



The Twig of the Branch



Branch 1477 West Coast Florida Letter Carriers
Serving:

St. Petersburg — Largo — Dunedin — Pinellas Park — Indian Rocks Beach
Punta Gorda — Englewood — Bradenton Beach — Palmetto — Ellenton

VOLUME 337

VOICE OF BRANCH 1477

AUGUST, 2005

PRESIDENT'S REPORT:

By, O.D. Elliott



PRIVATE INVESTIGATORS—SICK LEAVE-

I recently became aware that the St. Petersburg Post Office is hiring Private Investigators to SPY on Carriers who call in sick (Talk about Sick). I become aware of this when I saw an invoice from a company called GSR INVESTIGATIVE GROUP, INC. To the US Post Office (St. Pete) for "surveillance of_____". The name of the person under surveillance (for this invoice) was illegible. The charge for this one investigation was \$500.00. Following is a copy of my letter to the Postmaster concerning this matter and the initial response I received to a previous letter of inquiry:

July 13, 2005

Mr. Thomas Pawlowski
Postmaster, USPS
3135 — 1st Avenue North
St. Petersburg, FL 33730-9998

Subject: Private Investigators

Dear Mr. Pawlowski:

Reference my letter of 6/27/05 relative to the above and Ms. West's response dated July 5, 2005. I've

taken the liberty of enclosing copies of my letter and Ms. West's response as well as a copy of a letter from Plant Manager, Hoyle to APWU President, Mike Sullivan concerning the same issue. As you will note, except for the addressee and one sentence (highlighted), the letters are identical. The difference raises the question — Was there seven (7) completed investigations with four being in (APWU Crafts) (and three in Letter Carriers) or as in Ms. West's letter, only four completed investigations, with all four in the Carrier Craft. In either case, I find such investigations by Private Investigators to be intrusive, insulting, and degrading to Letter Carriers.

Since Ms. West danced around my requests for information, I'll rephrase them: Under the provisions of Article 17 and the Freedom of Information Act, I am requesting the following:

- 1) Names and work locations of the "Carrier Four" for whom Ms. West indicates investigations were completed.
- 2) Copies of the Investigator's findings for the "Carrier Four".
- 3) UNDER WHAT SPECIFIC AUTHORITY were the investigations conducted by Private Investigators?

Since the bill from the Private Investigator indicates surveillance of a single individual with an amount of \$500, does this mean \$500 per investigation? If so, with Mr. Hoyle's letter, it would seem the USPS has (I'll be nice and not use the most appropriate

**NEXT BRANCH MEETING Thursday, August 11, 2005 at 7:00 PM at the Letter Carrier Hall
Branch 1477, N.A.L.C.**

word) “tossed” away \$3500 or by Ms. West’s reckoning, only \$2,000.

I am requesting an extension of time limits for initiating a grievance until receipt of a response to the above requested information.

Sincerely,

O.D. Elliott
President
Branch 1477, NALC, AFL/CIO

cc: File

Suspense 7/20/05

ODE/tb

DOIS (Delivery Operations Information Systems)

Many of you are experiencing, almost on a daily basis, a battle over your Carrier Estimate and Management’s DOIS numbers, projections, etc. Management seems to be of the opinion that DOIS is infallible. Supervisors take the position that if the Carrier’s estimate is different to the DOIS projections, then the Carrier is always wrong. In some cases, Supervisors are refusing to allow the Carrier to have and complete a PS Form 3996 (Request for Auxiliary Assistance/Overtime) if their DOIS numbers project 8 hours or less for the route that day, regardless of what the Carrier states he/she needs. You must not allow this to happen. If, after following your Supervisor’s instructions to curtail “this” or “that” (and completing a PS Form 1571), you know you cannot finish your assignment without Auxiliary Assistance or working overtime, you must insist on completing a PS Form 3996. You have an absolute right to a PS Form 3996. Part 122.33 of Management’s own handbook, the M-39, provides: “The employee upon request will be provided a Form 3996, Carrier Auxiliary Control, after the Supervisor has been verbally informed as to the reason for the request. The employee SHALL NOT BE DENIED the form and, upon request, a duplicate of the completed form will be provided the employee. If you find yourself in the position of being denied a 3996 after verbally informing your Supervisor of your need for one, ask to speak to your Steward. If no Steward is available, ask to call the Union office. If you are not allowed to see your Steward or call this office, then contact this office at your first opportunity, break, lunch, etc. You should always get and maintain a completed copy of your 3996 for your PROTECTION.

