



Tampa Letter Carrier

Volume 8 - Issue 12

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

Tampa, Florida

December 2009

President's Report

by Jim Good

President - Branch 599

Union Finances

Branch 599, because of the financial problems caused by the current economy, has encountered financial issues of its own. Tampa Letter Carriers, Inc., the holding company for Branch 599, has seen their income cut roughly by one half to two thirds in the past year. The income brought in by Letter Carrier Bingo, as well as the income from renting out our union hall, has taken a huge hit. The expenses for running the union hall have stayed the same. This has resulted in the union having to help out Tampa Letter Carriers so that they could pay the bills. But we have to develop a plan for the future so that we can continue to provide the same benefits to the membership as we have in the past.

What are these benefits? The most important one, of course, is representation. Our shop stewards must stay attuned to the constant changes that affect contractual issues such as arbitration rulings, Step 4 decisions, "B" Team decisions, etc. We are very fortunate to have a very able National Business Agent (NBA) in Judy Wiloughby. We also have a very able State President in former NBA Matty Rose. They team together to host two State Training Seminars a year that are well attended by a large number of our shop stewards. But it costs money to send them to these seminars.

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The second benefit to our members is acting as delegates to the National and State Conventions. Any member, in good standing, who attends eight branch meetings for each of the two years prior to the state and/or national conventions, is eligible to attend the convention as a paid delegate. Additional benefits are the Labor Day Picnics, Christmas/Holiday Parties for the children, Retiree Dinners, and the ability to pay for the training materials for the stewards, just to name a few.

But we must start planning ways to cut costs before we are forced to cut benefits. A proposed bylaw change was submitted at the October meeting that would have cut out a major benefit for a majority of the branch's shop stewards. I, along with four other shop stewards, signed the proposed change. It was to be a first step in an attempt to save money to protect benefits. After the proposal was submitted, but before the vote, a number of stewards approached the signors with an alternate proposal. If the proposed bylaw had been voted on and defeated it could not have been re-submitted in any form for six months, so it was withdrawn. It was withdrawn so that the makers would have the chance to meet and discuss with other shop stewards the possibility of negotiating a change to the proposal that would make it more acceptable to all.

The effect of this withdrawal, however, was in my opinion disastrous. A subsequent vote of the membership for approval of funds for the Branch Holiday/Christmas Party was called for and defeated. The purchase of color-coded calendars for every active member was also defeated. I'm quite sure the "no" votes were a result of many members

present thinking that the union could not afford the expenditures, even though it was explained that we could afford them and were trying to cut spending so as to prepare for the future protection of member benefits. Evidently I did not get the message across to all the members present.



So where do we go from here? I plan on discussing at length with the shop stewards any ideas that they may have to cut expenditures while limiting the monetary affect on their benefits. We all need to work together and plan together if we are to succeed. I also want to get the word out to all the branch members that we need ideas on how to raise our income so that we can continue to fund the special events, like the Labor Day Picnics and the Christmas Parties, that many of us have come to look forward to and enjoy so much. They may not be for everyone, but I think that they should be available for those who choose to come and enjoy the fellowship that comes from being with your co-workers outside of the job. We need that fellowship in the trying times that we are now experiencing.

Branch Meeting

Thursday, December 3

7:30 PM

at the Union Hall

Branch 599 Officers

PRESIDENT	Jim Good	(813) 417-8877
EXECUTIVE VICE-PRESIDENT	Dook Ramotar	(813) 767-0322
VICE-PRESIDENT	Gilbert Cabanas	(813) 855-0516
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FINANCIAL SECRETARY	Tony Diaz	(813) 598-9635
TREASURER	Michael Anderson	(813) 967-1615
TRUSTEE	Detlev Aeppel	(813) 505-7914
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) 264-9801
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	Dook Ramotar	(813) 767-0322
Forest Hills	33612	Stephen Hall	(813) 494-4669
Forest Hills Annex	33613	Nick Cullaro	(813) 541-8159
Hilldale	33614	A. Sam Santilli	(813) 215-7595
Hilldale Annex	33634	Butch Smith	(813) 889-3915
Hyde Park	33606	Tom Cobert	(813) 694-0711
Interbay	33611	Sammy Graham	(813) 832-6644
Interbay	33629	Brian Obst	(727) 458-0679
MacDill	33608	Sammy Graham	(813) 832-6644
Palm River	33619	J.C. Howard	(813) 621-1976
Plant City	33565	Varick Reeder	(813) 746-0238
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	John Rowland	(813) 770-7769
Tampa Carrier Annex	33607	Don Wiseman	(813) 713-6273
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
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Articles must be submitted no later than the first 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
La Septima Café
140 Parsons Ave.
in Brandon

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

Running With You

Let Your Voices Be Heard

What a surprise it was to see so many of the brothers and sisters at our union meeting this past Thursday, it was refreshing to say that whatever it was that caused this turn out I hope it continues to grow, management has heard I know of the gathering, we have strength in numbers and once they realize that we will continue to fight for our right from both with in and without they will realize we will not take matters lying down without doing something about it.

