



# Tampa Letter Carrier

VOLUME 17, ISSUE 5

MAY 2018

## Around The Horn from The President's Desk

### 2 CCAs Converted to Fulltime Regular

**Congratulations** to the top two CCAs...they were converted to full-time regular carrier on Saturday, March 31! Selena Williams, Produce Station and Lashanda Holmes, Hilldale Station...both served as a CCA a little over 29 months. Donald Hough, Hilldale Station is now the #1 CCA on the relative standing (CCA seniority) list. March was one of Branch 599's best months regarding conversions, 18 total, that will definitely move the relative standing (CCA seniority) list. We are looking into additional conversions.

### 2018 Stamp Out Hunger Letter Carriers Food Drive May 12

The largest one day collection of food in the world!

### Food Drive History:

The Letter Carriers' Stamp Out Hunger Food Drive—the nation's largest all-volunteer one-day food collection effort—is held annually on the second Saturday in May in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. This year, 2018 will mark the 26th year of the Food Drive. The NALC National Food Drive is the outgrowth of a tradition of community service exhibited repeatedly by members of the letter carriers union over the years.

The national, coordinated effort by the NALC to help fight hunger in America grew out of discussions in 1991 by a number of leaders at the time, including NALC President Vincent R. Sombrotto, AFL-CIO Community Services Director Joseph Velasquez and Postmaster General Anthony Frank. A pilot drive was held in 10 cities in October of 1991, and it proved so successful that work began immediately on making it a nationwide effort.

Input from food banks and pantries suggested that late

spring would be the best time since by then most food banks in

the country start running out of donations received during the Thanksgiving and Christmas holiday periods.

A revamped drive was organized for May 15, 1993—the second Saturday in May—with a goal of having at least one NALC branch in each of the 50 states participating. The result was astounding. More than 11 million pounds of food was collected—a one-day record in the United States—involving more than 220 union branches. From Alaska to Florida and Maine to Hawaii, letter carriers did double duty—delivering mail and picking up donations. It just grew and grew from that point.

- In 2010, the food drive surpassed the 1 billion pound mark in total food collected over its history.
- In 2016, the food drive collected a record 80.1 million pounds of nonperishable food, raising the



Tony Diaz  
President

Branch 599  
serving  
Brandon  
Plant City  
Sun City  
Tampa

### Branch 599 Meeting

Thursday  
May 3  
7:30 PM

(Continued on page 3)

**Branch 599 Office**

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

Tony Diaz  
President  
tony\_diaz599@yahoo.com

*Office Hours*  
Monday – Friday  
7:30 AM – 4 PM

Rodna Kimelman Kirk  
Office Secretary  
nalc599@verizon.net

**Tampa Letter Carrier**

Tony Diaz  
Publisher

Phyllis R. Thomas  
Editor  
editor@nalc599.com

Branch 599 Office  
813.875.0599

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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 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>	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@yahoo.com
<b>Vice President</b>	Brian Obst	727.458.0679	
<b>Recording Secretary</b>	Michael Brink	813.875.0599	
<b>Financial Secretary</b>	Alan Peacock	813.892.9378	apecock.nalc@verizon.net
<b>Treasurer</b>	John Gebo	813.503.1256	jig7d7@aol.com
<b>Sergeant-at-Arms</b>	J.C. Howard	813.310.0689	
<b>MBA/NSBA</b>	Al Guice	813.465.9754	
<b>Health Benefit Rep.</b>	Detlev Aepfel	813.242.4507	
<b>Director of Retirees</b>	Alan Robinson	813.843.9762	retirees@nalc599.com
<b>Trustees</b>	Lori McMillion, Ch.	813.263.7101	
	José Oliva	813.299.8442	
	Jim Good	813.417.8877	jgood.nalc@tampabay.rr.com
<b>Labor Management</b>	Nick Cullaro	813.541.8159	
	Warren Sumlin	813.486.7612	
<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good • Alan Peacock		

# Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11		813.661.1636	
Carrollwood	33618		813.961.2962	
Commerce	33602	Andre Hinton	813.242.4507	931.980.5169
Forest Hills	33612	Nick Cullaro	813.935.2954	813.541.8159
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Troy Figuero	813.879.4309	347.403.1644
Hilldale Annex	33634	Varick Reeder	813.879.4309	315.491.6234
Interbay/Port Tampa	33611/16	Jonathan Jones	813.831.2034	813.293.2208
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	Varick Reeder	813.719.6793	315.491.6234
Produce	33610		813.239.4084	
Ruskin/Sun City Ctr	33570	Melinda Alejandro	813.634.1403	386.237.2715
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	Thomas King	813.873.7189	727.504.3866
TCA/Peninsula	33609	Mike Williams	813.873.7189	813.541.3092
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	Vic Figueroa	813.242.4507	845.380.6386

# Around The Horn from The President's Desk

(Continued from page 1)

total amount of donations picked up over the quarter-century history of the drive to more than 1.5 billion pounds

- In 2017, the 25th annual food drive by the National Association of Letter Carriers (NALC), held on Saturday, May 13, collected 75 million pounds, the third-highest total in the event's history. Combined with last year's record of 80.1 million pounds, that makes a two-year total of 155 million pounds—the highest back-to-back total in the drive's history!

As of December 2015, the phrase *Stamp Out Hunger* is a registered trademark of the National Association of Letter Carriers. As of January 2017, the official logo of the Stamp Out Hunger Food Drive is a registered trademark of National Association of Letter Carriers. -nalc.org

Last year, Branch 599 finished third in the nation in Category 3, (1,000–1,499 members) with 905,000 pounds collected. The Suncoast District has been the top district in the country for many years, as has the state of Florida. Much credit has to go to State President, Al Friedman, who also serves as the Food Drive Coordinator for Florida and all District 2. His relentless pursuit of bags over the past several years, after Publix Supermarkets no longer provided the millions of bags, has been non-stop.

## Voluntary reassignments - eReassigns

Many carriers throughout their careers may find it necessary to seek relocation to another installation, district, city, or state. The reasons are plentiful, carriers wishing to be closer to their families, carriers needing to care for elderly parents, a carrier's spouse has a great job opportunity, a health condition and the treatment of the condition in a different location, or just wishing to move for better weather.

## Article 12 of the National

**Agreement** sets the parameters to use when letter carriers wish to voluntarily transfer. It states:

### Section 6. Transfers

- A. Installation heads will consider requests for transfers submitted by employees from other installations.
- B. Providing a written request for a voluntary transfer has been submitted, a written acknowledgment shall be given in a timely manner.

These provisions must be read along with the Memorandum of Understanding (MOU), Re: Transfers included in Article 12 to determine the rules governing the request. While the process for submitting the request is the same regardless of the circumstances, the rules vary depending on the location of the transfer request. The MOU comprises two sections that define the two categories of transfers:

1. Reassignments (transfers) to other geographical areas.
2. Local reassignments (transfers).

Determining which section governs the request depends on the location of the installation where the employee wishes to transfer. Transfers under Section 1 of the MOU are to any installation unless they are defined as local transfers in Section 2. Local transfers are defined in Section 2 as reassignments to an installation in the current or adjacent districts.

The single difference between the two types of transfers is the lock-in period employees must serve prior to even submitting their transfer request. Under Section 1, letter carriers must be employed for at least one year in their current installation prior to the request. For transfers under Section 2, the lock-in period is 18 months.

There are two exceptions to both lock-in periods. One exception is granted if a letter carrier who previously transferred wants to return to his/her former installation. In this case,

there is no lock-in period. The second exception may be granted if the installation head of the current installation releases the employee early. Keep in mind that newly converted career employees also must serve this lock-in period, and time spent as a CCA does not count toward the minimum service time requirements as previously mentioned.

## What is the most effective way to submit a transfer request?

### Employees have two options for submitting their requests;

however, regardless which option is used, the request will be entered in eReassign. This is the automated system used by the Postal Service to administer transfer requests. This program may be accessed either online at [liteblue.usps.gov](http://liteblue.usps.gov), through the Postal Service internet for employees with computer access at work, or through the self-serve kiosks located in some facilities.

