



CARL J. KENNEDY BRANCH 704
THE LETTER CARRIER REPORTER

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March 2021

Email Address: nalcbranch704@outlook.com

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Congratulations on Your Retirement!

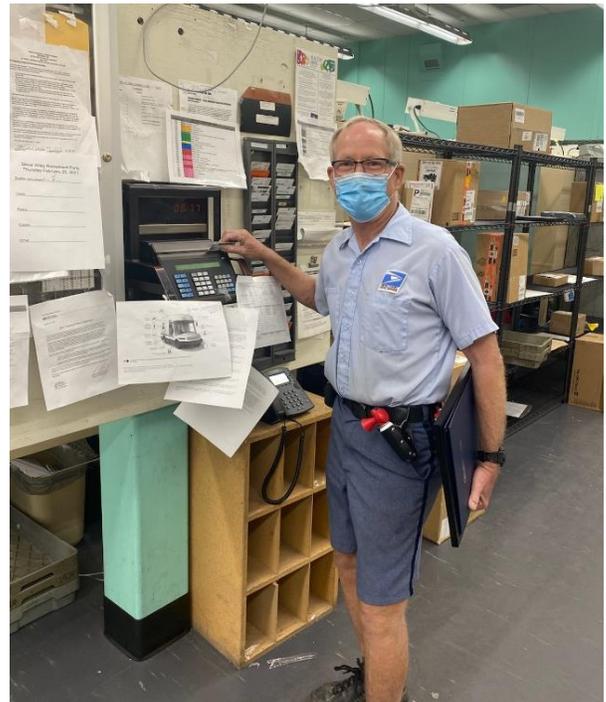
Martin Thompson

Coronado Station



Steven Wiley

Sun Station



WEBSITE: www.nalcbranch704.org

Branch Meeting Thursday April 1, 2021 is to begin promptly at 7:00 p.m. Please call Office to make your reservations to attend in person or call us with your email address information if you plan on attending remotely via the Web-X.

Reservations must be made every month.

President's Report

Dear Brothers and Sisters,

March 17, 2021 is the 51st anniversary of the Great Postal Strike, we are fortunate that we had letter carriers that participated in the strike, because of their bravery and steadfastness we all are the beneficiaries of their actions. We have Collective Bargaining Rights, we have better wages, and benefits that have improved since 1970 when postal employees had to "beg" Congress for a raise. The men and women who risked their jobs when they walked out on strike deserve our deepest gratitude for all the benefits we enjoy today.

The active membership of the National Association of Letter Carriers has overwhelmingly ratified the tentative 2019-2023 National Agreement with the United States Postal Service. Over 94% of participating eligible members voted to accept the tentative agreement that was announced on November 25, as soon as we have information on backpay we will bring you the news.

The Branch needs a volunteer with computer skills to help with the webex branch meetings, they would have to make the branch meetings, help run the webex during the meetings, make sure the equipment is running at its best so we can have clear sound and best use of the webex. If you have computer skills and would like to volunteer to manage the webex please call the branch office at 520-323-2117.

Stewards attended Webex Steward College on February 25, and 26 2021. While social distancing they were present for all day training on the Grievance-Arbitration Procedures, Stewards Rights, Right to Information and Discipline. The classes went really well, thanks to Dan Versluis, John Robles and John Beaumont. Continued training in representation of letter carriers is very important to the branch, so if you see stewards please thank them for volunteering to be your advocate, and voice.

The Branch office has not received any further Appeal from Brother Stuart Love, so the Election committee has been disbanded. I want to thank the Election Committee for all their hard work on behalf of the membership.

Management has been issuing discipline to letter carriers, therefore I believe it is good to know your rights and when to ask for a steward:

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply. Employees may request union representation before or during the interview. If the employer denies the request for union representation, and then questions the employee, it commits an unfair labor practice and the employee may refuse to answer questions.

If called to a meeting with management, postal inspectors, or an OIG agent, read the following before the meeting starts.

