



Tampa Letter Carrier

Volume 6 - Issue 12

A.R. "Tony" Huerta - NALC Branch 599

Tampa, Florida

December 2007

President's Report

by Jim Good

President - Branch 599

The Choice Is Yours

I want to thank all the members of Branch 599 for the support you have shown me by electing me, by acclamation, to a third term of office. It has been an honor and a pleasure to serve as president for the past six years, and I look forward to the next three.

I also want to congratulate all the other nominees who were elected by acclamation. To be elected in this manner shows that the members have confidence in your ability and qualifications for the position that you were nominated for. I know that together we will successfully protect the rights of all Branch 599 carriers.

That brings us to the two offices that have not yet been decided. The positions of Executive Vice-President and Vice-President have yet to be voted on, and it is of the utmost importance that every carrier in the branch exercises their right to vote.

The election will be held at the union hall on December 6th, the night of the regular December branch

meeting, between the hours of 2:00 pm and 7:30 pm. Anyone in line to vote at 7:30 will be allowed to vote. Since these are the only two offices up for vote, the election committee may very well have all the votes tabulated by 10:00 or 11:00 pm that night and the winners announced that evening. Please study the candidates and take the time to cast your vote for the nominee of your choice.

By the time you read this newsletter I will have returned from a National Training Conference called by President Bill Young. The purpose of this seminar is to update all the branch presidents on the changes to the new National Agreement.

I'm sure that President Young will share his knowledge regarding the Contract Delivery Service routes and how those deliveries will be returned to the city carrier craft. I have been anxiously awaiting this conference so I will be able to answer the many questions that have been asked of me regarding the new contract.

It's time once again for our annual Christmas/Holiday Party. This year it will be held at the union hall on Sunday, December 16th from 12:00 noon until 3:00 pm. Everyone always has a good time, so plan on attending again this year, or if you have never been, come on down and see how much fun it can be.

We will once again be taking pictures of all the kids with Santa

Claus and there will be activities for all ages of children.

Finally, I would like to invite all members, especially retirees, to attend the annual Retirees Dinner and Installation of Officers to be held on January 19, 2008.

Details will follow, but retirees can call the union hall to make reservations at any time. There is no charge for retirees, just a refundable charge for active carriers so we know how many people are coming.

This year we are honored to have our National Director of Retired Members Ernie Kirkland as the installing officer, so lets have a great turnout and show him how we honor our retirees.

Have a very Merry Christmas and a Happy Holiday Season!



IN THIS ISSUE

UNIONISM.....	5
POINT OF PERSONAL PRIVILEGE.....	6
AROUND THE HORN	8
ARE WE HAVING FUN YET?.....	9
A.T.B.G.O.....	12

**Branch Meeting
Thursday
December 6
7:30 PM
at the Union Hall**

Branch 599 Officers

PRESIDENT	Jim Good	(813) 417-8877
EXECUTIVE VICE-PRESIDENT	Detlev Aepfel	(813) 907-9685, cell 505-7914
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516, cell 597-7396
RECORDING SECRETARY	Cindy Perez	(813) 766-1220
FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 681-5688
TRUSTEE (Chairman)	Henry Dupree	(813) 621-6471
TRUSTEE	Jose Oliva	(813) 873-2747
TRUSTEE	Terry Franklin	(813) 657-9690
SERGEANT-AT-ARMS	J.C. Howard	(813) 621-1976
MBA / NSBA	Albert Guice	(813) 621-7931
HEALTH BENEFITS	Lance Jones	(813) 220-1292
DIRECTOR OF RETIREES	John Gebo	(813) 985-5474, cell 503-1256
LABOR - MANAGEMENT	Eric Fleming	(813) 310-8274
LABOR - MANAGEMENT	Brian Obst	(727) 507-0135

Branch 599 Shop Stewards

Brandon	33510	Terry Franklin	(813) 657-9690
Brandon	33511	Phil Chirico	(813) 657-3180
Carrollwood	33618	Freddie Nimphius	(813) 263-7895
Commerce	33602	Rickey Robinson	(727) 409-1911
Forest Hills	33612	Warren Sumlin	(813) 486-7612
Forest Hills Annex	33613	Alan Robinson	(813) 843-9762
Hilldale	33614	Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Bill Mandikas	(813) 263-8636
Hyde Park	33606	John Livingston	(813) 253-3651
Interbay	33611	Brian Obst	(727) 458-0679
Interbay	33629	Brian Obst	(727) 458-0679
MacDill	33608	Brian Obst	(727) 458-0679
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Terry Franklin	(813) 657-9690
Port Tampa	33616	Brian Obst	(727) 458-0679
Produce	33610	Eric Fleming	(813) 310-8274
Ruskin / Sun City Center	33570	Jack Hencoski	(813) 685-9034
Seminole Heights	33603	Tony Diaz	(813) 598-9635
Sulphur Springs	33604	Matt Kokich	(813) 431-3686
Tampa Carrier Annex	33607	Mike Sovan	(813) 872-0709
Tampa Carrier Annex	33609	Dennis Lorenzo	(813) 966-3989
Temple Terrace	33617	Frank Pereira	(813) 610-1801
Town & Country	33615	Brian Obst	(727) 458-0679
Ybor City	33605	Detlev Aepfel	(813) 505-7914

Presidents Emeritus

Michael Anderson Orbe Andux
James Butler Don Thomas
Garland Tickle

A.R. "Tony" Huerta NALC Branch 599
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Jim Good - Publisher
Kit Kelley - Editor

RETIREES BREAKFAST
(In Tampa)
First Monday of Every Month
9:00 AM at
The Coffee Cup
4407 N. Hubert
in Drew Park

RETIREES BREAKFAST
(In Brandon)
Second Tuesday of Every Month
8:00 AM at
Buddy Freddy's
134 Gornto Lake Rd S.
in Brandon

Read the *Tampa Letter Carrier* online at
<http://www.nalc599.com/newsletter.htm>

Executive Vice-President's Report

A Little Math Makes Life Easier

Last month's article dealt with the daily estimate ritual letter carriers face and how to cope with management's claims of what "DOIS says". Frequently conflicts arise when DOIS predicts one office leaving time and the letter carrier predicts another. Letter carriers can greatly reduce these conflicts by developing a good working knowledge of two basis concepts. These essential elements are Mail Volume and Fair Effort Office Time.

