



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

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AUGUST 2022

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NOMINATIONS FOR ARIZONA STATE BIENNIAL CONVENTION

This is notice to members of NALC Branch 704 that nominations for Delegates to the 2023 ARIZONA State Biennial Convention shall be taken at the regular meeting of NALC Branch 704 October 06, 2022, beginning promptly at 7:00 p.m. at the NALC 704 Branch Office, 2950 N Country Club Road, Tucson, AZ 85716-1912. Successfully elected Delegates shall serve a 2-year term until election of Delegates to the subsequent State Convention. Nominations shall be conducted by sign-in roster for Delegates and accepted from the floor and from the Web-Ex during the meeting. Mail-in nomination received prior to the October 6th meeting addressed to the Recording Secretary of NALC Branch 704 for all absentees, shall be accepted, as well. For the positions of Delegate, if the number of proper nominations exceeds the amount of authorized Delegates, a mail-out ballot shall be conducted. In the event of the necessity of a mail-out ballot, ballots shall be mailed to the members last known address. Those members requesting absentee ballots (mailed to a different address) shall make a written request to the NALC Branch 704 Election Committee at 2950 N Country Club Road, Tucson, AZ 85716-1912, no later than 14 days prior to election but after nominations have closed. Each person nominated must verify in writing that they have not served, applied or acted in a supervisory capacity of the Postal Service for twenty-four (24) months prior to the election.



Monthly Branch 704 Meeting is Thursday, August 4, 2022, and will begin at 7 p.m.

Call the Branch Office with your email address for a reservation to attend remotely via Web-Ex

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 2022-08 Issue #08 Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912. 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.

President's Report

Dear Brothers and Sisters,

The NALC Rap Session will be held September 8-12, 2022 in Colorado Springs, CO. We will bring news of what will be presented back to the members at the next branch meeting.

The "Penalty Overtime Exclusion" period for calendar year 2022 as referenced in Article 8, will begin Pay Period 26-22, Week 1 (December 3, 2022) and end Pay Period 01-23, Week 2 (December 30, 2022). Make sure you mark this on your calendars.

The Gerald Gaskin Scholarship had two winners this year. The drawing was held at the July Branch meeting with the names being picked by members attending in person. The 1st winner drawn is **Sarah Nicole Huddart**, from Branch 1902. Her parent is a member in good standing, Norman Casey Huddart. The 2nd winner drawn is **Jesse Oved** from Branch 704. His parent is a member in good standing, Dan Oved. As per the ASALC by-laws, two alternates were also drawn and will not be disclosed. Congratulations to both winners of this year's \$1000.00 Gerald Gaskin Scholarship Award.

Contract COLA: Accumulated COLA is \$2,517 through July 2022

The projected accumulation toward the sixth regular COLA under the 2019-2023 National Agreement stood at \$2,517 annually in July following the release of the June 2022 Consumer Price Index.

On July 13, 2022, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 871.393 in June, 126.017 points above the base level of 745.376 in July 2019. The accumulated COLA through July stood at 121 cents per hour or \$2,517 annually.

The sixth COLA will be based on the increase in the CPI-W between the base index month and July 2022, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2022 index.

2023 Retiree COLAs Projection: 9.0% as of July 2022

The 2023 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2021 (268.421) and the 3rd quarter of 2022 (TBA).

Based on the June 2022 CPI-W (1982-84) of 292.542, the 2023 CSRS and FERS COLAs are currently projected to be 9.0%. The 2023 retiree COLA calculation will be finalized in October 2022 with the release of the CPI-W for September 2022. CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

TIAREAP

The three Region 4 DLTs (District Lead Teams) TIAREAP have been trained and are set to begin the selection process. The DLT for our district are to be reaching out to Branch Presidents to discuss which station/zones in the branch that we want them to look at to consider opting in, either in July or future opt in periods (Oct. 2022, May 2023).

