



# Tampa Letter Carrier

Volume 6 - Issue 3

A.R. "Tony" Huerta NALC Branch 599

Tampa, Florida

March 2007

## President's Report

by Jim Good

President - Branch 599

### Future of City Letter Carriers

What does the future hold for City Letter Carriers? This was the main question on my mind as I flew back from Los Angeles following the National Rap Session on January 29<sup>th</sup>.

President Young had addressed over one thousand national and local union leaders the previous day regarding NALC's final proposal for a negotiated contract. He explained to us that the main issue preventing any chance of an agreement being reached was the contracting out of city letter carrier work. He pointed out that there had been a 34% increase in Highway Contract Routes (HCR's), now called Contract Delivery Routes (CDR's) in Southeast Florida in the last two years. Because of this increase, and the realization that the postal service was planning an all out attack on city letter carrier work, President Young made the decision that no contract could be agreed upon unless it included a stop to contracting out. He submitted NALC's proposal for the contract, and although it seemed to him that Postmaster General Potter and his negotiators liked what they saw, after a recess was taken and the negotiations reconvened the proposal was turned down with a ridiculous counter-proposal offered by the postal service.

That brings us to the terms of the proposal that we offered to the postal ser-

vice. They are innovative to say the least, and in some cases raise many questions to which the answers are unknown, at least at this point. First of all there would be an early out retirement for city carriers, with no penalties, for those who meet certain qualifications. There would be a change over to an all full-time career workforce, working Monday through Friday with Saturdays and Sundays off. All current Part-Time Flexible carriers would be converted to full time. Carrier Technicians would remain a pay level higher than regular route carriers, but would be responsible for ten (10) routes rather than five (5). They would fill in for the carriers who are out on leave, as well as have different duties than are now assigned to them.

The Saturday workforce would be manned first by any City Letter Carrier retiree who would choose to return to work for one day per week. He/she would be paid at the Grade 1, Step O rate of pay. Following the re-hiring of retirees additional positions would be filled by hiring new employees. They would be paid at the Grade 1, Step A rate of pay. The new hires would be allowed to join the union and both they and the retirees would be covered by the terms of the National Agreement. When a member of the regular full time workforce retires, the senior carrier from the Saturday workforce would be given the opportunity to convert to full time Monday through Friday status. The Overtime Desired List would still be used by the full time workforce, allowing those who wish to work on Saturdays to do so as needed. The Saturday workforce, however, would not be permitted to work Monday through Friday.

As far as pay raises are concerned,

there would still be two COLA's per year (based on the CPI) and annual contractual raises. There would also be additional raises based on profit sharing from an increase in membership in the NALC Health Benefit Plan. President Young has proposed a program which would have the postal service pay 85% of the health care premium if the carrier enrolls in the NALC plan and 72% of the premium if they enroll in other covered plans. He then proposed that the additional income from this program be split 50/50 with the postal service, our 50% given to the carriers in the form of pay raises. His consultants have predicted that if this plan is followed the base pay for a senior letter carrier will be \$65,000 per year at the end of this proposed five-year contract.



So you can understand why I questioned the future of a letter carrier's job. With so many changes proposed who knows what the final outcome will be. Those of you who have signed up for e-activists will be the first to know, so make sure national has your current e-mail address. If you have not yet signed up you can do so by going to <http://www.nalc.org> and filling out a short form. And please try to make an effort to attend the monthly branch meetings. That's where you can get the answers to your questions and stay informed on the current issues that affect your job.

In solidarity,  
Jim

**Branch Meeting**  
**March 1, 2006**  
**7:30 PM**

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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**

**Executive Vice-President's Report**

**by Detlev Aeppel**

*Executive Vice-President - Branch 599*

***A Simple Solution***

**W**ith the holiday season behind us we are well into the new year. Unfortunately we have brought some baggage from 2006 with us into 2007. The baggage I am referring to is the turmoil caused by the so called "5 o'clock window" and forced overtime by non-ODL carriers. Both of these problems are directly related to understaffing.

