



Tampa Letter Carrier

Volume 7 - Issue 12

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

Tampa, Florida

December 2008

President's Report

by Jim Good

President - Branch 599



Try, Try Again

When I became a letter carrier, back in 1978 in Cleveland, Ohio, one of the first traumatic experiences I endured was a route inspection. I was what is today called a T-6, but back in those days we were all level fives and got paid the same for doing five different routes as the carriers who had their own routes. The regular carrier was on annual leave for two weeks and I was chosen to carry his route during the inspection. I had been a carrier for less than a year and the thought of a supervisor following me around and watching what I did every minute of the day scared me to death. Back in those days every carrier had their own ideas about how to handle an inspection. These ideas went from figuring out how much mail you had and dividing out what "standard" was, to counting the number of steps you took in a

minute, to mailing post cards to the customers on your route who didn't get mail every day just so you would have a piece of mail to walk up the long driveway with so it would take you longer on your park & loop trips.

Management had their own ideas too, and they did everything possible to take away the time that you worked so hard to get built into your route. If you talked to a customer about their upcoming move out of their home they would take away the time, if you gave a customer driving directions the same deal, and on and on and on. Management did everything possible to pack as much work into an eight-hour day as possible.

Throughout the years there have been many attempts to change the way that routes are inspected and adjusted. None have been successful. That may soon change. On October 22nd NALC President Bill Young and USPS Vice-

President Labor Relations Doug Tulino signed a Memorandum of Understanding regarding an "Interim Alternate Route Adjustment Process". I know, I know, this has all been done before. But this time is a little different.

First, the USPS is in a financial bind and cannot afford to continue to waste millions and millions of dollars on old fashioned route inspections and adjustments. Secondly, there are no provisions in any current handbook or manual that allows the USPS to adjust routes and capture "undertime" resulting from the tremendous drop in mail volume. Thirdly, and most importantly for letter carriers, this new route adjustment process uses the regular carriers' actual street and office time to adjust their routes.

(continued on page 5)

Tampa Letter Carriers, Inc. Board of Directors Election Notice

Nominations and elections will be held on December 4, 2008, at the Branch 599 Union Hall following the branch meeting.

Nineteen (19) directors will be elected to serve for the two year term beginning immediately following the election.

The directors are responsible for controlling Tampa Letter Carriers, Inc. All nominees must be members in good standing of Branch 599.

If you are interested, please come to the branch meeting and stay for the nominations and elections that will be held after the meeting.

FSALC State Convention

Nominations for delegates to the Florida State Association of Letter Carriers' State Convention will be accepted at the December 4th Branch Meeting. The Convention will be held in Naples from June 11-13, 2009.

**Branch Meeting
Thursday
December 4
At the Union Hall**

Branch 599 Officers

PRESIDENT	Jim Good	(813) 417-8877
EXECUTIVE VICE-PRESIDENT	Dook Ramotar	(813), 404-4380 cell
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516, cell 597-7396
RECORDING SECRETARY	Mike Brink	(813) 661-1106
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	Brian Obst	(727) 458-0679
LABOR - MANAGEMENT	A. Sam Santilli	(813) 215-7595

Presidents Emeritus

Michael Anderson	Orbe Andux
Don Thomas	Garland Tickle

Branch 599 Shop Stewards

Brandon	33510	Terry Franklin	(813) 758-3061
Brandon	33511	Phil Chirico	(813) 657-3180
Carrollwood	33618	Eddie Berroth	(813) 493-5224
Commerce	33602	Pedro Jimenez	(813) 727-9280
Forest Hills	33612	Stephen Hall	(813) 494-4669
Forest Hills Annex	33613	Alan Robinson	(813) 843-9762
Hilldale	33614	A. Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Gilbert Cabanas	(813) 597-7396
Hyde Park	33606	Tom Cobert	(813) 694-0711
Interbay	33611	Sammy Graham	(813) 832-6644
Interbay	33629	Jim Tobin	(813) 716-3696
MacDill	33608	Sammy Graham	(813) 832-6644
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Jim Davis	(813) 961-6865
Port Tampa	33616	Sammy Graham	(813) 832-6644
Produce	33610	Maggie Lancaster	(813) 317-7522
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	Dook Ramotar	(813) 404-4380
Tampa Carrier Annex	33609	Dennis Lorenzo	(813) 966-3989
Temple Terrace	33617	Warren Sumlin	(813) 486-7612
Town & Country	33615	Brian Obst	(727) 458-0679
Town & Country	33635	Brain Obst	(727) 458-0679
Ybor City	33605	Detlev Aeppel	(813) 505-7914