AZ/New Mexico DLT; Bill Lamb (Arizona); Alex Aguilar (CO/WY); Casey Ritchie (OK/AR)

Also, the following information is important to Letter Carriers to prepare for inspections:

Make sure your edit books are current and accurate. This includes activating new deliveries and making sure the mode of delivery is correct.

Make sure every carrier has their scanner with them at all times (excluding lunch).

It is very important that the above is being done in order for the Digital Street Review (DSR) data to record accurately. This will help the DLTs analyze the routes more efficiently and will also assist with the carrier consultations.

With the heat in full swing, please make sure you are hydrating and taking breaks when needed to insure you stay safe. Call management if you are experiencing any heat related illness. If you are feeling sick, call an ambulance if it is an emergency.

Stay Safe.

In Solidarity,

Kathy Walter

Vice President's Article

I hope everyone had a great Fourth of July! Hope you enjoyed your family get-togethers, watching fireworks, barbecues, visiting family and friends, or watching sports, after a year of COVID related restrictions. Hopefully, this holiday made you feel like things are becoming more normal again.

In my opinion, I believe the U.S. organized labor unions are seeing an unusually promising moment amid a wave of victories that could turn into a possible trend. The recent, much-publicized wave of union victories in the U.S. at companies, such as retail giant Amazon, coffee chain Starbucks, trendy outdoor outfitters REI and media group the New York Times, is spurring hope that this will somehow turn into a much larger unionization wave that lifts millions of Americans to create, join and support unions.

While the recent union wins fuel optimism, the Bureau of Labor Statistics reported in January that just 10.3% of U.S. workers are in unions and just 6.1% in the private sector. In the 1950s, more than one in three private-sector workers were in unions, in the 1980s, more than one in five. Now it's just one in 16.

Employees, trying to reclaim what they gave up before, have been emboldened by a series of related events: soaring company profits, a renewed respect for essential workers and rekindled political will in Washington. Plus, there's the hard truth of today's labor market: Companies in many industries are finding employees down right impossible to replace. Here are several key factors that are helping:

ESSENTIAL WORKERS FEEL ESSENTIAL! Working through the pandemic has been a transformative experience for many laborers, who garnered public support as "essential workers." At the same time, many felt the companies they worked for didn't do what was necessary to keep them safe or reward their sacrifices.

"Essential workers are tired of being thanked one day and then treated as expendable the next day, Liz Shuler, President of the AFL-CIO, said in a speech while in Washington. "The headline isn't that there's a shortage of people willing to return to work. Instead, it's a scarcity story. We have a shortage of safe, good-paying, sustainable jobs."

Above all, the pandemic made a lot of workers rethink their values and priorities, and that's coming to a head in collective bargaining.

COMPANY PROFITS ARE SOARING! Corporate pretax profits surged 25% year over year to 2.81 trillion, according to the Bureau of Economic Analysis. That's the largest annual increase since 1976, according to the Federal Reserve. Meanwhile, with company costs rising at about 10%, corporate profits are rising at 12.4 percent. That extra 2.5 percent or so seems to be at least part of the inflation we're all paying for right now. Also, part of that could go towards worker's salaries.

CEO PAY REACHES RECORD HIGH! Despite the pandemic

and economic volatility, corporations have been continuing to advance CEO pay packages. The median pay for S&P 500 CEOs was \$14.5 million in 2021 -- a 17.1% increase from the previous year. In 2020, CEOs of the top 350 firms in the U.S. made \$24.2 million, on average---351 times more than a typical worker. A 2019 Institute for Policy Studies report estimates that 80% of S&P 500 companies pay their CEO over 100 times more than they pay their median worker.

TIGHT LABOR MARKET. Everywhere you look there are help wanted adds/signs giving the appearance of a shortage of workers. In 2021, businesses added an unprecedented 3.8 million jobs. But at the same time, workforce participation remains below pre-pandemic levels, meaning we have 2.8 million fewer Americans working today compared to February of 2020. The pandemic caused a major disruption in America's labor force--something many have referred to as The Great Resignation. In 2021, more than 47 million workers quit their jobs, many of whom were in search of an improved work-life balance and flexibility, increased compensation and a strong company culture. This reflects that employers' are struggling to recruit and retain qualified workers. This is giving unions more confidence they can walk off the job without being replaced.