Last summer was truly awful. Carriers were out delivering mail until eight and nine o'clock at night in some cases. Mail delivery after dark always raises safety questions. To make matters worse, incidental leave was routinely denied. In some cases letter carriers were even denied scheduled sick leave for medical treatment. All this happened because management had let the compliment of letter carriers slip to 612 by not replacing letter carriers that had retired. By September there were 545 regular letter carriers, 61 PTF letter carriers and 6 casuals.

Then management changed their tactic. Suddenly last fall it became imperative to management that letter carriers are back and off of street time by

5 o'clock. Supervisors applied pressure on letter carriers on a daily basis. Non-ODL letter carriers were forced to work undesired overtime. Management claimed that the "5 o'clock window" prevented them from maximizing the ODL, which as we all know is necessary when forcing non-ODL carriers to work overtime. Management also resorted to a ploy called "simultaneous scheduling" in an attempt to meet the "5 o'clock window".

This year may be even worse. The latest seniority roster shows that there are 544 regular letter carriers and 44 PTF letter carriers. In addition there are 7 newly hired probationary letter carriers. This brings the current total to 595 letter carriers or 17 fewer than last summer. Since senior letter carriers are still steadily retiring and the USPS has declared a hiring freeze it looks very gloomy for this summer when letter carriers begin using their well deserved choice leave.

Things don't have to be this bad. One source of relief would be to equip each station with a spare vehicle. Previous postal upper man-

agement took gleeful delight in shipping out all the spare LLVs in the city. This foolish action robbed the supervisors of a valuable resource. In the past all stations had at least one spare vehicle. This allowed the supervisor to call in someone on their SDO or to ask for the loan of a PTF from another station. The "extra" carrier would be able to render assistance as needed by carrying trips from overburdened routes. This would greatly increase the likelihood of making the "5 o'clock window" without the need to resort to forcing non-ODL carriers in violation of the contract. In the current vehicle-starved environment, supervisors are unable to use letter carriers sitting idly at home because there is no vehicle for them to use. Pride should not stop management from correcting the past mistake of reducing the number of LLVs in the city. Sometimes the solution is as plain as the nose on your face.



In Solidarity...

**President's Station Visits**

<b>PRODUCE</b>	<b>33610</b>	<b>THURSDAY, MARCH 8</b>
<b>INTERBAY</b>	<b>33611</b>	<b>WEDNESDAY, MARCH 14</b>
<b>INTERBAY</b>	<b>33629</b>	<b>FRIDAY, MARCH 16</b>
<b>FOREST HILLS</b>	<b>33612</b>	<b>WEDNESDAY, MARCH 21</b>
<b>FOREST HILLS ANNEX</b>	<b>33613</b>	<b>FRIDAY, MARCH 23</b>
<b>HILLDALE STATION</b>	<b>33614</b>	<b>WEDNESDAY, MARCH 28</b>
<b>TOWN &amp; COUNTRY</b>	<b>33615</b>	<b>TUESDAY, APRIL 3</b>
<b>TEMPLE TERRACE ANNEX</b>	<b>33617</b>	<b>THURSDAY, APRIL 5</b>
<b>PALM RIVER ANNEX</b>	<b>33619</b>	<b>WEDNESDAY, APRIL 11</b>

**March Meetings**

- Thur 3-1-07 - Executive Board Meeting  
Union Hall, 6:30 PM
- Thur 3-1-07 - Branch Meeting  
Union Hall, 7:30 PM
- Tues 3-27-07 - TLC Board Of Directors Meeting  
Union Hall, 7:00 PM

**Arslan Uniform Drawing**

The jackpot for the drawing sponsored by Bill Moran and Arslan Uniforms is up to \$60.00. Town & Country carrier Shelley Rivera's name was drawn, but she was not in attendance.

Just show up for the branch meeting, and if your name is drawn it's your money.

On top of that, you just might learn something new about what's going on concerning your job.

**Congratulations To These Recently Retired Members:**

- Dook Ramotar – Commerce Station
- Michael Brousseau – Commerce Station
- Gilbert Cabanas – Hilldale Station
- Jose Diaz – Town & Country Station
- Leland Garner – Temple Terrace Annex
- Roger Harmon – Sun City Center
- Ronnie Shumate – Sulphur Springs

These are the carriers that we know retired recently. Please notify the union hall of your retirement date so that you can be recognized at the next union meeting.