Continue to let your voices be heard you have seen what strength in numbers can accomplish don't stop now.

They are again riding with us gathering 3999 etc and will continue to do so but let us not wavier in our task of doing our job right and giving the best service we are accustomed to and things will be fine on our behalf. Management needs to realize that the dedication and service we give to our customers not only help us keep our jobs but theirs as well, and once they realize this and concentrate to getting business from the outside for us so we can pick up the lost business and devote their energy to helping us grow we can be in business for years to come.

Why cut yourself short and weaken the business when this is our bread and butter for years to come. Nit picking on carriers for silly things which tie up and cost us

money we desperately need to continue to grow is not wise.

Recently they added another set of mediators to the B team because of that increase work load, why? We are fighting each other when we should be fighting for each other this don't make sense, we have told you what it would take for the job to be done in 8 hours, you checked the numbers and rode with us, we agreed now let us do our job and concentrate your energy to helping us do the job right instead of disciplining us for petty things.

One station I visited gave a carrier written instructions to only go to certain business on his route for his comfort stop I ask you is this saving time and money? What if the carrier pass the rest of the available stops to get there? How about if this stop is near the end or middle of the route what should this carrier do? I hope you get my point think of the price of gas and time spent for this carrier to adhere to these instructions, how about if there us a line at the business and the carrier has to wait what then? I ask you who thinks of these time saving methods so the carriers can do their jobs in safety and saving for us to continue to grow in business.

Could the carrier refuse and cheat to use another rest stop yes, but big trouble for this carrier for disobeying direct instructions and using a different comfort stop.

by Dook Ramotar

Executive Vice-President - Branch 599

Now, does the contact says management can do this? Instruct you to go only to certain comfort stops. I don't think so, but we cant refuse a direct order. First we obey then grieve it and this will costs time and money the USPS desperately need.



This is just one example running for you has encountered in his visit to offices there are others.

Management are picking at stewards at carriers which take time of the stewards to fight these injustices and then they blame us for not doing the job right, they are breaking the contract left and right spending money they desperately need of trying to be dictators, or who will be number one in giving out disciplines I ask why?

There are good supervisors out there who will work with the stewards to see the carriers understand and get the stewards to intercede and believe me, it works to do things this way, as there is no discipline no time lost - no need for another set of B team members etc, etc. Until next time, this is running with you.

"If a man does his best, what else is there?"

George S. Patton

Health and Welfare

Our deepest condolences go out to the family of retired carrier Juan Saul Medina, who passed away on November 10th, and to Scott Koffler and his family on the passing of Scott's father.

Get well wishes go out to the grandson of retired carrier and union officer Al Guice, who was in the hospital with pneumonia, and to the brother of carrier Timothy Young, who was in a serious vehicle accident.

Arslan Uniform Drawing

The Arslan Uniform prize for the December 3rd Branch 599 meeting will be \$300.00. If you are in attendance at the December meeting and your name is drawn, you will win the \$300.00 donated by Bill & Shirley Moran of Arslan Uniforms. Why not come to the meeting, hear what is going on in your union, and maybe win some big money? There have been many changes happening that affect your daily work, so you really need to keep informed regarding your rights. What better place to keep updated than at the branch meeting? Hope to see you there on December 3rd.

Retired But Not Tired

by John Gebo

Director of Retirees - Branch 599

Retirees Banquet

Due to a change to Standing Rule #3 in the bylaws of Branch 599, the Installation and Retirees Banquet will be changed to a **Retirees Banquet** only. This banquet will be held exclusively for retirees and their spouses/dates and **will be held on Saturday, January 16, 2010. Guests may also attend if tickets are purchased.**

As Director of Retirees, there is much work to be done for this affair. The first and most important thing is to determine how many people will be attending and where the dinner will be held.

Dinners for retired members of Branch 599 and their spouses/dates will be paid for by the branch. Guest tickets will be available for \$30.00. As soon as we

know how many will be attending we can start checking with different restaurants regarding seating and menus.

