



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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February 2020

[Email Address: nalcbranch704@outlook.com](mailto:nalcbranch704@outlook.com)

Printed by Branch 704

Congratulations On Your Retirement!

Marsha Caveny
Douglas Post Office

Eddie Walthall
Sierra Vista Post Office

Maria Silva
Sun Station



*Not
Pictured.*

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday February 6, 2020
is to begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters,

The new year is upon us and with it challenges we will be called upon to answer concerning the Postal Service. As you may have heard President Trump will be appointing a new Postmaster General now that Megan Brennan has said she will be retiring. This will be the first time in more than 5 years the postal service has a functioning Board of Governors. They will be looking outside of the Postal Service for its next leader. We need someone who will not come in thinking cutting the postal service to survive mentality, someone who will work with unions and someone who has a vision of the potential growth to make the institution better, not get rid of it.

National President Fred Rolando has requested we join with other Postal Unions and the Grand Alliance to Save the Postal Service to collect signatures for a petition addressed to the Board of Governors. I have included a copy of the petition in the newsletter for you to help in getting signatures from family, friends, and our communities. The signatures **must be off the clock**, make sure you do this **after** work. Please return to the address printed on the bottom of the petition or bring to the Branch office/give to shop steward so we can make sure it goes to the Grand Alliance. If you want more information, go to www.agrandalliance.org we need your help.

Branch Treasurer Bill Lamb has put in a request for transfer, we are looking for a NALC member who has some experience with accounting and is interested in being the treasurer for the branch. If you are interested and would like more information, contact the branch office.

The Branch is also looking for a regular carrier that would be interested in being a NALC Employee Assistance Program (EAP) District Advisor Committee (DAC) designee. They will

be involved in the EAP Promotion, assessing program effectiveness and providing feedback, Organizational Issues, Program content and delivery issues unique to the district. If you have an interest in helping people get information on EAP, be able to have stand-ups to talk about EAP, and would like to be involved providing information at the stations and union meetings, contact the branch office.

Delegates to the National Convention: All housing information will be provided when the credentials are mailed to the branch, which will not be until after February. I will keep the members informed of any updates.

The new scanners will be rolling out nationally in the coming months, they are calling it the Zebra TC 77. They are made by the same manufacturer as the current scanner. When it comes to the station, they will have the same menu as the current scanner. The difference is the Zebra looks like an oversize phone, that has better scanning capacity and the battery life is longer than the current scanner. It has received good reviews from carriers, so maybe it will be better than what we have now.

The Retirement Seminar is scheduled for Sunday, January 26th at Branch 576, 3720 W Greenway Rd, Phoenix 85053. Registration is from 8-9 and seminar will begin at 9am. If you are 5 years from retirement, this is a good seminar to attend and insure you understand your retirement benefits.

Stay Safe.

In Solidarity,
Kathy Walter
President

Vice President Article

Over the last few weeks the amount of complaints and reports of violations of the Contract have been increasing dramatically. Unacceptable treatment from supervisors, decisions being made with no common sense seem to be the plan of the day for management. I have spoken to many carriers who have called the Union office and expressed some of the anxiety caused by management placing carriers in positions that allow a no-win situation.

Bad management becomes entrenched when bad managers are allowed to continue in their positions long enough to become the “status quo”. Upper management becomes paralyzed by its own greed. The big bosses need these bad managers to provide the same false productivity numbers year after year. It’s very clear that we must protect each other by making sure that management follows the Contract and ensures that our rights are not violated.

What will it take from you to ensure that we are protected? First, make sure you keep an eye open for any time you feel that you or another letter carrier are not being treated with dignity and respect by management. Second, we have to stand up for our own rights. Your Station Steward cannot do this alone. He/She will require your assistance whether it is just keeping your eyes and ears open for what may be possible violations of the Contract or writing a statement when a violation has occurred. Many times, a Steward or the Union Office will receive a complaint that appears to be a clear violation of the Contract. When asked to provide a statement, that person doesn’t want to get involved. I cannot tell you how difficult it is to file a grievance, but not have anything to back up our argument. To be successful grieving an issue, we need statements and documented proof, not just rumors or anonymous statements.

Once again, I have to remind all our Carriers that we have rights and we must enforce those rights; Your Steward cannot do that alone. The only way we can turn this around is by doing this together, supporting one another on the workroom floor, no matter what our personal differences may be. Report any abusive or contractual violations to your steward immediately. Remember, now more than ever, we all need to pull together and let management know that they are not dealing with one disenfranchised carrier. That is why we have a Union, so that we don’t have to face management by ourselves.

Fraternally,
Stuart Love
Vice President

**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 2020-02 Issue #02
Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912**

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 the employer of individuals whose contributions exceed \$200 in a calendar year.

