



CARL J. KENNEDY BRANCH 704
THE LETTER CARRIER REPORTER

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August 2020

Email Address: nalcbranch704@outlook.com

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Nominations for Officers and Delegates to AZ State Convention

This is notice to members of NALC Branch 704 that nominations for Officers for the positions of President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant At Arms, Health Benefits Representative, Retiree Representative, Five (5) Trustee positions and Delegates to the 2021 AZ State Biennial Convention shall be taken at the regular meeting of NALC Branch 704 October 01, 2020, beginning promptly at 7:00 p.m. at NALC Branch 704, located at 2950 North Country Club Road, Tucson, AZ. Successfully elected Officers shall serve a 3-year term; successfully elected Delegates shall serve a 2-year term until election of Delegates to the subsequent State Convention. Nominations shall be conducted by floor nomination for Officers and Delegates by sign-in roster and accepted from the floor during the meeting, mail-in nomination received prior to the October 1st meeting addressed to the Recording Secretary of NALC Branch 704 for all absentees. Election shall be by mail-out ballot for all eligible members properly nominated for contested Officer positions. In 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.

In the event that the COVID-19 pandemic and the social-gathering guidelines from the CDC are still active, and we are unable to have a regular branch meeting in October, nominations will be conducted by mail-in nomination and must be received prior to October 1st. The membership will be notified via the September Newsletter of the status of the October Branch Meeting/Nominations.

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday August 6, 2020 is to
begin promptly at 7:00 p.m.**

President's Report

Dear Brothers and Sisters,
USPS covid-19 cases are as follows: All employees positive total 36,576/Employees returned to work 27,850/Employees out of work 8,726/Employees that were positive and returned to work 3,268/ Employees unconfirmed and out of work 640/Employees positive and out of work 2,365/Employees passed away total 73/City Carriers 15.

The Arizona District has confirmed 172 Covid-19 employees and are tracking 222 employees. Tucson has 12 confirmed covid-19 employees and tracking 26 employees. Last week unfortunately the Arizona District had 2 EAS employees that died, a Postmaster in Phoenix and EAS Gail Giannantonio Bulk Mail in Tucson. Our thoughts and prayers are with them and their families.

I have witnessed a lot more employees wearing masks and being more cautious at the stations, but there are still employees taking chances not only with themselves but putting other employees at risk of contracting the virus. We have been blessed in Tucson not having more employees affected. Unfortunately, I hear all too frequently about employees having to attend a funeral service for a family member. Being careful at work will protect not only your co-workers but also your families and wearing a mask and washing your hands is a small price to ensure the safety of a loved one. Having to live with the remorse of the thought, "if only I had worn a mask or been more careful" is not what I would want for you or me. Let us all practice social distancing when around other persons and wear a mask.

An article in the Postal Times was printed concerning the new PMG and his expectation and plans for USPS. The article states he wants to eliminate POT and OT used, among other ideas for the post office to cut cost or eliminate from the post office. Whether the PMG's ideas will fix the post office will remain to be seen, my concern is the PMG has never been a USPS rank and file employee, which means he will have perceptions not facts of what we do each day.

Our own customers sometime believe a carrier's job is easy when they don't know what our job really entails. It's hard to believe the PMG will have all the information he will need to make changes that do not consist on number crunching only and customer service will be sacrificed along with parts of our contract.

So not surprising Tucson Management is already moving to cut times on a carrier's route, by instructing carriers to leave by 9:00am regardless if you came in group one 7:45 or group two 8:15am. You as the professional city carrier should provide an estimate of your daily workload that determines how much time you will need to do your route. Management numbers are not what determines your workload time on your route.

MOU-01664 states in part: The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.

If you have mail and need more time to case and pull down than 1:15 minutes or :45 minutes they say you have, let management know so they can tell you what to do, weather continue to case the mail or curtail the mail.

Should Management instruct you curtail mail you have to fill out PS Form 1571 (Undelivered Mail Report) before leaving the office with amount of mail curtailed, leave PS Form 1571 with curtailed mail. When you return from the street any mail which was not delivered add to the PS Form 1571, sign and give to manager. **"Never curtail mail un-**
President Article (Cont. on pg. 3)

President Article (Cont. from pg. 2)
less instructed to do so by management.” Upon request a duplicate of the completed PS Form 1571 will be provided to carrier. If you are not given the opportunity to work your route as bid, ask to speak to a steward. Be prepared with statements of what happened.

The Region 4 Rap Session scheduled 9/24/20 was formally canceled by NBA Dan Versluis due to rise in positive tests and renewed social distancing requirements in every state of our region.

As a reminder, please go to Food Donor Drive at NALC.org and help the local food bank with your

donation to feed families that are struggling due to COVID-19. We can use your help.

We will have a union meeting August 6th at 7:00pm. We have limited sitting for the meeting to follow the CDC guidelines. If you would like a seat at the union meeting please call the branch office to reserve a seat. Those that would like to attend via Web-X virtually you have to provide email address by August 5th close of business. Once we have your email, we will send an invite to the Web-X meeting for you to attend from the safety of your home.