***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

Chief Steward - Branch 599

**Cross-Crafting**

**I**n this time of short-staffing and the five o'clock window, carriers are put under immense pressure to get the job of delivering mail accomplished in shorter and shorter time frames. One of the issues that has once again reared its ugly head is *Cross-Crafting*.

Cross-Crafting is simply defined as workers in one craft working, either by their own accord or by direction, in another craft. Examples of this would be a clerk casing mail for a route assignment, a carrier sorting mail into distribution cases, a supervisor delivering mail, etc. The topic of cross-crafting is covered in Article 7 of the National Agreement and a majority of the information in this article will come directly from the text of the JCAM 2005 edition that covers this article.

Management is given certain rights to assign workers to work across craft lines. However there are guidelines that must be met prior to management taking this kind of action. Article 7.2.B states: *"In the event of insufficient work on any particular day or days in a full-time or part-time employee's own scheduled assignment, management may assign the employee to any available work in the same wage level for which the employee is qualified, consistent with the employee's knowledge and experience, in order to maintain the number of work hours of the employee's basic work schedule."*

Article 7.2.C states: *"During exceptionally heavy workload periods for one occupational group, employees in an occupational group experiencing a light workload period may be assigned to work in the same wage level, commensurate with their capabilities, to the heavy workload area for such time as management determines necessary."*

You will please take note of the term *"in the same wage level"*, as at the present time carriers are grade 6 levels 1 + 2 and

clerks are grade 5. Given this information it is contractually prohibited for clerks and carriers to be assigned to cross crafts with each other as they are in different wage levels. There is also a Memo of Understanding between the USPS and NALC from August 19, 1995, which deals with the cross-crafting issue. This memo states that it applies to *"...all categories of bargaining unit employees in the office/facility/installation who were covered by the 1978 National Agreement."* This statement is cause for the exclusion of rural carriers from the Cross-Crafting issue and carriers are not permitted to be cross-crafted to rural assignments and rural carriers are not permitted to be cross-crafted to city carrier assignments except in *"Emergency Situations"*.

Emergency Situations are defined in Managements Rights Article 3 of the National Agreement. Article 3.F states that management has the right *"...To take whatever actions may be necessary to carry out its mission in emergency situations, i.e., an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature."*

This provision gives management a very limited right to make cross-craft assignments. Management's desire to avoid additional expenses such as penalty overtime does *not* constitute an emergency.

It has been recognized by arbitrators that there are specific limits on management's ability to assign across craft lines and Arbitrator Richard Bloch, in a national level decision from 1982, interpreted the language of Articles 7.2.B + C as follows: *"Taken together, these provisions support the inference that management's right to cross craft lines is substantially limited. The exceptions to the requirement of observing the boundaries arise in situations that are not only unusual but also reasonably*

*unforeseeable.*

*There is no reason to find that the parties intended to give Management discretion to schedule across craft lines merely to maximize efficient personnel usage; this is not what the parties have bargained. That an assignment across craft lines might enable Management to avoid overtime in another group for example, is not, by itself, a contractually sound reason. It must be shown either that there was "insufficient work" for the classification or, alternatively, that work was "exceptionally heavy" in one occupational group and light, as well, in another.*

*Inherent in these two provisions, as indicated above, is the assumption that the qualifying conditions are reasonably unforeseeable or somehow unavoidable. To be sure, Management retains the right to schedule tasks to suit its need on a given day. But the right to do this may not fairly be equated with the opportunity to, in essence, create "insufficient" work through intentionally inadequate staffing. To so hold would be to allow Management to effectively cross craft lines at will merely by scheduling work so as to create the triggering provisions of Subsections B & C. This would be an abuse of the reasonable intent of this language, which exists not to provide means by which the separation of crafts may be routinely ignored but rather to provide the employer with certain limited flexibility in the face of pressing circumstances. ..."*

It is clear that while Management must have certain rights to operate in an emergency it may not abuse those rights. The remedy for violation of the cross-crafting issue is a "make whole" remedy involving the payment at the appropriate rate for the missed to the available, qualified employee who had a contractual right to the work.