The first option is for employees to submit a written request to human resources (HR) in the installation where they want to transfer. The employees should keep a written record of the request. In addition, HR is required to provide employees with written confirmation of the request.

The second option is to submit the request through eReassign using one of the options listed above; however, most letter carriers will use LiteBlue for their submission. To log into LiteBlue, employees will need their employee identification number (EIN) and password. Once the employee logs in, eReassign is accessed by the *My HR* tab at the top of the page and then by clicking on *Access eReassign*. Accessing eReassign requires employees to log in again using their EIN and password. After logging in, employees can submit a request if they know the installation and craft into which they want to transfer. If they do not know

(Continued on page 4)

# Sharing Our Members' Joys and Sorrows

**Congratulations** to Olga Stella & **Carlos Gonzalez** [Forest Hills] on the birth of daughter, Sofia, March 24!

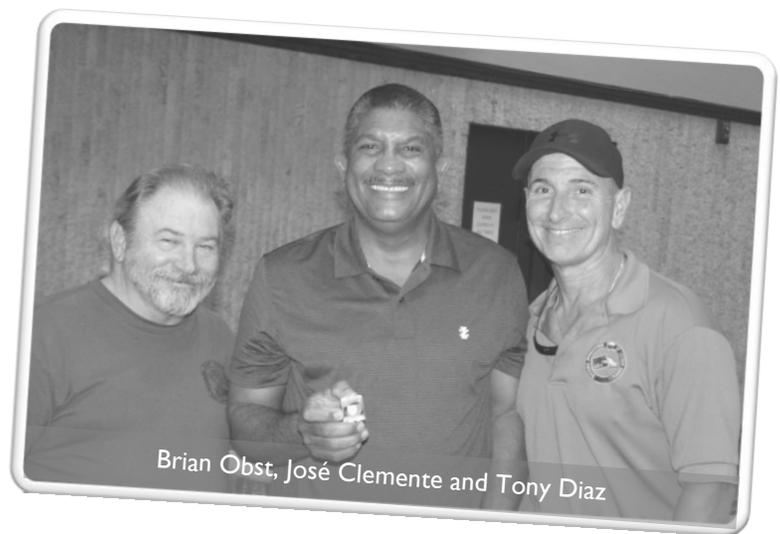
**Speedy Recovery** to **Detlev Aepfel** [our Health Benefit Rep.] who was involved in an industrial accident.

**Our deepest sympathy** and prayerful support is extended to **John Ambrose** [Ybor City] at the passing of his sister, Linda, April 1; to **Pedro Jimenez** [Ybor City] at the passing of his mother-in-law, Olga, March 26; and to **Kyle Gainous** [Produce] at the passing of his father, Edward, March 30, and his paternal uncle, Vann, 3 days later.

**Congratulations** to Crystal Cheung, daughter of **Clement & Jennifer** [Interbay steward and carriers] who was accepted to Yale University on a full scholarship! Crystal will graduate from HB Plant High School in Tampa. There are only 8 Ivy League schools and Yale is the 3rd oldest institution of higher education in the country. Great achievement, Crystal!

## Clemente Retired!

Congratulations to **José Clemente** [Town N' Country] who received his retirement pin and gratuity from President Tony Diaz during our April Branch meeting! Vice President Brian Obst who worked with José at Town N' Country for many years, shared in the congratulations.



Brian Obst, José Clemente and Tony Diaz

## Around The Horn from The President's Desk

*(Continued from page 3)*

which craft positions are employed in offices that they desire to work in, eReassign allows them to search by city or state. Keep in mind that even though an office may have letter carrier craft employees, a vacant position may not be available at the time of the request. In that case, employees should still request a transfer to the installation, because when a position does become available, all individuals who request transfer into that installation will be considered in the order in which the requests are made.