Once you’ve completed the 3996, the Supervisor may approve Auxiliary Assistance, approve the overtime, or disapprove your request. If the Supervisor disapproves your request and gives you impossible instructions, i.e. “You’re to deliver all this mail and be back in 8 hours”, don’t let yourself be drawn into a confrontation. Respectfully, tell the Supervisor you will do your best to comply, but still believe you will need overtime or Auxiliary Assistance. Then do your best, without taking unsafe shortcuts, violating safety rules, and, without skipping your lunch or P.M. break. Once on the street, you should call your Supervisor in the afternoon and remind him/her that you still need the overtime or Auxiliary Assistance. Again, don’t let yourself be drawn into a confrontation. Just inform your Supervisor and again ask for instructions.

The NALC views DOIS as an attempt by Management to develop or institute new work and time standards on an individual basis for individual Carriers. DOIS compares a Carrier’s daily performance with his/her previous performances, sometimes referred to as “demonstrated ability”. Therefore, it’s important that Carriers always perform their duties in a professional manner. They should take all of their breaks and lunch times and follow all rules. While it’s a requirement of the contract to provide a fair day’s work for a fair day’s pay, this does not mean a Carrier should run, speed, skip breaks or lunch, take safety shortcuts, or otherwise violate the rules in order to meet impossible demands by impossibly demanding supervisors.

Be a Professional and work by the rules. It’s your best Protection.

LES TALK
Executive Vice President
Les Stroup
lstroup@tampabay.rr.com



The Shop Stewards of this Union are the eyes, ears, and the voice on the workroom floor. The following Shop Stewards and Alternates were hard at work at our monthly (June) Shop Steward Meeting: **Chris Hubble, Rudy Betancourt, Dennis Jones, Tanya Gillespie, Tom White, A.J. Pollard, Bob Brown, Glenn Fagan, Ken Grasso, Doug Eggers, Brenda Mavretic, Ray Handville, Keith Northup, Rick Hadden, Jim Bumbul, Tom Phillips, Patricia Meeks, Bob Meeks, Albert Giusto.**

The following Shop Stewards and Alternates were hard at work at our monthly (July) Shop Steward Meeting: **Chris Hubble, Rudy Betancourt, Ralph Brown, Tanya Gillespie, Tom White, Glenn Fagan, Lloyd Cole, Bill Jean, Doug Eggers, Brenda Mavretic, Raymond Handville, Larry Gaskin, Keith Northup, Fred Assidy, Rick Hadden, Bonnie Baldwin, Claudia Harvey, Tom Phillip, Patricia Meeks, Bob Meeks, Lori Bell and Willie Hodo.**

IF YOUR SHOP STEWARD IS NOT LISTED, ASK THEM WHY?

Shop Stewards **Lori Bell, Jamie White** and Alternates **Maurien Bibens, Barb Brooks** attended the (July) South Meeting. The following Carriers also attended: **Sharon Winesett, Judy Goike, Susan Chavez, Joe Henschen (St. Pete), and Harry Strzyzynski (retiree St. Pete).**

Without someone to represent all Union Letter Carriers, Management would steamroll craft employees at every turn to get the results that they desire. If you think that you have problems now, take a second to contemplate what it would be like if Management had no opposition. Not a pretty sight is it? Support your Shop Steward and show Management that we are united. The Steward is the key to a strong Union.

Congratulations to Seminole Carrier Tony Vila. In 1962, Tony enlisted in the Navy. He served during the Cuban Missile Crisis, fought insurgents in Panama, Columbia, Venezuela and Aruba, and later was a Medic with a Marine Helicopter Unit in Vietnam. As a member of the Navel Reserve, he took part in Desert Storm and Desert Shield in Saudi Arabia, Turkey and Iraq. Just in time for Independence Day, the city will formally rename a West Tampa Park in honor of seven Vila brothers who collectively served in the military for nearly 61 years.

"It's going to be very patriotic," said Hector Vila, 74, one of the brothers who helped organize the event. He fought in Korea and returned to Tampa, where he worked for 28 years as a foreman at the Anheuser-Busch Brewery.

His brothers - Joe, Willie, Wilfredo Jr., Robert, Denio and Tony - served in several conflicts, from World War II to Vietnam to Desert Storm and Desert Shield in the Middle East.

Tampa City Council member Mary Alvarez, who represents West Tampa, sponsored an ordinance to rename the site Vila Brothers Park. The Tampa City Council approved the change in February.

The event will include food, fireworks, music and a presentation from the U.S. Marine Corps Color Guard. The brothers' granddaughters will sing The Star-Spangled Banner and God Bless America.