GROUNDSWELL OF SUPPORT. For the first time in a while, unions feel like Washington is on their side, given the Biden administration's union bent and left-wing politicians, like Senator Bernie Sanders and Representative Alexandria Ocasio-Cortez, to amplifying their voices.

"Not only the economic power, but the political power, is on their side," Cornell's Litwin said. "Employers are going to cave because they know they have to."

Each successful union win is also galvanizing for those still in the throes of collective bargaining. "Strikes are contagious in that every time a worker sees a successful strike, they can see what they can win by going on strike," said Givan, a Rutgers professor.

The Kellogg cereal workers, members of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), -the same ones that represented the Nabisco workers in their strike this summer-brought increased wages and more flexible work schedules.

It's become more of a movement than ever before," said Dan Osborn, local president of the Omaha chapter of the BCTGM. "The more we win, the more we're going to continue to win." Unions have won about 70% of unionization elections since 2012.

Until next month be safe, drink plenty of water, stay healthy and hope to see you at a Union meeting or on the Web!

Fraternally,

Mark Follet
Vice President



COMING SOON!

We are getting ready for the **2023 Color-Coded Carrier Calendar Orders.** Each ACTIVE NALC MEMBER receives one free calendar. All others ordered are Extra. Costs for Members & Non-members will be determined after we have a count. No money will be collected at this time. Stewards will be getting their information in the next few weeks. When your Steward comes around, let them know if you want extras and how many you'd like to purchase. While they are there, please give them a big Thank You! This is a lot of extra work for them. Any Retirees that wish to purchase a calendar, please email or call the Branch Office at nalcbranch704@outlook.com or call 520-323-2117. We can place our order as soon as we get this information. The sooner the better!!

Meeting Dates

Branch Meeting-Thursday, August 4, 2022 @ 7pm
Stewards' Meeting-Thursday, August 18, 2022 @ 5:30pm
E-Board Meeting-Thursday, August 25, 2022 @ 6pm

CONGRATULATIONS ON YOUR RETIREMENT

Lonnie Pate Rincon



John Kennah Casas Adobes



LAST PUNCH BUNCH

WELL
done
you
Did
It!

New Conversions

FRANCES GARCIA
KEVIN ESTRELLA
SAMANTHA WOODRUFF

MISSION
MISSION
RINCON



Chaplain's Corner

Encouragement

What an opportunity we have in our lives to be able to reach out to others. There are a so many people out there that are lonely, struggling, and hurting or just having a bad day. It is amazing when we take the time to reach out and encourage others. Just to say hi to someone or ask how their day is going. Just to be a listening ear, to encourage them, spend time with them and even to pray for them. Not only are they blessed to know that someone cares for them, but we are also blessed that we can make a difference in someone's life. So, I encourage you to reach out to someone, a cashier at a grocery store, a friend, a family member, a neighbor or a co-worker, someone at church. There are people everywhere, in fact millions of them. There are plenty of opportunities to reach out to someone, not to fix their problems, just to let them know you care. The bible says in 1 Thessalonians 5:11 "Therefore encourage one another and build each other up, just as in fact you are doing."

Blessings to All

Rick Evans 520-248-9643

Chaplain



Condolences to:

Rincon Carrier, Melanie Jones on the loss of her Mother.

CCA Carrier, Nathaniel Rodriguez-Coleman on the loss of his Father.

Sun Station Carrier, Deanna Hernandez on the loss of her Mother.

Retired Carrier from Sun, Allen Linhart on the loss of his Wife.