The deadline for RSVP's to the office has been extended to December 28, 2009. The deadline for purchasing guest tickets is the same date. Please call as soon as possible if you plan on attending, because if you do not RSVP by the deadline we will not be able to accept your reservation. A check for \$25.00, made out to Branch 599 is required when making your reservation. The mailing address for the Union Hall is; 3003 West Cypress, Tampa 33609-1617. This will be returned to you the night of the banquet.

Please call either Rodna, the Branch Office Secretary, at (813) 875-0599 or myself at (813) 985-5474, for any questions you may

have.

I am open to any suggestions you might have regarding this event. This will be our first *Retirees Dinner*, so your input is important. Let's make this a special night.

The time and location of the banquet will be published in the January issue of the *Tampa Letter Carrier* newsletter.

Hope to see you on January 16, 2010.

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

Fraternally,
John Gebo, Director of Retirees

**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

Unionism

by Brian Obst

Happy Holidays

I just want to make mention of a few items this month just to remind everyone about the good things in life.

First I would like to thank all the veterans we have working for the Postal Service for all they did for this nation and the many sacrifices they had to make through the years. I know as a vet, we can never hear that enough.

Thanksgiving is right around the corner soon to be followed by Christmas and the New Year. This is a time to reflect on the many things that have happened this past year. HR 22 passed into law, not the way

we wanted but it is a start. Now we need to buckle down and help Fred Rolando, our NALC president, to do what is needed to get realistic reforms passed to help protect our livelihood far into the future. You can all help out in this endeavor by signing up for COLCPE, \$5 a paycheck is not too much to ask to help preserve all the gains you have received from all the work of your national officers who are working hand in hand with legislators to protect us in Washington.

IARAP and MIARAP while not perfect do provide a route adjustment process that gives carriers a say in the adjustment process. I know many of you have concerns but remember that all new programs have growing pains but they get ironed out as the program continually develops over time, give

things a chance - you'll see.

I wish all of you a happy holiday season and look forward to working with you all again in 2010 and hopefully many years into the future. Take a few moments to tell people that you appreciate them for who they are and try to enjoy the times we all share.

Until next time, remember - *knowledge is the key.*

Brian Obst
Chief Steward



And The Beat Goes On

The Retired Life

Every month I have good intentions of writing this article and damn, I look at the date and its past due when it needs to be in. In fact I go in to the office and the secretary is printing the next month's newsletter and I say, "What, already?" I mean, where does the time go?

I'm sure I'm not alone in that thought. When you're young, all you have is time and who thinks about it any way? But after you retire you wonder, "Where did the last 30 years go?" Next thing you notice is how guys you worked with are dying of cancer and some are younger than you. You go to their wakes and see carriers you haven't seen in a long time. It's a hell of a place to meet, isn't it?

One retired carrier I stand next to at every wake is Jose Hernandez. A Tampa native from Ybor City and retired U.S.A.F., Jose started in Brandon when I was there and he left when I was still there. He was on Route 3 and never bid off it. His mouth never stopped talking. You could hear him every day but the mail went into the case fast. Some can talk and throw mail but this writer could not. You miss guys when they retire, not seeing them in the office, but damn, Jose retired and the place was too damn quiet. I really missed that voice talking.

Both Tampa and Brandon have a retiree breakfast or lunch get together. Brandon also has a big one every few months, so it's nice to try and get there to see the folks you spent half your life with. No one likes every one but go. I'm sure there are some there that you liked.

The Brandon office is unique in that we can't transfer like Tampa does within the city and it's much smaller, so we have clerks, rural/city carriers and even managers that are welcome. Our retired former postmaster, RJW O'Neil has been in attendance as has soon to be retired H. Gromak. We invited Nancy Fryrear but she has not attended yet. Maybe one day when she hasn't got anything to do...

It's been a tough year for a lot of people, even letter carriers and clerks. Who would have ever thought our country would get in such bad shape?

The computer is great, but then again, its not. How many postal employees use the computer to pay their bills online or have deductions to pay bills electronically? My own daughter, I don't think knows what it is to buy a stamp.

If we only thought before we do things. Let's keep our fellow Americans working. Buy stamps, write a letter, mail a check to pay a bill. I'm sure we all read about every-

thing being made all over the world and wondering why Americans can't find work and now it has hit the post office. It was only a matter of time. Let's hope the year of 2010 will be better for all of you.