In Solidarity,
Kathy Walter

Congratulations...

On your Retirement!
Oscar Saenz
Silverbell Station



**Gerald Gaskin Scholar-
ship Fund Recipients**

Gabriel Perez
From Branch 576.

Janell Wolter
From Branch 576.

**On your
Conversion!**

Ahmed Abduljabbar
Concepcion Vasquez
Joseph Howe

Christopher Benson
Yasmin Peralta
Grant Wood

Vice President Article

Brothers and Sisters let me start out by saying I hope you are doing well and staying safe. If you or someone close to you has unfortunately contracted this disease, please know that you are in my thoughts. I hope that you are all practicing the appropriate social distancing, washing your hands frequently, and wearing some sort of face covering when you are near others. That last one, wearing a face-covering is unfortunately not as widely observed as I would like to see. All too often I see various individuals, be it my fellow colleagues on the workroom floor or members of the general public not adhering to what is now mandated in the city of Tucson and Pima county.

The insidious nature of this disease causes some people to not show noticeable symptoms for some time after contracting the disease, yet still being able to spread it. There are also people who are “asymptomatic” meaning they can catch the disease and never show symptoms yet are still able to spread it. We know that one of the most common ways this disease is spread is by droplets that are exhaled through our nose and mouth when we breath and talk. Wearing a mask helps to filter most of these droplets from going into the air. This is why we all must wear them! Now More Than Ever, We Must Look Out For One Another!

I am not trying to shame or control anyone, but I just want people to be mindful of others. For example, at 30 years of age, with no prior conditions, individuals believe they are not in the “high-risk” category. But I do live with individuals who are high-risk and the last thing I would want to do is bring home a disease to them. Additionally, one of my co-workers could be considered high-risk or more than likely have someone at home who is high-risk. That is why I wear a mask.

When you wear a mask or face covering, it must cover both your mouth and your nose. Things are tough right now to say the least; but I believe that Letter Carriers are an especially resilient group of people. I know that we will beat this disease; we will persevere, and we will carry on.

This question pops up a lot, “Are we Essential?” Yes, we are. This is a time of uncertainty and a time to reflect on just how important our jobs have become. Sure, we deliver to over 158 million businesses and residences. And yes, we deliver four million Prescriptions to customers, each and every day (seven days).

What is also true is the fact we are the neighborhood watch for our customers and even more so, for our elderly patrons. Helping them when needed and keeping them safe when we see something wrong, and that’s not to mention lending an ear when that’s what they look forward to. All these things are true, but they are not what makes us essential. I believe if it weren’t for Letter Carriers there would be no Postal Service. We are the continuous reminder that our customers need and can count on us in these chal-lenging and difficult times.

Seeing the mail truck parked in its usual spot or the letter carrier delivering their routes means that some things remain as they have been. Opening the mailbox and getting that piece of mail or package is a clear sign the world is still moving forward, even for those quarantined inside their homes. No matter what is going on around us, we are there, every day, serving as the communication lifeline of this country. We are essential employees because our presence means some things will never change, and eventually everything will be okay.

Letter Carriers have always amazed me with our dedication to our customers and this health crisis has been no different. You should be proud of what you do. Your presence brings a feeling of comfort and normalcy to an otherwise frightening and confusing situation. All carriers should be very proud of the job they are doing out there, and how much it’s appreciated. Take care of yourselves and your families.

Fraternally,
Stuart Love
Vice President

Chaplain's Corner

Life's Struggles

I know there is so much going on right now in our lives. There have been many times in history when others went through so much.

1914-1918 World War 1.

1918-1919 Spanish Flu.

**1929-1939 Stock Market Crashed-
Great Depression.**

1939-1945 World War 2.

1950-1953 Korean War.

1957-1958 Asian Flu.

1960-1975 Vietnam War.

**Many Military Interventions Since, to
Middle East Situations Today.**

In 2001, 911 Attack Happened.

2003 SARS Outbreak.

2009-1010 Swine Flu.

2013 Ebola Outbreak.

Just some of life's different situations from our past. Of course, in 2020 we are all too familiar with current issues in the world, our country and in Tucson. In looking at this, I want you to know God is in control. He has

always been in control and God cares for us and loves us. We can go to God and rely on him during these times. I hope and pray for you and your family.