A.R. "Tony" Huerta NALC Branch 599
3003 W. Cypress St.
Tampa, Florida 33609-1617
Tel: (813) 875-0599 Fax: (813) 870-0599
email: nalc599@verizon.net
website: <http://www.nalc599.com>

The National Association of Letter Carriers Branch 599, 3003 W. Cypress Street, Tampa, FL 33609-1617, publishes the *Tampa Letter Carrier* monthly.

The opinions expressed in this publication are those of the writers, and do not necessarily reflect the opinions of Branch 599.

All articles are subject to editing and revision at the discretion of the publisher & editor.

Articles must be submitted no later than the fifth of the month. Submit articles as .txt, .rtf, .doc or .wpd documents attached to email sent to

newsletter@nalc599.com

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>

Running With You

Ergonomic?

Congratulations to Eddie Berroth for taking over the steward work at Carrollwood. Running With You was doing the job there for a while but could not give 100% representation to the carriers there as I was not a full time steward. With the pressures of building up daily at the stations where Investigative Interview are being given out at the drop of a hat or if you sneeze wrong, it's always beneficial for each station to have their own stewards.

The elections are over and congratulations to President Elect Barack Obama. The people of the United States of American have spoken with their ballots and voted him in. Whether we voted for or against him, our support now should be to rally around him for the enormous task ahead.

New M.O.V. of adjusting routes was signed by the USPS and the NALC. We as carriers need to give 100% of our support to make this happen or go back to the six days count and management riding with you. It's our duty to be fair in our performance; do you have an eight hour route or do you have less? You are the carrier on that route and only you can give a fair estimate of your daily workload.

Health and Welfare

We are sad to announce that Arsenio Jimenez-Perez, father of Commerce Station Shop Steward, Pedro Jimenez, passed away on 10/20/08. Our condolences go out to Pedro and his family.

Barbara Sanchez & David Camuy are recuperating from surgery. We wish you all the best for a speedy recovery.

A steward job is not an easy one. They catch hell from the carriers and also from management; they are in between. Carriers expect them to perform miracles and so do management. This month and next month elections are being held at all stations for nominations and election of stewards, should you think your steward is not performing to stand and then step up and run for steward, but don't complain or bad talk the one who stepped up to represent you.

When Running With You was a steward, each year he would have nominations and tell the carriers, "Now is the time to kick me out!" A couple of times someone would step up and other times no one. I was never voted out when I chose to be a steward.

Running With You was at a training on Ergonomic Risk Reduction Process. Ergonomics is derived from the Greek language, Ergon meaning "work" and Nomos meaning "rules". The rules of work are the process of filling the work environment to you. The ultimate goal of Ergonomics is to ensure that you return home in the same condition that you came to work.

Last year the USPS lost \$2.8 billion. With the loss of income from first class and other types of mail and with the cost of injuries the USPS cannot survive long. So we need to pay mind to Ergonomics. By the year 2016, the estimate is that 66% of the employees would be an average of 42 years of age.

Ergonomics is not about broken bones. Symptoms are soreness,

numbness, burning pins and needles, limited range of motion, weakness and clumsiness. An injured employee who was out of work for six months 50% of the time does not return to work. If you were out one year, 70% will not return back to work. Therefore, it is important that we pay close attention whenever management starts to use this process and work. Ergonomics is not about preventing injury and not about discipline.



by Dook Ramotar

Executive Vice-President - Branch 599

Another word, Musculoskeletal Disorders or M.S.D. for short is a term used to describe injuries to the muscles, tendons, ligaments, peripheral nerve structures, bones or associated vascular symptoms of the body. People are different and respond differently to ergonomics risks, therefore, pay close attention to your work habits that when the time comes for retirement you can enjoy your life as you do whilst working.