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## And The Beat Goes On

by Ray Wallace

### *A Night To Remember*

**T**hose of you who did not go to the Shop Steward Installation and Retirees Dinner Dance on Saturday, January 20th, missed out on one of the best. I haven't missed many since 1975. I'm not too proud to say invite me for a free meal and I'll be there. *Catering by the Family* did a great job as always. There was plenty of great food and Branch 599 supplied the ice cream and cake. Guess what: no plastic to eat with. We all had regular forks and knives and best of all we had round tables with eight to a table. Unlike the regular long tables, we could all talk and see each other. President Good told me there will be round tables from now on. Also, let me not forget the free tap beer, wine and soda. What more could you ask for?

It was nice to see and speak to some of our past national officers. It's always nice to be remembered by Jim Souza and his beautiful wife. O.D. Elliott, President of the St. Petersburg branch was present. Also pre-

sent were our past N.B.A., Mattie Rose and our present N.B.A., Judy Willoughby. I spoke to all, plus past National Director of Retirees Don Southern, who surprised me by saying he reads my articles.

John Gebo, Branch 599 Director of Retirees, called out the ticket numbers and they all picked out a nice gift. My number was not called. President Bill Young gave a very vocal speech on the upcoming contract.

Brandon had a nice group with the two shop stewards and a lot of family and friends. It was very nice to see some familiar faces. Alice Worthington, Neland, Kathy and Michelle were all on the dance floor enjoying the music. Also, I had the pleasure of sitting near Al Guice and Henry DuPree, and their beautiful wives.

By the time this gets in the March newsletter, Brandon will have had their retirement party and out of 45, 25 (including some wives) did show up. It was nice to see all who were there and talk over the old days. Where did the years go?? Let's hope all who were in the union for their career will continue as union retirees. The dues are

only \$20.00 a year.

Did you wonder if Gilbert Cabanas was ever going to retire? Well, he did, after forty one years. Very few ever get that many. I'm sure most Tampa carriers know Gil much better than this writer. I met Gil when both of us were in a training class given by Mattie Rose and we got to know each other better. Gil was never one to brag about his knowledge of our Local Agreement or National Contract. However, he knew both 100% and if you ever asked for his help, he did not hesitate to help you out. He was always very calm, had a smile and always made you feel at ease. Such was the case when I went to him for help when a carrier was terminated in Brandon. I met him a few times and the last time was on a Sunday at the Union Hall where he told me all that I needed to know. I don't know what I would have done without his help. To me, there is nothing more serious than getting a job back for a carrier. Between what I knew

*(continued on page 7)*



### **Unionism** *(from page 5)*

Other examples of cross-craft violations could be management or clerks delivering express mail when overtime carriers are available to make said deliveries, and management or clerks delivering trips to the street to carriers. An exception to this would be if a carrier loads, unloads and rides with the mail and the supervisor or clerk was simply providing the transportation for the carrier to do the job.

This issue is very important to all carriers and if you feel that you have seen or been affected by a cross-crafting issue in your station, I recommend that

you fill out a dated 0-13 form, requesting to see your steward to file a grievance. Ensure that you have the date, time, personnel involved in the violation and the violation itself written down to assist your steward in proper processing of the grievance.

Once again the majority of the information for this article comes directly from the text of the 2005 edition of the JCAM and it is available in every office in Tampa. The office copy is available to all to review at any time so please make the time to review the information it contains when you can. If you have any questions

on the material covered in this article please feel free to contact me and we can talk.

Remember, *knowledge is the key.*

Until next month I remain yours in brotherhood,

Brian Obst  
Chief Steward - NALC Branch 599

# 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

## And The Beat Goes On *(from page 6)*

and Gil's advice, the carrier was reinstated with all back pay. Let's hope Gilbert and his wife have a lot of healthy and happy years ahead of them.

President Jim Good is doing all he can to get more branch members to come to the union meetings held on the first Thursday of the month. Here are some incentives to get you to attend the meeting:

#1. Free Sandwiches – John Gebo buys all the meat and it is top of the line roast beef, salami, turkey, ham, cheese, with white and rye bread and a few sweet cookies.

#2. Drinks at the bar are \$1.00 for a glass of tap beer, wine or soda.

