



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

PROUDLY SERVING

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April 2020

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Congratulations On Your... Retirement!

Mark Schumaker
Casa Grande Post Office



Cindy Weltjen
Casas Adobes Station



WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday April 2, 2020 is
CANCELLED!**

President's Report

Dear Brothers and Sisters,

I hope this newsletter finds you and your families healthy. The news in the country is not good as they are projecting the Covid-19 virus will get worse before it gets better.

PMG Brennan has a Coronavirus update in which she states, "The Postal Service is taking this health threat seriously, but also intend to act calmly and consistently based upon the advice of medical and public health professionals." She also wanted to particularly emphasize "if you are sick, stay home and get well."

The NALC President, Fred Rolando, has also sent letters out to the branches and state presidents saying the, "NALC Executive Council has decided to reduce risk for NALC members and employees by minimizing air travel and large group exposure." He recommends that NALC branches and state associations take the same precautions. Fred stated that, "Of course, protecting and defending the rights of letter carriers will continue to be our primary focus."

Branch 704 E-Board Officers and I have made a motion to cancel the April 2, 2020 branch meeting. While our hall is large it is not large enough to follow the recommendations of the CDC in having 3-6 feet space available between persons when in a gathering. Our job is to protect and defend our members and we cannot do this with a virus.

Should we need to cancel any future meeting we will inform members as soon as possible; while I hope this isn't necessary at this time it is prudent to follow the recommendations of professionals. I have been communicating with management on our status of readiness here in Tucson. I have checked on the availability of gloves and masks for any carrier who wants to use them. Stations have limited supplies on hand and have put in orders for more to have should it be

necessary. If you want to use gloves or a mask or require hand sanitizers and management does not give you any, please call my office. The Post Office is required to have these items on hand for you to work safely.

If you are sick with any of the symptoms of the covid-19 or flu make sure you call your doctor's office before to go see them so the office can make sure you go to an area where you will not be spreading the virus, and stay home.

If you do have the flu or the virus, ask for FMLA and or call the branch office or your steward so we can help you make sure you are covered. As always, we are available if you need any information or help.

Business Agent Dan Versluis was going to hold the route inspection class and due to current guidelines from CDC had to cancel. The class was geared toward what to do in a route inspection and filling out the PS Form 1838C on the week of inspection. To the members that came, thank you for participating in protecting your routes.

We are on course with regards to the Food Drive; in the next month we will start to place the posters around to advertise to the public that they can help us to collect food for our Community Food Banks. I am always happy to participate in collecting food for those who are in need. I want to give a warm welcome to the Community Food Bank employees that help us kick off each year's food drive, along with all the volunteers.

I hope we as letter carriers can show our customers how much we care about our community by making sure we inform customers we will be having the food drive on May 9, 2020, Second Saturday in May, so they can help us get more food than last year.

In Solidarity
Kathy Walter

Vice President Article

Dignity and Respect, everyone wants it. And if you work in one of those environments where the boss doesn't feel the need to act like one, and the work you do day-in and day-out is respected, then you should probably cherish it because much like the weather, when it comes to the Postal Service, if you like something it will inevitably be changed.

Unfortunately, you could just as easily be the carrier working in the hostile atmosphere where every morning involves that, walking on eggshells, feeling of knowing that whatever you did yesterday was not good enough or it took you too long. You could just as easily be one of those numerous carriers saddled with an overburdened route, facing that all too familiar daily dance with management, "I need help" to "no, you don't - be back in eight." Those supervisors who rely exclusively on questionable DOIS projections to determine a carrier's daily workload and then exploit that information to harass or intimidate our carriers into making those projections is also abusive and unacceptable behavior.

Moreover, those office environments which contain these elements of harassment, intimidation, threats, or bullying certainly constitute an environment which can be unhealthy and unsafe. Being a target of this type of behavior not only affects your work life, but can also affect your health, possibly causing headaches, loss of appetite, high blood pressure, insomnia, clinical depression, panic attacks and even PTSD. I have spoken with far too many carriers who express the wide range of emotions from anxiety to fear. Some carriers won't stand up for themselves for fear of retaliation from their supervisor.