Officials will unveil a sign with the park's new name. "We're very, very honored," Vila said. "I am proud that we were able to serve our country and we all came home alive. Most of these dedications are done for the dead."

sptimes 7.3.05

Mandatory Overtime: One purpose of the Overtime Desired List is to excuse full-time Carriers not wishing to work overtime from having to work overtime. However, if the Overtime Desired List does not provide sufficient qualified full-time regulars for required overtime, Article 8.5.D permits Management to move off the list and require non-Overtime Desired List Carriers to work overtime on a *rotating basis* starting with the junior employee. This rotation begins with the junior employee at the beginning of each calendar quarter. Absent a local memorandum provision to the contrary, employees who are absent on a regularly scheduled day (e.g. Sick Leave or Annual Leave) when it is necessary to use non-Overtime Desired List employees on overtime will be passed over in the rotation. Management may seek non-Overtime Desired List volunteers rather than selecting non-volunteers on the basis of juniority. Normally, Carriers not on the Overtime Desired List may not grieve the fact that they were not selected to work overtime.

The provisions of this section do not apply in the case of a full-time Letter Carrier working on their own assignment on a regularly scheduled day. That situation is governed by Article 8, Section 5.C.2.d as amended by the Letter Carrier paragraph, see above.

Exceptional situations may excuse mandatory overtime. This language is intended to serve as a guideline for local Management in excusing employees from overtime work because of "exceptional" situations. Consequently, the four examples listed in the parentheses are illustrative of the kinds of cases to which management should give full consideration in excusing employees from overtime. However, as Arbitrator Sylvester Garrett held in NC-C 7933, January 8, 1979 (C-3226), Section 5.E. "reflects an intent to confer relatively broad discretion on local management to excuse employees from overtime work for any one of a number of legitimate reasons 'based on equity'."

IN SOLIDARITY

**REPORT OF THE FIRST VICE PRESIDENT:
By, Joe Henschen**



The NALC Route Protection Pocket Handbook recently arrived at the house of every NALC member. The easy to read formatted book is intended to be a quick and convenient reference guide to the proper procedures for evaluating and adjusting routes.

After review of the small reference book it does just what it is intended to do. I am sure however, many of you leafed through it quickly and tossed it in a drawer so you would remember exactly where you placed it when the time comes that you actually need to use it for reference. Of course many of you won't remember exactly where or what it was you saved when the time comes for the next route inspection.

While some are left scratching your head, sometime down the road it probably is already too late. Too late to protect your routes. Too late to protect the routes covered by the brother or sister on either side of you.

Here is what you need to know. The same time the information in this guide was being compiled, another guide was being developed. The Standard Training Program for City Letter Carriers was, with representatives from the NALC, USPS Delivery Operations Support, Safety, Labor Relations, Sales and Employee Development re-designed to provide newly hired City Letter Carriers a chance to learn the skills needed to perform their duties. These skills are now and will be in the future developed with an emphasis on resources like the City Delivery Carriers Duties and Responsibilities Handbook M-41. There is now a commitment, by both parties at the national level to develop Carrier Techniques that are ergonomically correct. Skills that will in the future reduce compensation expense and more importantly the health of future Letter Carriers.

When reading these thoughts some will without a doubt believe that here he goes again justifying doing the route in a way that is just harder and slower to do. Many of you will believe that if you attempt to complete your assignment in a way that it was originally designed you will be under more pressure by the DOIS gadget that we have come so weary.

Let me assure you that is exactly what I plan to do. You see when I visit the brothers and sisters throughout Branch 1477 or I hear the "sad report" presented

at the general membership meeting. I understand that promoting health and safety is exactly what I must do. The handbooks include procedures that dictate how we do our job. For years now, the only time the M-41 has been used is when it related to discipline. There are provisions in that manual that the USPS included that would, when followed would help insure a safer work environment for each of us. Shoulder, elbow, and wrist injuries brought on by poor work habits must be eliminated. Loading your arms and satchel with mountains of cased mail is wrong. Park and Loop tasks that include thirty or forty stops result in health problems years down the road.

Over the next several weeks a group of our peers will be instructed on their responsibilities as On the Job Instructors. These OJI's were chosen and agreed upon in our cities by the NALC Local Presidents, our National Business Agent and local USPS Postmasters. These OJI's will be asked to re-invent themselves as well as enforce a standard set of training rules and responsibilities. Gone will be the lapse in training techniques and "how to" or "how not to" content. The methods taught will be nothing we haven't covered in countless Route Inspection Preparedness Classes given throughout the Suncoast District. This is not just another set of rules that were not in place during our last route inspection. To the contrary these skills have been around as long as the M-41. It is now time to get back to the basics.

Upon certification of this layer of trainers you will see differences in the techniques used by newly hired Carriers. I urge you to be open minded and closed mouth about what may be a minute quicker. It has been that quicker minute that has ended too many Postal Careers.

**SECRETARY'S REPORT:
By, Harold Strzyzynski**



BRANCH 1477, N.A.L.C.

**GENERAL MEMBER-
SHIP MEETING**

July 14, 2005

Meeting called to order at 7:00 P.M. by President O.D. Elliott.

Invocation by Greg Welsh
Pledge of Allegiance led by O.D. Elliott
Minutes accepted as printed in Twig for 6/16/05.

