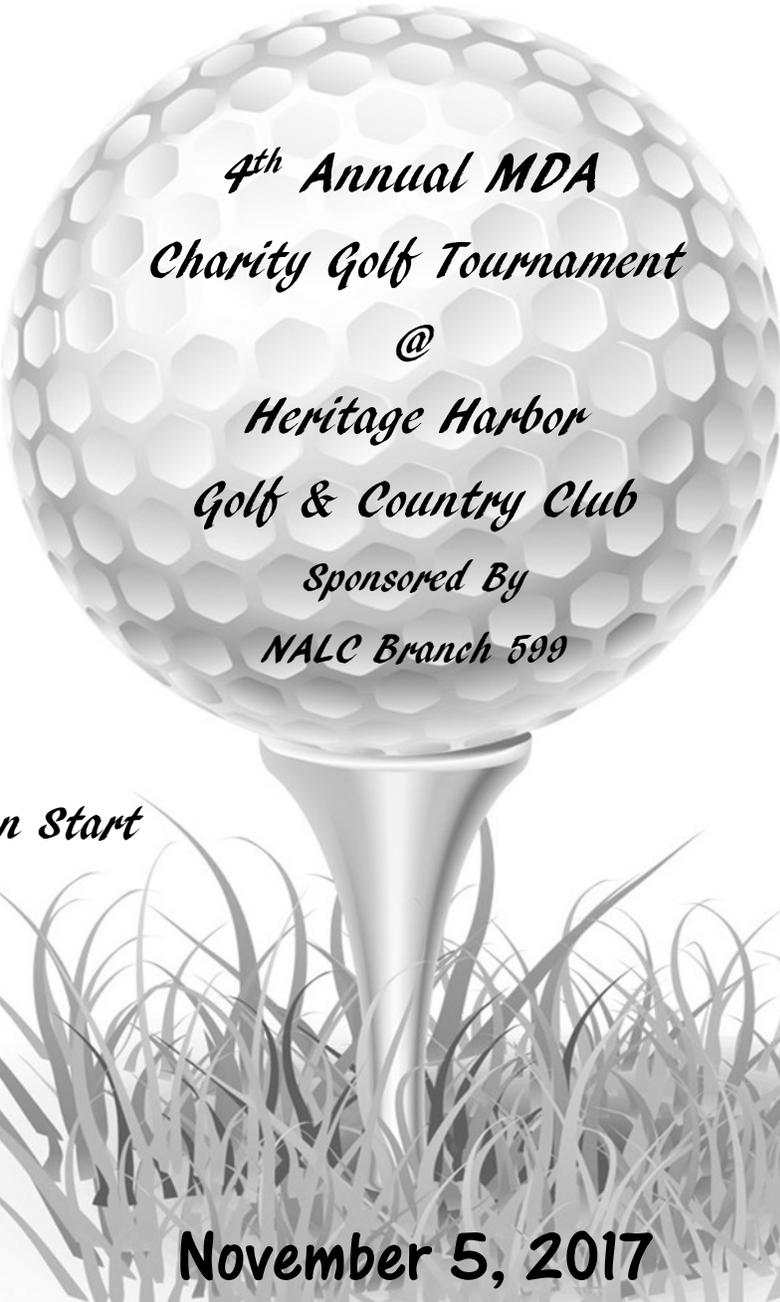
Phone:

Email:

Message on Sign:

MDA Federal ID#13-1665552

Make Checks payable to: NALC Branch 599; For MDA; 3003 W. Cypress Street, Tampa FL 33609



8:00 AM Shotgun Start
\$60 per person
Range Balls
Round of Golf
Lunch

Longest Drive
Closest to Pin
Optional:
Chipping/Putting
Contest

November 5, 2017

Contact Info: Alan Robinson 813-843-9762 / Tony Diaz 813-598-9635 or 813-875-0599

Golfer 1 _____	Golfer 3 _____
Golfer 2 _____	Golfer 4 _____
All Money Due by October 28, 2017	

Make Checks payable to: NALC Branch 599; For MDA; 3003 W. Cypress Street, Tampa FL 33609