Let's begin with mail volume. Determining mail volume is amazingly simple and yet most letter carriers don't actually bother to do it. Before you begin casing in the morning you should "count" the mail volume at your case. Caseable letter mail is very scarce these days. Measure what you have on the tape strip that should be attached to the ledge. Flat mail will either be staged in the coffin or on the floor in tubs, a.k.a. flats trays. The coffin should also be fitted with a tape strip. A full tub of mail is approximately one foot of flats. Look in the tubs to see how full they are. Write down these mail volumes as you determine them in a notebook or on a scrap of paper. If more mail is distributed to you during the course of the morning then determine the volume and add it to the running total.

Fair effort office time is only slightly more complicated. During route inspections mail is counted by the piece and casing time as well as repeating office work is recorded and averaged to find out how long it takes you to perform office duties with a specific amount of mail under ideal conditions. The rate at which this compares to 18 & 8 & 70 is referred to by management as "percent to standard", a term that the union does not recognize as being contractual. The average time it takes to do all of the repeating daily activities is your Fixed Office Time (FOT). Fixed office time as

determined through route inspections varies from carrier to carrier but will be no less than 38 minutes for a route that has a 10 minute AM office break. If you don't know your FOT it can be found as part of the route base information. It can be argued that the average time used to prepare your route during route inspections represents your fair effort provided no time wasting practices were identified on your part.

A foot of letters is approximately 228 pieces. A foot of flats is approximately 115 pieces. A little math will show us that a foot of mail, letters or flats, cased at 18 & 8 and pulled down at 70 per minute will equal 16 minutes of office time. Let's say that during the route inspection a carrier demonstrated a 90 percent to standard casing rate and 45 minutes of FOT. This means that with 5 feet of mail the carrier would expect to be allowed 117 minutes total office time (AM and PM). This would be calculated by taking 16 times 5 times .90 plus 45 equals 117. (16 X volume X percent to standard + FOT = total office time) If the carrier starts at 730 AM and allots 7 minutes for PM cleanup he would ex-

pect a 920 AM leaving time. If the supervisor did a good job of counting the mail then the supervisor's time expectation should be in the same ballpark as the letter carrier's

time expectation. Remember that this is just an approximation that should be fine tuned for special events such as fire drills, standup talks, and other unusual circumstances. If the letter carrier calculates a 920 AM leaving time but the supervisor expects an 850 AM leaving time, for example, then something is very wrong. The letter carrier should ask the supervisor for the mail volumes that the supervisor counted. Very often this conflict can be cleared up if the letter carrier and the supervisor can agree on the total mail volume. Knowing your mail volume and calculating your own expected leaving time will prevent supervisors bluffing you into unreasonable expectations.

In Solidarity...

by Detlev Aepfel

Executive Vice-President - Branch 599



ARSLAN UNIFORMS

Bill & Shirley Moran

Retired Letter Carrier Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

***NEED UNIFORMS IN A HURRY?
SHOP BY PHONE FROM HOME***

320 PATLIN CIRCLE EAST PHONE: 727-584-4307

LARGO, FL 33770-3063 CELL: 727-543-0705 FAX: 727-585-9367

bilmor@tampabay.rr.com

TAMPA LETTER CARRIERS PRESENT

BINGO

COME JOIN THE FUN

EVERY WEDNESDAY AND FRIDAY

DOORS OPEN AT 5:30

GAMES START AT 6:30

AT THE TAMPA LETTER CARRIERS HALL

3003 W. CYPRESS ST.

TAMPA, FL. 33609

813-877-4785

Unionism

by Brian Obst

Chief Steward - Branch 599

Letter of Additions and Corrections and Appeal to the B-Team

Last month we finished our hearing at Formal A and we were unable to resolve the issue.

After preparing our contentions for Block 17, and getting management's contentions for Block 18, we finished filling out the 8190 form and both parties signed off.

Now we are prepared to examine the Letter of Additions and Corrections and its use in the Appeal process. The Letter of Additions and Corrections is where you, the steward, have an opportunity to respond to management's contentions in the event that they bought up any information you need to clarify or in the event that you have any new information that you have discovered after your Formal A hearing.

The Letter of Additions and Corrections must be filed within the standard time limits for appeal to the B-Team and submitted with the complete package for appeal. The union must provide management a copy of the Additions and Corrections letter when it is sent to the B-Team and management has the ability to respond to the letter.

Management's ability to respond to the letter is, however, limited. They must respond to the letter before the B-Team rules on the appeal of the case; that is to say, if management replies on the 5th but the B-Team ruled on the 4th, then managements response is a moot issue. Management is also required to respond to the union representative with a copy of any response to Additions and Corrections Letters.

The appeal to the B-Team has a seven

day time limit, which means that the appeal package needs to be postmarked no later than seven days after the Formal A hearing. Once the B-Team receives the appeal, they have 14 days to hear and rule on the appeal unless an extension is agree upon by the parties.

The B-Team is different than the other hearings in the fact that the team members are both "contract representatives" and not just management or union reps. The job of the B-Team is to review the file and to rule based on the guidelines in the contract as well as the many available reference sources.

The reps should ensure that cases are decided on an evidentiary basis and decisions should be educational so as to prevent same or similar cases from constantly being appealed to the team.

The team will choose one of four ways to decide a case:

- Resolve - decide to settle the issue
- Impasse - do not decide but forward

to Arbitration

- Remand - return the case to the parties for further development and let them attempt to resolve the case at a lower level
- Hold - hold the case at the B-Team level pending the outcome of a representative case

Should the team decide to impasse the case it would then move on to arbitration and this will be our focus in next month's article.

Remember this is a general overview of the process under Article 15 so I recommend a review of this information at your convenience.

As always, I close with this: *Knowledge is the key.*

Brian Obst
Chief Steward - Branch 599



A Point of Personal Privilege

Ouch!

The USPS and the NALC came to an agreement and the membership has ratified the national agreement. I voted for the agreement but with some misgivings. Three issues of the contract really grabbed my attention. The first was the hiring of TEs. Didn't our local union and nation go through this situation once before? Management read between the lines, as usual, and excised around 25 junior regulars out of the letter carrier craft without regard to the national agreement requirements on excessing. I got into a heated discussion with then Executive Vice President Bill Young on this issue but to no avail because it took over nine months for those 25 carriers to be allowed to come back to our craft.

The second one is the 8% pay raise over a period of five years. During those five years our health benefit premiums are expected to rise about 5%. So basically, according to my fuzzy math, we get about a 3% pay raise over five years. Last is the *moratorium* on the *contracting out*. I believe this is a mistake because management will use this time period to continue to manipulate the wording of this agreement to suit their own interpretation. They will continue to contract out where and when they feel like it. Once the moratorium has reached its end they will want to grandfather in those newly established delivery areas. I know the union will grieve the violation but the end result will be that the letter carriers will have to grin and bear it until the issue is resolved.