"What counts is not necessarily the size of the dog in the fight- it's the size of the fight in the dog."

Dwight E. Eisenhower

Arslan Uniform Drawing

The Arslan Uniform prize for the December Branch 599 meeting will be \$170.00.

If you are in attendance at the meeting on December 4th, and your name is drawn, you will win the \$170.00, donated by Bill & Shirley Moran of Arslan Uniforms.

Come to the meeting, hear what is going on in your union, and maybe win some money.

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

Things You Should Know

Methods for Survival

It appears that our local union has agreed to a minor route adjustment process. This process will implement actual clock rings from the work hour work load report for the period of January 1st through May 31st 2008. This process is to be used only for regular carries for their own assignment. This must be conducted with carrier consultation prior to the adjustment, along with a recent form 3999 to be considered by the carrier. This is to be done on a trial basis and is under the modified version of the joined pairs adjustment process used in the Albany, New York district.

Our National Leaders have also agreed to an interim alternate route adjustment process. So, because of our significant and continuous decline in our mail volume over recent months, the parties have agreed to this new adjustment process. So for everyone concerned with our present problems concerning our jobs and routes, the union has arrived at a solution. We now have a minor and alternate route adjustment process to satisfy all concern about our future. There will be a NALC team member detailed to implement the methodol-

ogy that has been outlined. This evolution team will be responsible for all data analysis, route evaluation and oversight of jointly conducted carrier consultation for adjustments.

The months of May and September will be used for the review period with the adjustment packages to be implemented before November 15th, 2008, if completed. All other packages must be finalized no later than January 16th, 2009. This interment alternate process will be used to evaluate all delivery units selected that have not been adjusted pursuant to a joint adjustment method on or after April 1st, 2008. All actual office and street time data used will be based on the performance on the regular carrier.

On vacant routes or routes where the data for the regular carrier is not available for the analysis period, data from a mutually agreed to replacement carrier can be use. Joint consultation will be conducted with each carrier regarding the proposed adjustments. No adjustments will be finalized until the consultation has taken place. The current 3999 will be used to determine the street value of any territory transferred, with jointly determined methods in our M39-243 or the M39-141.19. I sincerely hope that these new procedures work because all

by Gilbert Cabanas

Vice-President - Branch 599



of us have a stake in this economy. I also hope that our new government leaders can stabilize this failing economy in the coming year.

Let's all pray that our new route adjustment methods can lead to a more efficient and money saving ways so everyone can continue to prospect in their future. I feel sure that our National Leaders under President Young are working hard to subside this period of mail volume decline.

In closing, please consider and compare our National Health Insurance Plan with your current plan. NALC insurance plan not only has more than 20 changes this year, but would also save you money each month. Remember with our plan that all profits go directly back into our system, not to any shareholders. No other plan can make that statement.

So please join the team that is working hard for your benefit:

1. A great cost of living allowance
2. Good pay raises
3. New route adjustment methods
4. Great health benefits

President's Report *(from page 1)*

The average actual times for the months of May & September of 2008 are shown to the carrier during an initial consultation, along with a recent Form 3999. The carrier is asked for his/her input regarding any anomalies on their route, as well as their thoughts regarding volume levels. Adjustments are then made by a local team consisting of a union and management member. The adjustment package is then sent

for approval to a district team also consisting of a union and management member. Once approved it is sent back to the local team for a second consultation with the carrier. If all is in order and agreed to the package is sent forward to AMS. After the adjustments have been implemented the routes should be jointly revisited, pursuant to the M-39 Section 243.6, to ensure that the objectives (a route as close to eight hours as possible) have been met.