#3. Bill Moran, our uniform vendor, is donating \$10.00 a month to the person who's name is called by President Jim Good. If that individual is not there, \$10.00 more is added to the pot for the following month when a new name will be called. The name of the person who missed out will be in the following month's newsletter. There is \$60.00 in the pot for the month of March. Bill Moran also gives a free ticket when you walk in the door and if that number is called you get a gift, sometimes a

free meal at a popular Tampa restaurant.

#4. Al Guice sells \$1.00 tickets for COLCPE and 25% of that goes to the member who has the winning ticket.

#5. You get to spend your off time with fellow carriers.

#6. You get to hear our President, Jim Good, talk about issues involving your job.

All of the above for free!

The meeting starts at 7:30. There is a prayer and pledge of allegiance and then reports from the different committees. So come on over to 3003 West Cypress Street, and enjoy "your" Union Hall and your brothers and sisters. Listen to what your President has to say about your job.

*And the beat goes on . . .*

## A Point of Personal Privilege

by Leslie Ray Garcia

*Talk About A Waste*

As letter carriers, we continually are scrutinized about our time wasting practices. You know what the supers are programmed to say, "...you're not making one motion to the mail receptacle, you're talking too much, you're walking around too much, you're doing a good job but..., you're not close to your DOIS and POST numbers, you're not allowed to use your cell phone, you're only allowed to get one cup of coffee, you've missed a scan point, you came back after the 5 PM window of operation, you have under-time, your overtime estimate is too high..." These are just a few of the many methods of agitation, harassment and intimidation that management uses to whip the worker into line. I for one do not want a confrontation on the work room floor with management. All I want to do is to deliver my assignment as quickly, efficiently, and safely as possible. You do not need to be a rocket scientist to do this job but you have to have the patience of a saint to put up with all the ill-advised procedures that are contrived by the pencil pushers! These individuals use types of theories or postulations that do not increase the quality of delivery but they look good on paper as to the possible quantity of mails processed. We, letter carriers have to make this process work in real life situations on a day-to-day basis. We have to correct the mistakes of the \$15 billion dollar DPS machines, the \$5 million dollar CFS machines, the flat sorting machines costing more money than I've made in my 35 years, and we are not authorized the proper time allotments for the problems these machines make. The inaccuracy of these machines causes the USPS to have less revenue on a weekly basis because of double handling, yet the managers are worried about time savings of a dime when it costs at least a dollar to harass, agitate, argue, etc. with the letter carrier. Had management had the intelligence to improve parcel post, special delivery (priority mail and express mail) rather

than give it away to the likes of UPS, Fed X, and DHL, how much money would the USPS have in revenues?

Have you seen the new stacker machines that have replaced many mail handler positions but no management positions? These machines are impressive but there seems to be a problem. They are only operational for 12 hours a day because there are not enough BMCs for them to stack the mails into. There are four of these stackers at a cost of \$850,000 a piece. Nothing is mentioned in this cost for preventive maintenance. Why are the letter carriers expected to work at 100% while the multi-million dollar machines of DPS, CFS, Flat-sorters, bar code readers, and now the stackers, operate below perfection?

As I predicted at the beginning of our contract negotiations, management handed our NALC team proposals that were absolutely archaic and degrading. Now the contract has to go to binding arbitration. Yet management got a 5% across the board pay raise, not including the bonus money each year.

President Bush signed into law HR 6407, the *Postal Accountability and Enhancement Act*, which will preserve for postal workers the collective bargaining rights that were denied to workers of Homeland Security and the Department of Defense. It maintains universal six day delivery financed with a regulated monopoly. This bill improved our financial stability by resolving the military pension and escrow account issues. However, Republican Senator Susan Collins of Maine, insisted on a provision in this bill which is a kick in the groin and slap in the face of every active postal worker. The provision states that postal employees will be required to wait three days before qualifying for continuation of pay (COP) benefits after filing for an on-the-job injury. Senator Collins stated that this was to "...discourage frivolous claims...". The USPS official statement on this

issue is that it won't stem the current rate increases and that the supposed "fully funded" health benefits will not be in compliance for at least 10 years.