(Motion by Gene Carroll, second, Thom Hart, passed.)

NEW MEMBERS: 15 New Members, (Motion to accept by Annie Przetocki).

OFFICER'S REPORTS:

SECRETARY: Harry Strzyzynski – Reading of Official Correspondence.

TREASURER: - Tom Phillips – Financial Report. (Motion to accept by Thom Hart) It received a second and the motion passed.

DIRECTOR OF RETIREES: Gene Markey – 2 New Retirees.

MBA DIRECTOR: Bob Brown – It's never too early to start saving for retirement.

HEALTH BENEFIT DIRECTOR: Ken Grasso – OPM has not decided yet what portion of Health Benefits will be paid by members. They start negotiations in August.

TRUSTEE REPORT: Keith Northup – Books were audited and all was in order.

SECOND VICE PRESIDENT: Greg Welsh – Agreement with Postal Service on Route Inspections ends in September. Route Inspections scheduled for Dunedin. Management has hired two Managers to do nothing but Route Inspections.

FIRST VICE PRESIDENT: Joe Henschen – Excused on Official Union Business.

EXECUTIVE VICE PRESIDENT: Les Stroup – **Sad Report:**

Joe Henschen – First Vice President – Father Serious Health Condition

Paul Ksyniak – Central – Surgery

Nancy Kimball – Retiree Englewood – Knee surgery

Allen Lentz – Retiree Dunedin – Passed away

Dave Meier – Retiree Pinellas Park, Father passed away

Jim Bradbury – St. Pete Bch – Serious Health Condition

Dana Bigley – Seminole – Pacemaker

John Bourlon – Retiree – Past President – Knee surgery

Congratulations:

Claudia Harvey, Northside Station on the birth of her Grandson "Dylan Michael", born 7/11/05, 9 lbs. 10oz.

7/4/05 was a special day for Carrier Tony Villa of Largo Post Office, he and his brothers had a Park in

Tampa named after him. Mandatory overtime is a problem, but the new hires should help some.

POLITICAL LIASON: Leo Murray – Only 35 members of Branch 1477 contributed to COLCPE in 2004. The only way to reach congress is through contributions. Do not forget to call your representative in Washington asking for his help in passing Postal Reform.

UNFINISHED BUSINESS: None

NEW BUSINESS: 2 Resolutions for the upcoming National Convention were voted on and passed. They will be sent to Washington.

Pins were handed out to Gene Markey 45 year member, Bob Keller 40 year member, Thom Hart and Don Goble 35 year pins.

GOOD OF THE SERVICE: O.D. Elliott –

The Postal Service has hired a Private Investigation Service to check on employees who call in sick. President Elliott has sent letter to the Postal Service requesting information about this program.

Bowl-a-Thon for MDA last Sunday was a success. Thanks to Bob Brown and Thom Phillips for raising over \$1400.00.

St. Petersburg and Largo both have new hires with St. Petersburg getting at least 22 more PTF's. The old register has been exhausted.

Customer Connect is being introduced into more stations. New Coordinators have been selected.

Route Evaluation Agreements end on 9/30/05. Following this, we can expect Route Inspections to start. Dunedin has been scheduled to begin Inspections on 10/1/05.

Joe Henschen will be attending the Leadership Training in Washington the week of July 25 - 29.

Effective 7/11/05 No more personnel will be housed in Personnel in St. Petersburg. All Personnel functions and personnel have relocated to Tampa.

Training Seminar might be held in St. Petersburg again this October. Denny will meet with the Managers at the Hilton and the Radisson.

National Convention will be held in Las Vegas in 2006. The dates are 8/14/06 – 8/18/06. We will start early

seeking Air Fares and Hotel rates for our Finance Committee to use in presenting their report and recommendations at the October meeting.

There is support within Bradenton for the Merger. There will be a resolution at their July meeting to merge with St. Petersburg.

Now when you request FMLA the request goes to Topeka Kansa, they will send out the information packet.

APWU got a Contract extension to November 20, 2006 so they can negotiate the same time we do.

WINNERS OF DRAWINGS:

50/50 – \$39.00 Frank LuJan
Lotto – Greg Welsh

Auxiliary Drawings

1. Glenn Fagan
2. Sandy Roundtree
3. Bob Keller
4. Thom Hart

Motion to adjourn, by Gene Carroll

THE REPORT OF THE EDITOR:

By, John Bourlon



Getting it done

Last night I attended the regular union meeting. It was a good meeting but like most was not well attended. The information given to those present by various officer, stewards and appointed individuals was TOP NOTCH.

The report given by Brother Leo Murray, the appointed Legislative Representative was perhaps the best report that has been given by anyone who has held that position, and believe me there have been some good ones. Leo covered all the bases regarding the Postal Reform Act. To the importance of donating to the COLCOPE fund. (Oh, by the way I have mailed my contribution) so I don't feel guilty anymore.