The system sounds like it is a win/win for both parties. I know that's been said

before, but I truly feel like this time it could really work. The postal service is in desperate need of a way to adjust routes in a financially responsible manner, and the NALC is willing to once again try to help them save themselves.

If the letter carriers are consulted, and their opinions and ideas are given full consideration by management, then this new process has a good chance of working. So let's all get on board and try once again to make it work.

Around The Horn

Election Results

Brothers and Sisters, in the words of President-elect Barack Obama "Change Has Come To America." The 47-year-old became America's first black President and the nation's 44th. As I watched the celebrations around the country I focused on the crowd at Grant Park in Chicago, which was estimated at a half a million. The sea of faces I observed in support of the new President-elect were African Americans, Caucasian Americans, Asian Americans, Hispanic Americans, and those of Middle Eastern descent. Americans wept tears of joy, tears of relief and tears of hope and tears of pride. Americans spoke in record numbers, 133.3 million cast their votes, in Florida alone 8 million voted. Here are some additional facts: 24 million American's ages 18 – 29 voted, an increase of 2.2 million over the election in 2004, 62.5% of all registered voters throughout America cast their vote, in Florida 70.3%, the national percentage marks the highest number since 1960 when the turnout was 63.8% as John F. Kennedy defeated Richard Nixon, for only the third time in forty years Florida voted democrat. It is obvious that Americans wanted change, they needed change and that was the key to winning this election. Other contributing factors along with Obama's message of change were his ability to get the vote out, the country's anti-Bush sentiment, the economy and the war in Iraq.

NALC President William H. Young issued the following statement: "Letter carriers have been

on the front line all across America helping to deliver votes to Senator Obama and we are excited and inspired by his election and what it means for the future of this nation. We are confident that he and Senator Biden will deliver to America a new day for working men and women and their families and bring an end to eight years of governmental neglect of the middle class."

"With President Obama and Vice President Biden at the White House and Senator Clinton and her Democratic colleagues shepherding legislation through Congress, every worker can be assured they have advocates at the highest level of government who share their concerns and agenda."

This is an extremely gratifying win for our Union. As Financial Secretary and working in tandem with Treasurer Mike Anderson I know the scrutiny the Bush Administration has imposed on the NALC and all Labor Unions. This was due to the fact Labor Organizations did not endorse the Bush Presidential Campaigns. This current administration has gone out of their way to create form after form to bury Union Administrations with paper work. They have attempted to limit our time performing Union related business by increasing the time reporting to the Department of Labor. As a result, Labor Union Training Seminars have designed their programs the past two terms to combat the onslaught mandated by the bitter Bush Administration. It is for this reason the NALC pressed to increase its presence on the political front. COLCPE contributions through the Gimme 5 promotions and the e-Activist Network provided the NALC with the necessary tools and resources to become a big time player on Capitol Hill and throughout the

by Tony Diaz

Financial Secretary - Branch 599

Country.

Quick Hits: Information you should know



- With the latest COLA (\$1,497), the top pay Grade 1 City Carrier salary is now \$53,683, \$25.80 hourly, \$38.71 overtime.
- Up next, a General wage increase of 1.9% payable on November 22.
- Open Season is November 10 – December 8
- The NALC Health Benefit Plan has made significant changes; check the Plan out before you make your decision for 2009.

Finally I would like to congratulate Mike Loredo on his retirement effective the end of November. I had the opportunity to work with Mike at a few Stations, but when he and I both bid to Seminole Station years ago it really became an even more fun place to work. There were some characters already there and we added to the chaos. There were pranks pulled beyond belief, no one was spared. It was a special time and I learned one valuable lesson from Mike that will stay with me forever. I learned how to read the obituaries for the first time in my life. You ask why is that a noteworthy lesson? Well anytime there was a new 204B (usually Saturdays) Mike would call in sick, and his reason was a deceased Grandmother. So we all would grieve for him and call the house to see how he was doing. Well after the 11th deceased Grandmother I became suspicious of Mike and began to read the obituaries to make sure there was another. Come to find out some years later, there were several other instances at his previous Station. To this