The one good thing about being retired (well there is more than one--you don't have to go to the P.O. and listen to someone wearing a tie tell you what to do when they don't know a thing about your job) is that when you're retired you learn to live on the check you receive every month and its great to know that check is coming in.

Brandon is having their next Retiree Luncheon on Tuesday, December 8, at Buddy Freddy's at 2 p.m. We hope George Bell, who is retired and lives in Arkansas, will be there for the luncheon. Hope to see you there.

Merry Christmas and Happy New Year to all.



by Ray Wallace

A Point of Personal Privilege

by Leslie Ray Garcia

Health Care Part IV

Countless Americans have listened to the fear-mongers and read the misnomers from the anti-health care movement without realizing or maybe they just don't care that they maybe jeopardizing or even eliminating any chance for future generations to be able to have affordable healthcare. Yes, tell a lie long and loud enough and it soon becomes the truth. The following is public knowledge that can be found by simply using the internet. Of course, most Americans prefer to receive their information from Fox News and the puppets of that media. From 2005-2007 the net profits of the following health insurance giants and their executive officers were as follows: Aetna over \$5 billion dollars, execs \$167 million; Cigna over \$4 billion dollars execs \$128; United Health Care over \$12 billion dollars, execs \$161 million; Wellpoint over \$8 billion dollars, execs \$170 million; Humana over \$1 billion, execs \$42 million; Coventry over \$1 billion dollars and execs \$108 million and Well-care over \$407 million, execs \$21 million.

Here is another example of price gouging. A gastric secretion medical drug used in the United States called 'lanzopresol' cost \$329 dollars in Baltimore, Md. Although, the identical medication with the same dosage and ingredients cost \$9 dollars in Barcelona, Spain? The profits of health insurance companies, executives and pharmaceutical companies are incredulous. Of course individuals will call this capitalism but at what expense? The final net profits come at much too high a price in that one American without or with minimal health insurance dies every 24 minutes or 2.5 human beings every hour! America has sufficient resources to provide, comprehensive, high quality medical care to every citizen that

needs it! Medical care is 16% of our Gross National Product (GNP) which is almost double the percent spent by Canada, Great Britain and other countries of the European Union. \$2.1 trillion dollars is spent on medical care yearly in the United States which makes the medical sector one of the largest economies in the world, provided of course it was a country rather than a business! It is estimated that within 7 to 12 years the spending on health coverage will reach 20% of the GNP in America.

Why do other countries have a national health care coverage plan and not the United States of America? Yes, I know the government's of those countries are either communists or socialists! However, all their citizens are covered by health care. Why is it that all Americans who drive a vehicle are mandated by law to have automobile and homeowners insurance when buying a vehicle or home but not health insurance? Isn't that a dictatorship? There are over 40 million Americans with "NO" health care insurance coverage because they can not afford the premiums, they have a pre-existing condition or they are just flat out denied coverage. I have a friend that is visually impaired due to diabetes. The friend can not work in his chosen profession because of his impairment therefore he can not afford the premiums and co pays for private health insurance. A procedure, just the surgery, that may partially restore the sight costs about \$40,000 per eye. He applied for disability through social security 5 years ago and is just now receiving partial disability payments. Another individual that is covered by Medicare has a back injury and was referred to a pain management group (pmg) of physicians. He could not get the immediate medical treatment needed and has been virtually bed ridden for 3 weeks. His wife has had to call the pmg everyday to see if there might be a cancellation prior to his

scheduled appointment. I talked to a female dental assistant and an ex-Iraq War US Army veteran that is a Canadian citizen. She told me that there is "NO" waiting for emergency or life threatening medical situations in Canada. Nor do individuals have to wait in doctor offices or emergency rooms for hours. There are no co pays only a monthly premium that covers all medical expenses, dental included. I know this is just one individual and that Canadians and other countries that have national health care are dying everyday because of slow procedures, etc. If this is true the populations of those countries should be dwindling? Why then has Canada's population increased and it is now over 33 million? You know what, each of their citizens have total health care coverage. Could the health coverage be extending life expectancies?

