



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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December 2018

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

Congratulations On Your Retirement!

Marty Hicok-*(CORRECTION)* Ft Lowell

Tony Cantu-Coolidge



Dennis Bosi-Sun



**Leonard Romero-
Mission
(not pictured)**

WEBSITE: www.nalcbranch704.org

**Next Union Meeting Thursday December 6, 2018,
to begin promptly at 7:00 pm.**

President's Report

Happy Thanksgiving

Happy Thanksgiving to you and yours! I hope that you have the opportunity to spend some time with your family and loved ones.

As I sit down to write my last Branch 704 president's report, I can't help reflect on our Branch membership and the good work we've done over the years. It has truly been an honor to work with some of the best people anywhere. The relationships that we have built will continue to foster solidarity in both our work and private lives. I can't thank you all enough for the support and friendship you have shown for so many years. While I prepare for the next chapter in representing our membership I know that our Branch is in good and very capable hands to continue to represent letter carriers to the best of our ability.

First Female Branch 704 President

In accordance with Branch 704 By-Laws, your Vice President, Kathy Walter will assume the role of NALC Branch 704 President on December 1, 2018. Kathy, as many of you already know, has an unwavering commitment to letter carriers and has been a champion in the grievance procedure demanding justice and contractual compliance for letter carriers. Kathy has the compassion and commitment to continue our strong traditions to unite fraternally all letter carriers for their mutual benefit and secure our rights as employees of the USPS. I have but one request of our membership and that is to please support Kathy in her new role as president any way you can. She will need your help to carry out our mission and cannot do it alone. The union is not one person; it is made up of carriers on the workroom floor, our retired members, and our stewards

and officers. It is all of us together that make up our great union – it is your union – you own it.

Labor 2018

A huge thank-you to everyone who donated their personal time this past month in helping get out our message and get out the vote. While I know that we all have busy lives and many times only get one day off a week, I thank you for your unselfish commitment to helping our cause. Many of you (including your family and loved ones) volunteered your holiday, Sundays or non-scheduled days to help educate many others on our issues. All your hard work is very much appreciated, was noticed and produced great results.

2018 Retiree Luncheon

I look forward to visiting with many of our retired members at our annual luncheon on December 9th. It will be a pretty special luncheon this year as we have a 60 year, several 50 year, and many other long-term membership pins to award. We have also had many new names added to the list this year. Remember to call the union office to reserve your seats at 520-323-2117. Hope to see you there!

In Solidarity,
Dan Versluis

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 2018-12
Issue #12; Organization:
National Association of Letter Carriers,
2950 N. Country Club Road,
Tucson, AZ 85716-1912

**Congratulations on Your Conversion to
Career City Carrier!
Hassan Cross**

Vice President Article

Dear Brothers and Sisters,
November is the last month our President, Dan Versluis, will be with us at the branch. Dan has over the course of his presidency helped out so many of our members with contractual issues, benefit issues, OWCP and the list goes on and on; our branch has been fortunate to have someone with his caring, experience and attitude of being available and helpful to our members. Dan has been very hands on in all facets of the branch, and especially in getting our members more involved in the union. His energy and enthusiasm have inspired carriers to volunteer as shop stewards, creating a strong force on the workroom floor for our members. I want to thank him for all his hard work on behalf of letter carriers at Branch 704.

He will be taking over the Region 4 National Business Agent's office. I know you share my confidence that Dan will still be representing Branch 704 letter carriers and all other carriers in the region. He will insure we get timely information and provide innovative training to better serve our union brothers and sisters. Dan will bring his compassion and enthusiasm to the Region, making us stronger to deal with letter carrier issues. I know we'll all miss him, and we wish him good fortune and all the success in the coming years.

I, as Vice President will be taking over as President of the Branch on December 1, 2018. I will work hard to insure you get as much information and representation that Dan has given you. I hope you will give me the same support you have all shown Dan. With our efforts to get out the vote and all the participation we showed at the grassroots level, including political mail drops, US Mail not for Sale rally, and phone banks, we got labor friendly candidates elected. Those candidates support us on postal issues, which we need to insure we keep our jobs and way of life. We had great turnouts from retirees, active carriers, members our sister unions, and many others who care about working families. To everyone that participated thank you from all our union brothers and sisters your efforts mattered.

Did you get a chance to check out the October NALC bulletin? Do you recognize carriers on the lead picture

on the US Mail not for Sale Rally? Yes, we made National news folks when we went to the street to let the public know; Don't privatize the Postal Service. Check it out and tell those people you recognize them and say thank you for their efforts.

Retirees' annual luncheon will be held December 9, 2018 at 11:30 am. At this time, we are waiting for confirmation on our guest speaker from National, but NBA Dan Versluis will be attending the luncheon. If you have not made your reservation, you have until December 3rd to call 520-323-2117 and ask for Alice, our esteemed secretary, and let her know if you will be attending. I am looking forward to seeing all our retirees.