(continued on page 9)

Branch 599 Christmas Party

Sunday, December 14th, 12-3 PM
at the Branch 599 Union Hall
3003 West Cypress - Tampa

Activities Include:

Santa Claus
Face Painting/Decorating Cookies
Games and Interactive Entertainment
Team Challenges
Balloon Figures
DJ

Food & Refreshments Include:



Pizza
Chicken Tenders
Christmas Cookies
Ice Cream
Soft Drinks



*Please RSVP to your Shop Steward
or call the office at (813) 875-0599
Call Terry at (813) 758-3061 if you would
like to volunteer your time to help out.*

Please bring an unwrapped toy for “Toys for Tots”

And The Beat Goes On

Another December

Well, here we are, another December. This writer has sure seen a lot of them in his life time and I do hope I keep on seeing them for a long time to come. A lot of my brother letter carriers have not, or did not, and went to their grave at an earlier age than this writer.

I don't know why some die so young and others do not. Will we ever find out? It's in God's hands. So those of us left on this earth, enjoy your life, your family and your job in the U.S. Postal Service. And also enjoy the people you have got to know that you work with. Enjoy your Branch 599 union and the events put on for your enjoyment: the Labor Day picnic, the Christmas Party in December for your children, and the once a month union

meetings the first Thursday of every month. After each meeting there are plenty of cold cuts for on-the-site eating. There are some carriers that have been seen taking out enough meat for the future week. We all know overtime is almost gone, but thanks to the union your 40 hour week still gives you damn good pay. I'm sure you can afford to buy your cold cuts at Publix rather than take it from your union hall.

I'm sure that no one in the post office ever realized that the mail volume would ever get this low or that routes would be done away with, even to the extent that some carriers low on the list could be laid off. Whoever thought that there would be this amount of high unemployment nationwide and people losing their homes?

I've read that the post office is losing over a billion dollars every quarter. So as a result route inspectors are going out nation-

wide to adjust all routes to eight hours. Of course, the post office has their (as always) unrealistic ways to adjust, so thank God you have the union trying to work with management to get your route to eight hours. It is your responsibility as a professional letter carrier to make sure you have an eight hour route.



I've heard of carriers years ago who bragged about "how little" they did but they still got paid big money. Well, those days are gone forever. From what I hear O.T. is almost gone so let's hope that your 40 hour week will always be there. And it will be, as long as you commit to putting in an eight hour day for eight hours pay.

Let's hope with the new president and the New Year, that 2009 it will bring prosperity to all. Happy New Year!

Retired But Not Tired

Life Is Good

Dear brothers and sisters of Branch 599, once again the holiday season is upon us. Hope you all had a nice Thanksgiving, a time to be with family and loved ones, a time to think of our blessings, and how fortunate we really are. Thanks to the U.S.P.S. and to our great union for giving us a good life. I know you must be saying this guy must be going crazy in his old age. The best union in the country, good wages, annual leave, sick leave, retirement and health benefits. Live within your means, don't let the supervisors upset you, hug your loved ones, put on a happy face. Life is good!

As you all know, *Open Season* for health plans is now open. Please, please look into the N.A.L.C. As Lance Jones, our H.B.R., has stated in his articles in the newsletter and at the union meetings, we have the best plan available. Read the brochures from Blue-Cross and other plans. Dollar for

Blue-Cross and other plans. Dollar for dollar and benefit-wise, the N.A.L.C. plan by far is the best. Why wouldn't a union member support his own plan? Just think, if all the union members joined the N.A.L.C. Health Plan, how much lower our premiums would be. Union members want union wages, yet they don't even support their Union's Health Plan.

Thanks to all who helped in getting Obama elected.

At our last union meeting I noticed a union brother who looked familiar but at first I couldn't remember who it was. As the meeting progressed, I finally remembered. It was Jim Ward. Can't remember last time I had seen him. Glad to see you, Jim. Sure would be great to see more retirees at the union meetings and the retirees breakfast. Just because we are retired doesn't mean we are tired. Don't forget in January 2009 our Retirees Dinner Dance and Installation. Come on, retirees, this is a great night to see some of your old buddies and talk about the good old days.