I can not understand how over 40% of our union brothers and sisters vote conservatively or for the Republican Party? It is your constitutional right to vote or belong to any political party that you want. However, I have issues with those individuals who work for hourly wages and benefits which the Republicans have consistently attacked, denigrated, and have just tried to eliminate. These brothers and sisters take the benefits that are negotiated by our union as an entitlement rather than as benefits that have been gained by the labor unions and supported by the Democratic party. The decline of unionism is directly the responsibility of the Republican Party because they advocate privatization of all federal agencies, companies or corpora-

tions.

Most union brothers and sisters who have supported Republicans, or even voted for George W. Bush, fail to realize and comprehend that he has supported legislation specifically for a *National Right to Work Law*. Without our union, or any union for that fact, we, you, me or anyone would not have the yearly pay, overtime and premium hourly wages, health benefits, vacation time, sick leave, FMLA access, holiday pay, access to EEO and Union representation, OWCP (work-comp), no lay-off clauses and retirement plans. These are many of the issues for which the Democratic Party have long been advocates. Meanwhile, I see the Republican Party as the political machine for the rich, richer and richest individuals, lobbyists for special interest groups, corporations of America or even foreign countries. You only need to investigate (oops!), I mean read, President George W. Bush's and Dick Cheney's track records and those of the Republican dominated Congress from 2000 to 2006 and even when the Newt Gingrich-led Republicans endorsed their *Contract With America*. Don't mis-read what I am trying to say because at times the Democrats are as bad as the Republicans. At least I, as a lower middle class American, am thrown a few morsels of sustenance for my family's meager livelihood by Democrats, where as, the Republicans seem to believe that no one should be allowed to earn a living wage except themselves. All you have to do is to follow the money trail of the corporate donors.

In articles written recently several individuals have stated the importance of contacting your congress person or senator on different issues such as *Contract Delivery Service* (CDS) that is addressed in House Resolution #282. I took this to heart on May 3, 2007, when I mailed 17 letters to the following members of Congress: Corrine Brown, Katherine Castor, Speaker of the House Nancy Pelosi and Debbie Wasserman Schultz, John Conyers, Jr., Barney Frank, Alcee Hastings, Patrick J. Kennedy, Ron Klein, Dennis J. Kucinich, Tim Mahoney, Kendrick Meek, John Murtha, Charles B. Rangel, John W. Sarbanes, Henry Waxman and Robert Wexler. Even though it is apparent that our negotiations have included a possible non-CDS provision this will not stop the management of the USPS from violating this issue or any issue as they have always done in the past. The USPS's track record on following the national contract guidelines are almost as good as Presi-

by Leslie Ray Garcia

dent Bush's record on his signing statements. Their attitude is, "Go ahead and file a grievance but we are still going to do it anyway!" They know that the grievance procedure is like following a Sunday driver-- slow, slower and slowest. After all, it's not their time and money that is being wasted.



It is hard for me to comprehend national's attitude to delay Congress on its legislation to stop contracting out our jobs. In sports you don't sit on a lead. You continue to try to win. If you don't, it will eventually bite you in the buttocks. I was unable to be a participant in the informational picket June 27, 2007, as I have been out on Workers' Compensation because of two minor injuries that finally got approved for surgery on May 21, 2007, for my wrist and June 14, 2007, for my shoulder. These were due to a trip and fall on August 12, 2005. I'm still having some minor problems that have slowed my recovery. Hopefully I will be back to work full time as of October 8th. Thank goodness for our negotiated health benefit plans and the OWCP that had been legislated by Democrats.

On the issue of grievances, it is my firm belief that management delays them and continues to violate the same issues all the time because postal craft employees do not have a valuable collective bargaining *right to strike*. There are federal regulations that guard against such issues (see *PATCO*). I do not advocate a strike of any type just like I did not advocate the invasion of Iraq by George W. Bush, Inc. My father worked for American Can Company, (United Steel Worker's Union), here in Tampa and I remember when they went out on strike. It took many weeks of picketing and plenty of lost paydays but the workers prevailed. The only problem was that their national union never foresaw that the company would eventually contract out all of their production lines. They closed their doors 28 years ago. Part of their union benefit package included overtime pay for time and a half, premium (double time) pay for working days off or holidays and a 13 week vacation time after working for the company for 15 years. Individuals could take 10 weeks vacation, return to work and get paid for the full 13 weeks. Every year after 5 years service you got another 13 weeks. At an entry position in 1969 individuals made \$5.60 an hour with health benefits. Our wages and benefits did not change until a certain local Union President in

(continued on page 7)

Donations Committee Report

by Adam Noble

Each month the Donations Committee of the Tampa Letter Carriers, Inc. recommends to the Board of Directors that a donation to be given to a local (Tampa, Brandon, Ruskin, or Sun City Center) charity. The donation will be used by that charity to help in the local community.

We all know of local charities that are working hard to give a hand up to those who needs help from time to time. The Donations Committee would like to know of these charities. If you wish for them to know that we may be able to help them, have them write to:

T.L.C. Donations Committee,
3003 W. Cypress St.
Tampa, FL 33609-1617

Please include a contact person and a phone number. Thank you.

Merry Christmas, My Friend

by Corporal James M. Schmidt, former U.S. Marine

Twas the night before Christmas; he lived all alone
In a one bedroom house made of plaster & stone
I had come down the chimney, with presents to give
And to see just who in this home did live.

As I looked all about, a strange sight I did see
No tinsel, no presents, not even a tree
No stocking by the fire, just boots filled with sand
On the wall hung pictures of a far distant land.

With medals and badges, awards of all kind
A sobering thought soon came to my mind
For this house was different, unlike any I'd seen
This was the home of a U.S. Marine.

I'd heard stories about them, I had to see more
So I walked down the hall and pushed open the door
And there he lay sleeping, silent, alone
Curled up on the floor in his one-bedroom home.

He seemed so gentle, his face so serene
Not how I pictured a U.S. Marine

Was this the hero, of whom I'd just read
Curled up in his poncho, a floor for his bed?

His head was clean-shaven, his weathered face tan
I soon understood, this was more than a man
For I realized the families that I saw that night
Owed their lives to these men, who were willing to fight.

Soon around the Nation, the children would play
And grown-ups would celebrate on a bright Christmas day
They all enjoyed freedom, each month and all year
Because of Marines like this one lying here.

I couldn't help wonder how many lay alone
On a cold Christmas Eve, in a land far from home
Just the very thought brought a tear to my eye
I dropped to my knees and I started to cry.

He must have awoken, for I heard a rough voice
"Santa, don't cry, this life is my choice
I fight for freedom, I don't ask for more
My life is my God, my country, my Corps."

