



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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March 2019

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

CONGRATULATIONS...

On Your Retirement!

Don Litmer

Glenda Carranza

On Your 70-Year

From Silverbell Station

Membership!



**Isabel
Pesqueira**

**From
Rincon
Station**

**-Not
Pictured-**



On Your Conversion to Career City Carrier!

Anthony Peralta

Abraham Bustamante

Mario Nevarez

Segismundo Jacquez

Kyle Whitmore

Jaime Lomeli

Julia Loreto

Jonatan Siqueiros-Luna

WEBSITE: www.nalcbranch704.org

**Next Union Meeting Thursday April 4, 2019,
to begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters,

This past Union Meeting we brought to the members a proposed By-Laws change for our Dues. The language that is in our By-Laws has not been changed since before 1990 and with the pay schedule chart change in November the branch By-Laws does not reflect the NALC Constitution. The proposed change will eliminate the old language and reduce the Dues to \$28.65 saving members \$.59 cents. At the next meeting we will be voting on the proposed By-Laws change, please be sure to come to the union meeting to vote. The proposed change is printed in this newsletter.

The most important factor in determining whether a new hire letter carrier succeeds is the quality of training they receive. This is even more important as there is nowhere else to get experience carrying mail. This training consists of five separate phases designed to provide new carriers with the information and skills necessary to be successful in their new career. The program relies heavily on experienced city letter carrier instructors and facilitators to provide hands on training and classroom instruction.

The five phases are Orientation, Drivers' training, Shadow day, Carrier Academy, and On-the-job training. Orientation gives new employees an intro-duction to the Postal Service. Drivers' training is focused driver in-struction. New city carriers will spend 11.5 hours focusing on right hand drive vehicles, defensive driving, and the safe driver program. Shadow day is to provide an 8-hour to new carriers prior to the academy, to observe a city letter carrier working from start to finish to have a realistic view of the job. Carrier Academy is 32 hours of classroom instruction, this provides working knowledge of city carriers responsibilities day to day. On-the-job training is with an OJI instructor which includes a series of lessons, demonstrations, and practices that instruct the new carrier in the tasks of a city letter carrier. You may be asking why this is important? Because new employees don't know what they should be doing, city carriers should be talking with the new employees and asking them questions to make sure they are getting all the training they need to be successful and when we hear it's not working let your steward know or call the branch office so we can fix it.

Legislative: After 35 days, the partial shutdown of the federal government that began in late December ended on January 25th. It was the longest in history. Letter carriers watched the drama unfold as we delivered the mail as usual. While we were dismayed by the suffering of other federal workers, including many members of our sister unions, we were also relieved that, because the Postal Service is an independent agency, it wasn't included in the shut-down. When the government shutdown caused a crisis for federal employees and the people they serve, attention turned to the possibility that radical reform ideas like those in the report from the White House task force could erode the Postal Service independent status. Like President Rolando said, "Can you imagine if letter

carriers had to sit at home while the mail piled up or were required to work without pay? The nation's only universal delivery network would be disrupted. Millions of bills and business transactions would be delayed, and millions of checks would go undelivered. If the Postal service independent and collective bargaining rights for postal employees both evaporated, it would put the agency and letter carriers back to the days before the Great Postal Strike of 1970, when Congress had sole authority over our pay and benefits through the regular federal funding-and our only recourse was collective begging."

We all need to stay informed about what is happening and advocate for the Postal Service to have common sense reforms and fix the pre-funding mandate. If you have not signed up to the LCPF (Letter Carrier Political Fund) I would urge you to think about it and come in and sign up, National is working to make sure we have rights concerning our job, wages and conditions, what are you doing to insure we continue to have the strength and ability to make a difference?.

Stewards College class was held at Branch 1902 in Mesa; it was a dynamic class given by our Regional Business Agent Dan Versluis and RAA John Robles. I am looking forward to the next class to be able to send more of our stewards to get more education in such an interactive environment. National Legislative and Political Organizer John Beaumont was also present to give everyone updates on the House resolutions and what we as carriers need to do to help make sure we have jobs, benefits, and more important, collective bargaining rights.

