



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

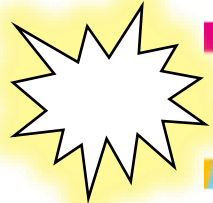
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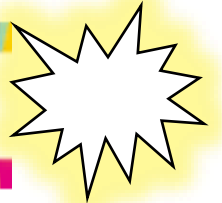
FEBRUARY 2022

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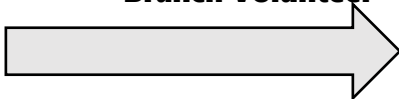


Happy Retirement!



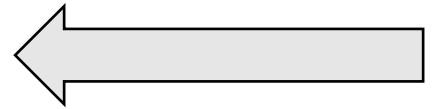
MIKE CARNAHAN - GREEN VALLEY

**Former Branch 704 Trustee,
National & State Delegate,
Union & Political Activist,
Branch Volunteer**



MARIA MORGAN - CORONADO

**Over 35 Years of Service
Presented certificate by
Steward Dimas Gonzalez**



Check out our WEBSITE: www.nalcbranch704.org

Branch 704 Meeting Thursday, February 3, 2022, begins promptly at 7:00 p.m.

Please call the Office with your email address information for reservations to attend remotely via the Web-Ex. You may attend In Person without a reservation, but we are social distancing & wearing masks at meetings, so a call to us would be appreciated.

Web-Ex Reservations must be made EVERY month

President's Report

Dear Brothers and Sisters,

With the New Year comes new opportunities and challenges that we will face. My sincere hope is that we meet them with solidarity and unity as letter carriers.

February 1, 2022, stewards and management at each station will determine what the leave quota will be for each station this year. This is a good time to look at your paystub and determine how many hours of leave you will have after this year's annual leave advance is given to regular carriers. This usually occurs around the middle of January.

Why, you may ask. During the pandemic and the holidays, many employees did not use any, or very little, of their annual leave. This has allowed carriers to have over 440 hours going into 2022. With the additional annual leave forwarded to regular carriers in January, you may end up with close to 520 hours or, in some instances, over the 520 hours. If you are one of these lucky employees, the good news is that you should use annual leave to bring it down to 440 hours by the end of 2022. If you have more than 440 hours going into 2023, you may lose it if you do not use it. There is no guarantee that there will be an MOU to extend the leave hours going into 2023. **You DO NOT want to lose it.**

M-01928: Annual Leave Carryover for Leave Year 2021

The parties agree that for leave year 2021, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2020 to leave year 2021. In all other respects, the ELM provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2021

Article 10, Section 2 incorporates Employee and Labor Relations Manual (ELM)

Section 510, which contains the rules and procedures related to the Postal Service leave program.

Section 512.32 of the ELM contains the provision regarding annual leave carryover.

Section 512.321 Maximum Carryover Amounts

The maximum carryover amount, i.e., the maximum amount of previously accumulated annual leave with which an employee may be credited at the beginning of a year, is as follows: a. Bargaining Unit Employees. The maximum leave carryover for bargaining unit employees is 55 days (440 hours). Normally, the maximum carryover amount is 440 hours, as explained in the ELM. Accumulated annual leave exceeding 440 hours at the end of the leave year is not carried or rolled over into the next leave year.

M-01940 states:

The parties agree that for leave year 2022, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2021 to leave year 2022. In all other respects, the ELM provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2022.

M-01940 also affects terminal leave payments.

In accordance with *Article 10*, during vacation planning, the local parties should determine the amount of annual leave accrued to each employee's credit, including that for the current year and the amount he or she expects to take in the current year. As the carryover maximum will return to 440 hours from the 2022 leave year to the 2023 leave year, care should be taken to ensure that no employee is required to forfeit any part of his or her annual leave.