As you all know, it is my privilege to write

by John Gebo

Director of Retirees - Branch 599

the names of those who attend our Retirees Breakfast. The reason behind this is because I hope you will see someone's name that you worked with and will come to one of the breakfasts. At our November breakfast, those in attendance were Lance Jones, Sy Adel, Don Holt, Darius Lundy, Norman Bobeau, Richard Rossell, Ted Freeman, Cloyce Fritts, Cecil Edge, Jerry Ohmstede, Kent Thran, Jim Follman, Henry Dupree, and John Gebo. Let's see if we can get some new faces to attend. Next breakfast is the first Monday of the month, December 1, 2008 at the Coffee Cup. Hope to see you there.

Wishing you all the best during the Holiday Season. So, as Roy Rogers and Dale Evans sang, "Happy trails to you, until we meet again."

Fraternally,
John Gebo



The Cutting Edge

by Marilyn Cutting

The Daily Struggle

A few months back there was an article in the newspaper about letter carriers steeling/ not delivering mail. You and I know that all of us then are put into the same lot. We were told that if the “public” asked us about these incidences we should politely let them know that we employ many people and that the majority of us are honest, hard working people. My first thought was, yes, that’s true we should not be judged by others merits but only on our own. But then I started mulling over what would push these carriers to do what they did. What would send someone over the edge and not reason with themselves that what they were doing was wrong?

Every day, every week, we toe a fine line at work. DOIS numbers are thrown in our faces constantly. It was written in our Postal Record magazine that DOIS figures are simply a guideline for supervisors to follow and not to be used as disciplinary tool. Yet that’s what we fight with every morning, every-day. I don’t know about you but this stresses me out. It’s a battle that I see I can never win.

I can feel myself getting worked up when I see the supervisor going around asking or rather telling us our estimates. Anything I say--mail volume; review mail that’s been piling up; parcels; accountable--to fortify my estimate is not acceptable. So what is? I truly don’t know. It’s frustrating. It’s not only me, it’s everyone in our office.

We try to work within their framework. We run/we begin to be careless with safety/ we cut our lunches/we cut our breaks/we stress out trying to get back by 5 o’clock. All for what? To hear the same derision of our characters and work ethics. I liken this to when we were children. Do you remember when you did anything to please your parents? Even if you lied you thought you were still pleasing them. All you wanted hear was their praise.

That’s what we humans strive for most to attain--PRAISE. A simple concept but it means so much in terms of our selves. Just like every one else; that’s what carriers want (you can only hear that “we are the worst station in the city” so many times before you tune it out). So in order to please our “parents” (supervisors) we lose the distinction of what is right and wrong. This is my theory of how one’s life can unravel in our work day world.

Speaking of honesty. The other day as we came in from our routes we were asked to show the supervisor our outgoing mail. What for I had to ask?

That morning we were told that if DPS mail is in our outgoing mail and it gets run again we would be in trouble. The rest of the story we weren’t told until we came off the street. Apparently a carrier (maybe in a rush to meet the 5 o’clock window) threw his DPS into outgoing mail and got caught. Now management thinks we are all doing it. Once again one person does something and we are all thrown into the same basket. So I indignantly asked which Post Office am I to believe: the one who told me a few weeks back to tell the public who thought we all steal mail that we are not thieves; or the Post Office that says I don’t trust you because one person did wrong?

If you are pressured into an estimate that you know you can’t make, number one, ask to see your union steward. Number two, ask for instructions from the supervisor on what you should do if you are running late. Always let the supervisor make that final decision on what to do. Don’t get stressed. Don’t fall over that edge of reason between right and wrong. Keep strong. Keep your integrity.

Around The Horn *(from page 6)*

day I really do not know how many Grandmothers Mike actually had. Thanks for the fun times Mike, I enjoyed our friendship and hope to see you around. Here is hoping you have a long and exciting retirement you have worked so long for. Oh and by the way, I am the new # 28 on the seniority list!