Employees may submit an unlimited number of transfer requests; however, **each request expires one year from the date of submission.** If a

request is placed in review in eReassign because transfers are being considered to fill a vacancy, it will be automatically extended for one year. If the request is never in review, the employee is responsible for renewing the request, which may be done within 90 days of the expiration date. **If an employee fails to renew the request, any new request will be placed in an order based on the date of the new submission.**

—The Postal Record

### Quick Hits:

#### Information you should know

\* In January 2018, it was reported that the Postal Service had made a decision to purchase 8,000 more ProMaster Extended Capacity Delivery Vehicles to

add to its current 12,000-vehicle fleet. Later in January, USPS notified NALC that some changes would be incorporated into the new Pro-Masters, and the NALC was invited to participate in an abbreviated first article review and inspection of the vehicle on February 1. Several National officers including NALC Director of Safety and Health Manny Peralta attended the review and inspection to take part in the process and to see these changes firsthand.

The vehicle contractor is still expected to supply the Postal Service with 250 to 300 of the new vehicles each week until all 8,000 are fully deployed.

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

# Unionism...The Morning Routine

Every day you report to work and you begin the same old routine. First you clock in and get your vehicle keys and proceed to checkout your vehicle in preparation for the delivery day ahead. After you complete your vehicle checkout you hit your two hot cases to gather flats and letters the clerks have sorted for your route.

You arrive at your case to begin casing your mail up to get it ready for your street delivery. Your case will have all kinds of mail on it for you to case as well as tubs of mail on the floor around your case and various parcels left by the clerks. As things go this is basically how we all start our day. All is going well until the moment that the supervisor approaches you at your case and asks the question most letter carriers don't want to hear – **What is your estimate for the day?**

While this seems like it should be no problem, this is where most of the troubles of the letter carrier begin. Management wants to know how your day looks so they can prepare the operation and assign the available assistance where it is needed. Seems simple enough, yet it seems that no matter what you tell management, they disagree and tell you that what you are telling them is wrong. I might be misunderstanding the process, but if I am asked for an estimate on how my day is going to be I think I would know best.

Unfortunately management feels that the letter carrier is always trying to cheat the Postal Service so they rarely if ever agree with the carrier's estimate. Management uses lines like *you had less mail last week and you did it in less time or you hardly have any mail, you should have under time* and the ever popular *DOIS says that you should have under time*. While management thinks these statements make a difference, they are incorrect. **Let us examine the Reporting Requirements from the M-41 Section 131.41**

***131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.***

***131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.***

***131.43 Complete applicable items on Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.***

Understand what this says and means – You are to verbally notify management when you are of the opinion you will need more than your scheduled 8 hours to complete all your duties for the day. You are to do this after your last draw of mail and you are to ask for a form 3996 to document why you will need the time. This is not time for management to argue with you about your estimate and it is not time to bargain about what they will allow you to have the time you feel is needed to perform your duties. If management does not agree with your estimate they have some options, say yes or no. If they say no then your job is to simply ask for direction, don't decide how to proceed on your own. Remember you are the carrier and your job is to deliver the mail, management gets paid to make decisions so simply ask them for direction. If they attempt to direct you to deliver all the mail in 8 hours, just let them know that you don't feel you can and that is why you provided them the estimate you have submitted. Fill out the 3996 completely and accurately

listing all the factors leading to your decision such as DPS volume, cased mail volume, parcel volume, spurs and plugs volume, accountable mail types and amounts, meetings with supervisor, union time and anything else that affects your estimate. When you finish filling out your 3996 provide it to management and always ask for a completed copy to be returned to you. This is your right and is guaranteed by contract.

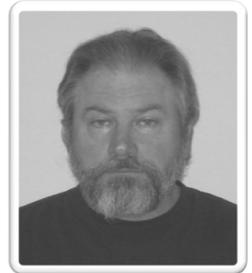
In the event that management fails to provide instruction to you, follow the estimate you provided and call management at the designated time in the afternoon to remind them of your situation and again ask for direction. If they tell you to deliver the mail, please do so and if it is a grievable situation, upon return to the office ask to see your steward to file the appropriate grievance.

Always be respectful in your dealing with management on this issue, but understand that you have the right to provide your estimate; management does not tell you what your estimate is. Follow these guidelines and you will not have issues dealing with management on your morning estimates. The more detailed description of this is found in the *Carrier Resource Guide* on NALC.org.