If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representative present, I respectfully choose not to answer any question or participate in this discussion.

After any meeting with management if they have you sign a document please get a copy and let the steward know what happened.

A lot of times, especially newer employees do not know that any discipline issued to the employee should be presented to the steward to file a grievance on the employee's behalf. Most discipline issued is for 2 years if it is not grieved. If you have anything unusual happen or management brings you in for a talk, you should ask for a steward or call the branch office to get direction of what to do. The branch phone is 520-323-2117.

Please take the time to get your vaccine appointment.

In Solidarity
Kathy Walter
President

MEETING DATES

BRANCH MEETING- Thursday, April 1, 2021 @ 7:00 pm

STEWARDS MEETING- THURSDAY, April 15,2021 @ 5:30 pm

E-BOARD MEETING- THURSDAY, April 29, 2021 @ 5:00 pm

Vice President Article

Hope everyone had a safe and a healthy March. I had several city letter carriers come up to me with questions. So, I will try to answer as many of these questions as I can.

Q: I will be retiring in June and would like to know what happens to my union dues?

A: Once you retire your membership in the Union ends. However, if you wish to retain your NALC membership, retiring members must sign a Form 1189. Generally, NALC HQ mails all recently retired members a packet that includes Form 1189 when it is notified by the Postal service of a retirement. The form is also available from the branch office, from your NBA office or by calling the NALC Headquarters switchboard at 202-393-4695.

Q: I am a CCA and it seems I have to work every holiday. Why?

A: Article VI states that as many full-time employees as can be spared will be excused from duty on a holiday or day designated as their holiday. Such employees will not be required to work on a holiday or day designated as their holiday unless all casuals and part-time flexible are utilized to the maximum extent possible, even if the payment of overtime is required, and unless all full-time regulars with the needed skills who wish to work on the holiday have been afforded an opportunity to do so.

Q: How does management select carriers to work on holidays?

A: Management will select carriers to work in the following order: 1. City Carrier Assistants (CCA), 2. Part-time flexible, 3. Full-time regulars from those on their holiday or day designated as their holidays who volunteer to work by seniority, 4. Full-time regulars from those on their non-scheduled day who volunteer to work by seniority, 5. Full-time regulars who do not volunteer on what would otherwise be their non-scheduled day by inverse seniority, and 6. All other non-volunteer full-time regulars by inverse seniority.

The overtime-desired list does not apply in selecting employees needed for holiday work.

Q: What happens if Management needs additional or replacement employees after the posting period for the holiday?

A: The employees shall be selected according to the same order as above.

Q: What happens if I am scheduled to work my holiday, but I did not?

A: An employee scheduled to work on a holiday who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the Employer.

Q: When are the next job posting coming?

A: Here are the next job postings: Open 22 March Close March 31, Open 5 April Close 13 April, Open 19 April Close 28 April, and Open 3 May Close 12 May. So if you do not see the job posting around these times ask your steward or Management for the job posting.

Did you know that the US Postal Service and the city carrier craft has had some famous people that were city letter carriers and other postal employees at one time?

Bing Crosby, Walt Disney, Rock Hudson, Harry S Truman, and Abraham Lincoln used to be mail carriers and other postal employees. If an addressee did not collect the mail, as was the custom during Lincoln time, Lincoln delivered it personally- usually carrying the mail in his hat. Abraham Lincoln was a Postmaster for the New Salem, IL from 1833 to 1836. Bing Crosby was a substitute and regular clerk in Spokane, WA in 1921. Walt Disney was substitute carrier in Chicago, IL and Christmas temporary in Kansas City, MO in 1918 and 1919. Rock Hudson was a substitute letter carrier in Winnetka, IL in 1947. Harry S Truman was a Postmaster in Grandview, MO from 1914 thru 1915. N.C. Wyeth was a famous painter and has appeared on U.S. postage stamps. He was a mail carrier for Fort Defiance, AZ to Crozier, NM in 1904.