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

Happy Holidays!



Fight the Flu and Keep Kids Healthy

Flu season is a time of year that many parents dread. It can be inconvenient and costly to take time off of work to care for a sick child and maintain a germ-free home during flu outbreaks in your community. But what many parents also don't realize is that the flu can be more than just a temporary nuisance; it is much more serious than the common cold, and can even cause death in some children. That is why getting a flu shot every flu season is so important, especially for children who attend child care.



Young children are much more likely than adults to get sick with the flu because of their less-developed immune systems. Over the past five flu seasons in fact, nearly 400 children in the United States have died from influenza and its complications. And more than 20,000 children under the age of 5 are hospitalized from the flu each year.

To help educate the public about the importance of annual flu vaccination for children, the National Association of Child Care Professionals (NACCP), together with Families Fighting Flu and the Childhood Influenza Immunization Coalition (CIIC) have launched a new flu awareness campaign, "Fighting Flu in Child Care Settings: Building Blocks to Increase Influenza Awareness."

"Our campaign is especially important this year, as a new survey we conducted shows that many mothers who want to protect their loved ones from the flu are actually misinformed or unaware of the facts regarding flu vaccination in children," says Sherry Workman, executive director and chief executive officer of NACCP. "For example, the vast majority of the mothers surveyed, 81 percent, did not know that the Centers for Disease Control and Prevention recommends that all children aged 6 months through 18 years get vaccinated against the flu every year."

In addition, while 63 percent of mothers surveyed said they are concerned their children will catch influenza in the child care setting, 43 percent of all moms surveyed have not taken their children to get the flu vaccine within the past two years. Since children in child care facilities spend a lot of time interacting with other kids and adults, it's especially important to teach child care providers and parents about preventive practices to help keep children healthy during flu season. About 41 percent of preschool children are cared for in organized child care settings at least part of the time, which means a considerable number of children are sharing toys and sharing germs.

"Vaccinating children against the flu is the single best way to protect them and their families from this potentially deadly virus," says Richard Kanowitz, president of Families Fighting Flu. Kanowitz's 4-year-old daughter, Amanda, died suddenly in March 2004 from influenza. "Unfortunately, many parents still don't know that the flu is likely to be prevented with a simple annual flu vaccination."

Influenza, or "the flu," is a highly contagious viral infection of the respiratory tract (nose, throat and lungs). The flu virus tends to spread from October to May in this country, with the highest number of cases occurring in February. A person infected with the flu virus will typically suffer from illness for approximately seven to 10 days, with five to six days of limited activity and about three days of bed rest.

As part of the nationwide campaign, child care providers in 1,300 child care centers across the country are being supplied with family-friendly tools such as posters, brochures and fact sheets to help educate parents about the importance of annual influenza vaccination in children.

"It's so important for parents to know that the CDC recommends that all children six months through 18 years of age get vaccinated against the flu every year," says Dr. Carol J. Baker, National Foundation for Infectious Diseases immediate past president, CIIC moderator. "The primary message that we hope to communicate through this campaign is that anyone who wants to reduce the risk of becoming ill with influenza, or of spreading it to others, should get an annual influenza vaccination."

For more information, visit

<http://www.familiesfightingflu.org>

or

<http://www.naccp.org>.

This program is made possible by an unrestricted educational grant to Families Fighting Flu from sanofi pasteur.

Courtesy of ARAcontent

Know the Signs of Alzheimer's Disease

Early Detection and Treatment Can Help Slow Symptom Progression

More than 5 million Americans are currently living with Alzheimer's disease (AD), and, by 2050, approximately 16 million will have the disease.

Alzheimer's disease gradually destroys a person's memory and ability to learn, reason, make judgments, communicate and carry out daily activities. People with the disease experience difficulties in memory severe enough to have an impact on their work, social activities and family life. While there is no cure for AD, early diagnosis and treatment with approved medications can help slow symptom progression.

