



CARL J. KENNEDY BRANCH 704  
**THE LETTER CARRIER REPORTER**  
PROUDLY SERVING

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APRIL 2022 *Email Address: [nalcbranch704@outlook.com](mailto:nalcbranch704@outlook.com)* Printed by Branch 704

**BRANCH 704 CELEBRATES MARCH**  
**NATIONAL WOMEN'S HISTORY MONTH**



Check out our WEBSITE: [www.nalcbranch704.org](http://www.nalcbranch704.org)

Branch 704 Meeting Thursday, April 7, 2022, begins promptly at 7:00 p.m. Please call the Office with your email address information for reservations to attend remotely via the Web-Ex.

You may attend In Person without a reservation, but we are social distancing & wearing masks at meetings, so a call to us would be appreciated.

**\*Reservations must be made EVERY month**

# President's Report

Dear Brothers and Sisters,

We did it! HR 3076 was passed by the Senate on March 8, 2022, and sent to the President for signing. It repeals the mandate to pre-fund retiree health care benefits decades in advance, and codifies a minimum of six-day delivery of mail and packages into federal law. This will eliminate the need to renew the six-day requirement every year through the congressional appropriations process. The Bill also maximizes the integration of future postal annuitants into Medicare. This has been a good fight. Over the years, everyone has made it possible to get HR 3076 passed. With this burden lifted, we hope that the Postal Service will be able to address some urgent issues, such as staffing, vehicles, training, to being able to continue to serve our customers to the best of our ability and keep the Postal Service viable into the future. A big thanks goes to our National Officers for their leadership and the many thousands of activists in the Post Office and public that helped. To me this is the meaning of unionism working together for the benefit of all.

The Letter Carrier Political Fund (LCPF) is NALC's Political Action Committee (PAC). Using funds donated voluntarily by NALC members and their families, LCPF supports letter carrier-friendly candidates. It is one of our strongest tools for defending our rights and protecting our jobs in the legislative and political arena, where elected representatives can affect letter carrier jobs and the Postal Service, both now and in the future. Funds donated to the LCPF help make it possible to promote our priorities and identify those who will champion letter carrier issues in Congress. As you know, we cannot, under federal law, use any dues from members for the LCPF. We have to rely solely on contributions to the LCPF from members. Because these are voluntary donations, your help has been vital to

creating opportunities to protecting our jobs, such as HR 3076. Our job isn't done. There are still many items that can either weaken or strengthen the Postal Service in the coming months and your help with continued donations or starting to donate either money or time in being an activist is needed. Help continue the tradition of working together to make our Union strong and get involved.

The Branch Office has received questions about HR 3076, particularly on the Medicare Explanation of the health care provisions. I refer you to the NALC.org June 3, 2021, News and Information, in which the article explains how Medicare would work for Letter Carriers Employees and Retirees. We also have the article for your reading at the Branch Office. It addresses proposed changes in FEHBP, inclusion of special exceptions that are contained in the legislation, the reason it makes sense to create postal-only plans within FEHBP and to maximize Medicare participation. It also contains **misinformation** about the integration of Medicare.

The Branch is gearing up for the Food Drive this year. You still have the opportunity to donate money to the Community Food Bank if you choose to, but I am looking forward to having the Food Drive and returning to some semblance of normalcy. I know the Community Food Banks are running short of food. They can use our help to stock their bare shelves to feed families in need within our communities. They have expressed their gratefulness to the Letter Carriers for the many years of support we have given to help their mission of feeding families. Reserve the second Saturday in May 2022. Let's make this year a blowout year of donated food pickups by Letter Carriers.

In Solidarity,

Kathy Walter - President



*By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff, or their families. Any contribution received from such an individual will be refunded to that coordinator. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 in a calendar year.*

# Vice President Article

I have great news for those city letter carriers that are just starting their careers to those city letter carriers that are close to the end of their careers! The Postal Service Reform Act of 2022 (H.R. 3076) was passed by the Senate in an overwhelmingly bipartisan 79-19 vote on 8 March 2022. The bill will now be sent to President Biden for his signature to become law. This long-awaited reform bill is expected to save the Postal Service a total of \$107 billion.