Feeling the Wrath of Hurricane Irma

The anticipation of the largest most powerful Atlantic Ocean hurricane barreling straight for you is as agonizing an ordeal as one can experience. The days of preparation, the eagerness, the nervousness, as you watch for good news with each updated weather report, changing channels for a better report. If there is power, you watch the horror as the Caribbean gets destroyed, Florida cities being devastated by the oncoming storm. You watch on the Weather Channel, CNN, MSNBC, or the local news stations with the flooding and destruction, wondering if you are in for the same fate. Will everything you have worked for your entire life be destroyed with one storm, in a 6 to 12 hour period? Is your family in a safe place? Did you prepare enough? Are your windows boarded and protected to withstand the howling winds? Do you have enough sandbags for the surge of water? Do you have enough food supplies to last for an unknown period? What happens if you lose power? For how long? Will your generator start and work throughout the storm? Do I have enough gas? What happens if the storm is more intense than what was expected? Should you have evacuated as many neighbors and friends have done?

These are thoughts, feelings, and emotions I felt and I am certain we all felt at some point on Sunday evening into Monday morning (September 10-11). The emotional rollercoaster is exhausting, grueling and agonizing. Making mat-

ters worse was when Hurricane Irma actually hit the bay area, it was in at night. The eeriness of the unknown swirling, howling winds, the potential tornados, the amount of rain, the possible flooding, the unknown damage outside. You hear noises and wonder, you feel the wind gusts and worry, you hear a transformer blowing and you flinch.

Hurricane Irma was a beast of a storm, packing monster winds and producing a water surge not seen before over such a large region. The entire state of Florida, in an emergency state, with other states in its wrath, Georgia, South Carolina, and others in the southeast. The damage it left behind in vacation destinations was extensive. Paradise for many who travel the Caribbean, St. Maarten, St. Thomas, St. Johns, Turks and Caicos, and many more; the destruction of our own state paradise destination, Key West.

The phenomenon of all the water in Tampa Bay and the bay area beaches being pushed away. The Hillsborough River, the causeway, Bayshore Boulevard, canals, and Pinellas County beaches were depleted of billions of gallons of water. Where did this water all go? What surge would it be sent back with? Well fortunately for the Tampa Bay area it never really returned to cause the major flooding that was anticipated.

After the storm you continue to hear of local flooding and see your neighborhood and city with tree debris everywhere. Your friends and family

are still without power, residents trying to get back home with limited gas and major traffic jams, grocery stores closed or with limited supplies, gas stations empty, traffic lights out. **You just want things to return to normal**, to just be able to turn on a light, turn on your air conditioner, take a hot shower, turn on a TV and watch any show, cook a hot meal, or boot up your computer.

One thing it did in my neighborhood, and I am sure with many neighborhoods, was brought neighbors together, assisting with removing loose items from yards before the storm, cutting, drilling, hammering, nailing plywood. Sharing needed tools, supplies, water, ice, and sandbags. Everyone was scattering to protect their property, their families, but concerned for others.

The relief it is over, even with minor damage, we accept it, knowing we dodged a potential catastrophe, we dodged a life changing event.

Note: The Branch Union Hall was fortunately spared any serious damage. A small amount of water was forced into the building, all cleaned up. After all is said and done we will fill our dumpster 3 times with windblown tree debris, this process will take about 3 weeks, our dumpster is emptied once a week.



Tony Diaz
President

Connect at facebook.com/groups/nalc599



NALCe-Activist
Network

at nalc.org

Get involved!

Your future depends on it!

Nick's News



Nick Cullaro
Labor Management
Branch 599

Although numerous articles have been written concerning the use of software tools that are used by management, I'd like to touch on the subject again briefly. Management for as far as I can foresee will always use some type of tool to try and limit the number of hours that you use as a carrier. PET and DOIS are a couple of these tools and I'm quite sure that there will be variations of current or different ones in the future. What these tools are supposed to do is assist you in estimating your daily workload; they are not to instruct or mandate your day. Management will never just sit at the desk and announce to everyone *take all the time you need, see you when you get back*. They will always try and get a commitment from each person of the number of hours that you will use that day, so they can try to hold you to it.

If you are having trouble giving estimates, start by taking daily notes of mail at your case and the volume that management gives to you. Take notes of your times on the street and how long sections of the route take you. Write down things like the weather, accountable items, full coverages and DPS counts. Slowly you'll start to

realize how long the route takes you with different amounts of mail on different days of the week.

