



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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February 2019

Email Address: nalcbranch704@outlook.com

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Congratulations On Your Retirement & Million Mile Award! Sam Lauria– Casas Adobes



New Union Cell Phone: (520) 367-8210

WEBSITE: www.nalcbranch704.org

**Next Union Meeting Thursday February 7, 2019,
to begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters,

May the New Year bring you prosperity and Joy this coming year. With the mail and parcel volume down now that the holidays are over, the hours everyone is working should go back to normal. This will be an opportunity to make sure you're asking and filling out a 3996 when you are going to be over 8 hours and using Form 1571 to document any mail that is curtailed. Make sure to check the Workhour Workload report for your route accuracy.

Management will be conducting 6-day route inspections for Mountain View Station on 3/25/19 through 3/30/19, Sun Station on 4/8/19 through 4/13/19, and Coronado Station on 4/15/19 through 4/20/19. The annual leave board, the week prior to the route inspection date, will be blocked off. Each station will get one (1) extra leave slot each week depending on the leave quota.

We have requested route inspection classes from the National Business Agent's office and as soon as we have the available class dates, we will make sure you get the notice so you can attend. I urge you to attend so we can make sure the route inspections are as accurate as possible. It is important that you know what should happen at a route inspection so we can ensure all the information is recorded correctly.

The By-Laws change proposed for the Formal A pay was voted on and approved by the members at the January branch meeting. We are working on making changes for the rest of the E-Board officers' and stewards' pay, as it has not been changed since 2006. We must ensure that we are financially responsible before proposing further changes.

At the January branch meeting I appointed Mark Follet as interim vice president for 3 months starting January 3, 2019 to March 7, 2019. I will appoint someone else at the March union meeting. My goal is to find the best person to serve as vice president

for the branch and our union members. The branch has stewards at all the stations able to represent our members, several have expressed interest in being vice president. I want to see who can take on a bigger role in the union as this will allow me to work with them one on one, to find out their strengths and what can happen to further their education.

I also have a budget that only allows for so much training and we cannot afford to just send everyone as the cost can blow our budget quickly. I appreciate the support expressed at the union meeting and the concerns by members. Having a better idea of what the position of vice president entails will give these individuals a realistic assessment of what the branch needs going forward and whether they will be able to make the commitment needed to strengthen our branch.

I imagine some people believe that being the vice president is easy and just have to show up to the meetings. The vice president needs to be prepared to answer any challenges that come to us, and it would not be smart to ignore that. We need to look to the future of our branch in making these decisions.

February 1, 2019, stewards will request the list of all CCAs and Regular carriers at their respective stations to determine what the leave quota for the year will be. Stewards will be able to inform you how many leave slots will be available so you can make your choice vacation requests no later than March 1, 2019.

I want to congratulate Sam Lauria on his retirement. I was very happy to be present on his last day at Casas Adobes Station and meet his wife, Harriet.

In Solidarity,
Kathy Walter
President

Vice President Article

Clock Ring Codes That Take Away From Your Route

It is very important to be sure you are on the proper operation code when you use the time clock. Your time records are used to store data that is later used as part of the basis for evaluating and adjusting your route. This is very important for some stations that will be going through any type of route adjustment.

If you are on the wrong operation code on the time clock while you are doing normal Letter Carrier duties, you still get paid for the time so you may believe this is harmless.

The trouble with this kind of thinking is the time spent performing normal Letter Carrier duties while on certain operation codes, disappears in the system and are not credited as time worked on your route. This makes it more difficult to evaluate and adjust your route properly.

This situation is true for all Letter Carriers regardless of whether or not you're in a joint route adjustment process. This contract talk is dedicated to giving you a better understanding of how the Postal Service's clocking system works and which operation codes cause time to be taken from your route.

The first thing you need to remember is that from the moment you clock in at the beginning of your tour until you clock out to go home, all your time is re-corded on operation codes. When you perform normal Letter Carrier duties, most swipes with your time card record these operation codes automatically. Where you have to be careful is when you are instructed to swipe to a different operation code.

Let's start with talking about the most common operation codes that make legitimate route time disappear in the system. Letter Carriers working on operation codes **743 (Carrier Customer**

Support Activities), **354 (Standby-Delivery Service)**, **782 (Training-Delivery Service)**, and **632 (Meeting Time – Delivery Services)** will not receive time credit for their route in the system while clocked on to these operation codes.

Note: If you are doing work that is part of your normal duties over the course of a week, you should not be on one of these operation codes. You should be on normal office or street time. A list of operation codes that Letter Carriers may be instructed to use will be located at the end of this talk. Remember that these take time from your route.

So, what are normal office duties? Basic office tasks include such activities as casing and pulling down mail, collating mail, going through mail brought back from the street, change of address work, etc. Other office tasks such as doing edit book work, attending safety/service talks, customer connect stand-up talks, etc. don't normally occur on a daily basis, but are considered normal office duties nonetheless.

Here are some tasks you might perform where using these operation codes may be appropriate:

354 (Standby – delivery service) you should only be on this operation code when you have absolutely no office or street work to do. For example, you should never run out of mail to case and swipe over to this function, then return to your case and work on your COAs. Working on COAs is a recurring office function that should be recorded as normal office time.