The Food Drive is very dear to my heart, as a child I was one of those kids that didn't have the financial means to get lunch at school or have enough at home to eat. We had to go to the local food shelter at least 6-7 times per month. When you're hungry any food is the best you've tasted. So, when we as letter carriers have an opportunity to help our food shelters by delivering the cards and the bags so our customers can put out food for pick up, I always think about being hungry and being able to get food to eat at the food bank. I bring this up because I hope you are aware of how much our community is counting on your participation in the food drive to replenish their stock for the year. One day of picking up food means a lot to all the people that count on the food bank for food. Please make sure you do your part in encouraging customers by reminding them we will be having the food drive on the second Saturday in May and picking up the food bags. What you do on this day makes you a hero to someone in need of food.

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(President Article Cont. from page 2)

Reminder to the Delegates for the Arizona State Convention; It is on April 26-27, 2019. If you haven't made your reservations, you're running out of time. It will be held at the Vee Quiva Hotel, 15091 S Komatke Lane, Lavene AZ and the phone to the hotel is 1-800-946-4452. I am looking forward to seeing you there.

Route Inspection class was scheduled for March 14, 2019 at 6:30pm. Unfortunately, because of a monster storm that the news reporters call a "Bomb Cyclone" in Denver, Colorado, Regional Business Agent Dan Versluis got snowed in and could not get a flight out to make the training on the 14th. We rescheduled for Friday the 15th at 6:30pm. I was very happy to see just about everyone that was signed up for Thursday show up on Friday. This shows how important this is to letter carriers. The members had a lot of questions reflecting how skeptical and worried they are about their route not being adjusted fairly. They wanted to learn what was needed to get a good route adjustment.

With the knowledge our brothers and sisters received, the union has more eyes and ears to let us know when management is not following the National Contract to be able to fix any issues sooner. Please let your Steward/Union Office know when something is not right, or if you have a question about the route inspection.

I want to thank our brothers and sisters that participated and Dan Versluis for such an informative training class. Be safe!

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

Greetings Brothers and Sisters,
Hope everyone had a very nice and pleasant Presidents' Day Holiday and Valentines' Day with your friends, family and loved ones.

Management will be conducting 6-day route inspections and "minor" route adjustments at San Xavier Station (April 1 thru 7), Mountain View Station (March 15 thru 20), Coronado Station (April 8 thru 13) and Sun Station (April 15 thru 20). Do not be surprised if management conducts "minor" route inspections at other stations. In the past, management has abused the route inspection and adjustment process and as a result, letter carriers have suffered. In an attempt to prevent route inspection and adjustment abuse, the branch asked our Region 4 National Business Agent, Dan Versluis to provide a class on route inspections. Everyone should have attended this class! Not just the city letter carriers going through the route inspections. The class was very well attended and covered every phase from the first day to the last day, including all necessary forms and how to fill them out. He also provided examples on what to expect during the inspection.

If you were unable to attend and still want to educate your-self on the Route Inspection Process you can go to the NALC web-site. To do so, go to www.nalc.org, click the **Workplace Issues** tab, go to **City Delivery** on the drop-down menu and click on **City Delivery Resources**. Scroll down to the first bullet point labeled

Chapter One, Route Examination and the Letter Carrier and click on "Red" hypertext link **Chapter 1**.

The NALC's Route Protection is a comprehensive educational publication explaining route examinations, adjustments and "minor" route adjustments. It contains instructions on filling out the Form 1838-C worksheet during the week of Inspection, a brief outline of how management evaluates and adjusts the route and advise on how to ensure that the results of the evaluation and adjustment are fair and accurate. **Educate yourself to protect yourself!**

USPS recently updated the Wounded Warriors Leave (WWL) policy effective January 5, 2019. Eligible military veterans will be credited with 104 hours of Wounded Warriors Leave each leave year going forward. This is a significant improvement over the previous policy which provided this benefit as a one-time occurrence only. This includes CCA employees.