Open Season for Health Benefits this year is from November 12 through December 10, 2018. If you are looking for great Health Insurance, look at NALC health plan. I think you will be surprised by the benefits and quality of service the Plan offers. If you have questions on the NALC benefits you can call Ray Root at 520-886-4983 or our customer service number and talk with a representative at 1-888-636-NALC (6252).

At the 2018 NALC Convention in Detroit, the union established the NALC Disaster Relief Foundation to alleviate the suffering of members affected by natural disasters, including earthquakes, tornados, hurricanes and wildfires. Any member that would like to volunteer to have branch fundraising events to support the Disaster Relief Foundation please call the branch office. We are all brothers and sisters in this union and supporting this Foundation shows the true spirit of solidarity. We need to make sure we help as the wild fires rage in California, and other natural disasters happen around our nation affecting letter carriers.

Everyone has been working hard these past weeks with all the political mailings, and we have the Thanksgiving and Christmas holidays to get through, please make sure to take care of yourself and be safe delivering the mail. Don't let the rush of the season make you have an accident.

In Solidarity
Kathy Walter

Formal Step-A Report

During the month of October 38 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 2 reduced to a 2-month LOW, 1 reduced to a 4-month LOW and 1 reduced to a 6-month LOW.
- Settled **4** 7-Day Suspensions getting 2 reduced to an official discussion, 1 reduced to a 3-month LOW and 1 reduced to an 8-month LOW.
- Settled **1** grievance where a 204b was in a higher-level status for more than 120 days by pulling that 204b's bid position and having that job posted on the next bid cycle.
- Settled **12** grievances where management failed to send reserve carrier to their home station after a long term opt ended by getting that carrier paid a 50% premium for all hours worked off assignment and carriers who should have performed the work paid for those hours (**Total \$4,846.97**).
- Settled **8** 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 the missed opportunities (**Total: \$2,001.26**).
- Settled **3** grievances where RCAs were performing City Carrier work delivering Amazon parcels by getting the carriers who should have done the work paid. (**Total \$1,112.45**)
- Settled **1** grievance where management was performing bargaining unit work by getting those carriers who should have done the work paid (**Total \$363.43**)
- Settled **5** grievances where management failed to post vacant bid assignments in a timely manner by getting the successful bidders or assigned carriers of those routes paid \$250.00 each (**Total \$6,250.00**)

We received 1 Arbitration award in October. The Arbitrator ruled management did not have just cause to issue the carrier a Notice of Removal and reduced the removal to a 14-day Suspension. The Arbitrator further awarded the carrier full back

pay and benefits for time in a non-pay status approximately (**Total \$29,062.00**)

Management's failure to follow the contract at the Formal A cost the USPS \$14,574.16 this month.

Management's failure to follow the contract at the Informal A cost the USPS \$ 7514,23 this month.

Management's failure to follow the contract cost the USPS \$ **51,150.39** this month.

There are 58 grievances outstanding at Formal Step-A.

In Solidarity,
Stuart Love
Formal Step-A Representative

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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.

Health Benefit Report

Know Your Numbers

When your heart has to work harder to pump blood through your body, it can have a negative impact on your health. Over time, high blood pressure can cause your heart to enlarge and make your arteries less flexible. According to the Centers for Disease Control and Prevention (CDC), about one in three adults in the US has high blood pressure, which increases the risk for heart disease and stroke—two of the leading causes of death in the US. Remember, high blood pressure usually has no symptoms. So, it's important to have your blood pressure checked by your doctor and know your numbers.

Your blood pressure consists of two numbers: Systolic and diastolic

- ✦ The systolic number shows how hard the blood pushes when the heart is pumping.
- ✦ The diastolic number shows how hard the blood pushes between heartbeats, when the heart is relaxed and filling with blood.

If your reading is 120 (systolic)/80 (diastolic) or higher you could be at risk for high blood pressure

You can help manage your blood pressure by taking an active role in your health.

Did you know that by making changes to your lifestyle such as eating a healthy diet, maintaining a healthy weigh, exercising, not smoking and limiting alcohol intake can help lower your blood pressure? But sometimes lifestyle changes are not enough. Your doctor may recommend medication to lower your blood pressure. It is very important to take your high blood pressure medication as prescribed by your doctor.

For more information on high blood pressure, please call a Your Health First Coach. High Option members, please call 877-220-NALC (877.220.6252). CDHP and Value Option members, please call 855.511.1893.

REMEMBER: OPEN SEASON BEGINS NOVEMBER 12 AND ENDS DECEMBER 10.