With that he rolled over, drifted off into sleep
I couldn't control it, I continued to weep
I watched him for hours, so silent and still
I noticed he shivered from the cold night's chill.

So I took off my jacket, the one made of red
And covered this Marine from his toes to his head
Then I put on his T-shirt of scarlet and gold
With an eagle, globe and anchor emblazoned so bold.

And although it barely fit me, I began to swell with pride
And for one shining moment, I was Marine Corps deep inside
I didn't want to leave him so quiet in the night
This guardian of honor so willing to fight.

But half asleep he rolled over, and in a voice clean and pure
Said "Carry on, Santa, it's Christmas Day, all secure."
One look at my watch and I knew he was right
Merry Christmas my friend, Semper Fi and goodnight.

Personal Privilege *(from page 6)*

New York City started a walk out (undeclared strike) in 1970. His name is Vincent R. Sombrotto. What was the pay of any postal worker prior to 1970? I don't know because I started my voyage in 1972 at \$3.90 an hour. Thanks again to Vincent R. Sombrotto.

I hope everyone will have a Merry Christmas and a Happy New Year.

"Most human beings have an absolute and infinite capacity for taking things for granted."

Aldous Huxley

Merry Christmas

Around The Horn

by Tony Diaz

Local Negotiations

Brothers and Sisters now that our new contract has been officially ratified and signed we are currently involved with Local Negotiations.

I have had been given the opportunity to serve on the Local Negotiating Team as appointed by President Jim Good. The Local Team consists of President Good, Executive Vice-President Detlev Aepfel, Vice-President Gilbert Cabanas, Chief Steward Brain Obst and myself (Financial Secretary). We are currently meeting twice a week at alternating locations (Union Hall & Airport). Our five representatives meet with the Management Team that also consists of five representatives with the addition of an approved technical advisor. The deadline for these negotiations under Article 30 has been extended to November 14. The period initially had been set for October 1-30, however with the timing of the ratification process for our new National Contract prompted President Young to ask the Postal Service for the extension. Local negotiations may address 22 items listed in article 30 that deal specifically with local working conditions. The 22 items open for negotiations range from the simple, #19 The assignment of employee parking spaces, to the more difficult, #4 Formation of local leave program.

Ground rules were established in the first meeting and items neither side had proposals for were set aside. Our Team has been meeting the evening before the Local meetings to review and discuss the items as well as creating proposals if deemed necessary. We must try to anticipate management's argument on our proposals and be ready for a reply, remembering the terms of a local memo cannot be inconsistent or in conflict with the National Contract. We have brought good negotiating techniques to the table and Jim Good has given our entire Team the opportunity to contribute not only in the planning stages but in the negotiations as well. We all realize the importance of these Local negotiations and our decisions are the result of well thought out and researched preparation. Our only goal is to do what is the absolute best for our membership, and we all take that responsibility very seriously. I am appreciative for the chance to serve our Branch in these negotiations.

Quick Hits: Information you should know

- The newly signed contract has ended the use of casuals in the Letter Carrier craft. They have been replaced with bargaining unit transitional employees (T.E.'s). The Postal service had 90 days to complete the conversion from the date of ratification. The T.E.'s are brought in under the NALC contract with an immediate \$6-an-hour wage

increase and of course we are hopeful all join the union.

- The contract was ratified by a 9 to 1 margin (104,346 to 11,895).
- 60 percent of eligible members voted
- The new agreement runs until November 20, 2011
- City Carrier Grade 1 Top pay, Step O is (yearly) 49,907, (hourly) 23.99, (bi-weekly) 1,919.50 and (regular overtime) 35.99
- Grade 2 Top pay, Step O is 51,021, 24.52, 1,962.34 and 36.79
- NALC Health Benefit Plan will offer a noticeable cost reduction. Starting in January active letter carriers with Self Only coverage will pay \$32.61 every two weeks, a savings of \$6.19 over 2007 rates. Self and Family coverage will save \$6.13 and pay \$54.54. Everyone needs to check out the new Cigna Health Care Plan. Remember Open Season begins November 12 and ends December 10.

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

**Branch 599 Holiday Party**

Sunday, December 16, 12 - 3 PM, at the Union Hall, 3003 West Cypress Street

Activities Include:

Santa Claus

Face Painting, Decorating Cookies, Balloon Figures, Puppet Making
Toys for each child, DJ, Games, Interactive Entertainment, Team Challenges

Refreshments Include:

Pizza, Chicken Tenders, Vegetable Trays, Christmas Cookies, Ice Cream,
Eggnog and Soft Drinks

**Please RSVP to your Shop Steward
Or call the office (813) 875-0599**

Are We Having Fun Yet?

by Mike Anderson

Treasurer - Branch 599

Some Postal History

Let us bind these people together to us with a chain that can never be broken.

George Washington

When George Washington, our country's first president spoke these words in 1782, he and other prominent figures of the time were seriously concerned about the fate of this fledgling nation. Our country was a vast frontier covering over a million square miles and would never survive: The United States was geographically too vast to govern. A nationwide postal system had existed since 1775-when the Second Continental Congress appointed Benjamin Franklin the first postmaster general-but by 1782, the operation of the post office provided little comfort to those Americans worried about their country's future. Stagecoaches and post riders were to unreliable, theft common, and postage rates were too high.

But by 1794, Washington's wish was a reality. The Constitution of 1787 had granted Congress Specific power "To establish Post Offices and Post Roads," and this authority was defined in 1792 when Congress approved comprehensive postal legislation. Two years later, in 1794, it officially established the Post Office as a permanent part of the federal government and authorized the appointment of this country's first letter carriers.

In the early days of the Republic, America's first letter carriers received no salaries but were permitted by Congress to collect a fee of two cents for every letter they delivered. This was a considerable amount of money in those days but did not guarantee letter carriers a decent living wage. Delivery of one's mail was a luxury few people could afford.

By the 1830's whatever job security letters carriers had was lost as favoritism and partisanship began to dominate their lives. This started with Andrew Jackson who succeeded John Quincy Adams as president after the bitter election campaign of 1828. People who were his enemies; men Adams appointed and actively campaigned against him surrounded Jackson. Jackson's response was ruthless. He flagrantly replaced everybody with loyal members of

his administration. Thus "To the victor belong the spoils" and the Spoils system began. For the letter carrier this meant he would be out on the street looking for another job. A letter carrier was expected to be a campaign worker first and a letter carrier second and if he did not fulfill this obligation, his workload may increase, his pay would be reduced, or he would be fired. Therefore, hired only for political reasons and with the knowledge that the job was temporary, the letter carriers generally were inclined to accept inadequate wages and poor working conditions, both of which were determined by local postmasters.