Until next month I leave you ...

**Knowledge is the Key.**

*Brian Obst*  
Vice President  
Stations/Branches Chief Steward



**Brian Obst**  
Vice President  
Branch 599



**SAT., MAY 12, 2018**

**PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.  
WE'LL DELIVER IT TO A LOCAL FOOD BANK.**

NATIONAL PARTNERS



# Million Mile Safety Driving Debate

When Eric Chavez became Suncoast District Manager, he wanted to acknowledge carriers who qualified with the Million Mile Safety Driving Award. Not only with just a certificate, he wanted to include a \$500 monetary award and small ceremony; a great gesture with good intent to magnify the significant merit and achievement of the award. In 2015, 12 carriers received the Million Mile Safety Driving Award, followed by 25 in 2016, with both ceremonies at Ybor City Post Office. All received the \$500 to accompany the certificate, a significant cost and a real commitment by Mr. Chavez. This year, 21 veteran city carriers apparently qualified and were invited to a Million Mile Safety Driving Ceremony at the Letter Carriers Hall on April 11. A week later, 7 of those carriers were informed they did not qualify, no real specifics given. Roughly 10 days after, a notification was sent out cancelling the Million Mile Safety Driving Ceremony

citing a scheduling conflict. The real reason is there is now some confusion, uncertainty, ambiguity, vagueness, and indistinctness as to what truly qualifies a carrier for the Million Mile Safety Driving Award.

The National Safety Council, District Safety and Health, and the Postmaster's Office are not in total agreement at this point with those parameters. One qualification is clear, you must have 30 years of service and have driven a postal vehicle. In speaking to a National Safety Council representative, their qualifications are 30 years and no at fault accidents. When I asked if that was 30 consecutive years or 30 years of safe driving, I was told that they leave that to the agencies. If the agency feels the employee deserves the award, the employee should receive the award. By the definition, 30 years of safe driving would mean a 35 year veteran could have had an at fault accident

in one of the years, and a safe driver for 34 years, they qualify for the award.

On a personal note and being one who received the Million Mile Award (30 years with no at fault accidents) prior to the \$500 monetary award, it would discredit/diminish the award to include at fault accidents.

I would not be surprised if the Suncoast District incorporates their own qualifications for this award as we move forward; a concrete definition, without diminishing the intent of the award. It is a tremendous accomplishment that deserves recognition.

This is the predicament the Million Mile Safety Driving Award finds itself in, there cannot be any uncertainty.



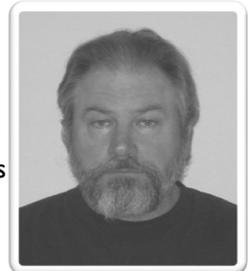
Tony Diaz  
President

# Things You Need to Know

**Harassment** may be defined as an abuse by the supervisor of the relationship or position which gives him actual or apparent power to damage the employee's employment or pecuniary interests. Such abuse may include verbal or physical conduct which denigrates a person, or shows hostility or aversion toward the person; such as epithets, slurs, negative stereotypes, threats, intimidation and hostile acts. Other forms of supervisor harassment include interrogation under stressful circumstances, obscene language, repetitive humiliating tactics, ridicule, repetitive sessions of berating and demeaning conduct, contradictory instructions and arbitrary denial of employee benefits.

**Intimidation** may be defined as putting a person in fear of physical or economic injury for the purpose of compelling or deterring conduct.

—William Prosser, Law of Torts 4<sup>th</sup> Edition, West Publications (1971)



Brian Obst  
Vice President  
Branch 599

**Mark your Calendar! Branch meetings in 2018 will be...**

May 3 • June 7 • July 12 • August 2 • September 6 • October 4 • November 1 • December 6



**NALC**e-Activist  
Network

at [nalc.org](http://nalc.org)

Get involved! Your future depends on it!