Republican Senator Judd Gregg of New Hampshire used the time honored tradition of accusing Democrats of hurting the troops by opposing the surge proposed by President Bush, for the continuation and expansion of the quagmire in Iraq. In his vile and Shakespearian oratory on the floor of the US Senate, he even insinuated that the reason for the war was that Iraq had terrorists that were involved in 9-11. His rhetoric about Democrats failed to mention that at least two of his fellow Republicans are against this escalation (Senators Chuck Hagel of Nebraska and Olympia Snowe of Maine). There are several other prominent Republicans voicing their displeasure with the proposed surge. Meanwhile, the deaths and injuries of our service men and women continue to increase. The Iraqi war is now increasing the national debt to the tune of \$8 billion dollars a week. However, many of the troops are still not equipped with the proper body armor and newer weaponry. In the President's State of the Union message, he used the same message as always: *stay the course*. Couldn't this money be better used to aid the Katrina victims, be better used for a national health care program, be better used to lower prescription drug costs, be better used to lower insurance rates, be better used to give incentives to the automobile industry to speed up the technology for more economic and energy efficient automobiles, or be better used to decrease the reliance on coal and oil to produce electricity by investing in solar power and wind generation products? For those that believe the economy is doing great, you need to look at Pfizer. They are laying off 10,000 workers and closing 5 facilities throughout the country. This is a prescription drug company that was a large contributor to the Republican National Com

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## Around The Horn

## Benefit for Gus Vasquez

**B**rothers and Sisters I wanted to deviate from normal union business for a moment and use this forum to write about one of our Brothers who is fighting for his life. When I first heard about this terribly sad story, I wanted to get involved and help in any way I could. Gus Vasquez is a 43-year-old Letter Carrier (T-6) at Forest Hills Annex. He has carried mail for about 3 years and began as a P.T.F. at Hyde Park Station. He is a Veteran of Desert Storm and is originally from Columbia. His wife Sabina is from Germany, they have two children ages 7 & 9 and they have been married since 1999. The story goes something like this; Gus was diagnosed with the flu a few weeks before Christmas and had been out sick for about a week at the time he was told of his condition. He had not been feeling well for some time and was being treated accordingly. Shortly after, he was hospitalized, as his health had worsened. He was then told he had pneumonia and while being treated for this illness the news got much worse. Gus has been diagnosed with extensive bone and lung cancer and remains in the hospital, in the intensive care unit. He has suffered a collapsed lung and is requiring assistance with his breathing and is heavily medicated for the pain. I was told his condition could be directly related to his time in Dessert Storm while serving our Country. His co-workers and friends have stepped up in an attempt to help his wife and children with expenses since he will be out of sick leave and an-

nual leave by the end of February. I introduced the Forest Hills Annex group at our February Union Meeting to give the membership in attendance an idea of what Gus has experienced. To say the active and retired Union Members came together to help a fallen Brother is an understatement. Retiree Al Guice led the way with another one of his famous collections and we pulled in \$451.00... WOW.

**Benefit Golf Tournament:** Carriers Alan Robinson and Richard Henderson are serving as Tournament Coordinators and arranging to host a Golf Tournament on March 25 at Pebble Creek Golf Club. They plan to include door and raffle prizes as well as a putting contest, longest drive and closest to the pin. Early response has been overwhelming from fellow Union Brothers and Sisters from all crafts, Management and from the public as well. The plan is for every Branch/Station to sponsor a hole at the cost of \$100.00, each hole sponsor will have a sign with Branch name placed at one of the tee boxes in view as the golfers approach their next hole. Your Shop Steward has all the information and should be making brief presentations at the your stand-up talks in your office. How can the non-golfer help out; raffle tickets will be a huge part of the fundraiser and prizes are needed to raffle off as well as for all the Contest winners. Gift certificates or gift cards from restaurants, golf courses, car washes, golf stores are all great prizes to raffle off, also Bucs, Yankees, and Devil Rays tickets would be awesome. I went to dinner the Friday night after the Union Meeting and picked up two \$10.00 gift cards by simply asking for the manager and telling him about Gus. Car-

riers with business routes may have a number of contacts that may be gracious enough to donate a prize, even at your lunch stop. A flier is in circulation with all the Golf Tournament information you need to know to present to a possible contributor. There will be a sign in the clubhouse with all sponsors listed, remember, the more prizes available the more raffle tickets will be sold!! The Station collecting the most prizes will be recognized at the Tournament. Again, March 25 is the date and registration will end around March 11, so Pebble Creek can be notified with the number of participants. Registration the day of will begin at 7-8:30am, with a 9:00 am shotgun start, four player, best ball format. Following the golf round all players will enjoy a Barbeque lunch and the raffling of hopefully some Great prizes. All proceeds will be donated directly to Gus and his family.