Please be safe, your safety matters to the Union, your family and your friends, and mask up!

In Union Solidarity,

Mark Follet

Vice President/Coronado Station Steward

Contract Talk

Q: I'm a regular on the OTDL and was told that I had to come in on my N/S day. I told my supervisor that I could work but had to be off by 3 to take my daughter to the doctor. He said that I would have to sign a PS Form 3971, leave slip to waive the remainder of my overtime for the day. Is my supervisor, right?

A: In applying circumstances that you describe the answer is no. There are several provisions that apply to your circumstances. Article 8.8B states: *When a full-time regular employee is called in on the employee's non-scheduled day, the employee will be guaranteed eight hours work or pay in lieu thereof.* The JCAM also contains a Step 4 settlement that states in part: *Waiving Guarantees.* The Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides that "Management may not solicit employees to work less than their call-in guarantee, nor may employees be scheduled to work if they are not available to work the entire guarantee. However, an employee may waive a guarantee in case of illness or personal emergency." This procedure is addressed in the ELM Section 432.63. In addition, Article 8.5.E and the JCAM explains: 8.5.E Exceptions to C and D above if requested by the employee may be approved by local management in exceptional cases based on equity (e.g., anniversaries, birthdays, illness, deaths). Exception Situations Mat excuse Mandatory Overtime. This language is intended to service 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 NC-C-7933, January 8, 1979 (C-03226), that Article 8.5.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."

Q: I'm a CCA being converted to regular on Saturday. I was assigned to a vacant route close to my home but was told because I am on an OPT I will have to stay at my current station until the regular carrier comes back. Is there anyway that I can end the OPT sooner and go to my new station close to home?

A: Normally the answer would be that you must serve the OPT for its duration. In this circumstance the parties at the national level agreed to modify the language of the JCAM to allow an employee, being assigned a residual vacancy pursuant to Article 41.1.A.7, to voluntarily choose to end the OPT and assume the new assignment.

Q: I'm a CCA getting ready for my five-day break and a holiday is going to occur during this break. Will I get paid for this holiday?

A: No, you would not received pay for the holiday.

Q: I noticed that I wasn't paid for my holiday. So I went to my supervisor and asked him/her why I didn't get paid. He stated that I did not qualify for the holiday because I used Leave Without Pay. Is this true?

A: Yes, it is true. Article 11.2 states to be eligible for holiday pay, an employee must be in a pay status for the last hour of the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday. An employee who has been granted any paid leave is considered to be "in a pay status." Paid leave is sick leave or annual leave.

Q: I am a CCA and was wondering how many holidays I will be getting?

A: A CCA gets six holidays. The holidays are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Remember: Even though you receive holiday pay for the holidays listed, this does not mean that you will be off work on the holidays. CCAs usually work these holidays.

Please be safe and mask-up.

In Union Solidarity,

Mark Follet

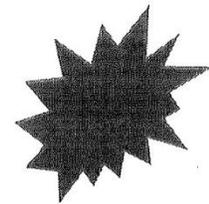
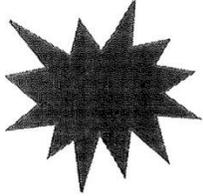
Vice President/ Coronado Station Steward

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 2021-04 Issue #04
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Chaplain's Corner

Chaplains Corner
Making a Splash

He will spread out His hands in the midst as a swimmer reaches out to swim. ISAIAH 25:11

A certain man learned to swim as a boy, but he never mastered the techniques. For thirty years, he felt himself struggling in the water to keep from sinking, always proceeding at a slow pace. No amount of swimming lessons helped him. Finally, an advanced swimmer stood by the pool watching him. The expert saw the problem at once and called out: "Stop fighting the water and trust it to hold you up. Use your strength and go forward!" With the expert coaching him, the man came to realize the water would indeed bear him up. He didn't have to struggle and fret so much. He could use his strength to propel himself to the other side.