People shouldn't get sick over reporting for work. Such an atmosphere could also potentially cause an individual to act out in ways they normally would not act. In worse case scenarios, those berating and snide remarks

can escalate into something more; and when that happens, we all know who is going home. (Hint: management never gets sent home, no matter how egregious their actions.) The NALC has fought for and achieved several contractual provisions meant to protect our carriers against such behavior.

Requirement's such as M-39, Section 115.4 (Maintain Mutual Respect Atmosphere) and their obligation under Article 14 (Safety) to provide a safe work environment for all employees. No longer can any of us stand by while a coworker is being badgered by bullies. If you sit back and think it's not my problem and I'm glad it's not me, it is not going to stop! Eventually, it will be you. We need carriers to be proactive in holding management accountable for their behavior. We can't wait for your Steward to interview you regarding abusive conduct by a supervisor or manager, we need you to approach your Steward and offer to provide a statement of facts.

Bullies are usually cowards, and cowards tend not to act out in the open or when confronted. If you see something, say something.

Management not only has the right, but also the responsibility to manage. Inherent in this responsibility is the obligation to set the tone as to how all employees will be treated. Together, let's stand-up and ensure that they meet that responsibility.

Fraternally,
Stuart Love
Vice President

284,000 Pounds of Food: An Enormous Impact for Local Families

Last year, the NALC Stamp Out Hunger Food Drive collected over 284,000 pounds of food for the Community Food Bank. It was a record-breaking year!

That's 284,000 pounds of food going directly to families in need—and during a time of year when they need help the most.

“Summer can be a tough time here,” says Michael McDonald, CEO of the Community Food Bank. “Our shelves would be empty without our local Letter Carriers.”

The Stamp Out Hunger Food Drive is the largest of the Community Food Bank's collections and is essential to keeping the food bank running during the summer months.

Most importantly, **it's only possible with your help**. Your hard work, your extra commitments,

and your extra time spent helping our community—it makes a difference every day.

“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.”

284,000 pounds of food: that's an enormous impact right here for our local communities. All because of you—our compassionate, dedicated Letter Carriers who are willing to go the extra mile.

We can't wait to see what we accomplish together this year!

Thank you!

Brittany Taft
Community Food Bank of Southern Arizona
3003 S Country Club Road
Tucson, AZ 85713

By making a contribution to the Letter Carrier Political Fund, you're 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 the employer of individuals whose contributions exceed \$200 in a calendar year.

Meeting Dates

**Branch Meeting-Thursday,
Apr 2, 2020
-CANCELLED-**

**Stewards Meeting-Thursday,
Apr 16, 2020 @ 5:30 pm**

**Exec Board Meeting-Tuesday,
Apr 30, 2020 @ 6:00 pm**

Formal Step-A Report

During the month of February, 24 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP A:

- Settled **5** Letters of Warning by getting 1 reduced to an official Discussion, 2 reduced to time served, 1 reduced to a 3-month Letter of Warning, and 1 reduced to a 6-month Letter of Warning.
- Settled **2** 7-day suspensions, by getting 1 reduced to a 6-month Letter of warning and 1 rescinded.
- Settled **2** 14-Day Suspensions by 1 getting reduced to a 6-month Letter of Warning and 1 reduced to an 8-month Letter of Warning.
- Settled **3** 16.7 emergency placement grievances by getting all 3 rescinded and the carriers paid for work hours missed **(Total \$96.78)**.
- Settled **1** grievance where RCAs were performing City Carrier work delivering Amazon parcels by getting the carriers who should have done the work paid. **(Total \$1,744.95)**.
- Settled **5** grievances where management failed to follow the holiday pecking order and forced non- OTDL to work overtime by getting those carriers paid the appropriate premium payment and ODL carriers paid for the missed opportunities **(Total \$1,951.90)**.
- Settled **5** grievances where management improperly forced non-ODL carriers to work overtime by getting those carriers paid the

the appropriate premium payment and ODL carriers paid for the missed opportunities **(Total \$2,561.40)**.