Brother Greg Welsh gave a very good report about the Route Inspections. He advised those present that the USPS has detailed two Managers, full-time, to oversee the Route Inspections in the Suncoast District. He ex-

plained the importance of the Letter Carriers responsibility to perform on their route the same way each and everyday to insure you get a good route evaluation during the inspection. Greg is correct. If you do your route the same everyday, consistent with the volume available you will usually fare good during the inspections. Inspection will soon appear on the schedule for the coming months. There will be Route Inspection Training schedule soon. It is critical you attend these training meetings.

HEALTH BENEFIT REPRESENTATIVE:

By, Ken Grasso



Food of the Month (August)

Spinach, the big-time Cancer fighter, has many benefits.

Popeye the Sailor Man smoked a pipe. Lucky for him, he also ate lots of Spinach.

We can only hope he downed the juices as well. Of all the Vegetable Juices, Spinach Juice is said to be the best for the prevention of Cancer cell formation.

Spinach also boasts an extraordinarily high Vitamin C content. It is rich in Riboflavin, Vitamin A, Folate, Magnesium, Potassium, and Vitamins E, B6, and Thiamin.

Like other greens, it shrinks a lot when it's cooked. A pound of leaves can be reduced to about a cup. The water can be added to soups.

A treat for your heart, the Folate and Vitamin B6 in Spinach helps to control homocysteine levels. Studies at Tufts University in Boston and the Framing Heart Study show that high homocysteine levels are a big heart attack risk. Microwaved Spinach, they say, is our best bet for managing homocysteine.

Eating Spinach and other dark leafy greens throughout your life will protect your eyes from age-related macular degeneration in later life. A study by the Massachusetts Eye and Ear Infirmary in Boston compared the diets of people with macular degeneration and an equal number of people who did not. They found that people who ate more green vegetables, particularly Spinach and Collard greens, were 43 percent less likely to have macular degeneration.

Experts say antioxidants in Spinach and other dark greens neutralize tissue damaging free radicals before they harm the macular region of the eye.

Cancer is now the top killer:

Cancer has surpassed Heart Disease as the top killer of Americans under 85 according to the American Public Health Association and the American Cancer Society. Deaths from both are falling, but improvement has been more dramatic for heart disease. The main reason cited is that there are fewer smokers.

The top causes of death were Cancer, followed by Heart Disease, Injury, Lung Disease, Stroke, Diabetes, Influenza, Kidney Disease, Alzheimer's Disease, Suicide, and Liver Disease in that order.

THE RETIREMENT CORNER:

By, James E. (Gene) Markey



The **Largo/Seminole Retiree Breakfast Group** met on July 7, 2005 the following attended: **Bill Guenther, Ray Reed, Fred Bindon, Bob Crowson, Gene Wain-scott, Bob Miller, Bruce Davis, John Hammock, Richard A. Rink, Virginia Hopkins, Carl Buhelman, and Sam Miller.**

The next **Largo/Seminole Retiree Breakfast Group** will meet on Thursday 8/4/2005 at 9:00 a.m. at **Boris Family** Restaurant 11411 Ulmerton Road.

The **St. Petersburg Retiree Breakfast** was held on Wednesday, July 19, 2005 at **Denny's Restaurant**. The following attended: **Everett Perkins, John Layner, Don Dykens, John Tschupp, Don Kosior, Gil Migliano, Mike Morcillo** (practicing for retirement), **Edsel Jones, Richard Compfer, Scott Cole, Bob Kaufman, Hank Goettelman, Ellen Kirshner, Charles Harris, Robert Trimble, Ron Cherry, Jamie Wilson, Bob Williams, and President, O.D. Elliott.**

During the Breakfast, President Elliott presented A 45 YEAR MEMBERSHIP PIN TO ROBERT TRIMBLE, AND, ON BEHALF OF NALC PRESIDENT, WILLIAM YOUNG, PRESENTED A 50 YEAR GOLD MEMBERSHIP CARD AND 50 YEAR PIN TO EDSSEL JONES.

The next Retirees Breakfast will be held on Wednesday August 20, 2005 at the **Denny's Restaurant**, on US

19 at 9:00 a.m. Everyone is welcome to attend and the breakfast if "Dutch treat"

RETIREMENT WORKSHOPS

Human Resources/Personnel will conduct a retirement workshop for all employees interested in obtaining general retirement information.

DATE: August 18th, 2005

TIME: 3:30 PM

DATE: August 25th, 2005

TIME: 6:30 PM

*LOCATION: Los Cien Professional Building
4107 N. Himes Avenue
Tampa, FL 33607*

Seating will be on a first come first serve basis.