1863-1888 Began the Modern era. On July 2, 1881 President Garfield was shot by what history books have long described as a "disappointed office seeker" turned assassin. Garfield's death on September 19 elicited an intense response from the public. If there had been a proper civil service system. there might not have been a disappointed officer seeker. Congress passed the country's first civil service law, known as the Pendleton Act, in 1883. Among other provisions, it specifically required letter carriers and post office clerks in every post office with 50 or more employees to take competitive exams to qualify for their jobs. It also included language, which made their positions permanent. Postmasters were excluded as well as those employees in smaller offices yet half of the postal workforce was covered. So, for the first time since Andrew Jackson's Administration, letter carriers were hired because they qualified for their jobs, not because they were members of a certain political party.

Sample questions from the Qualifying Examination for Letter Carrier:

Arithmetic

Question 1: A carrier makes 4 trips a day carrying 64 letters and 32 papers each trip.

The letters average in weight $\frac{1}{4}$ oz. each and the papers 2 oz. each. How many pounds of mail does he deliver in a day? (16 oz. to the pound.)

Question 2: In an office employing 35 carriers, each carrier loses 20 minutes a day in idle talk. Suppose the average salary of each to be \$2.50 for ten hours work, what is the cost to the Government of the lost time each day, and what will it amount to in a year of 313 working days?

Local Delivery

Question 1: Name the principal railroads (not exceeding five), which pass through or terminate in this city, and give the location (street

or streets on which situated) of the principal depot or ticket office of each.

Question 2: Name four streets which pass nearest to the building in which this examination is held, and mention one public building or prominent business house on each.

Question 3: Name the principal hotels in this city (not exceeding five) and the location (street or streets on which situated) of each.

Almost immediately after the Pendleton Act went into effect in 1883 the letter carriers banded together to obtain an annual vacation law. Carriers were not allowed vacations. They were supposed to work 365 days per year including Sunday. The postmaster in New York City however allowed carriers ten days per year, providing the other carriers agreed to cover their routes. At the same time federal employees in Washington, DC, including those working in the headquarters of the Post Office Department, were allowed 30 vacation days per year.

Frustrated carriers petitioned the Department for the same leave privileges as other federal workers, and the Department's law officer issued a statement declaring that no law existed under which letter carriers could be allowed vacations days whatsoever. This aggressive behavior of letter carriers now protected by the Pendleton act was upsetting to the Department and the Postmaster of New York City was ordered to cease allowing annual leave to Letter Carriers.

The Letter Carriers banded together and approached Congressman Samuel Cox, and in 1884 Cox was able to persuade Congress to pass legislation giving all carriers a 15-day vacation with pay. A surprising victory, it gave the carriers first hand experience in the advantages of organized agitation. Letter Carriers throughout the nations were vividly reminded that in unity there is, indeed, Strength.

Also, in 1879 Congressman "Sunset" Cox was responsible for persuading congress to establish a regular pay scale for Carriers. Prior to this time, each postmaster with

(continued on page 11)



Things You Should Know

Local MOU

Everyone should be aware that local negotiations are now under way in Tampa. This is a specified period that occurs after each National Agreement is finalized. Article 30 lists 22 subject items which the parties may negotiate locally. Both management and the Union are obligated to bargain over each of the 22 subject items listed in article 30. When one party raises an item in negotiation, the other must negotiate in good faith. Management opened this year's local negotiation with a letter of intent on October 1st. Either party may impasse an item in a negotiation, which is a failure to reach an agreement. The difference is that management has a limited right to impasse any existing local memo provision, that is within the 22 items. In order to change an item, management must prove to an arbitrator that the existing provision represents an unreasonable burden on the Postal Service. There is no such burden on the Un-

ion, when it seeks to change a local MOU item. Management has indicated in its letter of intent, some minor editorial changes to update the old memo. Our local MOU has not been open since October 2002. The local MOU has not been changed since then. If the parties do not reach the agreement on any subject matter, then the impasse is submitted to a higher level for settlement. If those higher settlements are not successful, the matter must be taken to a neutral arbitrator. Remember when management makes any proposal in our local negotiation; we must be prepared to offer our own proposal in good faith. If we don't bargain in good faith, we can risk arbitrating the disputed items in the impasse procedures. Management has scheduled at least 6 different dates in order to negotiate their concern. It now appears that management has proposed and will challenge several items in our local MOU. We've had many meetings to discuss our strategy prior to each scheduled meeting with management. We've taken several steps to ensure a productive bargaining effort. We have developed an action plan with their proposal and our counter proposal at our nightly meetings. Our Branch President is our chief spokesper-

son with their Area Manager, Mr. T. Dose as their chief spokesperson. During these procedures, either side can call for a caucus, in order to discuss a current proposal among them. We must be very careful that everyone understands the position of the proposal. These proposals must be very clear and precise, easy to understand in the way it applies in various circumstances. Also remember that the local MOU must agree with the National Agreement. No local memo provision may be inconsistent or in conflict with the National Agreement. As of yet, no settlements have been reached. But do remember that any negotiation has give and take steps, in order for it to be in good faith. The local negotiations must be over by November 13th, or the local Branch must furnish the disputed issues to our National Business Agent.



by Gilbert Cabanas

Vice-President - Branch 599

Retired But Not Tired

Retirees Report

Dear Brothers and Sisters of Branch 599,

On November 5, the first Monday of the month, there were eighteen retirees at our monthly retiree's breakfast at the Coffee Cup. First-timers in attendance were: Earl Batton, Lance Jones, Kent Thran, Don Holt and Freddie Warren, Jr. President Good, as in the past, picked-up the checks for the first-timers. I think it was Kent that said, "If I knew Jim was paying, I would have ordered steak." So, if you're a first-timer and Jim is in attendance, order steak. Thanks Jim, for your generosity. Also in attendance, but paying for their own, were Adel, Edge, Oliva, Quintanilla, Lundy, Bobeau, Gasperment, Dupree, Good, Rossell, Stoffer, Munns and Gebo. Several of the regulars were missing this month. Hope all of you are in

good health and missed the breakfast for other reasons.

Earl Batton retired in 1986 and Lance Jones retired just last month, a gap of over twenty years. I had the pleasure of working with Earl at Sulphur Spring for many years in the late 70's and 80's. It was great remembering how it used to be. Lance, who is our Health Benefits Representative, has been very active in the union, and a TLC, Inc. board member.

Congratulations to all of the branch officers who got re-elected by acclamation.