Over 108 million Americans have insufficient health care coverage? The estimate of preventable medical deaths vary from a low of 18,000 a year to over 100,000 a year. Using the low figure of 18,000 per year totals about twice as many military deaths in Iraq, Afghanistan and the victims of 9/11. Americans are still enraged about the terrorist attack on 9/11 but the deaths of Americans because a lack of health care insurance goes totally unnoticed? Have any of these deaths to our population been reported on the front page or even the last page of the major newspapers or even the major news networks? "These deaths are so much a part of our reality that they are not news. Why is this being tolerated in a country that claims to be a civilized nation? How can the people of the United States profess and declare that our country is a defender of 'human rights' but refuses to guarantee even the basic right of affordable



(continued on page 7)

We Own The Last Mile

The Mystery of Office Proficiency

With few exceptions nearly every letter carrier has found himself or herself dealing with changes to their delivery route assignments. Letter carrier routes have grown larger as additional territory is added to compensate for lost mail volume and the resultant abolishment of routes. In many cases large numbers of addresses are added and a slightly smaller number of addresses are removed. These changes have resulted in changes to the lines of travel for the routes affected. Line of travel changes can have an effect on office work due to learning new addresses as well as existing addresses moving from one area of the case to another. These changes are even further aggravated by management's policy decrees forcing letter carrier cases to go to 5 shelves and fewer pieces of equipment.

Personal Privilege *(from page 6)*

health care to our citizens?" At the time of this writing the final committee in the Senate passed it's version of health care and now the real battle begins to merge the other Senate Bills into one. Hopefully the Senators will be bi-partisan and vote to include the public option, etc. to save lives in America and not to add profits to insurance companies and their grossly overpaid executives?

"Every truth passes through three stages before it is recognized. In the first it is ridiculed, in the second it is opposed, in the third it is regarded as self evident." Arthur Schopenhauer

All these things together create a situation where often only slight increases in mail volume generate very difficult casing conditions. Two handed casing is often required to get flats into over crowded cases. The so called 18 & 8 casing standard of yesteryear was not designed to be accomplished with two handed casing. Remember the old "case and release" so as to avoid "soldiering" the mail? In addition some cases now have more than 2 addresses per cell. As the M-41 tells us, this means the letter carrier has to pause during pulling down to put these multi-address cells into delivery sequence. That pretty much says goodbye to 70 pieces per minute pulling down. It is very important that letter carriers understand that the mandates by management have absolutely NOTHING to do with the MIARAP Memorandum of Understanding. Management has always had the contractual right to dictate how we perform our work.

So what is the problem? The problem is that management often refuses to permit letter carriers adequate time to learn the changes to our assignments before they demand proficiency. That's simply not fair. Article 41.3.F of our National Agreement addresses this issue. "A newly appointed carrier or a carrier permanently assigned to a route with which the carrier is not familiar will be allowed a reasonable period to become familiar with the route and to become proficient." The intent of the national parties is very clear here. When our assignments undergo massive changes we are entitled to an appropriate amount of time to learn it. The learning may take several weeks. If there are only

a relatively small number of changes we may only require several days to learn them to proficiency.



Letter carriers want to provide an honest day's work for an honest day's pay. We are professionals at what we do. We just want to be treated fairly.

We have seen numerous incidences where management has approached letter carriers a day or two after route adjustments have been implemented and told letter carriers that their routes have been adjusted to 8 hours and that this is what is expected. That is just plain ridiculous. If that happens to you the supervisor must be reminded of the provisions of Article 41.3.F as stated above. If they still don't get it then ask to speak to you shop steward so a grievance can be filed.

In Solidarity...

Happy Holidays



Bingo

Every Wednesday and Friday

Doors Open at 5:30

Games Start at 6:30

Tampa Letter Carriers Hall

3003 West Cypress St.

Tampa, FL 33609

813-877-4785

**Active and retired letter carriers and friends
are welcome to come and join the fun**

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Discounts for branch members
*(for certain events)***

Around The Horn

by Tony Diaz

Financial Secretary - Branch 599

What Is A Leader?

Brothers and Sisters, it was certainly nice seeing all of you at our November Branch Meeting. It would be wonderful to see our beautiful Letter Carriers Hall filled the first Thursday of every month. Hopefully the information covered was interesting, educational and gave you a better idea as to what obstacles we face daily throughout the city and nationwide. Hopefully this one meeting will entice you to attend another and also see your fellow co-workers monthly.