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

Chaplain's Corner

Well its almost the end of another year, my question is where did it go? But this is a great time of year, it's the season we celebrate with family and friends. We exchange gifts with each other and share great meals together. But the greatest gift of all, is the gift that God gave to us. He gave his Son Jesus Christ. So, at Christmas we celebrate the birth of Christ. The bible says in John 3:16 " For God so loved the world he gave his one and only Son, that

whoever believes in him shall not perish but have eternal life." This is a free gift to all of us that accept Jesus as our personal Savior. Hope everyone has a Merry Christmas.

Many Blessings,
Chaplin Rick Evans
with Martha Evans
Rick7evans@gmail.com
520-248-9643

Congratulations
LaLonne McGuffin-
Canez & Alex Canez
On your new
Grandson.

Get Well
Gene Kelley's
Sister

Condolences
Robert Castorena on
the loss of your
Brother & Uncle.

President Dan Versluis with Senator Elect, Kyrsten Sinema, preparing for a GOTV Walk.



Contract Talk

Q: I am a CCA on an opt. Can I be taken off the opt?

A: Yes, but only if it is to provide a regular carrier 8 hours of work. This can be up to 8 hours. Management needs to be sure there is no overtime that could have been carried by a regular carrier at straight time.
Ref: Article 41.2.B.4 & .5, JCAM pgs. 41-9 – 41-17

Q: When on an opt, can management change the non-schedule day of the opt?

A: No, management cannot switch days off to avoid overtime or any other such reason. If this happens, see your union steward.

Q: As an ODL carrier working my non-scheduled day, what route do I carry?

A: The LMOU states that any regular carrier brought in on their non-scheduled shall displace the T-6 and carry their route only if there is an opening on their string of assignment. If no route is vacant that day, you may be assigned as needed. As for a T-6 on their non-scheduled day, they can be assigned as needed, but not displace any one.

(Contract Talk Continued on page 7)

Q: Can a T-6 be displaced by a regular carrier who is unassigned or has an opt?

A: No, again according to the LMOU, the T-6 can only be displaced if the **regular** is brought in on their N/S day and there is a vacant route on the T-6 string. Any carrier on an opt is not the regular carrier. Again, see your union steward if this is happening.

Q: Can a work assignment carrier get their overtime taken away?

A: Yes, but only in certain circumstances. A CCA or PTF can carry their overtime at straight time or regular overtime rate. A regular carrier can also carry W/A overtime only if they are on straight time.

ODL carriers can also be assigned W/A overtime to prevent the W/A carrier from going into penalty if the ODL will not be going into penalty overtime. Otherwise the overtime should be assigned to the W/A carrier up to 10 hours or 12 hours. Ref: Article 8.5, JCAM pgs. 8-21 – 8-22 & 8-30 – 8-31.

If you think your opting rights are being violated or not working your assignments, see your union steward as soon as possible.

In Solidarity,
Vince Trujillo
Cherrybell Steward

Retiree Luncheon

Happy Thanksgiving to all of you:

Just a reminder regarding the upcoming luncheon set for **December 9th** at the **Desert Diamond Casino** located at **7350 S Nogales Highway**. Come join us for a fantastic meal, fun and conversation with other retired members and a few important announcements. This will be the last announcement so be sure to call the union office (323-2117) to reserve your seat and choice of meal.

The luncheon **begins at 11:30 a.m.** with lunch being served at approximately 12:00.

Menu choices are as follows:

- ❖ **Slow-Roasted Pot Roast**
- ❖ **Grilled Skuna Bay Salmon**
- ❖ **Old Pueblo Chicken**

Each meal will be accompanied with a Salad, Turtle Cheesecake and Carrot Cake Squares.

By the luncheon we will know who our state representatives will be and must begin scheduling

meetings with them to ensure that they are willing to represent us and our concerns. I am certain that each of you has received the letter from NALC President, Fred Rolando detailing the risks of the outcome of this election. If you did not read the letter, this could personally affect your daily life and your future health benefits. I know it is a lot to ask of you, but who do you trust to keep all of your current benefits? I am of the opinion that the responsibility belongs to each and every one of us, As the saying goes, "United we stand, divided we fall." More information will be provided at the luncheon.

When you call in to make your reservation, please let us know if you are due a membership pin and how many years you've been a member so that we can order it from National in time to be able to present to you at the luncheon.

Representing You,
Gene Kelley
Retiree Representative

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 December 2018 Newsletter**

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TRUSTEES

PETE TADEO

MIKE CARNAHAN	BRUCE JENKINS
CATHY POULIN	CLAUDIO RETES

**CHAPLAIN
 RICK EVANS**

FORMAL A REPRESENTATIVE

STUART LOVE 323-2117

SHOP STEWARDS

VACANT	BISBEE	520-432-2626
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BOB CRAMER	CASAS ADOBES	531-0693
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