January 19th at 6.00pm we will be having a Route Inspection Training Class at the Branch Hall. Please make sure to let us know if you will be attending by calling the Branch Office 520-323-2117 and if possible, we will try to have it via WebEx also. Fort Lowell will have route inspections on 1/29/22-2/4/22. Desert Foothills will have route inspections 2/5/22-2/11/22. Douglas has route inspections on 1-22-22-1/28/22. Management informed NALC Green Valley, Sierra Vista, Douglas, and Coronado that they will, possibly, have route inspections in April. I encourage anyone that is at any of these stations to take the training class on route inspections to better protect your route. I have found that the more training you have, the easier the correct route inspection process is to understand and follow. **Do not rely on management's sole evaluation of your route.**

February 15,16,17 we will be the host city for the Stewards College for AZ. I want to let other branches know we will have information for them to welcome them to Tucson. Branch 704 and our Region 4 Business Officers, who will be presenting the classes, are looking forward to seeing you all. If you have any question, call the branch office 520-323-2117.

In Solidarity,

President
Kathy Walter

ROUTE INSPECTION TRAINING CLASS

WHEN: January 19, 2022, at 5:30pm

WHERE: NALC Branch 704 Union Office

2950 N Country Club Road, Tucson, AZ. 85716.

WHO: Training given by Dan Versluis, Region 4 NBA

Please call ahead to reserve a spot at 520-323-2117.

YOU DO NOT WANT TO MISS THIS OPPORTUNITY.

Tucson Stations will have Formal City Route Inspections in early 2022. It is easy to be complacent. "It doesn't matter"... "I don't care." Easy to say and easy to do. UNTIL that day comes. Can you defend the time you've asked management for to complete your route? Do you know how you calculated your estimated time? It IS more than just math! Please give serious consideration to attend this training, even if you do NOT work in one of the chosen route inspection stations. Dan has a wealth of information. The training you will receive is invaluable for your USPS survival! It will serve you, on a daily basis, throughout your career. Understand the details of your job and how management arrives at their expectations. Make sure your route evaluations are fair and reasonable.

CALL TODAY!

Vice President's Article

I hope everyone had a great Christmas and a Happy New Year! I also hope this New Year will bring prosperity and health and will be as stress free as possible for you and your family!

With the mail and parcel volume down now that the holidays are over, the overtime hours that everyone was working should go back to normal. A New Year's Resolution opportunity for work should be to make sure you are asking for and filling out a PS Form 3996 when you are going to be over 8 hours and using Form 1571 to document any mail that is curtailed. Also, to make sure to check the Workhour Workload report for your route's accuracy.

Briefly, here are a few major events coming in 2022 for the US Postal Service beside being another busy year.

- On Jan. 9, USPS will raise Shipping Services product prices approximately 3.1 percent for Priority Mail service and 3.1 percent for Priority Mail Express service. The next price adjustment, for market-dominant products, is scheduled to happen in July. So, I would expect that volume for these products will drop temporary after the price increases.
- The USPS has announced plans for twenty stamp releases for 2022, including two Love stamps on January 14 and Year of the Tiger, the latest Lunar New Year stamp, on January 20.

- The Combined Federal Campaign is slated to conclude January 15.
- After being sidelined by the coronavirus pandemic, two big springtime events are poised to return this year. The Stamp Out Hunger food drive is scheduled for May 14, while the National Postal Forum - the mailing industry's largest annual meeting - is slated for May 15 - 18 in Phoenix
- The Postal Service is tentatively slated to recognize National Dog Bite Awareness Week in June; National Slip, Trip and Fall Prevention Week in November; and USPS Motor Vehicle Safety Month in December.
- The newest federal holiday, Juneteenth, commemorating the end of slavery in the United States, falls on a Sunday this year. The USPS and other federal agencies will observe the holiday on June 20.
- Independence Day will fall on a Monday and Christmas will fall on a Sunday in 2022, as will New Year's Day 2023.

Management will be conducting 6-day route inspections for Fort Lowell Station on 1/29/2022 thru 2/4/2022, Desert Foothill on 2/5/2022 thru 2/11/20 and Coronado in April. **Route Inspection Training, conducted by our National Business Agent, will be on Wednesday, 1/19/2022 at 5:30 PM. The training will be at the Union Office located at 2950 N. Country Club Road, Tucson, AZ**

85716-1912. Please call the Union Office at 520-323-2117 to reserve a spot and for additional information. This class is especially important for those stations going through the route inspection process. If you are at any other station, you are welcome to attend. The more the better! **Educate yourself to protect yourself!**

What should I do if I cannot make the training session? Should you be unable to attend and still want to educate yourself on the Route Inspection Process you can go to the NALC website or the NALC App. If you go to the App you will need to do the following: 1) Home page go to the bottom and click on workplace resources; 2) on this page go all the way to the bottom and click on more workplace resources; 3) on this page go to city delivery and click; 4) on this page, you must page down until you see route adjustments; 5) at the top of this page you will see 4 parts under route adjustments. There are two parts that will be useful to letter carriers. They are NALC Route Protection program and the Letter Carrier's Daily Log.