WWL is an authorized absence from work to undergo medical treatment for service-connected disability rated 30% or more. It is a separate leave category, distinct from sick leave. Approved WWL cannot be adversely used against an eligible employee for attendance and discipline purposes. To request WWL an employee must submit a PS Form 3971 to their appropriate supervisor. There is an exception to the advance approval for unexpected treatment that qualifies for WWL. The supervisor is

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responsible for approving or disapproving the PS Form 3971. To verify that WWL requested is appropriately used for treatment of the service-connected disability, the requesting employee must submit to the supervisor a copy of PS Form 5980, Treatment verification for WWL, certified by a health care provider that the employee used the leave to receive treatment for the covered disability. The employee must provide the verification no later than 15 calendar days after the employee taking WWL beyond the date of appointment identified in Employee Information portion of the form. Eligible new hires will receive 104 hours of WWL upon hire (as required by the 2015 law) to be used for the remainder of the current calendar.

Each January, all disabled veterans with a 30% or more disability will receive 104 hours of WWL to use during the calendar year. At the end of each calendar year, any remaining WWL will be forfeited but, assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new year. Any unused WWL is not rolled over to the next year, nor will it be paid out if employee leaves. WWL can be used concurrent with FMLA, when appropriate.

My Supervisor just gave me my leave time as 0830; it is now 0815, I just cannot make it! How did management come up with this figure? Management is using a program called Performance Engagement Tool (PET), which attempts to compare past street times and mail volumes with your current day volume and street time; it uses this data to determine just how long it should take you to perform your duties for that day.

PET is based on both your office and street time projections and **only** considers how long to case and pull-down today's volume based on 18/8. PET **does not** consider fixed office times for: (1) Vehicle Inspections, (2) Stand up talks, Retrieving mail from Hot Case, (4) Office breaks, (5) Signing for and retrieving accountable mail and (6) waiting for mail.

Street time is projected differently in certain locations where the supervisor will select one of four options: (1) Average street time for the same day of the week for the previous 6 weeks, (2) Average street time for all delivery days during the previous 6 weeks, (3) the most recent 3999 time and (4) base street times for the route.

In other offices, the street time options for the supervisor to select are: (1) the most recent 3999 time. (The last time they rode with you) and (2) base street time for the route.

Street time projections **do not** consider: (1) Weather, (2) parcel count, (3) traffic, (4) Construction, (5) Accountable mail delivery, (6) customer contact and (7) where you have certified, express and other accountable or parcels that have to be done at the door and not at the mailbox and/or NBU.

Regardless of the option management has chosen, the projected street time starts are incorrect because the office time projection is flawed.

PET is the most recent attempt to project a letter carrier's daily workload. The responsibilities and reporting requirements as outlined in Handbooks M-39 and M-41 have not changed. Each carrier should have copies of these Handbooks at their case. PET cannot be the sole determinant for establishing office or street time projections. Management cannot use it as the sole basis for disciplinary action.

Be Alert and Safe!

In Solidarity,
Mark Follet
Vice President

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Mon-Thurs. 9 am to 5 pm
Friday 9 am to 6 pm, Sat 9 am to 1 pm

7740 E Speedway Blvd.
Mon-Thurs. 9 am to 5 pm
Friday 9 am to 6 pm

5280 E Grant Rd.
Mon, Tues, Thurs. 730 am to 4 pm
Wed 9 am to 4 pm, Fri 730 am to 5 pm

*APR= Annual Percentage Rate. Rate current as of 8/1/2017.
Subject to change. Based on credit history.

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 2019-04 Issue #04 Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912

Formal Step-A Report

During the month of February 86 grievances were resolved at the Formal Step-A level.