As you all know, Open Season is upon us. Please look very carefully into our plan, the NALC Health Benefit Plan. The difference between BC&BS and the NALC premiums for a retiree, self and family amount to \$809.64 annually. Why wouldn't a member of the NALC support its own plan and save

\$809.64? Just think, if all our members joined our health plan, what a great savings it would be to all. Please consider our plan, the NALC Health Benefit Plan, when making your choice.

Hope you all remembered our servicemen on November 11th. Let us be thankful for our blessings during the Holiday Season. There are so many things we take for granted. Good health and prosperity to all!

So, as Roy Rogers and Dale Evans sang, "Happy trails to you, until we meet again."

Fraternally,
John Gebo

by John Gebo

Director of Retirees - Branch 599



Health Benefits Report

by Lance Jones

Health Benefits Representative - Branch 599

Want A \$30.00 Raise?

Want a \$30.00 raise? Read on!

That's right Open Season will soon be here and you can give yourself a \$30.00 raise. With the new rates the NALC Health benefit Plan is nearly \$30.00 less than other plans for a family plan. More than \$30.00 for the single plan.

Here's what's new this year:

- Rates have been lowered. For Self Only, \$32.61 biweekly. That's a saving of \$6.19 from last year. For Self and Family, \$54.54 biweekly, a saving of \$6.31 from last year.
- With CIGNA we now have one of the largest PPO Organizations of all the health plans.
- New benefits under maternity care: For complete maternity care, if you use a PPO provider you pay *nothing* (and *no deductible*).
- Family planning: Voluntary sterilization, implanted contraceptives and intrauterine devices (IUDs) from a PPO Provider is 10% of the plan allowance (*no deductible*).
- Allergy care: testing, treatment (except for allergy injections) and allergy serum are 15% of the plan allowance if using a PPO Provider. Allergy injections are \$5.00 co-payment from a PPO provider.
- Smoking Cessation: No charge (*nothing!*) when you use United HealthCare's *QuitPower* program (and *no deductible*).
- Treatment of fractures now includes casting and is 10% of the plan allowance when using a PPO Provider.
- Inpatient Hospital: Room and board *nothing* when using a PPO provider.
- Coinsurance for inpatient services billed by a PPO hospital facility *will not exceed \$2000 per calendar year*

per family.

- Orthopedic and prosthetic devices: *One pair* of custom functional foot orthotics every 5 years when prescribed by a physician (with a maximum plan payment of \$400). To my knowledge *no other health plan has this benefit.*
- Emergency services paid at PPO benefit level *even when non-PPO provider used.*

These are but a few of the benefits and changes the NALC has brought us to customize the plan for letter carriers through the efforts of President William Young, Director of Health Insurance Timothy O'Malley, and the national board of trustees, Chairman Lawrence Brown, Jr., Michael J. Gill, and Randall L. Keller.

At the recent Health Benefits Seminar I was honored to hear President Young address the audience and promise that within the next few years the NALC's Health Plan would mirror or exceed any other plan offered postal workers. He spoke on the importance of keeping good health benefits at an affordable price for letter carriers and how job benefits have become a major target of employers across the nation. By lowering the rate you pay, the NALC has significantly reduced the impact of the higher percentage you'll pay in the later years of our new contract. Director Timothy O'Malley spoke on the importance of having a health plan that fits the needs of letter carriers and their families and he is committed to making that plan *our* plan. He addressed concerns over the rising costs of health benefits and was pleased to inform us that the plan was able to reduce it's rate to pre-2004 costs. One of the ways this was accomplished was by changing to CIGNA as our new PPO provider.

There are so many benefits it's almost overwhelming to mention a few more. There is the Healthy Rewards Program, United Behavioral Health, Enhanced Eldercare Services additional pharmacies through Caremark. and on and on.

No health benefit plan offers a dental and optical benefit. This just simply is not allowed by OPM. But as a plan member through CIGNA, you can purchase a discount dental program (CIGNA*Plus Savings*) similar to the one OPM offers. The monthly self only pre-

mium is \$3.75 and for self and family is \$5.50. This is a discount program and not insurance. The member must pay the entire discounted charge for services. This is available to NALC Health Benefits Plan members *only*. That's a hard price to beat!



While at the seminar I had a chance to talk to Director O'Malley and one question on my mind was, what about Letter Carriers who belong to other plans and have a pre-existing condition that has been accepted by that plan? His answer was, "We will accept any qualified pre-existing condition *no questions asked.*"

It all starts with one. Be that one by joining the NALC Health Benefits Plan during this open season and give yourself that raise. You deserve it.

If you have any questions feel free to contact me at (813) 220-1292.

In unity...

Having Fun Yet? *from page9*

major inequalities set their salaries. The 1879 law created two grades of carrier in the larger offices, with salaries fixed at \$800 and \$1,000 a year. In the smaller offices, where the letter carriers jobs were still under the spoils system, Congress limited carrier's wages to \$850 per year regardless of years in service.

Next month I will get into the attempts at an eight-hour day and the beginning of the National Association of Letter Carriers.

The contents of this article were taken from the book, *Carriers In A Common Cause: A History of Letter Carriers and the NALC*.

This book is available from the NALC supply department.

And The Beat Goes On

Another Year Gone

Well here we are, another year gone. It's hard to believe the years can go by so fast. It seems like only yesterday we were all dreading the turn of the century into 2000 and now were going into 2008.

Wow! That makes it ten years I've been retired. That in itself is very hard to believe. I know a lot of my Brandon brother carriers did not make it and most were younger than I. As brother Sam Santilli is now saying, enjoy your life as much as possible as none among us knows when it will all end.

At the October union meeting Brandon shop steward Terry Franklin said to me, "Ray, I would consider it an honor if you would nominate me for election as a union trustee."

I replied, "Okay, Terry. No problem."

I then got on the microphone and said, "I'd like to nominate Charlie Franklin as a trustee...Ahhh! Wait! No, not Charlie. That's his father..." (now retired). "Uh---make that 'Terry'..."

Talk about embarrassing moments. Terry said to me, "When I get home I'm calling my Dad and telling him Ray Wallace nominated him for trustee...ha ha." Well anyway, he got the job for the next term.

Congratulations are also in order for Mike Brink, who ran for and won the job of Recording Secretary. That's not an easy job. Let's hope all will keep quiet when he reads the minutes of the previous meeting. Good luck to both of these Brandon carriers.

Brandon had their Retiree luncheon on October 15th at Buddy Freddy's. It was nice to see a good turnout. But we

need to put on name tags when you have not seen someone in a long time. There was one retired carrier walking up and all (including yours truly) were asking, "Who is that guy?" It was Dave Cleveland, who most had not seen in a very long time. Dave got cancer and was one of the lucky ones who beat it.

I'm Going to end the year of 2007 with not one bad word about the lousy managers that run the place.