The NALC website is found at www.nalc.org. Click on Workplace Resources tab, go down to Quicklinks and click on City Delivery and then follow steps 3, 4 and 5 above.

The NALC's Route Protection Program is a comprehensive educational publication explaining route examinations, route adjustments and "minor" route adjustments. **Chapter 1, Route Examination and the Letter Carrier**, is intended for letter carriers whose routes are scheduled for a formal six-day count and inspection. 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 routes, and advice on

who to ensure that the results of the evaluation and adjustment are fair and accurate.

The NALC Route Inspection Pocket Handbook. This pocket-sized booklet was created to be used by letter carriers as a quick and convenient reference during the week of route count and inspection. This valuable resource is available to NALC members through each NBA office, through Branch 704 Union Office and through the NALC Supply Department. It is very important that all city letter carriers going through a six-day route inspection gets a copy.

I would like to thank all the members that have come to the branch meetings in person or on the WebEx and those members who have volunteered to help with the branch. I would like to thank all the stewards in all our offices in Tucson and in the Associate Offices for their hard work in support of the members and the branch and enforcing the contract. I also want to acknowledge our E-Board officers, who ensure that the branch is running at its best and financially secured. I want to recognize all the retirees that come in each month and volunteer to put the newsletter together.

Be safe and stay hydrated. Remember that even though we are currently in the cooler part of the year it is even more important to stay hydrated! You need to hydrate the night before to be good for the next day. If you are thirsty in the morning, you are already dehydrated.

In Solidarity,
Mark Follet
Vice President

Meeting Dates



Branch Meeting-Thursday, February 3, 2022 @ 7:00pm

Stewards' Meeting- CANCELED DUE TO STEWARD COLLEGE on Feb. 15-17

E-Board Meeting-Thursday, February 24, 2022 @ 6:00pm

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 **2022-02**, Issue #02. Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912
The Letter Carrier Reporter is the official publication of NALC Branch 704. The editor and/or Executive Board reserves the right to edit or omit articles due to content or space limitations. All facts, opinions and statements appearing within this publication are those of the writers and editors themselves, and are in no way to be construed as statements, positions or endorsements by Branch 704 or its officers. Permission is granted for the REPRINTING of any article that originates in this newsletter to any Branch of the NALC at any time. Please just give the writer credit. All articles, announcements, and advertisements should be sent to : nalcbranch704@outlook.com or to the Branch office.

Chaplain's Corner

A New Beginning

I am hoping that this New Year will bring new beginnings for us all. I hope that Covid will soon be an issue of our past. It has been a particularly challenging year for all of us, so much sickness and loss. I know we all are looking forward to a better year, with hope. We can have a new beginning by accepting Christ, choose for God to be with you. Isaiah 41:10 says "So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand." I hope you all have a blessed new year in 2022.

Blessings to all,
Rick Evans - Chaplain
520-248-9643



Get Well Soon

Brother Bruce Jenkins
Sister Kathy Walter
Brother Tony Rodriguez
All Affected by Covid-19

Health Benefits Report

Wellness Tips for Attainable New Year's Resolutions

Do you use the New Year as an annual health seminar with yourself? According to Forbes, only 8% of people actually achieve their New Year's resolutions. To improve your chances of success here are a few tips:

1. Set a goal and come up with a simple plan/make it measurable.
2. Clean Eating. Add more fruits and vegetables at each meal.
3. Keep healthy snacks near you at all times such as dried fruit and dehydrated berries.
4. Add one new healthy food each week. Start with the alphabet: week one, A is for asparagus. Eat them raw, baked, or grilled. Week 2, B is for brussel sprouts and so on.
5. Drink half your body weight in water. When the body is dehydrated, it does not run efficiently. Drinking water has plenty of benefits including increasing energy, flushing out toxins, improving skin complexion and boosting immunity, to name a few.