Health Benefits Report

MAKE YOUR HEALTH A PRIORITY

Member Portal & Mobile App

Don't forget to check out the Health Benefit Plan's new member portal and mobile app. Register and access your account anywhere at any time by downloading the app directly to your smart device. View personal health care information such as benefits, out-of-pocket costs, deductibles, and Personal Care Account balances, when applicable. In addition, one single sign on will connect you directly to our partner sites – Cigna, CVS, Optum, and American Well.

It's created with you in mind. Conveniently take charge and manage your health benefit information.



NALC Health Benefit Plan
Recorded Benefit Information
Prescription Drug Program
CVS Specialty™ Pharmacy
PPO Network Providers
Precertification
Fraud Hot Line
Mental Health / Substance Use Disorder

888-636-NALC
888-636-NALC
800-933-NALC
800-237-2767
877-220-NALC
877-220-NALC
888-636-NALC
877-468-1016

Amber Underwood 520-323-2117
Health Benefits Representative

Retiree Representative Report



ANNUAL RETIREE LUNCHEON

ALL NALC RETIREEES INVITED!!

**Desert Diamond Casino Hotel
7350 S Nogales Highway
Tucson, AZ 85756**

Conference Room A-B 11am-3pm

***Membership Pins & Gold Cards will**

also be Awarded to those that qualify.

**Call Branch Office for Reservations
and Meal Choices by NOVEMBER 5,
2022. 520-323-2117.**

**Choice of Meal for Retiree plus ONE
FREE Guest included. Additional
guests-\$25.00**

- 1) Herb Roasted Salmon with Lemon-Wine Butter Sauce.**
- 2) Prosciutto Wrapped Chicken stuffed with Asparagus, Bacon, Cream/Goat Cheese.**
- 3) Slow Roasted Pot Roast Potatoes, Carrots, Savory Juices.**
- 4) *Gluten Free***

Each dinner comes with Garden Salad, Roll, Seasoned Vegetable & Mashed Potatoes Plus Dessert. Choice of Tea and Coffee.

In Solidarity,
Art Higven 520-304-4196

MEMBERSHIP RECOGNITION

The NALC provides lapel pins in recognition for membership of 25 years or more, and for each five-year increment thereafter. We award Gold Cards for 50 years of membership. The Gold Card comes with the added benefit of no more dues. Special recognition is given to members who reach 70 years of membership, and at each five-year increment thereafter, with a plaque. If you believe that you are entitled to any of these awards, contact the Retiree Representative, Art Higven, at 520-304-4196 and we will check our records and request awards from NALC Headquarters. Thanks to all of you for your loyal support.

CONGRATULATION JAMES SZUMSKI ON RECEIVING YOUR 50 YEAR AWARD!!



Contract Talk

ARTICLE 27 EMPLOYEE CLAIMS

I broke my cell phone and it is going to cost \$65.00 to fix. Can I file a claim with the USPS?

Yes, the claim must be \$60.00 or more. (The minimum for any claim is \$60.00.) The claim must be filed within fourteen (14) days of the date of loss or damage to be reimbursed for the loss or damage to his/her personnel property. Depending on the type of item damage or loss depreciation must be taken into consideration. The loss or damage must be in connection with or incident to the employee's employment while on duty or while on postal premises. The possession of the property must have been reasonable, or proper under the circumstances and the damage or loss must not have been caused in whole or in part by the negligent or wrongful act of the employee. Loss or damage will not be compensated when it resulted from normal wear and tear

associated with day-to-day living and working conditions.

How do I file a claim for my loss or damage to my personal property?

Member of Branch 1902 Mesa AZ., AZ. Merged Claims should be documented, if possible, and submitted with recommendations by the Union steward to your station's supervisor. The supervisor/employer will submit the claim, with the supervisor/employer's and steward's recommendations within 15 days, to Step B Team for determination. Should the Step B Team be unable to make a decision (impasse) on the claim. The claim may be appealed to arbitration pursuant to Article 15, Step B (d) of the JCAM.

My supervisor told me to carry a route using my own personal vehicle and I had an accident causing damage to my vehicle's bumper. Can I file a claim?