Hope you all have a happy & healthy Christmas.

A T B G O



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Give the New Year a Heart Healthy Start

Every year around this time, people start to give serious thought to the resolutions they will make to improve their lives in the New Year. Among the more popular ones are: to save more money, to eat healthier and to exercise more.

For the over 5 million Americans diagnosed with heart failure, a progressive condition in which the heart's muscle becomes weakened after it is injured from something like a heart attack or high blood pressure, the latter two couldn't be more important. If you are already 70 or older, you have a 10 percent or greater chance of developing heart failure and a lifetime risk for eventually having heart failure that may be as high as 1 in 5 individuals so this information is important for everyone to know.

One of the most important moves you can make in the coming year is to develop a treatment plan that is right for you, according to Clyde Yancy, MD, chair of the education committee for the Heart Failure Society of America, a non-profit organization of health care professionals and researchers who are dedicated to enhancing quality and duration of life for patients with heart failure and preventing the condition in those at risk. "In the past, people with heart failure were advised to rest and give up many of their usual activities, but recent research has shown that activity can help them feel better, may decrease symptoms and may improve the heart's function," Dr. Yancy says.

Whether you've been diagnosed with heart failure, or are just trying to prevent yourself from falling victim to this major cardiovascular disorder that is on the rise, here are some tips on how to take charge of your condition:

Become More Active

Start by picking a simple aerobic activity that you like, such as gardening, walking, fishing, swimming or biking, and do it regularly. The goal for most people with

heart disease or at-risk for heart disease is to accumulate at least 30 minutes of mild to moderate activity per day on most days of the week. Note that you do not have to be active for 30 minutes in a row to benefit. For example, you can be active for three 10-minute blocks.

Whatever activity you choose, do it slowly and gradually. Spend a few minutes warming up and cooling down before and after each activity session to avoid injuring yourself and stressing your heart. Warming up by walking or stretching helps your body and your heart adjust to the increased demands of activity, and stretches tendons and muscles to avoid cramping. Cooling down allows your heart rate, blood pressure and other body functions to return to their usual resting levels and brings down your adrenaline level gradually.

Although regular activity is good for you, you should not exercise or increase your activities when you feel exhausted, have a fever or infection, have chest pain or are experiencing more shortness of breath symptoms at rest than usual. Be certain that you select activities that are not too strenuous or risky. Remember, moderation is the key. Above all, do not start a new exercise program or engage in a new activity without reviewing this with your physician.

Change Your Diet

In addition to staying active, it's also important for patients with heart failure to change their diets. The most critical change they'll be advised to make it to cut back on sodium (salt) intake and here's why. Heart failure causes the body to hold on to extra sodium, which in turn causes extra fluid to build up in your body. The extra fluid makes your heart work harder.

Cutting back on sodium is admittedly a challenge because salt is everywhere --

in canned soups, canned vegetables, fast food, restaurant meals and processed foods like frozen dinners, boxed noodle and rice dishes. So, even if you do not add salt while cooking or use a salt shaker at the table, you may be eating too much.

What can you do to cut back on the sodium (salt)? Here are four tips from the Heart Failure Society of America:

1. Instead of salt, flavor your food with black, cayenne and lemon pepper; fresh herbs like garlic, onion powder, dill, parsley and rosemary; lemon juice; and flavored extracts like vanilla, almond, etc.
2. Adapt preferred foods to low-sodium versions. Instead of buying lunch meats, which typically contain high amounts of sodium, you can cook fresh chicken, turkey, roast beef or pork without adding salt and then cut it up for sandwiches the next day.
3. If you like soup, instead of buying the canned version which is high in sodium and preservatives, you can cut up fresh vegetables, put them in a slow cooker and use herbs and spices for seasoning.
4. Pick foods naturally low in sodium, like fresh fruits and vegetables, fresh meat, poultry and fish.

It can be difficult to change your eating habits. It may take weeks before you enjoy the taste of low-sodium foods, but your taste buds will adjust. Eventually you may not even miss the salt. Your heart will thank you for the life-style change.

To learn more about heart failure and how to manage your condition, log on to the Heart Failure Society of America's Web site: <http://www.aboutHF.org>.

Courtesy of ARAcontent

Your Vote Counts

Vote For Your

Branch 599 Officers

on December 6, 2007

I want to thank you for re-electing me as Branch 599 Trustee for the next three years.

I am supporting the re-election of Gilbert Cabanas for Vice-President. Not only has he been Vice-President of Branch 599 for the past three (3) years, he also was Vice-President of Branch 599 during the 1980's and 1990's. Furthermore, Gilbert had been the shop steward of Hilldale Station for almost thirty-five (35) years. I think he deserves to serve another three (3) years!

Thank you,

Jose Oliva
Trustee, Branch 599

Elect
Gilbert Cabanas
For
Vice President of Local Branch 599
Vote on December 6, 2007.

My experience and qualifications
Will preserve your contract rights.

Qualifications:

1. Longest Consecutive Running Shop Steward, since 1984.
2. Vice-President, 1991-1994. 2005-2007.
3. Union Member, since 1968.
4. Letter Carrier, since 1968.
5. Safety Coordinator (for city of Tampa) 1993-1994. 2004-2006.

Experience:

1. In charge of city-wide team routing adjustments (1993-1994)
2. In charge of first vertical flats team (1994)
3. City D.P.S Coordinator (1994)
4. City Food Drive Coordinator
5. In charge of E.E.O. claims (2005- to present)
6. Delegate to National Conventions, since 1984.
7. Delegate to State Conventions, since 1984.
8. Delegate to Training Seminars, since 1984.
9. Original member of the "Million Mile Club"

Goals:

1. Provide knowledge and leadership,
2. Provide honesty and respect to all.
3. Provide long standing experience for all members.

Hello Fellow Carriers

My name is Dook H Ramotar Sr.