Chaplain Rick Evans

Rick7evans@gmail.com

520-248-9643

Condolences

**Diane Knight on the loss of
your Husband.**

**Veronica Ybarra on the loss
of your Uncle.**

**David Latting on the loss of
Your Mother.**

**Edgar Dominguez on the loss
of your Grandfather.**

**Joshua Williams on the loss
of your Great Uncle.**

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 2020-08 Issue #08

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

Meeting Dates

**Branch Meeting - Thursday,
August 6, 2020 @ 7:00 pm**

**Stewards Meeting - Thursday,
August 20, 2020 @ 5:30 pm**

**E-Board Meeting - Thursday,
August 27, 2020 @ 6:00 pm**

Health Benefit Report

What Your First-Aid Kit Should Contain

1. Absorbent compress dressings to help stop bleeding.
2. Adhesive cloth tape to hold compress dressings in place.
3. Adhesive bandages of assorted sizes.
4. Antibiotic ointment, such as bacitracin, polysporin, or mupirocin.
5. Antiseptic solution or wipes, such as hydrogen peroxide, povidone-iodine, or chlorhexidine.
6. Aspirin in the event of a heart attack.
7. Instant cold compress.
8. Nonlatex gloves.
9. Hydrocortisone ointment.
10. Three-and 4-inch gauze bandages to wrap injuries.
11. Box of sterile gauze pads for sterile wound dressings.
12. Triangular bandage to use as a bandage or tourniquet.
13. Oral thermometer.
14. Tweezers.
15. CPR mask, which can be used to administer CPR

without breathing in another person's bodily fluids.

You may also want to have petroleum jelly, pain relievers, such as acetaminophen (Tylenol and generic) and antihistamines like diphenhydramine (Benadryl and generic). Be alert for side effects with antihistamines.

Note:

Because COVID-19 can cause low blood oxygen, you may be wondering whether you should have a home pulse oximeter, a device typically worn on the finger to check levels of oxygen in the blood. If you decide to purchase one, note that a 2016 study found that some home models were more error-prone than oximeters that doctors use. If you have symptoms that could be COVID-19, pay attention for shortness of breath, and alert your doctor right away if it occurs.

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

Helping Local Families at a Critical Time

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, and a record-breaking number of families helped. *You made that possible!*

This year, things are a little different. With the Stamp Out Hunger Food Drive postponed, food bank shelves nearly empty, and more families than ever before in need, it's a critical time for help.

That's where you come in! Your Donor Drive is raising funds that are absolutely essential to keeping the food bank's doors open.

"We are so grateful to have fundraisers like the National Association of Letter Carriers' Donor Drive," says Michael McDonald, CEO of the Community Food Bank. "There truly has never

been a more pressing time in our community's history. The need is so great."

The Community Food Bank has seen a sharp increase in the number of families seeking emergency food assistance, since Covid-19 has caused job loss, food shortages, and other setbacks.

"Every single dollar raised is providing relief to people who have nowhere else to turn," says McDonald. "You're making that happen."

This year might look different, but the spirit remains the same: a wonderful group of dedicated, compassionate Letter Carriers who are helping to make our community a better place to live.

Thank you!

Brittany Taft
Community Food Bank of Southern AZ

Contract Talk

Q: Can I use Bereavement Leave for the death of my Brother-in-law?

A: City Letter Carriers may use a total of up to three (3) workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of the family member or to attend the funeral of a family member.

Authorization of leave beyond three (3) workdays is subject to the conditions and requirements of Article 10 of the National Agreement, subsection 510 of the Employee and Labor Relations Manual and the applicable local Memorandum of Understanding provisions.

Q: What is the definition of Family Member?

A: “Family Member” is defined as a:

- a) Son or daughter—a biological or adopted child, stepchild, daughter-in-law or son-in-law;
- b) Spouse;
- c) Parent; or
- d) Sibling—brother, sister, brother-in-law or sister-in-law; or
- e) Grandparent.

Q: Can I use the 12 weeks together or separately that the USPS gives for the COVID-19 to take care of my children who are out of school?

A: Based on the MOU, all 12 weeks are to be taken at one time, but local management will work with carriers if they want to split the times off with their spouse to be able to spread the 12 weeks.

M-01910 - March 18, 2020 – NALC and the Postal Service have agreed to a Memorandum of Understanding (MOU) allowing a temporary expansion of sick leave for dependent care due to the COVID-19 pandemic for 60 days beginning March 18, employees may use sick leave

for dependent care in the event they must care for a child as a result of daycare closures, school (pre-K through Grade 12) closures, or the unavailability of a child’s primary caregiver as a result of the COVID-19 pandemic. The MOU does not change the 80-hour limit for this category of leave that may be used in any leave year.

With the signing of M-01924, this MOU-01910 was extended through September 25, 2020.

Q: Are letter carriers going to have the hazard pay for essential workers even if the HEROES Act is not approved?

A: The HEROES Act, which passed the House in May includes \$25 million in direct funding to the Postal Service and would repeal restrictions on the \$10 billion line of credit that was authorized by the CARES Act. Unlike the Senate Bill, the House HEROES Act also contains a hazard pay provision that would include letter carriers.

There is support from Senate Republicans to pass another Stimulus, but we must do our part. Please continue to encourage your family, friends and neighbors to go to www.HeroesDelivering.com to help convince our representatives. You can help also by going to Government Affairs on NALC.org and take action, which will take you to a link to have your voice heard.

We must all work together to help pass the HEROES Act if we want to have hazard pay for essential workers along with Stimulus money for the Postal Service.

In Solidarity,
Lillian Valdez
Steward Mission Station

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

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