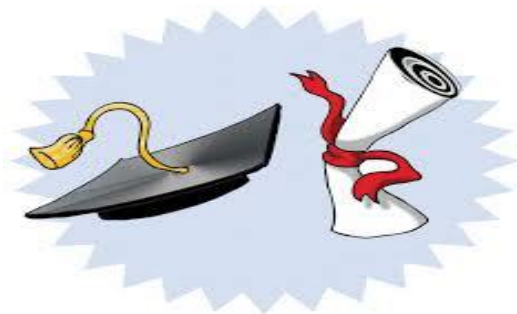
A privately owned motor vehicle claim must be filed with the Tort court. Employee's must utilize the procedures of the Federal Tort Claims Act in accordance with Part 250 of the Administrative Support Manual. A tort claim may be filed on SF 95 which will be made available by Station Manager/installation head, or a designee. The procedure specified in the Administrative Support Manual, Part 250 should be the exclusive procedure for such claims. The grievance-arbitration procedure cannot be used.

In Solidarity,
Mark Follet
Vice President

Winner Jesse Oved with his Father, Dan Oved, from Branch 704

**Congratulations
Gerald Gaskin Scholarship
Winners!**

- 1st Sarah Nicole Huddart** Daughter of Norman Casey Huddart & Branch Member 1902 Mesa AZ
- 2nd Jesse Oved** Son of Retired Carrier Dan Ovid & Branch Member 704 Tucson AZ



**Good Luck and Best Wishes to
All Our Graduates!**

"Go confidently in the direction of your dreams.
Live the life you have imagined."

—Henry David Thoreau



CARL J. KENNEDY BRANCH 704
 NATIONAL ASSOCIATION OF LETTER CARRIERS
 2950 N. COUNTRY CLUB ROAD
 TUCSON, AZ 85716-1912
 TELEPHONE: 520-323-2117
 AUGUST 2022



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 PERMIT 982
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MARK FOLLET	VICE PRESIDENT
DON HICOK	RECORDING SECRETARY
LETTY RAMOS	FINANCIAL SECRETARY
ALEXIS PADILLA	TREASURER
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ART HIGVEN	RETIREE REPRESENTATIVE
VACANT	SERGEANT-AT-ARMS

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MATT GUY	CASA GRANDE	520-836-7221
CURTIS CROFT	CASAS ADOBES	520-531-0693
VINCE TRUJILLO	CHERRYBELL	520-388-5182
VACANT	COOLIDGE	520-723-3011
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VACANT	CORONADO	520-571-7245
JOE SCARAMELLA	DESERT FOOTHILLS	520-615-9032
BARBARA MADDUX	DOUGLAS	520-634-3631
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TIFFANY EGGERT	FT LOWELL- ALT.	520-918-3924
CRYSTAL FRANCO	GLOBE	928-425-2381
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VACANT	MIAMI	928-473-2561
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JASON COMSTOCK	MISSION - ALT.	520-889-8647
JOE SCARAMELLA	MOUNTAIN VIEW	520-744-7097
JOHN THOME	RINCON	520-296-2816
VACANT	RINCON	520-296-2816
AL MARTINEZ	SAFFORD	928-428-0220
VACANT	SAN MANUEL	520-385-9341
ALEXIS PADILLA	SAN XAVIER	520-883-3284
ABRAHAM BUSTAMANTE	SAN XAVIER - ALT	520-883-3284
AL MARTINEZ	SIERRA VISTA	520-458-0554
JC MENA	SILVERBELL	520-388-9257
VACANT	SILVERBELL	520-388-9572
JC MENA	SUN	520-881-1276
TONY RODRIGUEZ	SUN	520-881-1276
VACANT	WILLCOX	520-384-2689



TRUSTEES

PETE TADEO

JC MENA

RICARDO ALVARADO

CHAPLAIN

RICK EVANS

STEP A REPRESENTATIVE

ALEXIS PADILLA

520-323-2117

MIKE DONNELLY
 DIMAS GONZALEZ