I am running for Executive Vice President of Branch 599 on
December 6, 2007

I was a steward at Commerce for 15+ years before retiring
Attended ALL steward training, union meetings, rap sessions and
national meeting since I became a steward



As a steward:

8 removals were issued to carriers
Defended and lost NONE

Accepted NO L.O.W. to carriers for more than one year
And prevented any suspensions, accepted L.O.W instead

I also successfully defended carriers on E.E.O

And participated in all informal and formal A grievances

Should I be given the opportunity to represent Branch 599 carriers,
I will work with the same diligence I did as a steward

Thanks

**RE-ELECT DETLEV AEPPEL
EXECUTIVE VICE-PRESIDENT BRANCH 599**



I AM ASKING FOR YOUR SUPPORT AND YOUR VOTE FOR EXECUTIVE VICE-PRESIDENT OF BRANCH 599. AS YOUR EXECUTIVE VICE-PRESIDENT FOR THE PAST THREE YEARS I HAVE PROVEN MYSELF TO BE WELL PREPARED AND FULLY QUALIFIED. I HAVE FOUGHT TIRELESSLY FOR THE RIGHTS OF MY FELLOW CARRIERS AND HAVE BEEN GUIDED BY THE PRINCIPLES OF HONESTY, INTEGRITY, MORALITY, ETHICS, AND FAIR TREATMENT FOR ALL. I HAVE TACKLED NUMEROUS SPECIAL PROJECTS AND LABORED DILIGENTLY TO MAKE PRESIDENT JIM GOOD'S ADMINISTRATION A SUCCESS. I HAVE ASSUMED THE DUTIES OF LEADERSHIP DURING PRESIDENT GOOD'S ABSENCE ON NUMEROUS OCCASIONS. I HAVE ALWAYS SERVED THE BRANCH TO THE UTMOST OF MY ABILITY.

1. Executive Vice-President Branch 599 January 2005 – Present
2. Vice-President Branch 599 2004
3. Health Benefits Representative 2003
4. Shop Steward Ybor Station 1992 – 1993 & 2000 – Present
5. Certified Arbitration Advocate and Local Business Agent
6. Certified OWCP Specialist
7. Designated Union Observer for Route Inspections 2002 – Present
8. COLCPE and e-Activist Coordinator Branch 599
9. Food Drive Volunteer 2000 – Present
10. MDA Volunteer 2004 – Present
11. Attended every State Training Seminar held during my tenure as Steward
12. Delegate to the past six National Conventions
13. Delegate to eight State Conventions since 1993
14. Letter carrier and Branch 599 member since 1988

**RE-ELECT DETLEV AEPPEL
EXECUTIVE VICE-PRESIDENT BRANCH 599
ON DECEMBER 6**

Brian Obst for Vice President



My name is **Brian Obst** and I am running for **Vice-President of Branch 599**. I would like to provide some information about myself to help you get to know me. I feel that I am qualified to perform the job and I would like your support in my quest for this position. As an active Letter Carrier I feel that I have the pulse of the carriers on the issues that affect us everyday and I have the ability to help our members address their concerns quickly and effectively.

In October 1998 I joined the Postal Service and the NALC. I quickly realized that the only way to protect myself on the job was to learn all I could about the contract we work under.

I began to attend Shop Steward training to prepare to become a Steward, which I accomplished in December 1999. As a Steward I have always done all I could to further the welfare of the carriers in my station and the NALC as a whole. I take my job seriously and I am doing all I can to ensure contract compliance from Management to protect the carriers. I have attended All training seminars as well as All State and National Conventions ever since I first qualified to do so, as I feel that all of our officers and stewards should keep themselves up to date on changes and new information, as you can never have enough training or knowledge.

During my time as a member of Branch 599 I have served as a Branch Trustee, and I currently am one of the Labor Management Representatives for the Branch. I have previously and I am currently serving on the committee for Local Contract negotiations for Tampa. I am the Chief Steward for the Branch and I like to think this is due to my ability as a Steward but also because of the content of my character in my dealings with others. I have served as a steward in numerous stations both inside as well as outside of the installation whenever I have been called on to do so. I recently completed B-Team training in Washington DC and I am a backup member of the B-Team who is available to go up to decide cases when needed. I am currently the Chairman of Tampa Letter Carriers, Inc., our Branch's holding company, and have been since 2005. I also serve as the NALC representative on the Postal Employees Relief Fund sub-committee in the Suncoast District to help postal employees affected by natural disasters.

I volunteer annually for the MDA Street Corner Blitz and serve as station coordinator for the annual Food drive as well as Toys for Tots. I am also a monthly contributor of articles on Unionism in the Branch newsletter.

I hope to be able to get out to every station prior to the election to meet with members face to face. I look forward to meeting as many of you as possible. I hope that you will give me consideration for Branch Vice President in the coming election this December.

As I end all my articles - **Remember Knowledge is the Key.**

Thanks for your consideration.
Brian Obst
Chief Steward Branch 599

ELECT “MY” TEAM



Jim Good



Detlev Aeppel

Brian Obst

In order for a branch president to be successful in representing the members of the union he must have people working with him who are motivated, experienced, dedicated and knowledgeable. I, as president, as well as the members of our branch am very fortunate to have such carriers nominated for the two contested positions that will be decided on election day, December 6, 2007.

Detlev Aeppel, Branch 599’s current Executive Vice-President, has served in that position for the past three years. He has been invaluable to me, both in taking over in my absence and completing any other duties assigned to him. Detlev has served as the branch’s representative during route inspections over the past five years, and has also been trained to assist me in preparing workers’ compensation cases. Detlev has been certified as an arbitration advocate, has served as the branch’s vice-president and is, and has been over the past years, the shop steward at Ybor Station. I can say, without any hesitation whatsoever, that Detlev is by far the best man for the job of Executive Vice-President. I strongly encourage you to re-elect him to that office!

I appointed Brian Obst to the position of Chief Steward in January of 2005 because of his vast knowledge of the contract and his ability to negotiate fair, strong settlements with management. By his accepting this position he has allowed me to attend to the other numerous duties of the presidency. Brian has also been assigned to hear grievances at various stations at the Formal “A” level, assists me in the training of new stewards and has earned the respect of management throughout the installation. He has proven himself worthy of the position of Vice-President and I ask that you elect him to this office.

I want to thank you for electing me, by acclamation, and ask that you elect these two strong unionists so that we can continue to represent the members of Branch 599 in the manner to which they have become accustomed.

A.R. "Tony" Huerta NALC Branch 599
3003 West Cypress Street
Tampa FL 33609-1617
(813) 875-0599 fax (813) 870-0599
<http://www.nalc599.com>

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No matter how big or small your holiday plans may be, some extra spending money will definitely help. That is why your Credit Union is allowing you to skip one or all your loan payments this holiday season.

If you did not skip your November loan payment(s), you still have time to skip your December payment(s) for a small fee of \$30 per loan.*

To skip one or all your loan payments (excluding MasterCard, 1st Mortgages and Home Equity Loans) log on to www.tpcu.org, call 813.264.4969 or stop by any branch location.



TAMPA POSTAL
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* A \$30 payment deferral fee per skipped monthly loan payment(s) will be added to the balance of the loan. Interest will accrue on all loans affected by the program, which may cause that maturity date on all loans to be extended. Restrictions apply. Contact the credit union for more information. To skip your payment(s) you must contact the credit union no later than November 23rd.



NCUA