**“Mary Lou Jackman-William Corbeau”**  
**Scholarship Application**

*(Please do not reduce the size of this application )*

Name of Student: \_\_\_\_\_

Male  Female

Address: (print legibly) \_\_\_\_\_

City, State , Zip: \_\_\_\_\_

Contact Phone Number: Cell \_\_\_\_\_ Home \_\_\_\_\_

NALC Branch Name/Number: \_\_\_\_\_

Branch Contact Phone Number: \_\_\_\_\_

NALC Member's Name :(print legibly ) \_\_\_\_\_

I certify the above named member of the FSALC is in good standing .

Date: \_\_\_\_\_

*Signature of Local Branch President or Secretary*

*Return all applications to:*  
**Joseph A. Henschen, FSALC Director of Education**  
**C/O Branch 1477**  
**5369 Park Blvd.**  
**Pinellas Park, Florida 33781**

*To Qualify, the following requirements must be met:*

- 1. The Student must have graduated from an accredited high school or have a GED.*
- 2. The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.*
- 3. Applicant must enroll as a full-time student in an accredited college or university, and submit proof of enrollment to receive the funds if awarded (DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME)*
- 4. Applications must be postmarked on or before July 1, 2018*

*This scholarship award is based on a random drawing, not on academic records or qualifications. There will be four scholarships awarded—two for female and two for male—each in the amount of \$2000. This drawing will be held during the NALC 71st Biennial Convention July 14-21, 2018*

*(Please do not reduce the size of this application )*

# Retirement Seminar was a huge success!

Branch 599 hosted a Retirement Seminar on Sunday, April 15, that was sponsored by tri-cities Branches 2008, 1477, and 599. Turnout was great with 80+ NALC members nearing or eligible to retire attended the 4-hour seminar. Raymond King from Branch 73 in Atlanta conducted the training. It was well received with many cities represented. Branch 599 had the most attendees.



# USPS Tops Gallup Poll of Federal Agencies

A December survey found that the U.S. Postal Service remains the most favorite federal agency with a 74% positive rating, besting the Centers for Disease Control and Prevention, and the Secret Service, which came in second and third, respectively.

**USPS's ratings grew 2% from levels in 2014**, the last time the survey was conducted.

Gallup found a 12-point difference in the favorable ratings of Republicans and Democrats on the Postal Service: 66% of Republicans hold a favorable image of the Postal Service compared with 78% of Democrats.

Ratings of Government Agencies (GALLUP, Dec. 18-19, 2017)

How would you rate the job being done by...?

	Excellent/Good	Only Fair	Poor
The US Postal Service	74%	19%	5%
The Centers for Disease Control and Prevention (CDC)	66%	21%	6%
The Secret Service	63%	21%	5%
The Department of Homeland Security	59%	26%	10%
The Federal Bureau of Investigation (FBI)	58%	22%	15%
The Central Intelligence Agency (CIA)	57%	25%	9%
NASA (the US Space Agency)	56%	22%	5%
The Federal Emergency Management Agency (FEMA)	55%	25%	13%
The Federal Reserve Board	49%	28%	8%
The Food and Drug Administration (FDA)	46%	32%	18%
The Environmental Protection Agency (EPA)	46%	26%	21%
The Internal Revenue Service (IRS)	45%	32%	19%
The Veteran's Administration (VA)	38%	34%	24%



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  
May 1  
June 5

**Branch 599 Meeting**

Thursday 7:30 PM  
May 3  
June 7

**Executive Board Meets**

Thursday 6:30 PM  
May 3  
June 7

**Sunday Work Party**

at our Hall 9-11 AM  
May 6  
June 10

**Retirees Breakfasts**

Monday May 7 9 AM  
Denny's Restaurant at Dale Mabry & Spruce  
2004 N Dale Mabry Highway, Tampa

Tuesday May 8 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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FAX 727.585.9367  
bilmor11@gmail.com



A.R. Tony Huerta Branch 599  
 National Association of Letter Carriers  
 3003 W Cypress Street  
 Tampa FL 33609-1617

813.875.0599 • Fax 813.870.0599  
 www.nalc599.com

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 PERMIT NO. 1285

# Membership Has Its PERKS!

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