Please understand though that the estimate that you give your supervisor in the morning is subject to change whenever something dictates that it change. It could be prior to leaving to the street, midway through the day, or near the end of the day. Our responsibility is to keep management informed when our daily estimate does change, whenever that may be. Please do not allow management to dictate or instruct you of your estimate; first of all, that is an incorrect practice. And second, do not just let management write down whatever they want for your estimate and go along with it. This would imply that you are agreeing with what they have written. We are responsible for estimating our day's work; if you're having trouble doing that let management, a steward, or a senior carrier know and they'll help you. Just remember that your estimate is not a

deadline, it is an estimate. Estimates are not precise or exact, they are a range.

With the new pay raise on our September 8 check, please keep in mind those that have been affected by recent hurricanes and consider donating to the Postal Employees Relief Fund. You can go to the site, postalrelief.com, for information about the fund, whether it be to donate or apply for assistance.

Your estimate is not a deadline, it is an estimate. Estimates are not precise or exact, they are a range.

Also, please consider signing up for the Letter Carriers' Political Action Fund. This fund helps pass letter carrier friendly legislation, regardless of political party. Their motto used to be

Give me 5, for \$5 a paycheck and would make great impacts if we all considered giving.

Unionism: The policies and practices of labor unions, particularly those concerned with protecting and furthering the rights of workers.

Rap Session

NALC President Fred Rolando addressed the delegation at the Region 9 Rap Session held in Greensboro N.C. The RAP Session was attended by Branch 599's President Tony Diaz and Arbitration Advocate Detlev Aeppel, from August 18-20, along with Branch leaders from throughout our region. Kenny Gibbs serves as our Region 9 National Business Agent.

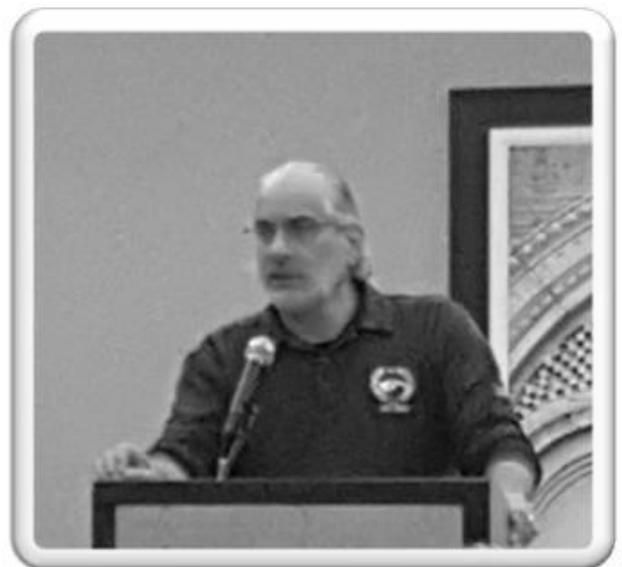
What is a Rap Session?

Article 3 Section 4(b) of the *NALC Constitution* states:

(b). The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by only State and Branch Presidents or their designees, with their expenses to be borne by the State Association or Branch represented.

National conferences are better known as *rap sessions*.

—*nalc.org*



Pratt, Kane and Tobin Retired!



Gerald Kane Jr. & Tony Diaz



Joann Pratt & Tony Diaz



Jim Tobin & Tony Diaz

Congratulations to **Gerald Kane Jr.** [Interbay], to **Joann Pratt** [Temple Terrace], and to **James Tobin** [Interbay] who received their retirement pin and gratuity from President Tony Diaz during our September Branch meeting!



Job Related Injuries
Government Workers' Comp Provider

4150 N Armenia Avenue, Suite 102, Tampa FL 33607
Phone: 813.877.6900

Shop Stewards will Meet

Tuesday 7 PM
October 3
October 31

Branch 599 Meeting

Thursday 7:30 PM
October 5
November 2

Executive Board Meets

Thursday 6:30 PM
October 5
November 2

Sunday Work Party

at our Hall 9-11 AM
October 8
November 12

Note Date Change!

Retirees Breakfasts

Monday October 2 9 AM
Denny's Restaurant at Dale Mabry & Spruce
2004 N Dale Mabry Highway, Tampa

Tuesday October 10 8:30 AM
Bob Evans Restaurant off Fletcher
12272 Morris Bridge Road, Temple Terrace 33637

ARSLAN UNIFORMS

Bill & Shirley Moran

Gold Card Member Branch 1477 St. Petersburg
Honorary Member Branch 599 Tampa

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bilmor11@gmail.com



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- No Excessive Fees
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