This event is provided to you by the "Suncoast Diversity Committee"

GREETINGS FROM LARGO/SEMINOLE

By: Keith L. Northup SR Trustee/Chief Steward



Volume: DOIS can only put out correct times for the Carrier working on a route if our Supervisors put all mail counts for the day in the program. Then it would be a good program and possibly put out figures that we could accept as Carriers performing the work. When was the last time you were asked how many small items you had for the day which you cased in to deliver with your mail. That question is not asked so it is mail volume that is lost in the system by your Supervisor daily. The reports put out by the computer are only as good as the data put into it. Those small items (SPR'S) can and do affect your route on a daily basis.

Locking your vehicle: We have been instructed to lock your vehicle EVERY TIME you turn your back to it. We must follow the instructions we are given, so I suggest every Carrier lock your vehicle every time you walk away from your vehicle. The safe driving rules say you must lock your vehicle whenever it is out of your direct vision, well Largo has taken it a little fur-

ther. We must follow the instruction we were given, so do it and request time on your Form 3996 for the added time to follow this instruction. We MUST follow the instruction you can not be disciplined when you do as you are told. The added time will have to be approved on a daily basis by your Supervisor. If they feel you are requesting too much time to lock your vehicle, ask them to follow you and observe you doing as you have been told. I think if all Carriers do this, we will all get a pay raise which will reflect in our next pay check. We will have to thank the Largo Post Office for the added funds.

What not to remember: When we were last inspected the inspectors told us that we did not have to lock our vehicles as they were in it, forget it now. Stop and think about it, we followed that instruction and now we will have to insure we get the added times for your route by requesting it daily on your Form 3996, and doing it every time we go to the street. We sometimes forget that we get paid by the hour, not by the route we carry. Now is the time to follow all instructions, forget any shortcuts, and follow all the rules we have been given. We do not have to hurry to complete delivery, we have to be safe. Think safety everyday, the pay will improve and your route cut will be coming in the future.

Carriers should perform ALL daily duties as if a Route Inspector was riding with them. Discipline can not be issued for following instructions given to you by our Managers. This could increase your day, build up your paycheck and improve your living standards. Have a nice day; I'll see you at the hall.

**TRUSTEE REPORT:
By, Larry Gaskin**



I hope everyone is surviving in this near unbearable heat. In Seminole, our fearless Leaders have found a new way to show their support this summer. We were recently informed of a new interpretation of when your vehicle should be secured. One of our Carriers recently received an Investigative Interview for failing to secure his vehicle when delivering a parcel to a customer's door. A 204-B witnessed this despicable act. The Carrier saw the 204-B behind him. He walked approximately 25 feet to the customer's door. This is in a residential subdivision. At

no time was the vehicle out of the Carrier's site for more than a few seconds. The 204-B determined that the Carrier should have rolled up his windows and locked his doors anyway. The Carrier felt the vehicle would be safe since the 204-B was watching it and it was in his sight 99% of the time. During our route inspections two years ago, this was not the policy. No time was allowed for repeatedly rolling up windows and locking doors to deliver parcels or accountable mail when the vehicle was in sight. At that time it would have been considered a time wasting practice. Therefore, this new interpretation has added considerable time to most routes. Some of our Carriers have documented each time they must lock up and the additional time it is taking. Some have had to work penalty overtime to meet this new requirement. Management has created a nightmare with this stupidity. If every Carrier secured theft vehicle for every parcel and accountable, Management would never make their numbers. Bummer!!

There is nobody more aware of our security concerns than the people who are doing the work on a daily basis. The original intent of securing the vehicle is not being questioned. Carrying this rule to the extreme is not only counter productive, it displays a total lack of knowledge of the job itself. In the real world, it's currently 90 plus degrees and extremely humid, resulting in terribly uncomfortable working conditions. Does Management care? Obviously not. Some Carriers have tried to leave their windows up and doors locked all day. Now WE have to be concerned with the toll the heat is taking on their bodies. Working in a sweatbox is not the answer.

If you feel a heat related symptom, deal with it immediately. Drink plenty of liquids, find a shade tree, and if necessary, go to an air conditioned business. Do not allow ignorant Supervisors to risk your health. You are responsible for your health, not them. It's your decision, you are the one it the heat, not them. Remember, Letter Carriers carry the mail, those who can't become Management.

STAY SAFE

BAB' D WIRE ROUN' CHARLOTTE

By, Barb Brooks



What is new in the south? Still the dirt is left unattended in the back parking lot though our Postmaster has assured me that he'd attend to it personally. Guess I'll have to refresh my memory on filling out the safety forms and travel higher up but I should be thankful that our USPS vehicles have places to park in close proximity.

Our personal vehicles are another matter! Only this morning we were excluded from using the grass adjacent to our fence anymore. It will be a longer stretch to the Post Office and leaving our personal vehicles further out of sight. It was only a year ago that my car's stereo got stolen from my car in one of those parking lots prior to the rear ending I got while parked and at work with a runaway car from across the street!