6. Start your morning with a hydrating warm drink such as warm water and lemon, apple cider vinegar drinks also serve the purpose. Drink these before your morning coffee and breakfast.

7. Experiment with spices. There are many health benefits in using spices such as cinnamon, turmeric and garlic while cooking. Studies show that antioxidants in many of these have been linked to lower inflammation, which is often linked to toxic diseases.

8. Add beans to everything. They are high in fiber and provide protein.

These are a few of the tips that will help you get started. To see the complete list, go to prettywellness.com.

SOURCE: prettywellness.com Dec. 2021 by Caryn Sullivan

The best of health to you and yours,

Bruce D Jenkins (520) 273-4798
Health Benefits Representative

CONGRATULATIONS ON YOUR CONVERSION TO FULL TIME CITY CARRIER !

Benjamin Aragon - Coronado
Armando Valencia - Casas Adobes
Katherine Guerena - Rincon
Treyvon Nelson - Rincon



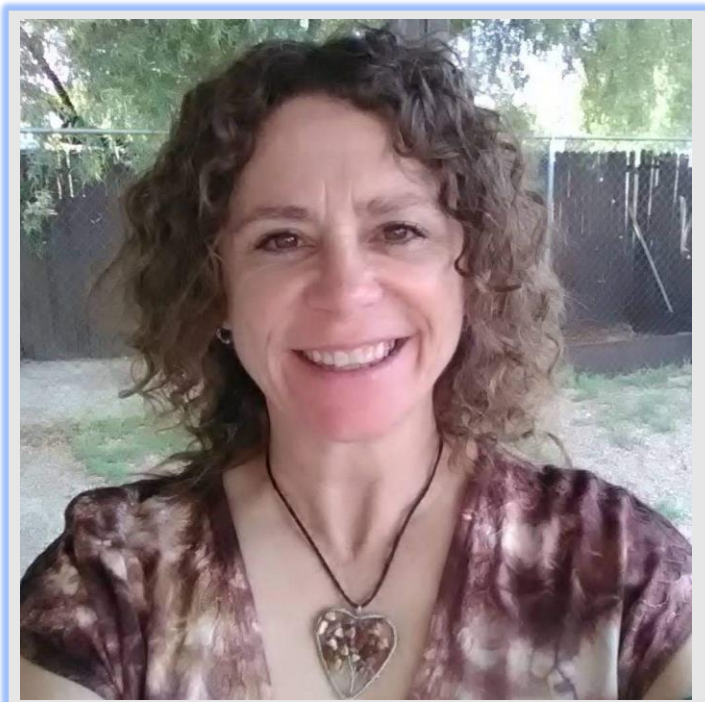
Retiree Representative Report

Happy New Year! Hoping all members were able to share the holidays with their friends and family. We enter 2022 with much anticipation. The Postal Service Reform Act (HR. 3076/S. 1720), a pair of bills that aim to provide for the future stability of the USPS, is still making its way through the second session of the 117th Congress. Both bills continue to gain bipartisan support with at least 100 cosponsors in the House and 27 cosponsors in the Senate, including Senator Sinema. Currently, the bills are in committee in both the House and Senate. The future of our postal service is at stake with this important piece of legislation.

Office of Personnel Management (OPM) continues to try and keep pace with retirement claims processing, the average case now taking about 95 days. This should not deter anyone from taking the plunge. Just be aware a little extra patience might be required in attaining your hard-earned benefit. Once you are eligible to consider retirement, an annuity estimate should be requested.

Congratulations to Irving Crespo!

Receiving his award as an Arizona Letter Carrier Congressional Liaison AZ/CD1 at the 2021 Arizona State Convention. (L-R Dan Versluis, Irving Crespo, John Beaumont, Fred Rolando, Jeff Clark



Most employees eligible for retirement are sent one annually. LiteBlue provides current annuity information for eligible employees in the retirement section of the website. Instructions are provided on how to order your retirement packet (bluebook) from the (HRSSC) Human Resources Shared Services Center in Greensboro, NC. Downloading the booklet is not recommended unless you are in a rush and have access to a ream of paper and a heavy-duty printer. It's about 150 pages of forms and instructions.