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 **11** Letters of Warning by getting 9 reduced to an official Discussion 1 reduced to a 3-month Letter of Warning, and 1 reduced to a 6-month Letter of Warning.
- Settled **4** 7-Day Suspensions by getting 1 reduced to a 3-month 7-day suspension, 1 reduced to a 6-month 7-day suspension, 1 reduced to a 2-month Letter of warning and 1 rescinded.
- Settled **1** 14-Day Suspension by getting it reduced to a 1 year 14-Day Suspension .
- Settled **2** grievances where management failed to post vacant bid assignments in a timely manner by getting the successful bidders paid. **(Total \$750.00)**
- Settled **2** grievances where management worked and sent a CCA carrier outside the Installation by get-ting that carrier paid out of schedule premium for all hours worked. **(Total \$1692.82)**
- Settled **2** 16.7 emergency placements by getting the emergency placements rescinded and the carriers paid for work hours missed. **(Total \$139.47)**
- Settled **2** grievances where carriers were detailed to a higher-level position (204B) by taking their bid position declared vacant and posted for bid.
- Settled **1** grievance where management was per-forming bargaining unit work by getting a carrier who should have done the work paid. **(Total \$48.78)**
- Settled **2** grievances where management failed to pay carriers their call-in guarantee by getting those carriers paid the remainder of the guarantee. **(Total \$78.03).**

- Settled **1** grievance where management requested medical documentation for a scheduled medical appointment by getting that carrier paid his co-pay **(Total \$25.00).**
- Settled **1** grievance where management failed to provide a safe working environment by getting the mode of delivery changed and the carrier paid. **(Total \$200.00)**

During the month of December, 3 grievances were appealed to Step B

Management's failure to follow the contract cost the USPS **\$2934.10** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Meeting Dates

**Branch Meeting-Thursday,
Feb 06, 2020 @ 7:00 pm**

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

**Exec Board Meeting-Tuesday,
Feb 27, 2020 @ 6:00 pm**

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 3971, leave slip to waive the remainder of my overtime for the day. Is my supervisor, right?

A: In applying the circumstances that you describe the answer is no. There are several provisions that apply to your circumstances. Article 8.8.B 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).*

Exceptional Situations May Excuse Mandatory Overtime. This language is intended to serve 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 in 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 any way 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: Management announced that our station would be going through route inspections in April. They also announced that they are blocking off two weeks on our annual leave board. Are they allowed to do this?

A: Yes, management can block off the leave board to conduct route inspections but a national level pre-arbitration agreement states in part:

- 1) *All advance commitments for granting annual leave must be honored except in serious emergency situations.*
- 2) *Management may block out vacation time in order to perform route inspections, provided that the dates in question are blocked out prior to vacation selection.*
- 3) *When management blocks out vacation time, an equivalent number of additional slots must immediately be made available for vacation selection. Unless the local union*

Contract Talk (Cont. on pg. 6)

Contract Talk (Cont. from pg. 5)
agrees otherwise, the slots will be added to the number of slots required by the Local Memorandum during the 30-day period immediately before or after the dates of the inspection.

In past years the union has worked with management to negotiate an agreement that allows the lost leave slots to be spread out over a period of time to lessen the burden on management while making sure we don't lose any much-needed leave slots.

Chaplain's Corner

Six Bible promises to get you through the New year

- And let us not grow weary of doing good, for in due season we will reap, if we do not give up. Galatians 6:9.
- Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous right hand. Isaiah 41:10
- The Lord your God is in your midst, a mighty one who will save; He will rejoice over you with glad-ness; he will quiet you by his love; he will exult over you with loud singing. Zephaniah 3:1
- Count it all joy, my brothers, when you meet trials of various kinds, for you know that the testing of your faith produces steadfastness. James 1:2,3
- Those who wait for the Lord shall renew their strength; they shall mount up with wings like eagles; they shall run and not grow weary; they shall walk and not faint. Isaiah 40:31
- I can do all things through Christ who strengthens me. Philippians 4:13

Happy New Year.

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

Condolences

**Jeff Clark on the loss of
your Girl Friend.**

Family of Gil Casiraghi.

Get Well

**Marsha Caveny's
Husband**

Stuart Love's Wife

Retirement Seminar

NALC Br 576

3720 W Greenway Road, Phoenix, AZ 85053

Sunday, Jan 26, 2020

8 a.m. Continental Breakfast

9 a.m. Seminar Start Time

Please call the Branch 704 Union Office

(520) 323-2117

if you plan to attend.

Health Benefit Report

What You Must Know Before Discharge

Before you leave a hospital, you or a caregiver should make sure a few things are in order.

Verify your medicine regimen.

Make sure you or your caregiver know exactly which meds you need to take and when, especially if there is a change in your regular routine, says Karen Schoelles, M.D., of the ECRI Institute. Have someone write it all down for you.

Schedule follow-up appointments.

If you've had surgery, make an appointment with your primary care doctor before you leave, says Deena Goldwater, M.D., Ph.D., of UCLA. Your surgeon, who will also follow up with you, might zero in on just the surgical site, she says, so you should have your regular provider check everything else.

Find any necessary equipment.

If you're going home, ask a nurse about special items

you might need to help you recover. For example, you might want to rent a bed that lets you raise the head of it up to about 90 degrees, says Tammie Michael, D.N.P. of the University of Texas. That way, you can sit up without needing someone to lift you. Talk to your insurer and the hospital about how you can rent, borrow, or buy what you need.

Stay hydrated

You'll probably need to eat, and hydrate more than you'd prefer to help you heal and prevent bowel constipation. Ask your doctor whether particular foods will help. If you don't like water, Michael suggests mixing it with juice or other flavorings to make it more palatable.

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

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

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