Should you have any questions regarding this event, please contact the Tournament Coordinators Alan Robinson @ 843-9762 and Richard Henderson @ 748-6500. Let's pull together and make a difference for Gus, say an extra prayer for Gus and his family and let's hope he can prevail in his fight against cancer.

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



### Personal Privilege (from page 8)

mittee and to the 2000 and 2004 George W. Bush Presidential campaigns. Ford Motor announced a rather substantial loss in sales revenue in January of 2007 and with that it is going to *restructure the company*. In the business world this means lay-off employees but keep the status quo with the CEOs.

One of the main issues that the Democrats strove for during the 2006 elections made its way to the floor of the Senate after passing without amendments and pork barrel projects at-

tached. It was the minimum wage bill to increase the 10 year old level of \$5.25 an hour, (\$210 a week or \$10,920 annually). Don't forget the poverty level is estimated to be at \$22,000 a year, or \$849.23 every 2 weeks and approximately \$10.61 an hour. This bill died because of Republican amendments that would fatten up their pork barrel projects. Senator Edward Kennedy of Massachusetts berated his fellow Senators for not passing this new minimum bill on its own merits. Since the Republicans took control of Congress in 1996, minimum wage legislation has bitten the dust. Yet these same callous Republicans, since January 1,

1998, have raised their payable salaries from \$133,600 to \$165,200 (as of 1/1/06). This means that every 2 weeks they are receiving \$3177.20, or \$79.43 per hour. These figures are based on an 80 hour, two week pay period and 26 annual work weeks. However, under Republican leadership, Congress worked about 24 hours a week and as few as 200 days a year.

"Today the real test of power is not capacity to make war but capacity to prevent it."

Anne O'Hare McCormick

**PROPOSED BYLAW CHANGES**

**TO BE VOTED ON**

**AT THE MARCH 1, 2007 BRANCH MEETING**

**Article XV**

**Station Stewards**

Section 6

Currently Reads:

All Station Stewards shall receive \$85.00 per month for allowed expenses. All Station Stewards shall receive \$45.00 for attending monthly Shop Stewards Training meetings.

The President, Executive Vice-President shall be paid \$45.00 a month for attending the monthly Shop Steward Training meetings. The above mentioned stewards and officers shall not have any reduction in pay due to illness, dependent care, on annual leave or any valid circumstances that would keep them from attending such meetings.

Section 6

Proposed to Read:

All Station Stewards shall receive \$85.00 per month for allowed expenses. All Station Stewards shall receive \$45.00 for attending monthly Shop Stewards Training meetings. The President, Executive Vice-President *and Vice-President* shall be paid \$45.00 a month for attending the monthly Shop Steward Training meetings. The above mentioned stewards and officers shall not have any reduction in pay, due to illness, dependant care, on annual leave or any valid circumstances that would keep them from attending such meetings.

**Standing Rules**

Currently Reads:

2. The Executive Board meeting shall be held on Thursday, one week preceding the regular Branch Meeting and shall start promptly at 7:00 p.m.

Proposed to Read:

2. The Executive Board meeting shall be held on the first Thursday night of each month and shall start promptly at 6:30 pm.



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Every month on the 1st of the month, COLCPE will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

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and forward that amount to NALC's Committee on Letter Carriers Political Education (COLCPE).

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**Name (please print):** \_\_\_\_\_

**Social Security Number:** \_\_\_\_\_ **OR Postal Record number:** \_\_\_\_\_

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**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

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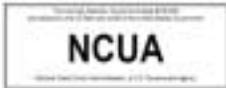
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