The bill stands out as the first major piece of postal reform legislation to make it through Congress in more than 15 years, and addresses issues that stem from the Postal Accountability and Enhancement Act, the reform effort lawmakers passed in 2006.

Key provisions of this bipartisan legislation repeal the mandate to pre-fund retiree health care benefits decades in advance, and codify a minimum of six-day delivery of mail and packages into federal law. This will eliminate the need to renew the six-day requirement every year through the congressional appropriations process. The bill also maximizes the integration of future postal annuitants in Medicare.

The legislation would also require the USPS to create an online dashboard with local and national delivery time data.

The legislation also forgives USPS's obligation to pay \$57 billion in scheduled payments to pay \$57 billion in scheduled payments to its retiree health benefits funds. The USPS, citing its long-term financial challenges, has defaulted on payments to the fund since 2012, but still had to count these payments in its financial statements. Also, the bill will save the USPS \$50 billion over the next 10 years by eliminating a provision from the 2006 law that required the USPS to pre-fund retiree health benefits well into the future. USPS, under the legislation, will instead return to an annual pay-as-you-go system to fund retiree health benefits.

The bill also requires all future postal retirees to enroll in Medicare parts B and D. The bill should save money over the long run for us, the individual worker, because our premiums will be somewhat less. It will save money for the Postal Service. Their part of the premiums will be a little less since Medicare will become the primary health care provider and the Federal Employees Health Benefits program will become the secondary. Fewer than 40,000 new USPS workers would need to enroll in

Part B under the legislation.

The bill would also allow USPS to branch out into offering non-postal services on behalf of state, local or tribal governments. It could allow USPS to help issue state hunting or fishing licenses or even some services from state departments of motor vehicles. This would be a benefit for those customers that have to drive a long distance to get state services. Making the USPS a storefront for other government services could become a crucial part of the future.

I would like to thank all the Senators that voted for HR 3076. If you would like to thank our Senators for their yes vote. You can do so by using the NALC app and visit the NALC Legislative Action Center and follow the instructions.

Each year, the leave year begins with the first day of the first complete pay period in a calendar year and ends on the day before the first day of the first complete pay period in the following calendar year. For 2022, the leave began January 1, 2022 (Pay Period 02-22) and ends January 13, 2023 (Pay Period 02-23) for a total of 27 pay periods.

Therefore, employees may earn an additional pay period's worth of annual leave during the 2022 leave year as compared to the typical 26 pay period leave year. For a full-time employee, the extra pay period will be 4, 6, or 8 hours, depending on the employee's leave earning category. CCAs are credited with one hour of annual leave for each twenty hours spent in a pay status during each biweekly pay period. Thus, the CCA would earn 4 hours of annual leave.

Although letter carriers may earn one additional pay period's worth of annual leave during leave year 2022, the annual leave carryover maximums will not increase because of it. Letter Carriers must use any annual leave in excess of the carryover limit that applies to them by the end of leave 2022 (Jan. 13, 2023) or they will forfeit the hours of annual leave that are in excess of their carryover limit. Any additional leave earned by CCAs will be paid out when they take their mandatory break in service between appointments.

Please stay safe and drink plenty of water.

In Solidarity,  
Mark Follet - Vice President

Attention Postmaster, 1 Monthly issue consisting of at least 25% non-advertising matter in each issue of the Carl J. Kennedy Branch 704, The Letter Carrier Reporter Volume 2022-04 Issue #04  
Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912. The Letter Carrier Reporter is the official publication of NALC Branch 704. The editor and/or Executive Board reserves the right to edit or omit articles due to content or space limitations. All facts, opinions and statements appearing within this publication are those of the writers and editors themselves, and are in no way to be construed as statements, positions or endorsements by Branch 704 or its officers. Permission is granted for the REPRINTING of any article that originates in this newsletter to any Branch of the NALC at any time. Please just give the writer credit.

# Chaplain's Corner

Alive Again

What a great time of year, spring is almost upon us. Everything will start to bloom and grow again. The trees, plants, grass, and flowers will soon show evidence of growth and all their beautiful colors. Where might we need growth and or direction in our lives? Is it spiritually, physically, emotionally or even financially.