On a more positive note, overtime for non-volunteers has been consistently avoided with assistance regularly being afforded! It is certainly nice clocking out on time and I believe that to be attributed to more grievances that were filed several weeks ago. If Management has to reach in their pockets for Union time and extra pay then they realize we have a good contract. It is not fun while we are being penalized, certainly, but isn't it sweet when we reap the rewards afterwards? Remember to ask for time on the clock, from your supervisor to see a steward if you feel you have a concern or possible violation. Stewards *have rules to follow also and can be reprimanded for talking without permission if questioned by the Supervisor.* They are there to help us but also need our cooperation and respect.

Jamie White is back at work after an extended leave from surgery and looks as good as new. Our Supervisor in Zone 80/83 is back to Pam Long as Linda Webb got reassigned...another brief chair spin! Also back is Brad Peters...never seen Cheryl so worried when he's not well, glad it was only a scare! Carrier Onell was sent out on duty a couple of weeks ago, so we are all keeping him in our thoughts now as he serves in the military.

Remember our location for the monthly meeting is now in the Harold Avenue Recreational Center and we have plenty of pizza and seats..so I hope to see ya' there!

NALC AUXILIARY #181

By, Marlene Markey

The Auxiliary is off for the summer. We are all glad that John Bourlon is doing so well after his recent total knee replacement. Way to go John.

See you in August.

LARGO ALL CRAFTS BREAKFAST:

By, Bernie Ososky



Largo's All Craft Retirees Breakfast was held on July 6th at Denny's on Missouri. The following well relaxed, with no stress, who attended were: Kathy McGuiness, Neil Williamson, Bill Nilsson,, Bette Williams, Vickie Vigue, Jerry Boles, Lynette Blairwich, Rudy Lang, Ivan Davidson, Les Stroup, Rose Williams, Virginia Hopkins and of course me. Finally, Carl Bakelman, who just recently moved back to the area from Georgia, attended and will be showing up regularly along with Tony Skrobacz, who also joined us for the first time. All toll, fifteen happy people met to share stories and laughs. By the way, NO Postal chatter was spoken or allowed. If anything, we talk about when the eagle comes the first of each month. Next month's breakfast will be August 3rd at 9:00 a.m. All are welcome!! Come Join Us!!



NALC BRANCH 1477/MDA BOWL-A-THON
By, Cathy Buchanan



A great big thank you to Gateway and Crossroads Station for coming out in the storm and bowling in the “9 pin no tap” for Jerry’s kids (MDA) on Sunday, July 10th at Seminole Lanes.

Thanks to Cindy Pollock and Bobby Brown from Crossroads for putting together their team. They had 11 in attendance and raised \$440. (Bobby and Joyce Brown, Dave and Stephanie Fay, Cindy Pollock, Juli Nelson, Bob Smolka, Glenn Fagan, Dale Marcks who brought Jeanne and Michelle Mullins). By the way, Michelle Mullins bowled a 300. (Using the 9 pin no tap rule but only had to use the 9 count 5 times!) Awesome game!

Thanks to Tom Phillips from Gateway for putting together his team. They had 14 in attendance and raised \$1141.50. (Jeff and his son Jeffrey Small, Andrea McCalla, Phyllis Dean, Bob Combs, Roxanne Moulton, Jeff Wilson, Michael Mignone, Connie Snyder, Leroy Edwards, Jose Molinary, Mike Menes, Bradley Rouse and Joseph Phillips).

Bobby Combs from Gateway was presented a trophy from Kathryn Lynn from the MDA for highest game. He actually bowled two 300 games; however, both were with the 9 pin no tap rule and he used the 9 count 4 times in both games. Great job Bobby.

Since Gateway raised the most money, they will be presented a plaque at their station by Kathryn from the MDA.

A few of you (won’t mention your names) received a “crying” towel for those gutters while others received them for throwing a strike. Hope you all had fun and enjoyed yourselves and again thank you for supporting this worthy cause.

THE “SKI” REPORT

by Brother Steve “Ski” Wojchowski

Sisters and Brothers:

Greetings from “Mad” Beach. I trust that you all celebrated the Fourth of July for the right reasons and not just to blow things up.

Last month I had the extreme pleasure of accompanying my long time best friend, Brother Bob Keller, to the union hall to witness his acceptance of his forty year pin.

We talked at length about how things used to be and the way things were when he retired and the way things are today. I can’t recall everything that we discussed verbatim, but I do recall the adjectives we used during each stage of our conversation.

While reminiscing about the early years, we used terms such as fun, enjoy, respect, esteem, venerable, consideration, cooperation, trust, pride and satisfaction. The conversation included many humorous anecdotes of pleasurable moments.