- Settled **1** grievance where a carrier was issued a let-ter of Demand for destroyed parcels by getting that Letter of Demand rescinded.

During the month of February, **5** grievances were appealed to Step B.

We received 1 Pre-Arbitration settlement back dealing with management's failure to provide Light Duty work, which awarded the carrier **\$5,300.00**.

Management's failure to follow the contract cost the USPS **\$11,655.03** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

**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 2020-04 Issue #04
Organization: National Association of Letter Carriers,
2950 N. Country Club Road, Tucson, AZ
85716-1912**

Contract Talk

Article 35: Employee Assistance Program

FAQs Part 2 of 2

Q: I have more than one personal concern. Can the EAP help me deal with multiple issues?

It is common to talk about more than one issue. The EAP counselor will help you clarify each problem, identify options, and make a plan.

Q: How much will the EAP cost me?

There is no cost to employees who received counseling and other services provided directly by EAP.

Q: Will the EAP counselor report to the U S Postal Service that I am using EAP?

No! It is strictly confidential. The U S Postal Service will never know.

Q: Can I do this on the clock?

The first visit can be on the clock, however, the EAP counselor must report to the U S Postal Service that

you did your one hour. If you need additional appointments, (on your own time and off the clock), the U S Postal Service will not know, and it will be strictly confidential.

Q: Is EAP actually a benefit to me and my family?

Yes! EAP gives you and your family the ability to: Improve your health and well-being, help you to balance work and home life, manage stress, control depression and anxiety, help prepare for retirement, face addictions, strengthen relationships and cope with grief and loss. Thus, it's a timesaving, stress relieving, powerful tool that helps put resources at your fingertips.

In Union Solidarity,
Mark Follet
Coronado Union Steward

Condolences

Stuart Love on the loss of your Father.

Family of Tony Carano.

**Danielle Barber on the loss of your
Father.**

Gary Kwasny on the loss of your Mother.

Chaplain's Corner

With Easter almost here, so many people are probably not aware of the significance of this time of year.

Just before Easter Sunday on Friday, Jesus Christ was Crucified for the sins of mankind. On the third day He rose. For those of us who believe this, we will have eternal life with God in heaven one day. We praise God for this.

The bible says in 1Peter 1:3-4, Praise be to the God and Father of our Lord Jesus

Christ! In his great mercy he has given us new birth into a living hope through the resurrection of Jesus Christ from the dead and into an inheritance that can never perish, spoil or fade-kept in heaven for you.

Hope you have a great Easter celebration.

Chaplain Rick Evans
Rick7evans@gmail.com
520-248-9643

Health Benefit Report Sidestep a Serious Fall

Deadly falls are on the rise, especially among older adults, according to a recent study from the Centers for Disease Control and Prevention. Researchers are not exactly sure why but say it's not simply because older adults in the U.S. are living longer. Lower your risk of a fall with strength and balance exercises. Also, ask your doctor whether any of your meds may cause dizziness or balance problems. Source: CDC Morbidity and Mortality Weekly Report, Nov. 22, 2019

Sleep Apnea Missed in Women

Obstructive sleep apnea—breathing pauses during sleep—is less likely to be diagnosed in women. Why? A new study says women's apneas may disrupt sleep and reduce blood oxygen levels less than men's. If you snore loudly or frequently

feel tired despite a full night of sleep, ask your doctor whether you should be tested for OSA. Source: Sleep, Nov. 5, 2019, online

A 'Healthy Hearing Diet'

Eat for your ears? Women who ate a lot of produce, whole grains, beans, nuts, and low-fat dairy, and little sodium, red and processed meats, and sugary drinks were at a lower risk of hearing loss than those who consumed less-healthy diets, in a three-year study.

Source: American Journal of Epidemiology, Oct. 14, 2019, online

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

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 April 2020 Newsletter**

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CHAPLAIN

RICK EVANS

FORMAL A REPRESENTATIVE

STUART LOVE

323-2117

SHOP STEWARDS

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WADE ALFORD	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
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