A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled 4 Letters of Warning (LOW) by getting 1 Rescinded, 3 reduced to a 2-month LOW.
- Settled 14 7-Day Suspensions by getting 5 Rescinded, 5 reduced to an Official Discussion, 1 reduced to an 8-month LOW, 3 reduced to a 1- year LOW.
- Settled 4 14-Day Suspensions; 2 Rescinded, 1 reduced to a 1-year LOW and 1 reduced to a 4-month LOW.
- Settled 2 16.7 emergency placements by getting them rescinded and the carriers paid for work hours missed (**Total: \$264.87**).
- Settled 37 grievances where management improperly forced non-ODL carriers to work overtime by getting those carriers paid the appropriate premium payment and ODL carriers paid for missed opportunities (**Total: \$42,446.96**).
- Settled 2 grievances where RCAs were performing City Carrier work delivering Amazon parcels by getting the carriers who should have done the work paid. (**Total: \$734.27**)
- Settled 1 grievance for management performing bargaining unit work by getting a carrier who should have done the work paid. (**Total: \$27.44**).
- Settled 7 grievances with multiple issues where management moved T-6s off their assignment, management failed to allow carriers to work the Schedule and hours of the opt and they improperly forced non-ODL carriers to work overtime by getting those carriers paid the appropriate rate (**Total: \$5,363.96**).
- Settled 2 grievances where management failed to pay guarantee time by getting those carriers paid (**\$504.99**).
- Settled 2 grievances where management failed to pay out of schedule pay by getting those carriers paid (**\$499.11**).
- Settled 3 grievances where management failed to follow the holiday pecking order and forcing non OTDL to work over-time by getting those carriers paid the appropriate premium payment and ODL carriers paid for the missed opportunities (**\$3,242.84**).
- Settled 3 grievances where management failed to pay carriers COP for an on the job injury by getting those carriers paid for the COP (**\$2,153.38**).
- Settled 4 grievances where carriers were issued a Letter of Demand by getting them rescinded and 1 carrier reimbursed for money taken out of check. (**\$420.21**).
- Settled 1 grievance where management detailed a regular carrier on a 1723 as a CCA and worked the carrier on his non-

scheduled day and failed to pay the carrier guarantee time by getting the carrier paid for overtime and his call-in guarantee (**\$627.73**)

Management's failure to follow the contract at the Formal A cost the USPS

\$56,285.76 this month.

Management's failure to follow the contract at the Informal A cost the USPS

\$6,056.36 this month.

Management's failure to follow the contract cost the USPS **\$62,342.12** this month.

In Solidarity,

Stuart Love

Formal Step-A Representative

Meeting Dates

**Branch Meeting-Thursday,
April 4, 2019 @ 7:00 pm**

**Stewards Meeting-Thursday,
April 18, 2019 @ 6:00 pm**

**Executive Board Meeting-
Tuesday, April 23, 2019
@ 6:00 pm**

**Steward College in Mesa, AZ on March 6-7th.
Instructors were: John Beaumont (*not pictured*),
Dan Versluis and John Ramos. Branch 704
Attendees were: Alexis Padilla, Stephanie
Vasquez, Kathy Walter and George Murphy.**



Contract Talk

Carrier technicians on the Work Assignment List (WAL) are considered available for overtime on any of the routes on their string. Subject to penalty overtime exceptions, this provision should be applied as follows:

- A carrier technician who has signed for work assignment overtime has both a right and an obligation to work any overtime that occurs on any of the five component routes on a regularly scheduled day.

- When overtime is required on the regularly scheduled day of the route of a carrier who is on the ODL and whose carrier technician is on the work assignment list, the carrier technician is entitled to work the overtime.

- When overtime is required on the regularly scheduled day of the route of a carrier who is on the work assignment list and whose carrier technician is also on the work assignment list, the regular carrier on the route is entitled to work the overtime.

These provisions are from Article 8.5 in the contract.

Additionally, if the regular carrier is called in on the non-scheduled day, management will displace the T-6 to another route on their string only if another route within the string is vacant. Otherwise, the full-time carrier working on a non-scheduled day will be assigned where needed.