Do you need wisdom for your life, ask God. James 1:5 says, "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him."

Blessing to All

Rick Evans Chaplain

520-248-9643



## OUR DEEPEST SYMPATHIES

**Sister "Summer" Ete Parker – Rincon  
Upon the passing of her Father.**

## GET WELL SOON

**Mother of Brother Ricki Evans  
Father of Brother Alexis Padilla**

# Health Benefits Report

Stress Relief---Simple steps to help cope when you're feeling overwhelmed

How we manage stress has a crucial role in our physical and psychological well-being. Simple choices may yield powerful benefits.

**Be active.** Find an activity you enjoy and move regularly. Regular physical activity is associated with lower levels of anxiety and depression. One of the best ways most of us can promote psychological well-being is to get moving. Exercise reduces your body's stress hormones, including cortisol, and can also trigger the release of endorphins, chemicals that may improve your mood and act as natural painkillers.

**Be Quiet.** Take breaks from computer, phone, and TV screens. Getting away from the news and social media may help reduce stress levels. Another approach to getting stress relief is mindfulness. Try box or square breathing. Focusing on breathing can reduce stress and may improve sleep: Breathe in as you count to four slowly. Feel the air fill your lungs. Hold your breath for four seconds. Breathe out slowly through your mouth for four seconds. Hold for four seconds. Repeat these steps until you feel centered.

**Get sleep.** Insomnia is a common disorder related to stress. The National Sleep Foundation says that 10% to 30% of us have challenges with sleep. Proper sleep hygiene includes maintaining a regular sleep schedule, keeping the bedroom lights dim and reducing exposure to outside sound. Good sleep practices also include a comfortable temperature, with 65 F considered ideal. Avoid electronics in the hour before sleeping, as some emit a blue light that can interfere with sleep. Watch your caffeine and alcohol intake. Avoiding large meals before bed can be helpful.

**Connect.** Having strong social ties with family or friends may help you navigate through stressful times and lower any anxiety or stress you are experiencing.

SOURCE: *Dr. Michael Hunter, certified oncologist and health writer. Costco Connection February 2022.*

The Best of Health To You and Yours!

BRUCE D JENKINS - HEALTH BENEFIT REPRESENTATIVE (520) 273-4798



# Retiree Representative Report

Many thanks and congratulations to all the members that contacted senator Kelly and senator Sinema to get their support for the Postal Reform Act of 2022. In historic bipartisan support it was passed by a 79-19 vote. After 12 years in the making, the law will provide financial stability for the postal service and remove the prefunding of retiree health benefits. The law also provides for 6-day mail delivery. Future retirees will be affected by being integrated into Medicare.

Our branch will be holding a Retirement Seminar on Sunday April 3rd, 2022. We are extremely fortunate to have our National Business Agent, Dan Versluis to host this event locally at the branch office. In the past the AZ State Association of Letter Carriers would sponsor an annual Retirement Seminar at Phoenix Branch 576. The information received was extremely useful and helpful in planning for retirement. The event was usually held in late January or early February, well worth the drive to North Phoenix. In Tucson, the last Retirement Seminar was held in October 2019, also hosted by Dan Versluis. For those members planning to or approaching retirement, attending the seminar would be beneficial in answering any questions or clearing up any misconceptions that one might have about the retirement process. All members planning to attend should call the branch office at 520-323-2117 to reserve a seat so we may provide an adequate amount of training materials and refreshments. The seminar will start at 8AM. Any voluntary assistance on Sunday April 3rd would be very much appreciated. Looking forward to seeing all you future retirees there.

We are also in the process of resuming our annual Retiree Luncheon which has been postponed for the past 2 years due to the pandemic. The Retiree Luncheon will be on Sunday December 4th, 2022, at the Desert Diamond Casino Conference Center 7350 S. Nogales Hwy. Tucson, AZ. 85756. It will be start at 11:30AM and continue till 3PM. For the out-of-town retiree members planning to attend, the casino hotel is offering a discounted room rate of \$95 + tax per night for December 3rd and 4th. Reservations can be made by contacting the hotel at 877-777-4212 and mentioning NALC Retiree Luncheon.