632 (Meeting Time – Delivery Services) this operation code should only be used for time spent in meetings that don't occur on a normal basis such as an adjustment consultation.

(Vice President Article cont. on pg. 4)

(Vice President Article cont. from pg. 3)

743 (Carrier Customer Support Activities) this operation code should only be used for time spent in meetings that don't occur on a normal basis such as and adjustment consultation.

782 (Training – Delivery Service) this operation code should only be used when you are actively engaged in training activities such getting training on new equipment, participating in the dry run for a route inspection, etc.

613 (Union Time) this operation code should only be used when you are doing union business.

The following operation codes will not be credited time to your route:

- 354 (Standby – Delivery Service)**
- 613 (Stewards – Carriers)**
- 632 (Meeting Time – Delivery Services)**
- 743 (Carrier Customer Support Activities)**
- 757 (City Employee on Rural Routes)**
- 782 (Training – Delivery Services)**

In Solidarity,
Mark Follet
Vice President

Formal Step-A Report

During the month of December, 29 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **2** Letter of Warnings by getting the L.O.Ws reduced to Official Discussions.
- Settled **1** 7-Day Suspension by getting the Seven Day Suspension reduced to a 3-month Letter of Warning.
- Settled **1** 16.7 emergency placement by getting it rescinded and the carrier paid for 4 hours **(Total: \$109.74)**
- Settled **24** 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: \$41,928.00)**.
- Settled **1** grievance where management changed a carrier's start time, but failed to pay the carrier out of schedule pay by getting that carrier paid the out of schedule premium for the hours worked **(Total: \$158.21)**

Management's failure to follow the contract at the Formal A cost the USPS \$42,195.95 this month.

Management's failure to follow the contract at the Informal A cost the USPS \$22,464.98 this month.

Management's failure to follow the contract cost the USPS **\$64,660.93** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Meeting Dates

**Branch Meeting-Thursday,
February 7, 2019 @ 7:00 pm**

**Stewards Meeting-Thursday,
February 21, 2019 @ 6:00 pm**

**Executive Board Meeting-
Thursday, February 24, 2019
@ 6:00 pm**

Contract Talk

Vacation Bidding

The 2019 leave year is upon us and the process for bidding annual leave in Tucson should be occurring 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, 2019 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) one-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, 2019 and leave applications for choice vacation bidding must be submitted no later than the close of business on March 1, 2019.

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.

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 second copy of Form 3971 will show the action taken (approved/ disapproved) and be returned to the employee no later than April 1st.

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.

In Solidarity,
Stuart Love
DRP

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 2019-02 Issue #02
Organization:
National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912

Health Benefit Report

HAVE A HEALTHY NEW YEAR

If you're like many Americans, your New Year's resolutions may involve eating healthier foods and getting more exercise. Those are worthy goals. Only about half of adults get the 150 minutes of moderately intense physical activity per week recommended by the Centers for Disease Control and Prevention. According to a 2017 analysis by the CDC, only about 11 percent of people ages 51 and older get the recommended 2 to 3 cups of vegetables per day.

But other steps are also important, experts say. For starters, call your doctors to make sure they still take your insurance, whether that's Medicare or a private plan, suggests Stephanie Nothelle, M.D., an assistant professor of medicine at the Johns Hopkins University School of Medicine.

Round up all your medications, including over-the-counter meds, vitamins, and supplements you take on a regular basis, and bring them with you on your next visit to your primary doctor or pharmacist.

This is especially important if you take multiple medications and see more than one doctor. In a 2017 nationally representative survey of 1,947 U.S. Adults, Consumer Reports found that 53 percent of those taking prescription drugs got them from more than one provider in the past 12 months.

A medical check can ensure "that there aren't bad side effects or unintended complications from combinations (of drugs) that other doctors weren't aware of," says James Powers, M.D., a geriatrician and professor of medicine at Vanderbilt University's School of Medicine.

Go over what each drug is for, your dose, and how and when you take it. Ask whether the meds could interact with each other in dangerous ways, and whether you can reduce the dose of a drug or stop taking it. (Don't do this on your own.) Your doctor can tell you whether you need to make changes.

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

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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.

Chaplain's Corner

Widen My Vision

God open my eyes so I may see
And feel your presence close to me...
Give me strength for my stumbling feet
As I battle the crowd on life's busy street,
And widen the vision of my unseeing eyes
So, in passing faces I'll recognize
Not just a stranger,
Unloved and unknown,
But a friend with a heart
That is much like my own...
Give me perception
To make me aware
That scattered profusely on life's
thoroughfare

Are the best Gifts of God
That we daily pass by
As we look at the world
With an amazing eye.

By Helen Steiner Rice

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

Get Well

David Chambers' Mother.

**Would you be interested in
attending an outing to see a
Tucson Roadrunners or an
Arizona Coyotes Hockey game?**

Or,

**Might you be interested in
watching an Arizona Baseball
Game?**

**If you are interested, please call the
union office at (520) 323-2117,
leave your name and phone number.**

**If there are enough members
interested, we might be able to get a
group discount to attend some of
these games.**

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**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
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 January 2019 Newsletter**

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FORMAL A REPRESENTATIVE

STUART LOVE 323-2117

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