This provision is in the LMOU, Article VII section F. Often management will switch the duty assignment of a T-6 to suit

their scheduling needs/whims of the day, usually on to a more difficult route on the swing. This is only so management can get 'better numbers', because the T-6 is faster than other carriers. Or perhaps the T-6 dislikes a route or two on their swing and avoids doing them as often as possible. This is a great disservice to the five carriers on that swing and promotes hard feelings for those that often miss out on the service of their T-6. It is a reasonable expectation on their part that on their day off, their T-6 does their route, as it is part of that duty assignment. Article 41.1.C.4 addresses this: "The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments, unless the local agreement provides otherwise."

Please note that 'unanticipated circumstances' never means annual leave, sick leave, overtime, holiday scheduling or other common occurrences. Avoiding routes on a swing either for management's convenience or the T-6 preference is a con-vention of the contract and should not be tolerated.

In solidarity,
Bob Cramer
Casas Adobes Station

Health Benefit Report Preparing for the Unexpected

A health emergency can be stressful and overwhelming. Get this essential paperwork ready in advance. It may save your life.

1. An up-to-date list of medical conditions and current medications, along with any over-the-counter drugs or supplements you take. Keep a copy on your fridge and another in your wallet, along with your health insurance card. If you arrive at a hospital unconscious, the medical team will go through your purse, wallet, or phone in search of this information.

2. Contact information. Every single person should have a list of who to contact, the name of their primary Doctor and any specialists," says Latha Ganti, M.D., a professor of emergency medicine and neurology at the

University of Central Florida College of Medicine. Also add an in Case of Emergency (ICE) contact to your phone and to a sticker on your case.

3. Legal and medical documents. William Jaquis, M.D., of the College of Emergency Physicians, recommends keeping all your relevant documents together accessible, including a complete medical history for each family member, consent-to-treat forms (for children), living will, and healthcare proxy info.

The best of health to you and yours,
Ray Root 885-4983
Health Benefits Representative

Chaplain's Corner

It is awesome what happens when you are aware of God's presence in your life. There is no limitation to what you can do as long as it is within His will.

Blessings to you!
Chaplain
Rick Evans
Rick7evans@gmail.com
520-248-9643

Dr Charles Stanley. "Nothing will be impossible with God." Luke 1:37

GET WELL
Cathy Poulin

You Keep the Community Food Bank Running

"That extra effort does not go unnoticed," says Food Bank CEO.

One out of every four children in Southern Arizona is at risk of hunger.

Luckily, local kids have someone they can count on. **They have you.**

Letter Carriers like you have made the NALC Stamp Out Hunger Food Drive a huge success for 26 years in a row. The food drive is essential to keeping the food bank running through the tough summer season – and it's only possible with your help.

"This is the largest food drive of the year, and it wouldn't even exist without Letter Carriers," says Michael McDonald, CEO of the Community Food Bank. "We wouldn't be able to keep our shelves stocked all summer without this collection."

Last year, the Stamp Out Hunger Food Drive collected nearly **250.000 pounds of food** for the Community Food Bank. That's an enormous impact right here for our local communities – all because of our compassionate, dedicated Letter Carriers who are willing to go the extra mile.

"We are so grateful for the Letter Carriers who go out of their way on their daily routes to make this possible," says McDonald. "That extra effort does not go unnoticed."

The Stamp Out Hunger food drive is only possible because of you: your hard work, your extra commitments, and your time spent helping our community. Your work makes a difference every single day.

Thank you!
From the Community Food Bank

Proposed By-Laws Change Article XI Section 1A, Section 1B

CURRENT LANGUAGE

Section 1A:

In accordance with the National Constitution of the NALC, the minimum dues will be that each member shall pay monthly dues equal to two (2) hours base pay for a level 5, step B Letter Carrier employed by the United States Postal Service. The dues shall be deducted bi-weekly.

Section 1B:

The dues of this branch shall be eighty-five cents (\$.85) per week in addition to the National minimum, payable bi-weekly.

PROPOSED NEW LANGUAGE

Section 1A:

The monthly dues for NALC Branch 704 shall be equivalent to the hourly basic rate of one (1) hour of the City Carrier schedule Table 1, Step D, payed bi-weekly.

Section 1B:

This section is eliminated.

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 April 2019 Newsletter**

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STUART LOVE 323-2117

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