Again, if you are a retired member and are due a 25,30,35,40,45-year service pin please contact the branch office so that they can be ordered from NALC National Headquarters and presentation can be arranged at the branch or Retiree Luncheon. We appreciate all the assistance given at the branch office by all the retirees. Volunteering your valuable time helps us accomplish many tasks including preparing the monthly newsletter for mailing. Stay safe, be well.

In Solidarity,

Art Higven  
520-304-4196



## RETIREMENT SEMINAR VOLUNTEERS NEEDED

**Anyone that could help us setup beforehand would GRATEFULLY be appreciated! If you are interested and have a little time to spare on Sunday, April 3, 2022, before 8AM, PLEASE call us @ the Office. 520-323-2117 THANK YOU!!**

## RETIREMENT SEMINAR

**SUNDAY, APRIL 3, 2022**

**Starts at 8AM -**

**Will be conducted by  
our Region 4 NBA, Dan Versluis.**

**Refreshments will be served.**

**Please call the Branch Office  
@520-323-2117 to reserve your  
your spot.**



**START NOW!**

**YOU NEED TO GET ALL THE IMPORTANT & LATEST FACTS ABOUT YOUR RETIREMENT**

# Contract Talk

## Q-AND-A ON ROUTE COUNT AND INSPECTIONS

### **What is a PS Form 1838-c?**

A PS Form 1838-C, "Carrier's Count Mail - Letter Carrier Routes Worksheet," is a worksheet that details the carrier's count of mail and office time entries. Times and mail volumes are each recorded on the worksheet. Please refer to M-39, Exhibit 222.214a(4) for a complete detailed explanation of each line item.

### **What is a dry run?**

A dry run is a review of count procedures provided by management to teach letter carriers the accurate completion of PS Form 1838-C. Management should review the worksheet and assist carriers in the correct method of making necessary entries. The dry run does not count toward any actual route count or inspection and the forms are not kept.

### **When does management conduct the dry run?**

Management is required to review the count procedures with carriers within the 21-day period to the start of the route count and inspections. M-39, 211.1 reads:

*A review of the count procedures will be made within 21 days prior to the start of the count and route inspection to teach the carrier how to accurately complete count forms (1838-C and 1838-A) during the period of count and inspection.*

### **May a carrier who is not on the overtime list work overtime during the days of the count week?**

Yes, if necessary, overtime may be used to enable the regularly assigned carrier to complete delivery during the days of the count week (M-39, Section 221.137).

As a result of a national-level settlement (M-01106), this provision is much more limited than it may appear. This settlement makes it clear the overtime provisions of Article 8 and the associated memorandums remain in full force and effect during the week of route count and inspection except for two situations. M-01106 reads the following:

1. *On the day(s) during the week of inspection when the carrier is accompanied by a route examiner, management may require a carrier not on the OTDL to work overtime on his/her own route in order to allow for completion of the inspection.*

2. *On the other days during the week of inspection when the carrier counts mail, management may require a carrier not on the OTDL to work overtime on his/her own route for the amount of time used to count the mail.*

### **Is there a limit on how many times management may conduct a day of inspection with a carrier during the week of inspection?**

Yes, Management may schedule a day of inspection on no more than three days during the week of route count and inspection. The complete text of the memorandum of understanding Re: Multiple Days of Inspection (M-01777) can be found in the Materials Reference System on the NALC website.

### **On the day of inspection, is the carrier allowed to verify the mail count?**

Yes, carriers have the right to verify the entire mail count. The Step 4 settlement, M-00536, provides that carriers who request to verify management's count of mail have the right to verify the entire mail count.

### **May a carrier be required to curtail mail during the week of inspection?**

There should not be any mail curtailed the day prior to the route count and inspection and no mail curtailed on the last day. (M-39, Section 221.134). Mail that is distributed to the carriers up to the normal cutoff time will be delivered every day during the count (M-39, Section 221.136).