We often look like the man in the pool, flailing and struggling as if we could sink when, in fact, we're borne up by everlasting arms. We need to relax and let God sustain us so we can use His strength to go forward.

The Bible says, "When you pass through the waters, I will be with you; and through the rivers, they shall not overflow you" (Isaiah 43:2). Rest in the Lord when you're in the deep end.

Strength For Today by David Jeremiah

Chaplain
Rick Evans
520-248-9643

Condolences

The Trujillo Family for the loss of their dad Gene Trujillo, Lifetime Member. Brother Lorenzo Monarrez on the loss of his wife, Leticia. The Family of Brother James Batiste.

* * * *

ANNOUNCEMENT: ATTENTION ALL RETIREES/ACTIVE CARRIERS

If you are willing and able to spare some time, there are several volunteer opportunities at the Union Office. Anything from organizing donated uniforms, answering phones (when office assistant not scheduled), helping prep monthly branch newsletter for mailing, helping sign in and monitor members attending branch meeting via the Web-X, just to name a few. Anyone with computer skills would truly be an asset for the monthly meetings the 1st Thursday of every month. There is no commitment regarding availability...any and all help would be greatly appreciated. If you have any questions or would like to volunteer, please call the union office or Letty Ramos.

RONDA RADEMACHER IS THE MILLION MILE RECIPIENT FOR TUCSON 2020 FROM FORT LOWELL STATION.

THE MILLION MILE AWARD IS REWARDED TO EMPLOYEES WITH A SAFE ATTITUDE THAT ENTAILS DRIVING FOR ONE MILLION MILES OR 30 YEARS WITHOUT A PREVENTABLE INCIDENT. CONGRATULATIONS !!!!



Proposed By-Laws Change Notice:

Current Language:

ARTICLE VI OFFICERS, DUTIES, PAY AND EXPENSES

(2) Office Secretary: The Secretary's pay and benefits shall be established by a Labor contract with the Office and Professional Employees International Union. The costs of these shall be reflected in the annual budget.

Proposed Language Change:

ARTICLE VI OFFICERS, DUTIES, PAY AND EXPENSES

Section 11B

(2) Office Assistant: The Office Assistant's pay and benefits shall be established by the Branch President with the Branch Executive Board. The costs shall be reflected in the annual budget.

Members will vote on the Proposed By-Laws Change at the April 1, 2021 Branch Meeting.

Health Benefit Report

The Heart-Brain Connection

The same measures that protect your ticker can protect your mind, too.

You already know that high blood pressure increases your risk of not only a heart attack but also a stroke, which can wreak havoc on your brain. Plus, high blood pressure can damage small blood vessels in the brain, hindering your memory and your thinking ability. That's why controlling high blood pressure is so important. Researchers report that when people with this condition take a combination of potassium-sparing diuretics and thiazide diuretics, their risk of developing Alzheimer's disease is significantly reduced.

Obviously, cutting sodium intake is job one: According to the Global Council on Brain Health, a 50 percent reduction in salt cut the risk of a fatal stroke by 85 percent. But there are plenty of other strategies available to save your heart and brain. Such as losing as few as 2.2 pounds can lower blood pressure. A

higher intake of dietary calcium, especially from plants, helps to regulate blood pressure; the key foods are greens and beans. Options to keep in mind are Swiss Chard, broccoli, brussels sprout, tofu, hummus and baked beans. Get more active. Just 30 minutes of daily exercise can lower your blood pressure for the rest of the day. Meanwhile, it's important to see your doctor regularly and to monitor your blood pressure continually. If you are prescribed high blood pressure medicine, take it- the risks to your heart, and your brain, from uncontrolled blood pressure are simply too high to ignore.

Source: February/March 2021 aarp.org

The best of health to you and yours,

Bruce Jenkins

520 273-4798

Health Benefits Representative

National Association of Letter Carriers
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Telephone: 520-323-2117
April 2021 Newsletter

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