This month I have chosen to delve into the topic of Leadership. I want to discuss what a Leader is and the qualities and make-up of a good Leader. Can you recognize a Leader?, and are you a Leader? First I was curious to find a solid definition of a Leader. Pinpointing a concrete definition seems to be challenging, there are several scenarios and circumstances that must be considered. A Leader is a person who rules or guides or inspires others, a person who can enlist the aid and support of others in the accomplishment of a common task. Based on my research, when describing an exceptional, successful Leader, one must demonstrate several key essentials. Personality, communication, knowledge and integrity are necessary to that success. I like the somewhat simplistic definition; He or she is the person in the group that possesses the combination of personality and skills that makes others want to follow his or her direction. Remember there are Leaders and there are Leaders, successful and not so successful. The following are some examples of why you need all four keys for success. Possessing a wealth of knowledge but the lack of communication skills, equals failure, even a great personality and knowledge requires the need for communication. One's personality would not be enough without the knowledge, what would there be to communicate? Leadership is an organizational role involving four important steps, 1) establishing a clear vision, 2) sharing / communicating that vision with others so they will follow willingly, 3) providing the information, knowledge and methods to realize that vision, and 4) coordinating and balancing the conflicting interests of

all methods. The four key essentials are very evident within these four steps. In the case of crisis or difficult situations, a Leader comes to the forefront and is able to think and act in creative ways.

The one component we must not take lightly and overlook is integrity. Is it assumed, is taking a position as a Leader under oath enough? Must a Leader prove their honesty and veracity? A successful Leader must be trusted, in reading a quote from Samuel Johnson, he covers it all, "Integrity without knowledge is weak and useless, and knowledge without integrity is dangerous." Then there are these quotes, Publilius Syrus writes, "What is left when honor is lost," from Edward R. Murrow, "To be persuasive we must be believable; to be believable we must be credible; to be credible we must be truthful," and finally, a quote from Tony Diaz, one I began using years ago, "If you don't lie you don't need a memory," think about that one. Conducting business the correct way, commands this needed respect. Two additional elements to the mix are courage and open-mindedness. Open-mindedness, having a talent and a willingness to listen and to allow input from others. The belief my way or the highway is not suggested and is destined for failure.

Courage, to stand in the face of opposition, to make the important decisions without fear of backlash. Courage maybe the outcome of one's open-mindedness. "The task of the Leader is to get his people from where they are to where they have not been," as quoted by the great Henry Kissinger.

So again I ask, how about you, A Leader?, A Follower?, Do you have some or all of the qualities listed above? Do you take the initiative to Lead?, Are you content with allowing others to direct you? If you take a moment to answer these questions, could you change your perception about yourself?, about someone else?

Come to find out there are many theories that

accompany Leadership. For instance, Is a Leader who is vocal more effective than a Leader who is non-vocal? The answer is no. Many successful Leaders lead by example. The ranting and raving, while successful for some, could be interpreted as intimidating to others. For example, Tony Dungy is a great Leader, a soft spoken man, who everyone respects by going about his business in the right way.

I have attempted to assess myself, by asking myself these same questions. My conclusion, I possess a self-enjoyment for taking the initiative when something needs to be done. It is satisfying to make things happen by making decisions. I do not hesitate to communicate an important point. I enjoy the challenge of others depending on me. I will listen before formulating an answer or making a decision. Unless it is an individual matter or a matter that needs immediate attention. If you care to share your personal evaluation, e-mail me at dcoach9@tampabay.rr.com.

Material Referenced:
Wikipedia, encyclopedia
Business Dictionary.com
About.com
LeadershipNow.com

Quick Hits: Information you should know

*) MIARAP "Phase 2" is in full swing, consultations are forthcoming. This MIARAP Phase is designed to evaluate the changes that were previously made by the D.E.A.T. Teams. We will cut, add, tweak territory, and make whatever changes necessary to get the troubled routes right. We realize there are delivery issues that need to be addressed as well as overburdened routes. Your communication is vital to the success of the MIARAP process.

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



Merry Christmas



**BIKE RUN
FOR TOYS!**
Sunday, Dec. 13th
Letter Carrier
Motorcycle Riders
Benefitting
AmVet's 1st Annual

**Tampa Bay Area
Marine Corp
Toys for Tots**



Meet at Brandon Harley Davidson with an unwrapped toy. Registration starts at 12 noon. Kickstands up at 2pm. \$10 dollar donation suggested. Arrive at AmVets Post 44; 318 Pauls Dr (behind Brandon Post Office). There will be plenty of food, drinks, full liquor / beer bar. Also a live band, vendors and lots of raffle items! Look for advertisements in GoFar and Born to Ride magazines. This is a great opportunity for Letter Carriers to help our Veterans and kids this Christmas! See you there and ride safe!

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Per Check Fees (Each)	\$0.10	\$0
Teller Transactions (Each)	\$3.00	\$0
Copies of Cleared Checks (Each)	\$2.00	\$0*

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