It seems as the timeline of our dialogue moved closer to the present the adjectives and nouns became a little harsher. We were throwing out terms such as frustration, discouraged, hopelessness, disrespect, distrust, suspicion, unrealistic, pressure and stress.

What happened?

It seems that the more our jobs are controlled by “the numbers” the more we are drifting away from our human relationships with management.

We used to work hand in hand with management to get things done and tried to maintain a certain amount of respect on an even plane but it doesn’t seem to be like that anymore.

Now, when I am meticulous about my job, I am slow. When management is meticulous, they are thorough.

When I don’t do something, I am lazy.
When they don’t do it, they’re too busy.

When I do it without being told, I’m being a smart ass.
When management does the same, it’s initiative.

When I do good, management never remembers.
When they do good, I never hear the end of it.

Like they say in the soap operas, I realize that things will never be the way they used to be, but can’t we at least get along?

See y’all at the hall.
Keep your head on straight and maintain a steady pace.

THESE RESOLUTIONS WERE ADOPTED AT THE JULY 14, 2005 BRANCH MEETING

RESOLUTION

EMPLOYEE OPINION SURVEY

Whereas: The VOE (Voice of Employee Surveys) of the Postal Service are used to raise the scores of Management for purposes of their Bonuses, and

Whereas: The VOE Surveys are generally weighted (designed to elicit answers in a particular way that can be used to support an already determined position), and

Whereas: The results of such weighted Surveys were used by Postal Management in the negotiations and arbitration of the 1995-98 National Agreement, and

Whereas: The Postal Service has refused to consider a proposal of the NALC to jointly develop a survey, and

Whereas: Negotiations for our next National Agreement begin in August of 2006, and

Whereas: Postal Management will undoubtedly seek to cut our salaries, health benefits, and other benefits, and

Whereas: Results from a weighted Survey might again be used by the Postal Service in Negotiations for a New Agreement, therefore be it

Resolved: That Branch 1477, go on record urging all Letter Carriers to disregard the VOE Surveys of the USPS, and be it further

Resolved: That Branch 1477 join with Branch 2550, Fort Lauderdale and submit this resolution to the NALC.

RESOLUTION

ANNUAL LEAVE EXCHANGE OPTION

Whereas: Some Letter Carriers have more than the maximum hours (440) of Annual Leave accumulated prior to the beginning of the new Leave Year, and

Whereas: These Carriers sometimes have trouble using the excess hours during the final months of the year, and

Whereas: They sometimes lose these excess hours, therefore be it

Resolved: That the NALC make every effort to negotiate language in the next National Agreement or in a Memorandum of Understanding to establish a Annual Leave Exchange option that would allow a Carrier to sell back a maximum of forty (40) hours of Annual Leave prior to the beginning of the leave year provided the employee is at the maximum leave carry over ceiling at the start of the leave year.

Branch 1477, N.A.L.C.
5369 Park Boulevard North
Pinellas Park, FL 33781-3421

NON-PROFIT ORG.
U.S. POSTAGE PAID
ST. PETERSBURG, FL
PERMIT 5489

ADDRESS SERVICE REQUESTED

BRANCH MEETING NOTICES

The **REGULAR MEMBERSHIP MEETING** will be held on **Thursday, August 11, 2003** at the Letter Carriers Hall, 5369 Park Boulevard, Pinellas Park, Florida at **7:00P.M.**

The **BRANCH 1477 SOUTH MEETING** will be held on **Tuesday, August 16, 2005**, **Harold Avenue Recreation Center**, at **7:00 P.M.**

The **SHOP STEWARDS MEETING** will be held on **Thursday, August 18, 2003** at the Letter Carriers Hall at **7:00 P.M.**

AH, YES

If you find a mistake, please consider that it was placed in this publication for a purpose.....


We publish something for everyone, and some people are determined to find one!

THE OPINIONS EXPRESSED IN THIS PUBLICATION ARE THOSE OF THE WRITERS, AND DO NOT REFLECT THE OPINIONS OF BRANCH 1477.

Serving St. Petersburg Since 1935

Arnold's Men's Wear

548 Central Avenue • St. Petersburg, Florida 33701
(727) 822-3353 (800) 292-5037
Stacy Adams • Kangol • Postal Uniforms

 **Arslan Uniforms**
UNION MADE 

CHRISTY CARR
Sales Representative

5560 KELLY DR. NORTH
ST. PETERSBURG, FL 33703

727-522-7648
727-692-8573

Residence: 1 Key Capri, 707 West
(727) 360-9640
Treasure Island, FL 33706-4937

Business:
(513) 621-4787
(800) 543-0379
Fax: (513) 621-0483

ROY TAILORS UNIFORM CO., INC.
Postal Uniforms - Shoes - Sales

VINCENT STONA
Sales Representative

1905 Dalton Ave.
Cincinnati, Ohio 45214