A new online survey of 1,040 adults age 55 and over titled, "Alzheimer's Disease: Current Attitudes, Perceptions and Knowledge," shows that despite overwhelming support for early AD screening and detection, there are striking differences between intentions and behavior. Nearly 95 percent agree that they would encourage a loved one to seek early diagnosis upon suspecting signs of AD, but of the 34 percent who previously thought a loved one had the disease, only about one-quarter prompted that person to take an AD screener and less than 40 percent encouraged initiating a conversation with his or her doctor.

This survey was commissioned by the Alzheimer's Disease Screening Discussion Group (ADSDG), a consortium of multi-disciplinary experts. The survey and ADSDG were sponsored by Eisai Inc. and Pfizer Inc.

"About half of AD patients in the U.S. are diagnosed and of those, only half receive treatment. To help patients and their loved ones better manage this disease, we need to increase diagnoses," says Dr. Richard Stefanacci, founding executive director, Geriatric Health Program, University of the Sciences in Philadelphia, survey co-chair and a

member of the AD Screening Discussion Group. "One way to do this is to educate and motivate those closest to the patients to take action by seeing a doctor as soon as symptoms are suspected," advises Dr. Stefanacci.

The survey also shows that although AD impacts most Americans age 55 and over, the majority have little knowledge of the disease and are confused about its symptoms. In fact, although 78 percent say they could notice signs of AD in themselves or a loved one, more than 90 percent could not distinguish early disease symptoms from late disease symptoms or symptoms unrelated to AD.

"These results are troubling because AD symptoms are typically detected by a close friend or relative, and without the ability to do so, patients don't get diagnosed until symptoms are far along. Not only can early treatment slow the progression of disease symptoms, but an early diagnosis also gives the patient and their loved ones more time to adjust to the news and make important legal, financial and medical decisions together before the disease advances," comments Dr. Paul R. Solomon, professor, department of psychology and program in neuroscience, Williams College; clinical director, The Memory Clinic in Bennington, VT; survey co-chair and member of the AD Screening Discussion Group.

To ensure Americans are best prepared to deal with this growing health issue, the AD Screening Discussion Group encourages everyone with a loved one age 55 and over to visit www.seethesigns.com to learn more about the disease, its signs and symptoms, and complete an online memory screener on behalf of a loved one if symptoms are suspected.

The chart below can help distinguish between normal signs of aging and other signs that might indicate something more serious.

Normal Aging

- Forgetting names of people you rarely see
- Briefly forgetting part of an experience
- Occasionally misplacing something
- Mood changes due to an appropriate cause
- Changes in your interests

Potential Signs of AD

- Forgetting the names of people close to you
- Forgetting a recent experience
- Not being able to find important things
- Having unpredictable mood changes
- Decreased interest in outside activities

Always speak with a doctor if you suspect you or someone close to you may be experiencing memory loss or changes in cognitive ability that may indicate AD. By recognizing the signs and symptoms of early disease and speaking with a doctor about a medical diagnosis, you can get your loved one the help he or she needs. Early treatment with approved AD medications can slow symptom progression.

Visit <http://www.seethesigns.com> for more information.

Courtesy of ARAcontent

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>

NONPROFIT ORG.
U. S. POSTAGE
PAID
TAMPA FL
PERMIT NO. 1285

NEED STOCKING STUFFERS? CHECK WITH US!

When you open your FREE Checking Account with direct deposit between Nov. 3rd - Dec. 19th, you'll be entered to win the stocking of your choice! The sooner you open your account, the more chances you have to win!

- No Monthly Service Fees
- No Minimum Balance Requirement
- No Per Check Fees
- No Fees to Speak with a Teller

- Free 24 hr Online Banking
- Free 24 hr Phone Banking
- Free Starter Checks
- Free Copies of Cleared Checks Online

OPEN YOUR FREE CHECKING ACCOUNT TODAY!



Contact TPCU for complete promotion details and restrictions.

800.782.4899
WWW.TPCU.ORG



TAMPA POSTAL
FEDERAL CREDIT UNION