Again, much appreciation and thanks to our retiree volunteers who help out at the branch and assist in the mailing of the monthly newsletter. Thank you for your valuable time contributions for the continued success of Branch 704. Stay safe, be well.

In Solidarity,
Art Higven (520) 304-4196
Retiree Representative



Amber Underwood!

Amber received the Branch704 Trustee Service Recognition Award at the 2021 Arizona State Convention.

Contract Talk

VACATION BIDDING

The 2022 leave year is fast approaching us and the process for bidding annual leave in Tucson should start in February in your station. The beginning date of the new annual leave year is the first full pay period in the new calendar year. On February 1, 2022, your Union Steward and management should be meeting to determine the leave quota for your station for the upcoming leave year. The leave quota for the Tucson Installation is 12% of the **career letter carriers/CCAs** on the station rolls as of February 1 of each year.

The Choice vacation period shall begin with the week containing May 1st and remains for a period of (52) consecutive weeks ending with the last full week in April, excluding the (3) three-week period immediately preceding Christmas and the (1) on-week period containing Christmas. This (4) four-week exclusion period surrounding Christmas is considered a non-choice period in which leave shall be at the discretion of management. Management may accept Choice Vacation bidding leave submissions beginning February 1, 2022, and leave applications for choice vacation bidding must be submitted no later than the close of business on March 1, 2022.

Each carrier may make the following selections during the Choice Vacation bidding: (1) One 5-day period or two 5-day periods (2) One 10-day period (3) One 10-day period and one 5-day period (4) One 15-day period. No employee may select three separate five-day periods prior to the established deadline. No employee may be scheduled in excess of entitled choice selection leave if such scheduling deprives another employee of an entitled choice during the choice selection period. Scheduling of annual leave for the Choice Vacation Selection period shall be by bidding **seniority/relative standing** within each unit/station.

Employees ineligible by seniority for their choice selection(s) shall be consulted and allowed another choice before scheduling junior employees for annual leave during the choice selection period. Submission for Annual Leave will be done in triplicate on PS Form 3971. The first copy of PS Form 3971 is for Management's records. The second copy of Form 3971 will show the action taken (approved/disapproved) and be returned to the employee no later than April 1st. The third copy of Form 3971 is your receipt that you submitted the request **(This is your proof of submission of your leave request!)**.

Requests for annual leave for full week leave periods, after the completion of the Choice Vacation Selection period, are limited only by the individual employee's leave balance and the leave (%) quota. These non-choice submissions begin each April 1st and may be submitted up to the close of business of the Tuesday prior to the affected service week. This was extracted from the Tucson Local Memorandum of Understanding. **Associate Offices please check with your Local Memorandum of Understanding.**

PAY PERIOD 2 IS WHEN YOUR ANNUAL LEAVE FOR 2022 WILL BE ADVANCED AND CREDITED TO YOU. THE DATES FOR PAY PERIOD 2 IS 1 JANUARY THROUGH 14 JANUARY 2022. CARRIERS CAN START SUBMITTING LEAVE REQUESTS AFTER 1 JANUARY 2022 USING THEIR ADVANCED LEAVE.

It is never too early to plan for your vacation time. Everyone needs to recharge and relax and forget about work!

In Solidarity,
Mark Follet
Vice President/ Coronado Station Steward



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.

Carl J. Kennedy Branch 704
 National Association of Letter Carriers
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
FEBRUARY 2022 NEWSLETTER

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LETTY RAMOS	FINANCIAL SECRETARY
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ART HIGVEN	RETIREE REPRESENTATIVE
JOHN THOME	SERGEANT-AT-ARMS



TRUSTEES

PETE TADEO

MIKE DONNELLY	VACANT
TIFFANY EGGERT	JC MENA

CHAPLAIN

RICK EVANS

STEP A REPRESENTATIVE

ALEXIS PADILLA	323-2117
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SHOP STEWARDS

ELVIA MOLINA	BISBEE	520-432-2626
MATT GUY	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
VACANT	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
DIMAS GONZALEZ	CORONADO	571-7279
JOHN THOME	CORONADO-ALT.	847-702-7233
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BARBARA MADDUX	DOUGLAS	520-634-3631
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