### **May management deduct time for comfort stops during a route inspection?**

M-39, Section 242.341 reads: "*Reasonable comfort stops will not be deducted from the carrier's actual time.*"

### **Can the route examiner set my walking pace or stop me from taking a rest stop?**

M-39, Section 232.1 states: "*The route examiner must: a. Not set the pace for the carrier, but should maintain a position to observe all delivery points and conditions. b. Not suggest or forbid any rest or comfort stops but should make proper notations of them.*"

### **When the week of inspection is over, is the carrier done with the inspection process?**

When the week of inspection is over, the carrier is not finished with the inspection process. The week after the route count and inspection is the eighth week used for completing the 1840-B time card analysis (M-39, Section 242.324).

### **What is a consultation?**

Management must consult with a carrier, with reasons, on any time adjustments done to their routes based on operational charges or if any days were excluded from the PS Form 1840-B (Carrier Time Card Analysis). If management does not have comments documenting the change, the carrier may note this absence of documentation on the 1840 (Carrier Delivery Route - Summary of Count and inspection) or an attachment. If management does not provide the documentation within a week, the time adjustment is disallowed (M-39, Sections 242.345 - 242.346).

If management decides that relief or an addition is required, management must give carriers another consultation concerning any proposed relief or addition recommended for the route and the reasons for the adjustment. The comments and recommendations of the carrier should be recorded on the 1840 as well as if there is agreement or disagreement with the proposed adjustment. The carrier is not required to sign a statement (M-39, Section 243.11a).

**Is management obligated to provide the carrier with PS Form 1838 and 1840 in advance of the consultation?**

A completed copy of the front of PS Form 1840 reflecting totals and averages from PS Form 1838 (Carrier’s Count of Mail Letter Carrier Routes Management Summary), day of inspection data, route examiner’s comments, and analysis of office work functions and actual time recordings will be furnished to the carrier at least one day in advance of consultation. Completed copies of PS Form 1838 will be given to the carrier at least five calendar days prior to the consultation (M-39, Section 241.4).

**What is management required to discuss at the consultations?**

Consultation after route count and inspection should include but is not limited to:

- 1. Mail volume (M-39, Section 232.1c)

- 2. Evaluation of route (M-39, Section 232.1c)
- 3. Any time adjustment to evaluated street time based on alleged improper practices or operational changes (M-39, Section 242.345)
- 4. Any adjustment of evaluated street time based on a claim that conditions during eight-week timecard period or week of count were not normal so as to justify not including such day or days in base street time computation (M-39, Section 242.346)
  - 1. The proposed relief or addition
  - 2. The reasons for the proposed adjustment
  - 3. Whether the carrier agrees or disagrees
  - 4. The reasons the carrier agrees or disagrees
  - 5. The comments and recommendations of the carrier

**For additional information and explanation on the route inspection process**, please contact your steward or the Union Office at 520-323-2117 for a copy of NALC Guide to Route Inspections. You also can go to [nalc.org](http://nalc.org) under “Workplace issues” on the “City Delivery” page. You can use the NALC app.

**In Solidarity,**  
**Mark Follet, Coronado Steward/Vice President**

## Meeting Dates



**Branch Meeting-Thursday, April 7, 2022**

**Stewards’ Meeting-Thursday, April 21, 2022**

**E-Board Meeting-Thursday, April 28, 2022**



Carl J. Kennedy Branch 704  
 National Association of Letter Carriers  
 2950 N. Country Club Road  
 Tucson, AZ 85716-1912  
 Telephone: 520-323-2117  
 APRIL 2022



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ART HIGVEN	RETIREE REPRESENTATIVE
JOHN THOME	SERGEANT-AT-ARMS



**TRUSTEES**

MIKE DONNELLY	JC MENA
TIFFANY EGGERT	VACANT

**CHAPLAIN**

RICK EVANS

**STEP A REPRESENTATIVE**

ALEXIS PADILLA	520-323-2117
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**SHOP STEWARDS**

ELVIA MOLINA	BISBEE	520-432-2626
MATT GUY	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
VACANT	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
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BARBARA MADDUX	DOUGLAS	520-634-3631
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AL MARTINEZ	SAFFORD	928-428-0220
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